

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXIX — No. 6 Tuesday, October 16, 1956 Price Ten Cents

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Association Tells Plan For Action To Health Board

ALBANY, Oct. 15—Officials of the Civil Service Employees Association last week urged the State Temporary State Health Insurance Board to adopt a plan of action that would get the program "out of the rarefied atmosphere of policy thinking and down to the hard facts of benefits in terms of dollars and cents."

John T. DeGraff, Association counsel, along with Association President John F. Powers and John Kelly, Jr., assistant counsel, urged the board to delegate to its staff the task of drafting the broadest possible program it could conceive in health insurance plans.

Equal Partners

Mr. DeGraff asked, then, that the plan be sent to those interested non-profit and commercial insurers, as well as employees. When cost proposals with unit prices for benefits contained are received, then the board could sit down with their equal partners, the employees, and arrive at a specific plan on which to take bids, he said.

The board heard official CSEA views on a comprehensive health insurance program for state workers, their families and retired state employees at a meeting here last week.

At the conclusion of the meeting, Board Chairman Alexander A. Falk announced that further meetings would be held with Association representatives before any final action is taken.

'Considerable Progress'

Mr. Falk told The Leader: "Considerable progress was made in achieving agreement on the services for which benefits should be provided."

Several labor organizations sent representatives to the meeting, but

refused requests by the board to give membership figures. Only the CSEA placed its membership figures in the official record, stating it had 53,000 state employee members and between 10,000 and 12,000 members in its county division.

Mr. Powers has consistently asked the board to set its sights on the "best possible" program and urged that everything possible be done to institute coverage by Jan. 1.

The board is authorized to establish a broad hospital and surgical program for state workers on a shared-cost basis between the state and employees. Legislation providing for the program was approved by the 1956 Legislature and signed by Governor Harriman.

CSEA's Major Points

Points stressed by CSEA representatives:

(1) Broadest possible hospital and surgical coverage, plus a major medical or "catastrophe" insurance provision.

(2) Liberal underwriting practices so that all state employees will be eligible for coverage at the inception of the program.

(3) Coverage for the convalescent period, as well as hospital stay.

(4) Coverage for visits to the doctor's office and for the doctor's visit to the home.

(5) Inclusion of mental and nervous disorders in the basic and major medical coverage.

Association leaders also told the board "we strongly oppose any deductible or co-insurance feature" in any basic coverages adopted.

Yearly Re-evaluation

Importance of a reevaluation of any plan on a yearly basis was pointed out by Mr. DeGraff, who told board members insurance with uniform rates and benefits should be "experienced annually."

It was announced the board would meet again Oct. 19 in Albany. The meeting will be for board members only.

Levitt Hails All 'Support' On His Social Security Plan

ALBANY, October 15—State Comptroller Arthur Levitt expressed great pleasure and gratification "at the acceptance by Assembly Speaker Oswald Heck and Senate Majority Leader Walter J. Mahoney of the Administration's program of full Social Security supplementation for state and local employees who are members of the New York State Employees' Retirement System.

"This supports a program which I have long been advocating and working for," Comptroller Levitt stated.

Urged Plan May 15

"Last May 15th, after a thorough study of alternative plans, I publicly urged the adoption of a plan which would permit members of the New York State Employees' Retirement System to supplement their retirement benefits with Social Security.

"The plan which I advocate permits employees the choice of making both retirement and Social Security payments or, if the individual prefers, of reducing his retirement payments by the amount of the Social Security contribution. The announcement by Mr. Heck and Mr. Mahoney did not contain their views on this point. I hope that they endorse it."

It was at Mr. Levitt's request that New York State was included in the recent federal legislation amending the Social Security law to permit each employee to decide when the plan becomes effective whether or not he wishes Social Security coverage in addition to retirement benefits.

Mr. Levitt expressed his hope that the Legislative leaders will continue to work with him to accomplish this desirable program.

ALBANY, Oct. 15—Mrs. Edith M. Hagerman of Canandaigua has been appointed a member of the board of visitors of the Rochester State Hospital by Governor Harriman. She succeeds the late Mrs. Harold Bircher. The appointment is subject to confirmation.

Harriman Gives Endorsement For Social Security Supplementation

ALBANY, Monday Oct. 15—The Governor will recommend legislation which will enable State employees to secure the benefits of Social Security, in addition to the full benefits provided by the State retirement system, it was announced by his office today.

If the proper legislation is approved, the cost to the State will be the employers' share of the Social Security tax for those employees who elect to come under the Social Security System. The Administration's plan will also permit local political units of the State to provide Social Security coverage for the employees by the same method. The cost to the State for covering State employees has been estimated at between \$5.1 and \$5.5 million. Cost of coverage of employees of various subdivisions would be an additional \$5.3 million.

The plan features an option whereby the employee may voluntarily reduce his own contribution to the State Employees' Retirement System by the equivalent of

his Federal Social Security Tax. Thus employees may, if they choose, obtain the added benefits of Social Security coverage without added-out-of-pocket costs and with only a small reduction in their State retirement benefits. The plan was reviewed by representatives of all State employee groups last week, to make certain that it would meet the objectives of their organizations.

The Governor pointed out that he had requested Comptroller Arthur J. Levitt almost a year ago, to study the various methods of bringing the benefits of the Social Security system to State employees and to develop the best possible plan.

The Governor stated: "I will be much gratified by the passage of this legislation. It will achieve for the State employee a retirement plan second to none. The proposed legislation reflects this Administration's grave concern with achieving a level of income for our older citizens which will enable them to enjoy a dignified and useful retirement."

Powers Commends Bipartisan Stand on Social Security

John F. Powers, President of the Civil Service Employees Association, with a membership of 62,000 civil service employees in the State of New York, today commended the leaders of the two major political parties for their statements endorsing and supporting the Association's long held position for the full supplementation of retirement system benefits with social security benefits.

Mr. Powers noted that the As-

sociation's plan of supplementation had had wide bi-partisan interest in the last Legislature as evidenced by the introduction of the Association-sponsored bill by Senator Harry Gittleson (D-New York), and Assemblyman Elisha T. Barrett (R-Suffolk).

Because of the agreement between the two parties to defer action on this subject until 1957, the Association bill died in Com-

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HEAD TABLE GUESTS AND CSEA OFFICIALS AT FINAL DINNER OF ASSOCIATION MEET



Pictured above are guests and CSEA officials who were seated on the dais during the final dinner of the Association's annual meeting October 2 through 4 in Albany. They are, from left, the Rev. Dr. Adams, Dr. Herman Hilleboe, State Health Commissioner; Charlotte Clapper, CSEA secretary; Harry Fox, CSEA treasurer; Maxwell Lehman, New York City Deputy City

Administrator; Virginia Leatham, CSEA Social Committee Chairman; Association President, John F. Powers; Civil Service Commission President Alexander Falk; Arthur J. Levitt, State Comptroller; Civil Service Commissioners Mary Goode Krone and William Morgan and Paul Kyer, editor of The Leader.

U. S. FILLING MORE EXECUTIVE JOBS BY PROMOTION NOW

Chairman Young Tells How It's Done

WASHINGTON, Oct. 15—Chairman Philip Young of the U. S. Civil Service Commission reported on a sampling of executives and administrators now working for the government. He addressed the annual conference on public administration, conducted by the Civil Service Assembly at the Hotel Statler.

He found that the Federal career executives' average age was 52, and that they have been in Federal service for an average of 18 years. One in four has served for more than 25 years. An overwhelming majority have served without a break in service.

Half entered the service in grades at or below GS-7. The typical man in the group had a bachelor's degree and undertook some additional graduate work. Forty percent took some college work after entering the service.

Just before entering, one-third were employed in private industry.

About 10 percent came from private professional practice, another 10 percent from local government, and another 10 percent from university instruction or administration. Only one in five entered the service directly after attending school.

Half of the executives had spent their Federal careers in one agency and most of these in one bureau. Twenty percent more had served in only two agencies.

The agencies' needs cannot be fully met by recruitment from outside sources of persons already qualified to hold the higher-level

jobs, he said, so that it was imperative to recruit and develop administrative talent within the career service. He cited the Federal service entrance examination as a wholly new college-level recruiting program.

Internship Offered

In addition, the Commission conducts a Government-wide internship program, he noted, in one case for employees to enter grades GS-5 and 7 (the usual professional entrance grades), in the other for outside employees who have advanced to middle-management jobs.

Eisenhower Asks Strong Merit System

WASHINGTON, Oct. 15—Messages from both the Democratic and Republican Presidential candidates were sent to the Civil Service Assembly, holding its golden anniversary conference at the Hotel Statler.

President Eisenhower wrote: "Today we recognize the value of two additional elements in personnel work: the development of employees as individuals, and the improvement of their abilities to

work together." He asserted that "a strong unfettered civil service is essential to the continued efficiency of governmental affairs."

In his message, Adlai Stevenson deplored Mr. Eisenhower's Federal employee loyalty program, declaring: "We must defend those in public service from political harassment, from callous, irresponsible attacks on their integrity and loyalty and treat them with the dignity and justice to which they are entitled."

EDITORIAL

Supplementation Plan Gains Wide Support

WORDS take on special meanings when regularly applied to special events or situations. "Supplementation" means Social Security for public employees, an addition to the advantages of retirement systems. It has become the goal of many civil service organizations, as indicated by the resolutions they have adopted. It has become a word in daily use by public employees who seek this additional measure of security.

The progress of supplementation in New York State government is being watched by public employees elsewhere because there is little doubt that if the State enacts such a program in collaboration with the Federal Government, local units of government within the State will have to fall in line.

The problem is not simple. The budgetary implications are substantial. However, the cost can be met with benefits to the State which will outweigh the expenditures, and the employees are willing to pay their share.

State Comptroller Arthur Levitt, Democrat, the chief fiscal officer of the State, championed supplementation early this year. Recently the Republican legislative leadership endorsed supplementation. Governor Harriman has now endorsed supplementation. The plan therefore has become bi-partisan, justifying increased hope for the necessary legislation early in the 1957 session.

CIVIL SERVICE LEADER
American Leading Newsmagazine for Public Employees
LEADER PUBLICATIONS, INC.
97 Duane St., New York 1, N. Y.
Telephone: DEKHAM 3-6010
Entered as second-class matter October 2, 1939, at the post office at New York, N. Y. under the Act of March 3, 1879. Member of Audit Bureau of Circulations.
Subscription Price \$3.50 Per Year (Individual copies, 10¢)
READ The Leader every week for Job Opportunities

Take It or Leave It

WASHINGTON, Oct. 15—A ruling by Comptroller General Joseph Campbell gives a Federal employee who is restored to duty after illegal firing the choice of either keeping his lump-sum payment for annual leave, or refunding the amount to get credit for the leave.



PHILIP YOUNG

Schechter Praises Achievements of Personnel Council

WASHINGTON, Oct. 15—The achievements of the New York City Personnel Council have played major roles in giving the City a new look in its personnel management, employee relations and relations with the operating departments, Joseph Schechter, New York City Director of Personnel, told the 1956 annual Civil Service Assembly Conference.

An outstanding example of the Personnel Council's contribution to streamlined policy are the accepted recommendations for the uniform leave regulations, Mr. Schechter stated.

"For the first time in the 73-year history of civil service administration in New York City, the bulk of municipal employees are operating under a uniform time and leave system," Mr. Schechter said.

He spoke before the 50th anniversary of the Conference on Public Personnel Administration sponsored by the Assembly.

The Council was established at the direction of Mayor Robert F. Wagner in May of 1955, to obtain maximum efficiency, said Mr. Schechter.

14 More Tests Announced By the State

The following is an advance but tentative listing of examinations that the State will hold. Title, starting and maximum pay, are given.

U. S. citizenship is required, and also State residence, unless otherwise stated.

The written tests are to be held on Saturday, January 12. The first day to apply—and don't attempt to apply before then—is November 5, and the last, December 14.

Director of youth rehabilitation, \$8,390-\$10,100.

Senior industrial hygiene physician, state residence not required, \$7,918-\$9,190.

Associate biochemist, \$6,890-\$8,370.

Junior scientist (hematology), state residence not required, \$4,430-\$5,500.

Senior mental health consultant (social work), \$5,390-\$6,620.

Senior social worker (psychiatric), state residence not required, \$4,650-\$5,760.

Supervisor of social work (psychiatric), state residence not required, \$5,390-\$6,620.

Assistant tax valuation engineer, \$5,660-\$6,940.

Canal maintenance foreman, \$3,840-\$4,790.

Canal shop foreman, \$4,220-\$5,250.

Supervising janitor, \$3,320-\$4,180.

Senior attorney (realty), \$6,890-\$8,370.

Guard - farmer (penitentiary), Westchester County, \$3,570-\$4,570.

Unemployment insurance reviewing examiner, \$4,030-\$5,020.

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Merit System Vs. Patronage Debated Again

WASHINGTON, Oct. 15—The merit system versus patronage was debated again, this time by several panels at the conference of the Civil Service Assembly. The result was the same as ever: the merit system has its place, so has patronage, but one method should not attempt to encroach on the rightful field of the other.

Chairman Philip Young of the U. S. Civil Service Commission found both methods essential and asked that a better effort be made by the two groups to understand and respect each other.

"The political executive," he said, "must learn the facilities the career staff has at its disposal, and how those facilities may be used to implement policy. On the other hand, the career man must look to the political official for policy directions."

Mr. Young again endorsed the plan to set up a senior civil service as proposed by the Hoover Commission.

Retention of Incompetents

Former Civil Service Commission Chairman Robert Ramspeck said that any merit system must be honestly administered to have the public's confidence. Years ago it was possible for a Congressman to fix postmaster appointments with the Commission, he admitted.

Another speaker argued that the political appointees are more sensitive to public opinion and move faster to remedy wrong doing.

Mr. Ramspeck agreed that a weakness of the merit system is its failure to take direct and positive steps to rid itself of incompetent employees.

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List of Resolutions Adopted by CSEA

Eighty-five resolutions were adopted at the 46th annual meeting of The Civil Service Employees Association, held at the De Witt Clinton Hotel, Albany.

Among the principal goals set forth in the resolutions are a 15 per cent increase in base pay for state employees, the supplementation plan of Social Security, 40-hour week minimum in political divisions, equalization of certain county salaries with those paid by the state for such services, reclassification by counties and subdivisions, and benefits for Mental Hygiene Department employees and others in special categories.

The Association delegates also voted in favor of abolishing the 80-day waiting period prior to retirement, 25-service-year retirement, minimum age 50 for Correction Department custodial employees and the Mental Hygiene Department and increase in death benefit for all.

The resolutions adopted follow:

1. STATE SALARY INCREASE AND REDUCTION OF WORK HOURS

Resolved, that the Association obtain legislation and executive approval of sufficient appropriations to provide the following benefits:

1. A 15 per cent increase in base pay for all State employees.
2. The establishment of a maximum 40 hour work week for all employees working more than 40 hours with no loss in take-home pay.
3. Establishment of a fund sufficient to provide for correction of inequities which exist or may develop during the year.

2. TIME AND A HALF FOR OVERTIME

Resolved, that the Association support or sponsor legislation to provide that all state employees who are required to work overtime shall receive time and one-half pay for overtime beyond normal work hours per day.

3. ADDITIONAL INCREMENTS AFTER 15 AND 20 YEARS SERVICE

Resolved, that the Association sponsor or support legislation to provide an additional increment for an employee after completion of 15 years state service and a second additional increment after 20 years of service.

4. STATE PAY PREMIUM FOR NIGHT WORK

Resolved, that the Association sponsor or support the necessary legislation to obtain a pay differential of 10% for evening and night duty in state service.

5. GUARD PAY FOR MATRONS

Resolved, that the Association sponsor or support legislation to require the allocation of the positions of custodial employees at Westfield State Farm and Albion State Training School to the same salary grades as custodial employees in other state correctional institutions in accordance with the Civil Service Law provisions for equal pay for equal work.

6. MANDATE COUNTY WELFARE SALARIES BE EQUAL TO STATE

Resolved, that the Association sponsor legislation to mandate salaries not less than that paid similar positions for like work in Social Welfare Department of the State of New York for case workers, case supervisors and supervisors of accounts in the various welfare departments in the political subdivisions of the State of New York.

7. MANDATE POLITICAL SUBDIVISIONS TO ESTABLISH DEFINITE SALARY SCHEDULES

Resolved, that the Association sponsor or support the necessary legislation to make it mandatory for all counties and subdivisions to submit and adopt definite salary plans with increments for all employees.

8. MANDATE POLITICAL SUBDIVISIONS TO ESTABLISH DEFINITE ATTENDANCE RULES

Resolved, that the Association sponsor or support the necessary legislation to make it mandatory for all counties and subdivisions to adopt definite vacation rules that would provide benefits at least equal to those provided by the State of New York for its employees.

9. MANDATE SCHOOL DISTRICTS TO ADOPT DEFINITE SALARY SCHEDULES

Resolved, that the Association sponsor or support the necessary legislation to make it mandatory for all school districts and boards of education to submit and adopt definite salary plans with increments for all employees.

10. HAZARDOUS PAY IN TUBERCULOSIS SERVICES

Resolved, that the Association sponsor or support legislation to provide hazardous pay for all employees in tuberculosis wards and all other employees whose duties require that they be exposed to the hazard of contracting tuberculosis.

11. PAY RECOGNITION FOR HAZARDOUS WORK

Resolved, that the Association study ways and means of determining positions where the conditions under which work is performed may be especially hazardous or arduous and seek a workable plan for paying extra compensation for such work.

12. EXTRA INCREMENT FOR ARMORY EMPLOYEES

Resolved, that the Association seek the necessary legislation to assure Armory employees the same longevity increments as accorded other state employees.

13. NEW TITLE AND PAY ARRANGEMENTS FOR MENTAL HYGIENE ATTENDANT POSITIONS

Resolved, that the Association take appropriate action to secure new arrangement of titles and pay grades for attendant jobs in mental hygiene institutions to substitute for present jobs the titles of Psychiatric Aide-Trainee, salary grade 10. The Psychiatric Aide-Trainee title would be the entrance title and after completion of in-service training course of about 75 to 100 hours and one year of satisfactory service the trainee would be qualified for the next higher position of Psychiatric Aide, grade 8. The Staff Psychiatric Aide would be in place of the present title of Staff Attendant. All these positions to be in competitive class of civil service.

14. PROTECT ELIGIBILITY FOR EXTRA LONGEVITY UPON PROMOTION

Resolved, that the Association sponsor or support legislation to assure that employees promoted from a position in one salary grade to a position in the next higher salary grade shall not thereby lose eligibility for the extra longevity increment.

15. SOCIAL SECURITY TO SUPPLEMENT RETIREMENT SYSTEM BENEFITS

Resolved, that the Association sponsor or support legislation promptly to provide that Social Security coverage be made available to all members of the State Retirement System not so covered, with such benefits supplemental to the benefits of the Retirement System.

16. OPTIONAL RETIREMENT AT HALF PAY AFTER 25 YEARS FOR ALL EMPLOYEES

Resolved, that the Association sponsor and support legislation to assure optional retirement at age 50 after 25 years of service with a minimum retirement

allowance of one-half of final average salary for all members of the retirement system.

17. OPTIONAL RETIREMENT AT HALF PAY AFTER 25 YEARS SERVICE FOR MENTAL HYGIENE EMPLOYEES

Resolved, that the Association sponsor or support legislation to provide for retirement at age 50 at half pay after 25 years service for employees of the Department of Mental Hygiene.

18. OPTIONAL RETIREMENT AT HALF PAY AFTER 25 YEARS, MINIMUM AGE 50, WITH STATE SHARING COST, EFFECTIVE APRIL 1, 1958, FOR CORRECTION CUSTODIAL EMPLOYEES

Resolved, that the Association sponsor or support legislation that will permit custodial employees in the Department of Correction to retire after 25 years service at minimum age 50 at half pay with state and employee sharing additional future cost to be effective April 1, 1956.

19. ABOLISH 30 DAY WAITING PERIOD FOR RETIREMENT

Resolved, that the Association sponsor or support legislation to eliminate the 30 day waiting period for retirement.

20. PERMIT RETIREMENT CONTRIBUTIONS WHILE DISABLED OFF PAYROLL

Resolved, that the Association seek amendment of Retirement Law and Social Security Law to permit contributions by members of State Retirement System to pay members and employers contributions during periods such member is on leave of absence without pay.

21. EXTEND DISABILITY RETIREMENT TO AGE 70

Resolved, that the Association sponsor and support legislation to extend the benefit of accidental disability retirement to age 70.

22. INCREASE DEATH BENEFIT UNDER RETIREMENT SYSTEM

Resolved, that the Association sponsor legislation to amend the retirement law to provide that the death benefit shall be computed at one month's salary for each year of member service to 12 years, and one month's salary for each 2 years of service after 12 years to a maximum death benefit of 2 years' salary.

23. DEATH BENEFIT FOR MENTAL HYGIENE RETIREMENT SYSTEM MEMBERS

Resolved, that the Association sponsor or support legislation to assure that beneficiaries of deceased members of the Mental Hygiene Hospital Retirement System receive the same ordinary death benefits as apply in the State Retirement System and that they be paid the accumulated contributions of the members with interest.

24. INCREASE SUPPLEMENTAL RETIREMENT ALLOWANCE

Resolved, that the Association sponsor legislation to increase supplemental retirement allowance to \$60 per year for each year of service with minimum of 10 years' service required, with maximum of 30 years' service allowable.

25. VESTED RETIREMENT ALLOWANCE AFTER 15 YEARS' SERVICE

Resolved, that the Association sponsor or support legislation to provide that the state permit members of the retirement system who discontinue service other than by death or retirement after fifteen years of service to leave contribution on deposit and receive retirement allowance at age 55 or 60 depending on which plan member has elected.

26. RIGHT TO TEMPORARY PUBLIC EMPLOYMENT FOR RETIRED MEMBERS OF HOSPITAL RETIREMENT SYSTEM

Resolved, that the Association sponsor or support legislation to assure that retired members of the Hospital Retirement System will have the same privilege with respect to temporary or occasional work as that now enjoyed by members of the Employees' Retirement System.

27. SEMI-MONTHLY RETIREMENT BENEFIT INSTEAD OF MONTHLY

Resolved, that the Association be requested to take up with the New York State Employees' Retirement System the question of issuing checks to retired members on a semi-monthly basis instead of monthly basis.

28. EQUALIZE RETIREMENT BENEFIT FOR HUSBANDS OF EMPLOYEES

Resolved, that the Retirement and Social Security Law to be amended to provide that widowers of deceased members receive the same benefits as widows of deceased members.

29. IMPROVE STATE POLICE WORK HOURS AND ATTENDANCE RULES

Resolved, that Association thru appeal to the Division of State Police and to the Governor, thru legislation, thru publicity in the Civil Service Leader and newspapers generally, and thru all other means possible, urge reduction of the work and duty hours of the members of the Division of State Police and adherence to the State Attendance Rules and grievance machinery coverage, and that the Association request a legislative investigation into the work conditions of the employees of the Division of State Police if its effort to secure improvements in such conditions are not successful within a reasonable period.

30. 37½ HOUR WORK WEEK FOR INSTITUTIONAL OFFICE AND CLERICAL WORKERS

Resolved, that the Association seek establishment of a 37½ hour work week for office and clerical employees of State Institutions.

31. LUMP-SUM PAYMENT FOR ACCRUED SICK LEAVE, VACATION & OVERTIME CREDIT UPON TERMINATION OF EMPLOYMENT

Resolved, that the Association introduce legislation to provide for payment for sick leave credit, accrued vacation and overtime in a lump sum at time of retirement, separation or death of employee.

32. LUMP-SUM PAYMENT OF UNUSED VACATION & OVERTIME DURING FISCAL YEAR

Resolved, that the Association sponsor legislation to require the State Comptroller to pay employees in a lump sum for unliquidated accrued vacation and for overtime credits when the employees are not permitted to liquidate such accruals during the fiscal year.

33. EXTRA WEEK VACATION AFTER COMPLETION OF 20 YEARS' SERVICE

Resolved, that the Association take appropriate action to secure amendment to the State Attendance Rules to provide extra week vacation each year for employees who complete 20 years of service.

34. HOLIDAYS OR TIME IN LIEU THEREOF FOR ALL EMPLOYEES

Resolved, that the Association take appropriate action to assure that ALL public employees, including per diem and hourly employees who work six consecutive months, be granted leave without loss of pay on all legal holidays or shall be granted time off with pay in lieu of holidays where public service requires the employee to work on legal holidays or when holidays fall on Sunday or the regular day off.

35. TIME CREDIT FOR HOURS DEVOTED TO DUTIES AWAY FROM INSTITUTIONS

Resolved, that the Association take appropriate action to assure to state employees away from institution on official duty transferring inmates, on sick or death visits or court appearances, the credit for such time and be compensated for it by time off in lieu thereof or overtime pay.

(Continued on Page 14)

Half of City's Graduate Nurse Jobs Unfilled

Seventy students began taking the nursing course at the new municipal hospital school at the Queens Hospital Center, Jamaica.

Although the nurses' school and residence will not be completed until about mid-October, classes began with students housed and fed in the present nurses' residence of Queens General and Triboro Hospitals, which adjoin the new school.

First of Three

The modern eight-story school is the first of three such projects in the Department's program of expanding training and housing facilities to attract more student nurses for the municipal hospitals.

Last year New York City approved a new nurses' residence and training school for the 1,050-bed Metropolitan Hospital opened a year ago in East Harlem, Manhattan. In this year's capital budget, Dr. Basil C. MacLean, Commissioner of Hospitals, is requesting that similar facilities be provided at the City's recently opened Bronx Municipal Hospital Center, which includes the Nathan B. Van Etten Tuberculosis Hospital and the Abraham Jacobi General Hospital. This center is affiliated with the Albert Einstein College of Medicine of Yeshiva University.

Understaffed

The municipal hospitals are operating with fewer than 4,000 graduate nurses, or about half the jobs allocated in the budget for these positions. Dr. MacLean has stated that while it would be unrealistic to try to recruit 4,000 more professional nurses now, added training facilities and higher pay would enable the department to obtain 5,000.

Graduate nurses now begin at \$3,500 a year and through increments rise to \$4,580. Supervisory personnel go as high as \$8,900 as nursing superintendents in the larger municipal hospital centers.

Of the 70 students, 13 are attending on scholarships provided by Queens medical and civic groups and the State Education Department.

Will Choose Own Uniform

The class will choose its own school uniform. Meanwhile, the students will vote on the style of nursing school cap.

The three-year course leads to a license by the Regents of the State of New York and an R.N. degree as a professional nurse.

The medical superintendent of the Queens Hospital Center is Dr. Henry Pineberg. Gladys J. Chamberlain,

Senator Issues Warning On Florida Retirements

ALBANY, Oct. 15—Ready for retirement on a government pension?

Thinking of going to Florida to loll in the sun for the rest of your years? Will your pension check be adequate, or do you hope to pick up a part-time job to supplement your retirement income?

If so, you might do well to heed a warning issued recently by State Senator Thomas C. Desmond, chairman of the State Legislative Committee on Problems of the Aging.

Below Standard

The Senator has charged that conditions for senior citizens in Florida are below desirable standards. "Since the occasion when I pointed out two years ago that Florida was luring retirees to that state without providing adequate services and facilities for them," the Senator said, "there have been some notable improvements."

He noted, however, that health facilities are still lacking, adult education facilities are few and insufficient effort is being made to encourage self-employment of retirees. He also charged that vocational rehabilitation for the aged who become handicapped is practically non-existent.

No Real Interest

"Florida," Sen. Desmond said, "is keen on segregation of the aged into colonies of retirees, encouraging unions and others to set up villages for them. It still lacks on

the state level a real desire to establish a coordinated program for the elderly.

Neither the executive department nor legislature appear interested in the welfare of out-of-state retirees, so long as the aged bring in new money to the state. The state is primarily interested in getting wealthy aged, not those living on social security benefits."

The Senator noted that Florida has recently outlawed fake retirement home advertisements which lured New Yorkers to barren, isolated marsh lands, and has established a retirement section in its State Improvement Commission, and while woefully starved for funds, it is "trying to break down barriers against hiring out-of-state retirees for part-time jobs."

Friendship Warm, Too

"There is no doubt," Sen. Desmond said, "that conditions in Florida are improving for senior citizens, but they are still below desirable standards.

"The New York retiree contemplating migration to Florida would do well not to be misguided by the warmth of the southern sun to leave the warmth of home-towns and friends. A trial vacation or short stay in scenic Florida is an excellent policy before establishing a permanent home there. Florida has much to offer retirees, and with further progress could become an ideal retirement haven."

ACTIVITIES OF EMPLOYEES IN STATE

State Insurance Fund

Alex Greenberg was installed as president of the State Insurance Fund chapter on September 28. The installation meeting was held in the State Fund Building, 199 Church Street, New York City.

Jesse McFarland, former president of the Civil Service Employees Association and senior personnel administrator, installed Mr. Greenberg and the following:

Edmund J. Bozek, first vice president; Victor Fiddler, second vice president; Cornelius O'Shea, third vice president; Robert Rollison, fourth vice president; Randolph Jacobs, fifth vice president; Moe Brown, treasurer; Reverlea Mann, corresponding secretary; Gertrude Murphy, recording secretary; William Joyce, financial secretary, and Vincent Rubino, sergeant-at-arms.

The chapter welcomes these new members: S. Beecham, H. Delacruz, W. J. Garrin, J. Hagen, P. L. Helmick, S. E. Johnson, M. Jones, N. M. Klimovich, A. Lombardi, D. Morris, M. F. O'Brien, B. Levine, J. Marren, William Troupe, Louis T. Eppaminonda, M. McAndrew, Mildred Burton, Thelma Alexander, Alfred Baglioni, Alice Biddie, Joyce Brown, Henry Cunningham, Mary Goydas, Pauline Hamilton, June Kinny, Joyce Knight, Frank Norton, Alice Peritz, Frank Pullo, Harold Taylor, J. M. Thompson, James W.

Wade, K. Coleman and H. DeSimone.

Members are requested to send all news releases to the new publicity chairman, A. Schwartz, Claims-Upstate, or to Co-chairman Lyra James, Underwriting, 9th Floor.

Congratulations to Mr. Stubenvall, associate underwriter in charge of disability, on the birth of his grandson October 6.

State Fund bowling league standing as of October 2:

	won	lost	pt.	games
Policyholders	7	8	9	7
Cls. Examiners	6	9	8	5
Personnel	6	9	8	7
Payroll	6	9	8	4
Payroll Jrs.	5	10	6	6

	won	lost	pt.	games
Cls. Seniors	10	5	14	7
Actuarial	10	5	13	2
Accounts	9	5	12	5
Safety	8	7	11	6
Medical	8	7	10	5

Weekly high scores:
Individual High, M. Wechsler 223
Team High, 13th Game Safety 971
Team High, 14th game Cls. Seniors 919
Team High, 15th Game Policyholders 939.



Ann LeVine and Gertrude White, both past presidents of the Broadacres chapter, Civil Service Employees Association, at the Association's annual meeting in Albany.

ALBANY, Oct. 15—Governor Henry J. Oskinski, also of Buffalo, has appointed Casimir I. Szudak of Buffalo as a member of the board of visitors of Gowanda State Hospital. He succeeds

Henry J. Oskinski, also of Buffalo, who has resigned. The appointment is subject to confirmation by the Legislature, usually a matter of course.

PREPARE YOURSELF NOW FOR COMING U.S. CIVIL SERVICE TESTS

During the next twelve months there will be many appointments to U. S. Civil Service jobs in many parts of the country.

These will be jobs paying as high as \$340.00 a month to start. 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. They are available to men and women between 18 and 55.

But in order to get one of these jobs, you must pass a Civil Service test. The competition in these tests is intense. In some cases as few as one out of five applicants pass! Anything you can do to increase your chances of passing is well worth your while.

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

To get full information free of charge on these U. S. Civil Service jobs fill out the coupon, stick to postal card, and mail, TODAY or call at office—open 9:00 to 5:00 daily. The Institute will also show you how you can qualify yourself to pass these tests. Don't delay—act NOW!

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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) list of U. S. Civil Service jobs; (4) tell me how to prepare for one of these tests.

Name Age

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Coupon is valuable. Use it before you mislay it.

GET THE FOLLOWING STUDY BOOK

SIMPLE STUDY MATERIAL: Exam Questions and Answers to help you pass the test.

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City State

Lawrence W. Kerwin (left), chairman of the resolutions committee; Leo Lemieux, member of the social committee, and Joseph P. Felly, 1st vice president, at the Civil Service Employees Association annual meeting in Albany.



WINNER OF HANDICAP RACE FOR STATE HONOR



Leonard F. Goldwater of New York City receives from Governor Averell Harriman a certificate as the outstanding handicapped state employee for 1956. Mr. Goldwater is an economist in the Bureau of Research and Statistics, Division of Employment, State Labor Department. He overcame a severe handicap produced by muscular dystrophy suffered since early childhood. Presentation of the award is an annual feature of Employ the Physically Handicapped Committee. From left, Mr. Goldwater, Mr. Harriman, Orin Lehman, chairman of the Governor's Employ the Physical Handicapped Committee, and State Labor Commissioner Isador Lubin.

Jobs in Traffic Supervision Open

The New York State Thruway Authority needs men for traffic supervision jobs.

On November 17 an examination will be held to fill position as

Division Traffic Supervisor and Assistant Division Traffic Supervisor. The last day to apply is Friday, October 19.

Vacancies exist in both titles in Tarrytown, Albany, East Syracuse and Williamsville.

The district traffic supervisor position has a starting salary of \$4,430. Five annual increases bring this to \$5,500. The assistant position begins at \$3,840 and reaches \$4,790.

Requirements

The Division Traffic Supervisor arranges for the erection of traffic control and directional signs, markings, and devices; determines requirements for emergency sign usage and arranges for installation of such signs; inspects the roadway for hazardous conditions; investigates accidents; and arranges for and directs traffic counts and surveys. The assistant

is involved in the same work but has a lesser degree of responsibility.

Applicants must have experience in work relating to the control and safety of vehicle traffic, including investigation and reporting of motor vehicle accidents. The higher position requires five years of this experience; the assistant position, three years.

Apply to the State Civil Service Department, State Office Building, Albany, N. Y.

Typists Needed At Fort Hamilton

Headquarters, Fort Hamilton urgently needs typists, starting at \$2,960 a year. Apply to the Civilian Personnel Office, 98th Street and Fort Hamilton Parkway, Brooklyn 9, N. Y. Telephone SH 5-7900, extension 22233.

Six armories were represented. The 1957 spring meeting will be held in Oneonta. The following officers were elected: Millard H. Marlowe, Malone Armory, president; Leonard E. McCallops, Watertown Armory, vice president; Fred Martin, Malone Armory, secretary-treasurer. A luncheon was served by the employees of the Armory.

Creedmoor

The Creedmoor chapter is pleased with the number of new members who have recently joined.

Members who have not yet signed the authorization slip that automatically deducts dues from the paycheck may do so by contacting Ralph Osman of the merchandise office.

The bowling alleys are now open every night except Sunday, from 6 P. M. to 11 P. M. for employees. The men's league is now being formed. All men interested in joining should contact Oscar Langhorne, secretary-treasurer, who will assign them to a team. It is not necessary to be a champ. Low bowlers will be given a handicap.

The other night some miscreants tried to steal Staff Attendant Peckle's car and when unable to get away with it threw rocks at it. With the help of Al Goralto and Patrolman Van Geysa, the culprits were arrested. Charlie Smith is back from Florida. Ray Sansone, supervisor of reception male, informs us

LATHAM SEEKS FULL PENSION EXEMPTION

Congressman Henry L. Latham (R. Queens) has promised that in the next Congress he will press for the exemption from Federal Income Tax of all pensions up to \$5,000 a year. So far only \$1,200 had been exempted.

"With some exceptions, pension money is taxed going into the pen-

sion fund and coming out," he said. "This is unfair."

"It is particularly difficult for civil service employees. They spend most of their productive years building up a meager retirement fund, too often only to find that inflation has robbed it of much of its value, and then have to pay a tax on the pension payments."

Change of Our Jamaica Location

The Jamaica Division of the Delehanty Institute, formerly at 90-14 Sutphin Blvd., Jamaica, has removed to its new spacious building at

91-01 MERRICK BOULEVARD, JAMAICA

Our new location is convenient to all means of transportation. It is across the street from the Bus Terminal, one block from the Jamaica Ave. "L" Terminal, and 3 blocks from the 149th St. IND. Subway station.

NOTE: Our Classes for POLICE SERGEANT in Jamaica will continue to meet at 90-01 Sutphin Boulevard.

We invite all men who filed applications for **SURFACE LINE OPERATOR — CONDUCTOR** to attend as our guests a class session of our course **CLASS MEETS WEDNESDAY at 7:30 P.M. in MANHATTAN ONLY**

Applications Open Nov. 5 for New Exam for **PATROLMAN — N. Y. C. POLICE DEPT.**
Salary \$5,705 a Year After 3 Years
 (Includes Annual Uniform Allowance) Pension After 20 Years
Promotional Opportunities up to CAPTAIN — \$8,295
 VISIT A CLASS SESSION AS OUR GUEST
 In MANHATTAN: TUESDAYS at 1:15, 5:45 or 7:45 P.M.
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 Free Medical Exam — Inquire for Schedule of Doctors' Hours

Applications Now Open! • Exam Jan. 12 for Hundreds of Permanent Positions for Men and Women

RAILROAD CLERK

(STATION AGENT) N. Y. C. TRANSIT AUTHORITY
 Advancement to Asst. Station Supervisor & Asst. Train Dispatcher
40-HOUR, 5 DAY WEEK — FULL CIVIL SERVICE BENEFITS
Salaries \$68.20 to \$74.20 a Week
 No Age Limits — No Educational or Experience Requirements
 This Course Thoroughly Prepares For Official Written Examination
 Be Our Guest at a Class Session
MANHATTAN: THURS. at 7:30 P.M. - JAMAICA: MON. at 7:30 P.M.

ENROLL NOW! Applications Open Nov. 5

Opportunities for Men & Women, 17 Yrs. and Up
START A CAREER IN N. Y. CITY CLERICAL SERVICE

CLERK Salary \$2,750 to \$3,650

Excellent Promotional Opportunities to SENIOR CLERK at \$3,500 to start and SUPERVISING CLERK at \$4,500 Start. Chances to Advance Later to Positions up to \$7,500 and Higher.
NO BUSINESS EXPERIENCE REQUIRED
 Course Fully Prepares for Written Exam
 Be Our Guest at a Class Session
Manhattan: Tues. at 7:30 P.M. - Jamaica: Thurs. at 7 P.M.

New Examination Will Be Ordered Soon for

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

STARTING SALARY \$3,950 A YEAR (\$76 a Week)
Increases During 3 Yrs to \$4,850 A YEAR (\$93 a Wk.)

FULL CIVIL SERVICE BENEFITS INCLUDING PENSION
 Promotional Opportunities up to DISTRICT SUPT. — \$7,450
 Be Our Guest at a Class Session in Manhattan or Jamaica
IN MANHATTAN: THURSDAY at 1:15, 5:45 or 7:45 P.M.
IN JAMAICA: MONDAY at 7:30 P.M.

HIGH SCHOOL EQUIVALENCY PREPARATION

Attend a Class MON. or WED. at 7:30 P.M.
 Applicants for positions in Civil Service who need an Equivalency Diploma, and other adults who realize the value of a High School diploma may take advantage of this opportunity. Moderate fee may be paid in installments.

Classes Starting in Preparation for the NEXT N. Y. CITY LICENSE EXAMS

MASTER ELECTRICIAN
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STATIONARY ENGINEER
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CLASS MEET THURSDAYS at 7 P.M.

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

ACTIVITIES EMPLOYEE NEWS

Ray Brook Center

After fifteen years of service, Elizabeth Rule has retired from her job as ward attendant at Ray Brook. On September 25 Miss Rule was entertained at a cocktail party, and later in the evening was guest of honor at a roast beef dinner at the Algonquin Restaurant.

Fellow employees are glad to see Vera Feddick back at work after her recent illness. Irene Pfeiffer is also off the sick list, and Frank Witkowski is recovering from an emergency appendectomy.

The chapter is planning a big pancake supper for the end of October. The exact time and place will be announced soon. An interesting speaker is expected to be on hand, and all state employees in the community are cordially invited.

New York City Chapter

The New York City chapter welcomes new members Bernard M. Gus, Salvatore Florio, Ralph Zackin, Florence LaVecchia, Ethelne Wilson and Pearl Foster. They're all employees in the Brooklyn office of the Temporary State Housing Rent Commission.

Congratulations: To Hortense Meyer of the BMV, Public Services Unit, on the birth of her second grandchild, a fine 8-pounder named Sidney Bruce Meyer. Ditto on her birthday, coming up October 29.

To Ann Roesch, who celebrated her 30th year of devoted service to the state in the BMV, and who doesn't look a day older.

To Mr. and Mrs. Joseph J. Byrnes of St. Albans, who celebrated their 44th wedding anniversary October 12. Joe is treasurer of the chapter.

October birthday greetings to Gertrude Jeffers, Ina Barnes, William Ferber, William Regan, Matilda Tafuri and Lillian Stark, all employed by the BMV.

Mid-State Armories

The Mid-State Armory Employees chapter held its regular business meeting at the State Armory, Watertown. President Millard H. Marlow acted as chairman.



Civil Service LEADER

America's Largest Weekly for Public Employees
Member Audit Bureau of Circulations

Published every Tuesday by
LEADER PUBLICATIONS, INC.

97 Duane Street, New York 7, N. Y. 8Eekmen 3-4010

Jerry Finkelstein, Publisher
Paul Kyer, Editor H. J. Bernard, Executive Editor
N. H. Mager, Business Manager
Albany Advertising Office:

Plaza Book Shop, 380 Broadway, Albany, N. Y.

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

TUESDAY, OCTOBER 16, 1956

Forced Resignations A Form of Knavery

THE Sorin Law did not come easy. Last year, after a 10-year fight, civil service employees succeeded in getting State legislation enacted, for those in the competitive class, providing the right to written notice of charges, a formal hearing and a right to representation by counsel.

A Value That Must Not Be Destroyed

The Sorin law is of great value. To expose a grievance to an open hearing has the effect of preventing baseless charges. It protects tenure, the most valuable right of the public employee. The operation of the Sorin Law has been so successful that the Civil Service Employees Association at its annual meeting adopted a resolution recommending its extension to non-competitive employees. Non-competitive employees are entitled to the protection, too.

Under the Sorin Law it is difficult for an administrator to remove an employee for personal, political or trivial reasons. Either the agency's witnesses don't stand up when confronted by the accused, or are forced into the truth on cross-examination, or the accused proves that he had done nothing to warrant removal.

Violations, Nevertheless

Despite the generally satisfactory operation of the law, some administrators apparently violated at least its spirit. Civil service attorneys tell of administrators who called employees on the carpet and asked them to resign under the threat that they would be given a hearing on charges and dismissed anyway, if they failed to do as they were requested. But if the resignation is forthcoming, the employee is assured that he can give the department as a reference. Thus a hearing, intended as a protection to the employee, becomes a device for exposing and humiliating him, an example of sheer knavery.

In other cases the administrator does not threaten a hearing. He calls the employee on the carpet and merely asks him to resign. This seems fair and innocent enough on the face of it. However, such procedure is a circumvention of the Sorin Law. The head of an agency or an agency's personnel officer is on a higher authoritative level than an employee. The request for a resignation (without a Sorin Law hearing) thus becomes a subtle form of intimidation.

Resignation Request Must Be Taboo

No administrator should suggest resignation. If he wants to remove an employee he should proceed according to law, otherwise let the employee remain in service.

The Sorin Law makes careful provision for the appointment of a hearing officer who has authority to decide under the law whether the employee should keep his job or not. The law says nothing about the administrator making such decisions.

State and local civil service commissions should study the operation of the Sorin Law, including infractions. If the commissions find warrant for it, they should recommend that department heads issue an order prohibiting requests for resignations.

SOME IDEA of stability in government jobs may be gleaned from the fact that 134 of the 1,460 employees of the VA regional office in New York City have more than 20 years' service, and 59% of the 134 exceed 30 years.

IDEAS

TWO WAYS OF FIRING

The employee periodical of the Smithsonian Institution published the following:

"There are two ways of firing men.

"The first kind of firing that we naturally think of is to discharge the employee—to let him go. This is the line of least resistance and is often the easiest apparent solution. But unless he is absolutely hopeless, discharging the employee only exchanges one set of faults for another. The new man will not be perfect. He, too, will require training and fashioning to his job.

"The second way to fire a man is to fire his mind and spirit with the determination to make good. Instead of letting the man go you set a fire under him so that he will make himself go—with enthusiasm.

"If the employee has basically good qualities, even though he has many faults, this second way of firing him is often the best. You conserve the good and you inspire the man to grow and do a better job."

CONTRAST IN SALARY

Recently a social welfare worker called the Civil Service Assembly's attention to an examination announcement listing a number of openings. He was disturbed because of the differences in the salary offered for a social worker II and an auto mechanic II, in view of the education and experience which were required for each job.

The social worker pay was \$399-\$414 and applicants needed a college degree plus 12 months' experience, or a year of post-graduate work. The pay for the auto mechanic was \$417 a month. He must have completed the eighth grade, a recognized apprenticeship, and have three years of journeyman experience.

LETTERS TO THE EDITOR

READER FINDS BIAS IN RECLASSIFICATION

Editor, The Leader:

Personnel Director Joseph Schechter's letter denying audit secrecy requires further explanation. The allegation that "accepted personnel practices" were followed by New York City does not cure the situation. And perhaps it is even time for a change in this regard.

1. Is it not true that between the time of submission of "preliminary recommendations to department heads for their confidential consideration and early in July when department heads were officially notified of the new titles for the nearly 3,000 who received upward reclassification," only favored employees were "tipped off" and thus were afforded an opportunity to do all they could to improve their own proposed reclassification? All others were kept in the dark about such preliminary recommendations and therefore could not do likewise. They can now resort only to an appeal

[Continued on Page 7]

MODERN PUBLIC ADMINISTRATION

STILL GREATER courtesy toward the public is the goal in all government jurisdictions. New York City has just started a courtesy course for some of its employees, who are to pass on or to fellow-employees what the course taught. The Federal and State governments showed the same kind of interest. Now the Veterans Administration is taking the project really to heart.

Harvey V. Higley, Administrator of Veterans Affairs, said the VA is going all out to improve the job it does in meeting the public.

He has issued a training guide, "You Meet the Public," to assist the 177,000 employees in the fine art of meeting the public face to face, by telephone, and by letter.

"The problem of maintaining prompt, courteous, efficient and understanding contacts with the public is a continuous challenge," he said.

"No matter what the pressure may be, we must never lose our respect for the dignity of each individual with whom we are concerned. We must never forget that involved in every interview, in telephone call, or letter are the hopes, the doubts, and the fears of a fellow human being."

Some of his tips: Face to face: "Recognize a visitor promptly. If you can't avoid delay, explain the reason right away." "Be a good listener. Let the visitor talk." "Try to achieve the human touch by putting yourself in the other fellow's place."

By telephone: "Greet the caller pleasantly." "Give information willingly." "Hang up the receiver gently."

By letter: "Don't repeat what is said in a letter you receive. The fellow who wrote it knows what he said." "Don't try to impress your reader with big words and long, involved sentences. Use short words, short sentences, short paragraphs." "Don't hedge." "Be human."

He supports all these tips with examples, exercises, and demonstrations in the training guide.

Problems of City Transit

Most of the 1,500 transit systems in the nation's cities are either losing money or just breaking even, says the International City Managers' Association.

In some cities, the privately owned transit system has been abandoned without full consideration of community benefits lost thereby. In a few cases, the system has passed by default into municipal ownership.

Yet the only approach that gives promise of long-term solution to the transit problem is the one that has been most neglected, says David S. Arnold, publications director of the association.

This approach first considers basic uses of the land and then pays attention to rapid transit below the ground, in elevated railways, and on the surface. It involves not just automobile traffic but also takes into account bus lines that feed rapid transit lines, interurban and commuter systems, and above all the relationships among all the various ways of moving people and goods from place to place in a city.

He sees some hope, however, in the creation of the National Committee on Urban Transportation. This committee is working to develop standards and methods that can be applied to urban transportation problems.

The committee has pilot studies under way in eight cities, including Syracuse, N. Y. The deadline for the completion of these studies is July 1, 1957.

Delay Asked on News of Big Fire

The fire chief of Elizabeth, N. J., recommends a wait of at least 15 minutes before notifying television and radio reporters about major fires and disasters. He said broadcasters often break the news too soon, causing excitement-seekers to hurry to the scene, even delaying fire apparatus en route to the scene.

Demands on Policewomen Run Gamut

"On special assignments you may be asked to work in blue jeans in the slums or wear evening gowns in high society."

That was part of the welcoming speech given 122 who passed the tests for New York City policewomen.

Law Cases

Sidney M. Stern, counsel, submitted to the Civil Service Commission the following report on law cases:

JUDICIAL DECISIONS
Special Term, New York County Supreme Court

McHugh v. Kennedy, Petitioner claims he was eligible for the position of probationary patrolman and that he was arbitrarily rejected by the police commissioner. The commissioner contends that he was never certified by the Civil Service Commission and therefore could not be appointed. The C.S.C. contends that petitioner was eligible but that subsequently he was marked rejected because he was

found not qualified medically after an examination by the joint medical board. The Court (Stevens, J.) ordered a trial on the issue of fact as to whether the act of the C.S.C. or the police commissioner was arbitrary and capricious.

Feminella v. Kennedy, Petitioner was passed over on list for patrolman. He claims it was because of his father's criminal record. The commissioner denies this and asserts his right to absolute discretion in making appointments. The Court (Greenberg, J.) set the matter for trial to determine whether the police commissioner was arbitrary or unreasonable in passing over petitioner.

No Experience Needed for Jobs As Nurses' Aide

The New York State Employment Service is seeking more than 870 persons to fill jobs at the new Coney Island Hospital, Brooklyn. The hospital is interviewing for 60 staff nurses, at \$3,500 to \$4,580; 86 practical nurses, at \$2,750 to \$3,650; some head nurses at \$4,000 to \$5,080, and 130 men and women nurses' aides.

The aide jobs pay \$208 a month for a five-day, 40-hour week. Lighter work units than usual are expected in the small wards of the new 567-bed hospital. Applicants must be U. S. citizens, with one year of high school, and must pass an aptitude test.

Apply to the Employment Service office at 582 Fulton Street, Brooklyn, N. Y.

For nurses' aide positions in Manhattan, Queens and Bronx hospitals, contact the Employment service office at 247 West 54th Street, New York City, N. Y. On these jobs, no experience is required, including the Coney Island jobs in this title.

Letters

(Continued from Page 6)

Before a 3-to-2 board with little likelihood of success.

2. And how can Mr. Schechter reconcile his statement that "we conducted the audit on the basis of the duties and responsibilities of the positions and not of the particular individuals who happened to be the incumbents" with the fact that many incumbents working out of title were upgraded and cemented in their out-of-title positions which were improperly reclassified because it is illegal to change the incumbent's title to fit the duties he was actually performing? Is it not manifestly unfair to the employee who is legally entitled to occupy such position and who has perhaps not been upgraded because his superior is working out of title? Is out-of-title work not legally prohibited and was it not one of the major objectives of the Career and Salary Plan to correct all out-of-title work and not perpetuate it?

3. As further evidence that individuals and not positions were audited, consider (1) where the position of an incumbent working out of title was improperly classified with the understanding that when it became vacant such improper reclassification would be corrected, and (2) where the present incumbent was given a higher line with the understanding that a lower line would be assigned to the position when it became vacant.

Having been turned down by the Legislature, I think it was a serious error to proceed with upgrades, etc., before obtaining court sanction on all phases of the Plan.

EMPLOYEE

NO OVERTIME PAY, CUSTODIANS COMPLAIN

Editor, The Leader:

In regard to your article in the October 2 Leader, "Overtime Law Applies to All," we get no compensation at all for overtime on snow removal or for coming in early mornings to get up steam so the buildings will be ready at opening time. The opinion here seems to be that we are expected to be available 24 hours a day.

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BOARD OF EDUCATION

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has the wonderful new...



REMINGTON ROLLECTRIC

Shaves your Hidden Beard and gives the first all-comfort shave!

Here's the first really new way to shave since electric shaving began. The Remington Rollectric reaches the Hidden Beard other shaving methods miss... and its exclusive Roller Comb action also protects tender facial skin, gives smoother, faster, more comfortable shaves every time. Yes, the new Remington Rollectric makes all other shaving methods obsolete.

SAVE \$8⁵⁰

Regularly \$31.50—with trade-in of any other standard make shaver... only \$23.00



HERE'S YOUR HIDDEN BEARD. Whiskers grow in tiny valleys. Ordinary shavers skim the tops of these valleys—shave only the tops of whiskers. Soon each whisker base grows out and your Hidden Beard can be seen and felt.



HERE'S HOW REMINGTON GETS IT. The Rollectric's Roller Combs gently press the skin valleys down—pop up whisker bases into path of man-sized shaving head. Each whisker is sheared off at its base—cleanly, comfortably, quickly.

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NYC Jobs

The following New York City examinations are now open for application. Last day to apply is at end of each notice.

Apply in person or by mail to the Department's application bureau, 96 Duane Street, New York 7, N. Y., just opposite The Leader offices.

OPEN-COMPETITIVE

7603. RAILROAD CLERK, N. Y. Transit Authority, \$1.705 to \$1.825 per hour; about 200 appointments are made annually. At the date of filing applications, candidates must be citizens of the United States. Appointments in the Transit Authority are exempt from New York City residence requirement. Although there are no age limits at the time of filing applications, no eligible will be appointed from the list who is less than 21 years of age at the time of appointment. At the time of appointment, candidates must be acceptable for bonding. Exam Jan. 12, Fee \$3. (Friday, October 26).

7890. SOCIAL INVESTIGATOR, \$4,000 to \$5,080; Feb. 2, 1957; there are at present about 750 vacancies. Candidates must have a baccalaureate degree from an institution which has

had such degree registered by the University of the State of New York. Candidates who expect to receive their degree by July 1, 1957, will be admitted to the examination. However, they will not be appointed unless they present evidence to Bureau of Investigation that they had received the degree by July 1, 1957. Exam Feb. 2, Fee \$3. (Monday, November 26).

7819. EDITORIAL ASSISTANT, \$4,000 to \$5,080; one vacancy with the New York City Youth Board.

A baccalaureate degree from a college recognized by the University of the State of New York with a major in English, Journalism, Advertising or related fields plus one year of satisfactory, full-time, paid experience in the writing and editing of house organs, college periodicals, booklets or other printed material for publication; or graduation from a senior high school plus five years of satisfactory, full-time, paid experience or a satisfactory equivalent combination of education and experience. Fee \$3.

Exam Jan. 9 (Thursday, October 25.)

7738. ENGINEERING AIDE, \$3,250 to \$4,330; 50 vacancies with various departments. Graduation from a senior high school and one year's satisfactory practical engineering experience; or completion of two years technical training in a recognized school of engineering; or a satisfactory equivalent combination of education and experience. Fee \$3. Exam Dec. 18. (Thursday, October 25).

7497. INVESTIGATOR, \$4,000 to \$5,080; 65 vacancies with the Department of Hospitals. All candidates must be graduates of a senior high school or have a high school equivalency diploma. In addition, candidates must have either three years of satisfactory, full-time paid experience in a large industrial or govern-

mental agency as an investigator or interviewer, or a baccalaureate degree issued upon completion of a course of study registered by the University of the State of New York, or any satisfactory equivalent combination. Candidates who will meet the educational requirements by February, 1958, will be admitted to this examination. Such candidates should indicate this fact on their experience form. Exam Feb. 9, Fee \$3. (Monday, November 26).

(Continued on Page 9)

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NYC Jobs

(Continued from Page 8)

7816. ASSISTANT PUBLIC SERVICES OFFICER, \$3,750 to \$4,830. One vacancy with Commerce and Public Events. A baccalaureate degree issued upon completion of a course of study registered by the University of the State of New York plus six months of satisfactory, full-time paid experience in public relations, journalism or advertising; or graduation from a senior high school or its equivalent plus three years of satisfactory, full-time, paid experience in public relations, journalism or advertising; or a satisfactory equivalent combination of education and experience. Fee \$3. Exam Dec. 21. (Thursday, October 25).

7748. PUBLIC SERVICES OFFICER, \$4,350 to \$6,290; two vacancies with Commerce and Public Events. A baccalaureate degree issued upon completion of a course of study registered by the University of the State of New York plus three years of satisfactory, full-time, paid, progressively responsible experience in public relations, journalism, or advertising; or graduation from a senior high school or its equivalent plus seven years of satisfactory, full-time, paid, progressively responsible experience in public relations, journalism, or advertising; or a satisfactory equivalent combination of education and experience. Fee \$4. Exam Dec. 21. (Thursday, October 25).

7358. OFFICE APPLIANCE OPERATOR, \$2,750 to \$3,650; 1957; 13 vacancies with various departments. Three months of experience in the operation of certain types of office machines or an equivalent combination of training and experience on these machines. Exam Jan. 17. Fee \$2.

(Thursday, October 25).
7845. RECREATION LEADER, \$3,750 to \$4,830; 216 vacancies with various departments. A baccalaureate degree issued upon completion of a course of study registered by the University of the State of New York, including or supplemented by a major in recreation, physical education, or group work; or a baccalaureate degree so registered and one year of satisfactory paid leadership experience in organized recreational programs within the last ten years. Candidates who will be graduated by February, 1958, will be admitted. Such candidates should state this fact in their experience papers. Fee \$3. Exam Jan. 24. (Monday, November 26).

7823. PUBLIC SERVICES AIDE, grade 6, \$3,500 to \$4,580. One opening. Department of Commerce and Public Events. High school graduation or equivalency diploma and two years' experience as private secretary, receptionist or public relations assistant. Form A experience paper required. Fee \$3. Exam Dec. 21. (Thursday, October 25).

7766. JUNIOR DRAFTSMAN, grade 5; \$3,250 to \$4,330. 13 openings, various City departments. High school graduation and one year's drafting experience, or two years' technical engineering or architectural training, or an equivalent combination. Fee \$3. Exam Jan. 5. (Thursday, October 25).

7820. JUNIOR CHEMIST, grade 7, \$3,750 to \$4,830. Six openings, various City departments; others from time to time. Request a College Series application. Baccalaureate degree (by February, 1958) in chemistry registered with the University of the State of New York. Fee \$3. Exam Jan. 19. (Monday, November 26).

7746. JUNIOR BACTERIOLOGIST, grade 7, \$3,750 to \$4,830. Eight openings, various City departments; others from time to time. Request College Series application. Baccalaureate degree (by February, 1958) with a major in biological science or a major in chemistry and a minor in biological science recognized by New York State University. Fee \$3. Exam Jan. 19. (Monday, November 26).

7497. INVESTIGATOR, grade 8; \$4,000 to \$5,080. About 65 vacancies, mainly in the Hospitals Department. Request a College Series application. High school graduation or equivalency diploma. In addition, one of the following: three years' investigating or interviewing experience with a large industrial or governmental agency, a baccalaureate degree (by February, 1958) registered with New York State University, or an equivalent combination. Fee \$3. Exam February 9. (Monday, November 26).

7738. ENGINEERING AIDE, grade 5, \$3,250 to \$4,330; 50 openings, various City departments. High school graduation and one year's engineering ex-

perience, or two years' technical training in a school of engineering, or an equivalent combination. Fee \$3. Exam Dec. 18. (Thursday, October 25).

7862. DIETITIAN, grade 7, \$3,750 to \$4,830. Vacancies from time to time. Ask for a College Series application. The following or its equivalent: baccalaureate degree (by February, 1958) in home economics registered with New York State University, with major in foods, nutrition or institutional management. Fee \$3. Exam Feb. 5. (Monday, November 26).

7881. ASSISTANT STATISTICIAN, grade 7, \$3,750 to \$4,830; 11 openings, various City departments. College Series application. Baccalaureate degree (by February, 1958) registered with State University, including 12 hours in mathematics and statistics, and three hours in statistics. Fee \$3. Exam March 20. (Monday, November 26).

7880. ASSISTANT ACTUARY, grade 7, \$3,750 to \$4,830. Four openings, various City departments. College Series application. Form A experience paper re-

quired. Graduation from an approved school of occupational therapy or recognition by the American Occupational Therapy Association as a registered therapist. Fee \$3. Exam March 20. (No closing date).

7859. ASSISTANT ACCOUNTANT, grade 7, \$3,750 to \$4,830; 78 vacancies, various City departments. College Series application. One of the following: baccalaureate degree by February, 1958, with 16 hours of college grade accounting, registered with New York State University; (Continued on Page 12)

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3. Is car used in any occupation or business? (Excluding to and from work) Yes No
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BARRETT RUNNING FOR STATE SENATOR

Civil servants in New York State may have to look for one of their most noted champions in another corner of the Legislature ring after November 6.

Elisha T. Barrett, of Suffolk County, has been an ardent supporter of legislation in behalf of public employees during some 20 years of representing the Second Assembly District.

This year, Mr. Barrett has decided to cast his hat in the district's senatorial ring.

In so doing, Mr. Barrett feels he can expand the area of service to the State and to the public, to which he has devoted himself these past two decades.

Few State employees need an introduction to the Suffolk County legislator.

Eyes on Barrett

It was through his sponsorship that a bill extending the Feld-Hamilton Act to Mental Hygiene Department employees was passed. The bill had been drawn up by The Civil Service Employees Association.

In the session of the Legislature

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this year, he expended great effort to push through the Association's bill on Social Security.

Mr. Barrett successfully sponsored Association bills that extended the eight-hour day to certain employees denied this benefit by a ruling of the Attorney General, and got rid of antiquated "commutation" and "head of family" salary provisions of the Mental Hygiene Law.

While some bills sponsored by Mr. Barrett failed to pass in the Assembly, these same bills often laid the groundwork for related benefits.

Many civil servants throughout the state, as well as in Suffolk County, will be watching the results of Mr. Barrett's bid for a Senate seat.

They would be greatly disappointed, were they to lose such a spirited champion.

Justice McAuliffe Heads 1st Ave. Boys

Members of the First Avenue Boys elected and installed Municipal Court Justice Eugene B. McAuliffe president.

The other new officers are: George Baderian, 1st vice president; Peter J. Rice, 2nd vice president; Thomas M. Farley, 3rd vice president; James L. Lechner, 4th vice president; John A. O'Connell, 5th vice president; Walter J. Smithing, treasurer; Ray H. Callahan, secretary; George R. Lahrman, recording secretary; Herbert J. Kornbluh, historian; Kenneth C. Delehanty, director of public relations; Paul J. Mirra, sergeant-at-arms, and Henry J. Carlson, custodian.

The annual entertainment and ball will be held on Friday March 1 at the Hotel Commodore.

Question, Please

PLEASE GIVE (1), time limits on correcting of errors, (2), rule for breaking ties and (3), time limits on minimum requirements in New York City tests.

E. L. C.

(1). Only the Commission may restate a paper, for correction of manifest error, on recommendation of a committee on manifest errors; but must state the reasons in its minutes. (2). In open-competitive tests, the order of prior application governs; papers are time-stamped, so that different hours and even minutes of the same day count. (3). In promotion tests, the higher or highest record and seniority rating controls; if the tie is still unbroken, the rating in the written test; if still unsettled, the earlier application decides the result. Other time limits are: Claims of manifest error or mistake in rating examinations must be submitted in writing within two months from the date of the establishment of the eligible list. However, whenever a claim of manifest error is made in connection with the rejection of a candidate on the ground that he has failed to meet the preliminary requirements of an examination, such claim must be made in writing within two weeks following the date upon which the Department of Personnel transmitted notice of such rejection to such candidate. Any correction shall be without prejudice to the status of any person previously appointed.

SOCIAL SECURITY

DOES A WIDOW'S benefit continue after her child reaches 18 years of age? E. P.

The benefit would continue only if she were 62 years of age or if the child was eligible for benefits to disabled children under the 1956 amendments. Otherwise, her benefits would terminate when the child reached 18. She could apply for widow's benefits when she reached 62 years of age if she had not remarried.

MAY A FATHER obtain credit under Social Security for work performed in a business owned by his son? L. P. O'M.

Work performed as an employee by a parent for his son or daughter, by a child under 21 for his parent, by a husband for his wife, or by a wife for her husband, is not covered by the law.

WHEN WERE domestic workers included under Social Security? C. L. E.

Beginning January 1, 1951 a domestic worker was covered under Social Security if the employee worked for an employer on 24 or more different days in the calendar quarter and was paid cash wages of at least \$50. After 1954, a domestic worker is covered under Social Security if the employer pays cash wages of at least \$50 in the quarter, with no requirement as to the number of days worked.

Correctionaires Dine, Give Awards Oct. 31

The Correctionaires, an organization of the employees of the New York City Department of Correction, are having their annual awards dinner Wednesday evening, October 31 at the Hotel Empire. Plaques will be awarded to Anna M. Kross, Commissioner of the Department of Correction; Robert J. Mangum, Deputy Commissioner of the Police Department, and Ramon E. Rivera, director of industrial relations for the Urban League.

Mrs. Ann Hedgeman, assistant to the Mayor, will be the mistress of ceremonies.

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Duties include hygienic care of patients in wards and operating rooms, care of ward furniture and equipment, taking and recording temperatures, pulse and respiration; giving treatments such as inhalations and administering certain medications, and various others.

The minimum age is 18 years, no maximum. Appointees of 70 or over will be given temporary renewable appointments for not to exceed one year. Applicants must be U. S. citizens or owe allegiance to the United States, and need a certain agility for some of the duties. Completion of an approved practical nursing course is required, or one of the following: one year's appropriate experience, or one year of combined training and experience.

Apply for announcement No. 2-1-6 (1956) at any post office except in Manhattan and the Bronx, to the Executive Secretary, Board of U. S. Civil Service Examiners, New York Naval Shipyard, Naval Base, Brooklyn 1, N. Y., or at the Commission's Second Regional office, 641 Washington Street, New York 14, N. Y. The closing date is Thursday, October 25.

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LEGAL NOTICE

CHILD, MARTHA FLINT.—CITATION.—PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, TO JOAN ERKINE GREEN, NATALIE WALLACE, ALAN ERKINE, and SUSAN LEE WALLACE, an infant under the age of fourteen years, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of Martha Flint Child, deceased, who at the time of her death was a resident of Brattleboro, Vermont, SEND GREETINGS:

Upon the petition of Alan R. L. Erskine, residing at 200 East 60th Street, New York, New York, you and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 10th day of November, 1956, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of Alan R. L. Erskine, as executor of the will of Martha Flint Child, deceased, covering the period from March 22, 1953, should not be judicially settled and allowed.

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, a Surrogate of our said County of New York, at the Hall of Records in said County, the 21st day of September, in the year of our Lord one thousand nine hundred and fifty-six.

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

CITATION—P 2727, 1956—THE PEOPLE OF THE STATE OF NEW YORK BY THE GRACE OF GOD FREE AND INDEPENDENT, TO FRANK MARQUARDT, LIESBETH GUNZLER and MARIANNE HACKER, the next of kin and heirs at law of RICHARD MARQUARDT, deceased, send greeting:

WHEREAS, ELISE ERAMER, who resides at 60-40 138th Street, Flushing, Queens, 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 August 7, 1950 relating to both real and personal property, duly proved as the last will and testament of RICHARD MARQUARDT, deceased, who was at the time of his death a resident of 148 East 19th Street, 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 30th day of October, 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 the said County of New York, at said county, the 18th day of September in the year of our Lord one thousand nine hundred and fifty-six.

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

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NYC Jobs

(Continued from Page 9)

high school graduation and two years' accounting experience, or an equivalent combination. Fee \$3. Exam Feb. 9. (Monday, November 26).

7831. OCCUPATIONAL THERAPIST, grade 7, \$3,750 to \$4,830. Vacancies from time to time. Hospitals and Health Departments. Fee \$3. Open to all qualified U. S. citizens who graduated from an approved occupational therapy school or who are registered therapists recognized by the American Occupational Therapy Association. Form A experience paper required. (No closing date).

7889. JUNIOR PHYSICIST, grade 7, \$3,750 to \$4,830. Two vacancies. Hospitals Department. Fee \$3. One year's experience with radioisotopes plus a baccalaureate degree in physics registered with New York State University, or a major in chemistry, biology, chemical or electrical engineering with at least 15 hours in physics. Ask for a College Series application. (Monday, November 26).

7794. ASSISTANT ELECTRICAL ENGINEER, grade 14, \$5,750 to \$7,190. Vacancies from time to time, all City departments. Fee \$3. Permanent employment as junior electrical engineer or electrical engineering draftsman for six months preceding the test date (December 20) to compete, two years for appointment. (Thursday, October 25).

PROMOTION

7489. ASSISTANT ATTORNEY (LAW), \$5,450 to \$6,890; open only to employees of the Law Department, who on the date of

test: (1) is permanently employed in the title of Junior Attorney; (2) has served as a permanent employee in such title in the department for a period of not less than six consecutive months immediately preceding that date; (3) is not otherwise ineligible. Candidates must possess a valid license to practice law in the State of New York issued by the Appellate Division of the Supreme Court of the State of New York. At the time of appointment candidates must present evidence to the appointing officer that they possess the necessary valid license. Fee \$3. Exam Dec. 17. (Thursday, October 25).

7741. PLANNER (CITY PLANNING), \$7,100 to \$8,900. This examination is open only to employees of the department named above who on the date of test: (1) is permanently employed in the title of Assistant Economist or Assistant Planner (Old titles Analyst (City Planning) and Assistant City Planner); (2) has served as permanent employee in such title or titles in the department for a period of not less than six consecutive months immediately preceding that date; and (3) is not otherwise ineligible. Fee \$5. Exam Dec. 7. (Thursday, October 25).

7754. ASSISTANT PLANNER (CITY PLANNING), \$5,450 to \$6,890. This examination is open only to employees of the Department of City Planning. Open to each employee of the department named above who on the date of test: (1) is permanently employed in the title of Junior Planner (old titles Junior Analyst (City Planning) and Junior City Planner); (2) has served as a permanent employee in such title in the department for a period of not less than six consecutive months immediately preceding that date; and (3) is not otherwise ineligible. Fee \$5. Exam Dec. 3. (Thursday, October 25).

7818. BUS MAINTAINER, GROUP A (Transit Authority), \$2.04 to \$2.28 an hour. Open to each employee of the New York City Transit Authority who on the first date of the performance test: (1) is permanently employed in the title of Maintainer's Helper, Group B; (2) has served as a permanent employee in such title in the bus section of the surface car and bus maintenance department of the transit authority for a period of not less than six months immediately preceding that date; and (3) is not otherwise ineligible. Fee \$4. Exam Dec. 4. (Thursday, October 25).

7795. ASSISTANT SIGNAL CIRCUIT ENGINEER, grade 14, \$5,750 to \$7,190. Vacancies from time to time, Transit Authority. Fee \$3. Permanent employment in the above department as electrical engineering draftsman, junior electrical engineer, junior maintenance engineer (signals), junior mechanical engineer, or mechanical engineering draftsman for six months preceding the test date, January 3, to compete; two years for appointment. (Thursday, October 25).

7514. SENIOR CIVIL ENGINEER, grade 23, \$9,000 to \$11,100. Vacancies from time to time, Education Department. Fee \$5. Permanent employment in the above department as civil engineer (including all specialists) for six months preceding the test date (December 14) to compete, two years for appointment. Form B experience paper required. (Thursday, October 25).

RUSSO HEADS GROUP TO AID CHURCH CHARITY

The Holy Name Society of St. Mary's R.C. Church, Flushing, Queens, will sponsor a parish-wide card party on Friday evening, October 12, St. Mary's School Hall. Receipts will be used to finance an expanded CYO athletic program.

President Michael J. Mintern has appointed Anthony C. Russo of Flushing, general chairman of the committee. Mr. Russo, vice president of the Society, is a member of the New York City Career and Salary Board of Appeals.

See Page 11.
Looking for a Home?

Clerk-Typists Needed in Kings

The Military District Office of Brooklyn Army Terminal, Governors Island, and other terminal offices in New York City need clerk-typists, GS-1, at \$51.60 a week.

Applicants must pass the lowered standard typing test and a clerical examination. All appointees for GS-1 typist must qualify within six months for GS-2 clerk-typist by passing a typing test of 40 words per minute. Some appointments will be made at GS-2, \$55.80 a week, if the competitor passes that test.

Call Miss Schaeffer, Whitehall 4-7700, extension 8143, who will direct applicants to the Civilian Personnel Office, Building 100, Section 4, Governors Island, Brooklyn residents may call Miss Craig, GEDney 9-5490, extension 2120, and report to the U.S. Army Reserve Training Center, at the Terminal, Building B, 7th Floor, Section 701, 59th Street and First Avenue, New York City.

Interview Tests Upheld by Allen

ALBANY, Oct. 8—State Commissioner of Education James E. Allen, Jr. in three decisions ruled illegal a resolution of the New York City Board of Education. The resolution provided that no continued interview test be given in examinations then in progress where the interview test had not yet been initiated.

The Commissioner held that such resolution "can have no application to an examination which was announced prior to March 2, 1955," and therefore the long-standing rule providing for continued interview tests continued.

The board of examiners was ordered to grant a continued interview test to all persons who had taken license examinations for principal and junior principal (elementary schools) and science department chairman (high schools) "who had clearly passed all parts of the examination except the interview test."

Attorney A. Mark Levien represented the candidates.

St. Albans Hospital Needs Nurse Aides

Jobs for nursing assistants (medical and surgery) at \$3,175 are available at St. Albans Naval Hospital. The Federal examination is now open to women applicants who can meet one of the following requirements: one year's experience, graduation as a practical nurse, or a combination of experience and training.

Apply at any post office, except in Manhattan and the Bronx; at the U. S. Civil Service Commission's Second Regional Office, 641 Washington Street, New York 14, N. Y., or the Board of U. S. Civil Service Examiners, N. Y. Naval Shipyard, Naval Base, Brooklyn 1, N. Y. The closing date is Thursday, October 25.

Post Office Women To Receive Sacrament

The seventh annual corporate Communion will be received by the Catholic Ladies' Guild of the New York Post Office on Sunday, October 21 at St. Michael's Roman Catholic Church, West 34th Street, at 9 A.M. Breakfast will be eaten at the Park-Sheraton Hotel.

Breakfast speakers will be the Rev. William T. Wood, Judge Mary H. Donlon of the U. S. Customs Court, and Postmaster Robert H. Schaffer.

The Rev. Raymond M. Collins is moderator of the Guild; Mrs. Kathryn Burns its founder, and Mrs. Anna Segret its president. Mrs. Mary Bennett heads the breakfast committee.

POSTAL CLERKS ASK THREE MORE HOLIDAYS

N. Y. Federation of Post Office Clerks, Local 10, has asked President Eisenhower to establish Lincoln's Birthday, Columbus Day and Election Day as holidays.

Prior to 1956, employees got one of the three days off, hence worked two out of the three. Later the Post Office Department issued instructions based on using substitutes, to replace the regulars let off.

President Eisenhower has been asked by the postal clerks' union,

The union contends that substitute employees are used the year round and the only effect of the new order is to take away a day's pay a year from the regular employee.

The New York City postal clerks have asked their national organization and the AFL-CIO to back the request.

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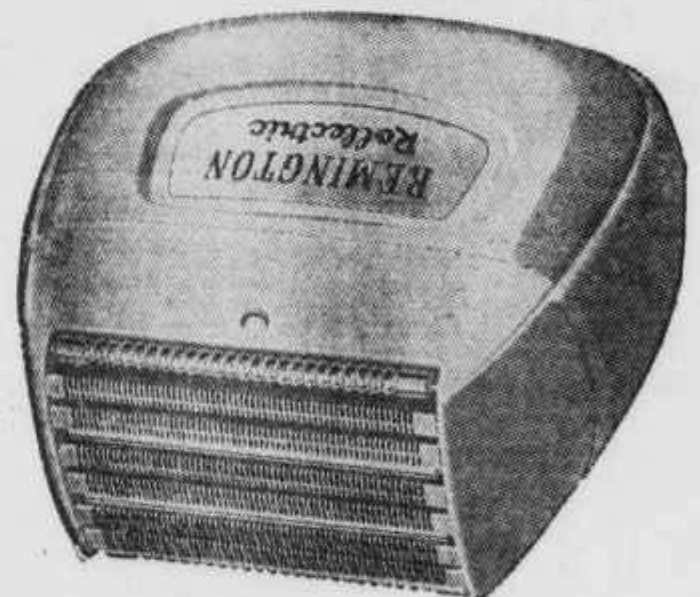
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Radiation Staff Asks More Pay Because of Risk

The disclosures made last June by the National Academy of Sciences with respect to the dangers of X-rays have caused the New York City X-ray and radiation technicians in the Health and Hospitals Departments to petition the City anew for an increase from grade 5, \$3,260 to \$4,330, to grade 11, \$4,850 to \$6,290. The higher salaries would include "risk pay."

Former Magistrate Eugene R. Canudo, counsel for the group, submitted a new brief to the Career and Salary Appeals Board that pointed out the unfathomable perils involved in X-ray use and application. According to the National Academy report, X-ray damage is cumulative over a lifetime, with genetic damage building up and being transmitted to succeeding generations. Mr. Canudo points out that such damage cannot be avoided by City X-ray workers, and on their behalf recommended raises in five salary grades.

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Beginning Nov. 7

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List of Resolutions Adopted by CSEA

(Continued from Page 3)

- 36. ADDITIONAL VACATION & SICK LEAVE CREDIT FOR OVERTIME WORK**
Resolved, that the Association take appropriate action to secure amendment to the State Attendance Rules to provide 2 additional vacation days credit and one day additional sick leave credit annually to employees who work regularly 48 hours, and 1 day additional vacation credit and one-half day additional sick leave credit to those who work regularly 44 hours per week.
- 37. MANDATE SICK LEAVE RULES IN POLITICAL SUBDIVISIONS**
Resolved, that the Association sponsor or support the necessary legislation to make it mandatory for all counties and subdivisions to adopt definite sick leave rules that would provide benefits at least equal to those provided by the State of New York for its employees.
- 38. MEMORIAL AND ARMISTICE DAY OFF FOR EMPLOYEES OF POLITICAL SUBDIVISIONS.**
Resolved, that the Association sponsor legislation to amend Section 63 of the Public Officers Law so that veterans in all political subdivisions, including school districts, would receive holidays on Memorial and Armistice Day.
- 39. MAXIMUM 40-HOUR WEEK IN POLITICAL SUBDIVISIONS**
Resolved, that the Association sponsor legislation to provide a maximum 40 hour week for all institution employees in the political subdivisions without loss of take-home pay.
- 40. SATURDAY CLOSING OF PUBLIC OFFICES IN TOWNS AND VILLAGES**
Resolved, that the Association sponsor legislation to mandate Saturday closing of public offices in all political subdivisions.
- 41. EXCLUDE SICK LEAVE PAY FROM STATE INCOME TAX**
Resolved, that the Association sponsor or support legislation to exclude sick leave pay from State Income Tax.
- 42. SHERIFFS' OFFICES UNDER COMPETITIVE CIVIL SERVICE**
Resolved, that the Association sponsor legislation to amend the Constitution of the State of New York so that employees of the Sheriffs' Offices in the various counties can be placed under competitive civil service.
- 43. REMOVE 8-CENTS-A-MILE AUTO ALLOWANCE IN COUNTY LAW**
Resolved, that the Association sponsor or support legislation to amend the county law to remove the current 8c mile maximum allowance for personally owned automobiles used on county business.
- 44. PERSONNEL OFFICER IN EACH STATE INSTITUTION**
Resolved, that the Association take appropriate action to secure a qualified and trained personnel officer in each State Institution.
- 45. REPEAL CONDON-WADLIN ACT**
Resolved, that the Association sponsor or support legislation to provide for repeal of the Condon-Wadlin Act.
- 46. REDUCE TO 4 DAY MINIMUM RE REFUND FOR MEALS PAID FOR BUT NOT RECEIVED AT STATE INSTITUTIONS**
Resolved, that the Association take appropriate action to have reduced from seven days to four days the minimum period for which refunds may be paid to institutional employees for meals not taken at the institution where employed.
- 47. PREVENT WORK OUT OF TITLE**
Resolved, that the Association take appropriate action to assure that out of title work in public service be eliminated.
- 48. REQUIRE REASON IN WRITING FOR VETO OF BUDGET DIRECTOR RE TITLE RECLASSIFICATION AND SALARY REALLOCATION**
Resolved, that the Association take appropriate action to require the Budget Director in the event that he shall veto any reclassification or reallocation approved by the Director of Classification and Compensation or Classification and Compensation Appeals Board to state reason for such veto in writing.
- 49. CORRECTION OFFICER TITLE INSTEAD OF PRISON GUARD**
Resolved, that the Association take appropriate action to have the titles of Prison Guard, Matron and Attendant changed to Correction Officer, and Criminal Hospital Correction Officer respectively.
- 50. FULL UNEMPLOYMENT INSURANCE FOR POLITICAL SUBDIVISION EMPLOYEES**
Resolved, that the Association sponsor legislation to assure coverage and benefits for all public employees in the counties and subdivisions under the unemployment insurance laws on the same basis as is now provided for employees in private employment.
- 51. INCREASED MEAL ALLOWANCE**
Resolved, that representatives of the Association consult with the proper state authorities to promote and obtain for state workers who are required to work overtime an increase in dinner allowance to \$3.00 (See 64).
- 52. PROTECTION AGAINST DISMISSAL OF NON-COMPETITIVE CLASS EMPLOYEES**
Resolved, that the Association sponsor legislation to assure that any public employee in the non-competitive class for 5 years may not be discharged except for cause after the bringing of a charge against such employee and a hearing at which the employee may be represented by counsel.
- 53. INSTALL AIR-CONDITIONING IN ALL STATE OFFICES**
Resolved, that the Association work toward installation of air-conditioning in all state offices.
- 54. COMPETITIVE CLASSIFICATION FOR ALL POSITIONS FOR WHICH EXAMS ARE PRACTICAL**
Resolved, that the Association take all appropriate action to secure extension of the competitive class to all positions in state and local civil service where competitive tests are practicable.
- 55. STATE FURNISH REQUIRED UNIFORMS**
Resolved, that the State of New York bear the cost of any uniform which it demands its employees to wear for the convenience of state employment, and monies be appropriated to so cover such cost.
- 56. OFFICERS, COUNSEL & STAFF CONCENTRATE ON MAIN PROGRAMS**
Resolved, that the delegates hereby go on record to instruct the Officers, Counsel and Staff of the Association to concentrate their efforts on the successful attaining of the following Association programs, with the understanding that after giving priority to the 6 items listed, that all efforts should be expanded on the remainder of Association programs.
1. Salary program as adopted by delegates.
 2. Reduction of industrial work hours to maximum 40 hours per week with no reduction in pay.
 3. Social Security Coverage as supplement to retirement provisions.
 4. Major retirement program including 25 years retirement, increased ordinary-death benefit, and vested retirement.
 5. Broadest protection possible under State Health Insurance Program consistent with reasonable cost to employees and safety of program.
 6. Enactment of legislation intended to improve salary schedules of employees of political subdivisions.
- 7. Require reasons in writing from Budget Director when he vetoes recommended upward reclassification or reallocation.**
- 57. COMMEND LEGAL STAFF ON SUCCESSFUL EFFORTS ON TAX ON MAINTENANCE CASE**
Resolved, that the Association go on record as commending the successful effort of Special Tax Counsel Mortimer Kassel and our able Counsel John T. DeGraff, John J. Kelly, Jr. and John Holt-Harris relative to the tax on maintenance given for the convenience of the employer.
- 58. CONTINUE EFFORTS TO SECURE ANNUAL PAY BASIS FOR ALL EMPLOYEES**
Resolved, that the Association continue its efforts to secure an annual pay basis for all public employees who are still on a per diem or less than annual pay basis.
- 59. RETIREMENT TIME CREDIT FOR VETERANS OF WORLD WAR II AND KOREAN CONFLICT**
Resolved, that the Association sponsor or support legislation to provide that all members of the Employees Retirement System who served in the armed forces during World War II and the Korean conflict and who were residents of the State of New York at the time of their entry into the armed forces and possess an honorable discharge shall be granted full credit for active service rendered between July 1, 1940 and December 31, 1946, and between June 25, 1950, and July 27, 1953, at no additional cost.
- 60. REMOVE DISCRIMINATORY PROHIBITION AGAINST PART TIME EMPLOYMENT OF PUBLIC EMPLOYEES AT RACE TRACKS**
Resolved, that Association sponsor and support legislation to remove discrimination prohibiting public employees' working part-time at harness racing tracks.
- 61. PAY SALARY TO END OF PAYROLL PERIOD DURING WHICH EMPLOYEE DIES**
Resolved, that the Association seeks amendments to statutes necessary to assure payment of salary to end of payroll period during which public employee dies.
- 62.**
Resolved, that the Association study the feasibility, and if feasible, take appropriate steps to effectuate an increase in the interest on employee contributions to State Retirement Fund to 4% per annum.
- 63. INCREASE STATE MILEAGE AND SUBSISTENCE ALLOWANCES.**
Resolved, that based on increased cost of cars, repairs, insurance and other fixed operating car costs, and increased cost of oil, gas and Federal gas tax, and based on fact that the State has not adjusted such allowances since 1951, therefore the Association continue its efforts to gain administrative approval and legislation appropriation of sufficient funds to provide adequate mileage allowances for use of cars on State business.
- 64.**
Resolved, that Resolution Number 51—Increased Meal Allowance—be amended to read as follows: "that representatives of the Association consult with the proper State authorities to promote and obtain for State workers who are required to work overtime an increase in the dinner allowance to \$3.50, which it now pays to travelers.
- 65. ESTABLISH GRIEVANCE MACHINERY BY STATUTE**
Resolved, that the Association sponsor or support legislation to enact a statutory grievance procedure for processing grievances of ALL Public employees.
- 66. SEEK REVOCATION OF PUBLIC WORKS DEPARTMENT ORDER PROHIBITING PER DIEM EMPLOYEES FROM CHARGING HOLIDAYS AGAINST ACCRUED VACATION TIME**
Resolved, that the Association take whatever steps it deems necessary to have order of Public Works Department rescinded whereunder per diem employees are not allowed to take legal holidays and charge same against vacation time accrued.
- 67. CSEA MAKE IMMEDIATE REQUEST FOR APPROPRIATION TO PROVIDE STATE SALARY INCREASE**
Resolved, that the Association place an immediate request upon the Governor and the Legislative Leaders that a personal service appropriation be placed in the budget to provide the requested salary increase for all state employees.
- 68.**
Resolved, that Resolution Number 53 be amended to include that the Association work toward installation of air-conditioning in all State and institutional offices and towards installation of temperature control equipment in all laundries, kitchens and similar installations, wherever working conditions warrant it.
- 69.**
Resolved, that the Association appoint a special committee to consult with the Civil Service Department of the State of New York on the value of objective examinations being given in the professional and other classes of job titles. This action is taken because of many complaints that examination questions of recent posting have not confined the questions to the job examined for and have injected too much extraneous subject matter not a part of the purpose for which the examination was given.
- 70.**
Resolved, that the Association Committee on Revision of the Civil Service Law investigate the use of oral tests in civil service examination since such oral tests can be used to circumvent the Merit System.
- 71. TENURE FOR HOURLY AND PER DIEM EMPLOYEES WITH FIVE OR MORE YEARS SERVICE.**
Resolved, that the Association seek amendment of the Civil Service Law to assure that hourly and per diem employees with five or more years of full-time service shall be discharged only for incompetency or misconduct.
- 72.**
Resolved, that the Association sponsor or support the necessary legislation to assure that when the variable minimum is applied to a position in any particular location or locations that employees employed in the title on the effective date of the variable minimum shall receive a salary increase equal to the amount of the increase in the minimum salary prescribed by the variable minimum except that no such increase shall raise an employee's salary beyond the maximum salary for the position.
- 73.**
Resolved, that the Association urge that the Governor include in his budget sufficient funds to provide free parking space for State employees, private residents and taxpayers required to do business in State offices.
- 74. REMOVE TOLL CHARGES FOR MANHATTAN STATE HOSPITAL EMPLOYEES**
Resolved, that the Association take all possible steps to secure for the non-resident car owner employees of Manhattan State Hospital freedom from toll charges in travel to their work on Wards Island.
- 75. SUPERVISION OF RECREATIONAL ACTIVITIES DEEMED HAZARDOUS**
Resolved, that the Association take the necessary steps to have the actual supervision of playground and recreational activities classed as a hazardous occupation under the Workmen's Compensation Law.

(Continued on Page 15)

CSEA Resolutions

Among 85 resolutions adopted by the Civil Service Employees Association at its annual meeting in Albany were several to benefit armory employees, and one to obtain for public employees the same equal-pay benefits that others get under the State Constitution. Here are the 10 final resolutions:

77. Resolved, that the Armory employees of the State of New York be granted a \$300 raise the same as all other state employees received in 1956.

Societies Urge Non-Profit Health Plan

Evidence in favor of Blue Shield protection for State employees has been presented by the Medical Society of the State of New York to the Temporary Health Insurance Board. Because the Board is concerned with the development of policy and specifications of a health insurance program to provide group surgical and medical insurance for State employees, the medical society, in a formal resolution, "strongly and respectfully" urged the insurance board to consider Blue Shield coverage.

The Society's forthright expression of opinion, added to the recent resolution by the New York State Hospital Association favoring Blue Cross, constitute an effective case for these non-profit, voluntary health insurance services.

Doctors Approve

Endorsement of Blue Shield by the State Medical Society is significant. As the resolution states, physicians, in the interest of their respective communities, are the founders and sponsors of Blue Shield. They accordingly recognize it as their official surgical-medical prepayment plan, designed specifically to serve all groups in New York State.

The resolution points out that the medical profession is convinced, after 17 years of experience, that Blue Shield offers the greatest protection at the lowest possible cost for comprehensive quality care. It also points out that the State Medical Society is the recognized representative of the medical profession in New York State. Obviously, no surgical or medical care plan can be implemented without the physicians' services.

Present Membership

More than 40,000 State employees already subscribe to Blue Shield and have authorized deduction of its subscription fees from their pay checks. The fact that these people have endorsed the benefits and the unique philosophy inherent in the Plan is in itself impressive proof of its value to the community.

These are the factors that prompted the Medical Society of the State of New York to urge consideration of Blue Shield by the Temporary Health Insurance Board.

State employees now enrolled in Blue Shield are among more than 6,000,000 persons in New York State who have shown their preference for the community plan which makes it possible to have free choice of doctor along with the ability to obtain good medical care at moderate cost.

78. Resolved, that the Association urge at the forthcoming session of the Legislature that a constitution convention be held and that on the agenda for such convention be consideration of the inclusion of public employees on the salary and wage protection now accorded by Article I, Section 17 of the State Constitution.

79. Resolved, that the Armory employees of the State of New York be granted the extra pay increment the same as all other State employees in 1954.

80. Resolved, that the Association sponsor or support the necessary legislation to insure that Armory employees be paid overtime pay for work in excess of 40 hours per week.

81. PRESENTATION OF BOARD OF DIRECTORS REPORT AT ANNUAL MEETING.

Resolved, that this Association start immediately to prepare such a report to be submitted annually to our membership commencing with the Annual Meeting to be held in October 1957.

Schechter's Job Audit Reply Found Wanting

"Inadequate and unsatisfactory." That was the comment of the Civil Service Forum on Personnel Director Joseph Schechter's answer to its charge that secrecy marks the results of job audits.

It was conceded that the Department of Personnel conducted a mass job audit under extremely difficult conditions and that the first report to New York City department heads of the job audit results were properly marked confidential. Interpretation of the word "confidential" by some department heads was unreasonable, the Forum holds, adding that perhaps lack of proper instructions was the cause.

Inconsistency Noted

One complaint was a position of the same comparative level of responsibility in different agencies would be treated differently. Some executive committee members felt that certain department heads were more successful on behalf of their personnel than were others. Another complaint was that no publicity is given to the determinations of the job audits until they are finally adopted by the Board of Estimate.

The executive committee wants department heads to be granted an additional opportunity to correct considered inequities.

Officers Installed

The Forum again installed Fredric J. Wendt as president, William T. Scott as secretary, with other officers.

EMPLOYEES MAKE FLOATS

Some of the most colorful floats in the Columbus Day parade in New York City were designed and built by the Department of Marine and Aviation.

The department floats called attention to the City's top-ranking position as the greatest port in the world.

DR. PHALEN APPOINTED

ALBANY, Oct. 15—Governor Harriman has appointed Dr. Thomas W. Phelan of Rensselaer as a member of the Fort Cralo Memorial Commission for a term ending Apr. 1, 1958.

82. Resolved, that the President appoint a committee to study and appraise the provisions of the Constitution and By-laws concerning the nomination and election of officers and directors of the Association.

Be it further resolved, that said committee make its report with recommendations to the delegates at the 1957 winter meeting of the Association.

83. Resolved, that this meeting of delegates extend its thanks to Lawrence Kerwin, Chairman of the Resolutions Committee, for his fine handling of the resolutions as presented to the delegates and for his arduous labors in adoption of the resolutions in committee meetings.

84. Resolved, that the Association sponsor or support legislation to provide that the findings and decisions of the Workmen's Compensation Board be deemed final and conclusive in all proceedings under the Retirement Law.

85. Resolved, that the Association sponsor or support legislation that upon retirement the provisions of the death benefit portions of the Retirement Law be continued for the retired member.

86. Resolved, that the Association retain an actuary to study and report recommendations for amendments to the Retirement Law.

LEGAL NOTICE

At Special Term Part II of the City Court held at the Courthouse on the 8th of the City of New York County of New York on October, 1956. Present: Hon. James E. Moley, Justice. In the matter of the Application of Colopiero Luigi Ligio, Eleanor Shirley Ligio, Andrew David Ligio, an infant, and Fern Stacey Ligio, an infant. For leave to change their names to Carl Louis Liggett, Eleanor Shirley Liggett, Andrew David Liggett and Fern Stacey Liggett respectively. Upon reading and filing the petition of Colopiero Luigi Ligio and Eleanor Shirley Ligio, duly verified September 25, 1956, and the Court being satisfied that there is no reasonable objection to the change proposed. It is Ordered that Colopiero Luigi Ligio, born March 28, 1924 in New York, N. Y., birth certificate No. 14442, Eleanor Shirley Ligio, born in Richmond, Va., February 19, 1926, birth certificate No. 453, Andrew David Ligio, born in New York, N. Y., October 11, 1948, birth certificate No. 17052 and Fern Stacey Ligio, born in New York, N. Y., July 15, 1955, birth certificate No. 156-55-41859 are authorized to assume the names of Carl Louis Liggett, Eleanor Shirley Liggett, Andrew David Liggett and Fern Stacey Liggett respectively on and after November 17th, 1956 provided this order be entered and the papers on which it is granted be filed within 10 days from the date hereof in the Clerk's Office of this Court and a copy of this order published within 20 days of entry of the order in Civil Service Leader and within 40 days after making this order the affidavit of publication be filed in the Office of the Clerk of this Court and on such compliance with the Civil Rights Law petitioners and infant applicants on and after November 17th, 1956 shall be known by the names of Carl Louis Liggett, Eleanor Shirley Liggett, Andrew David Liggett and Fern Stacey Liggett and no other.

Enter
J.C.C.
J.E.M.

P2558, 1956—CITATION—The People of the State of New York, By the Grace of God Free and Independent, To STANISLAW SWALEK, JOZEFA PREISNER, PUBLIC ADMINISTRATOR OF THE COUNTY OF NEW YORK, ATTORNEY GENERAL OF THE STATE OF NEW YORK and to all the heirs at law, next of kin, and distributees of ANTONINA MARCINKIEWITZ, deceased, if living, and if any of them be dead to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest, whose names and places of residence are unknown and cannot be ascertained after due diligence the next of kin and heirs at law of ANTONINA MARCINKIEWITZ, deceased, send greeting:

WHEREAS JOSEPHINE MROWKA and MICHAEL WERGGA, who reside at 116 East 7th Street, New York, N. Y., and 123 East 7th Street, New York, N. Y., respectively, have lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date March 30, 1955 relating to both real and personal property, duly proved as the last will and testament of ANTONINA MARCINKIEWITZ, deceased, who was at the time of her death a resident of 144 East 2nd 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 15th day of November, one thousand nine hundred and fifty-six, at half-past ten o'clock in the forenoon of that day, why 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 WILLIAM T. COLLINS, Surrogate of our said County of New York, at said county, the 2nd day of October in the year of our Lord one thousand nine hundred and fifty-six.

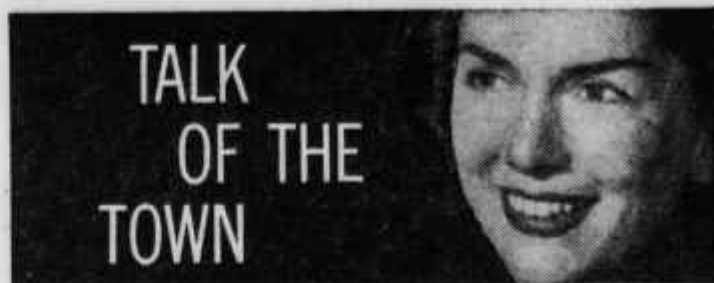
PHILIP A. DONAHUE
Clerk of the Surrogate's Court

HANDBOOK ISSUED ON HIRING BLIND

ALBANY, Oct. 15—A new handbook for the placement of blind workers, which will serve as a guide for public employment services throughout the U. S., has been prepared by State Department of Labor Employment Divi-

son employees.

The handbook, already in use in New York State, is an outgrowth of a pilot project conducted last year by the New York City offices of the State Employment Service.



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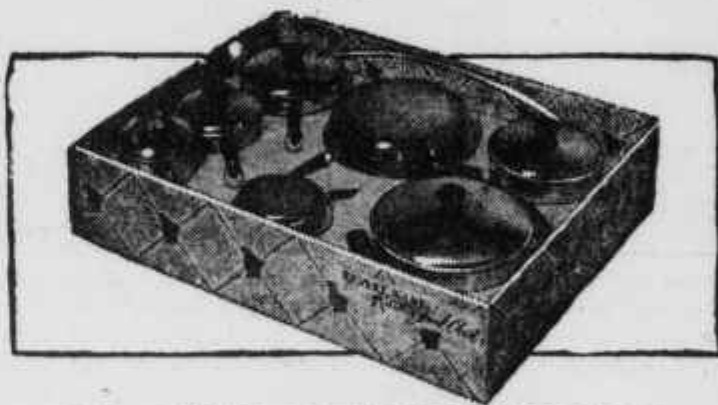


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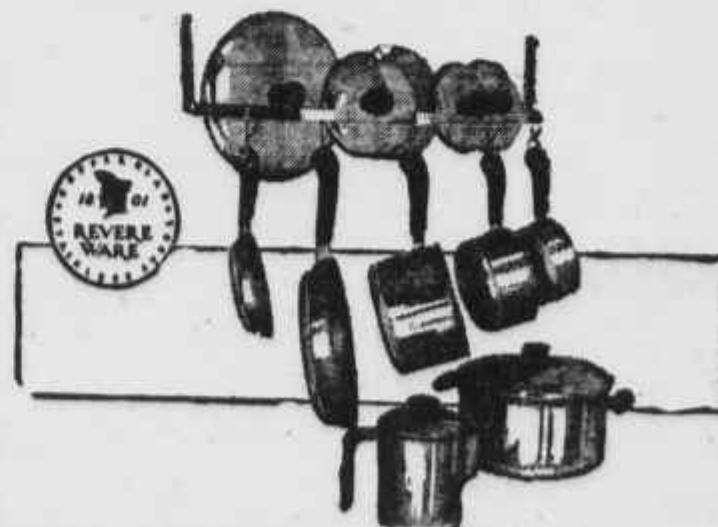


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CSEA DELEGATES AT WORK AND PLAY AT ANNUAL MEETING



Correction Department delegates were James L. Adams of Sing Sing, chairman, and the department's representative on the Association board of directors; Charles Lamb, Joseph Grable, Victor Higgins, J. Ken Green, Robert Haight, Meredith Westfall, Jack Higgins, Bessie Bolton, Margaret Fleming, James Dowdle, Mary Houghton, Ann Kinnear, Harry Joyce, John Davidson, William Van Wie, Edward Lalor, J. Luck, James Anderson, Fred Lorx, E. O. Updyke, E. G. O'Leary, J. Gellen, Cornelius Rush and B. Quick.

BOSS HAS WORD WITH JANET



Janet Macfarlane, former chairman of the social committee, listens to President Alexander A. Falk of the State Civil Service Commission. Miss Macfarlane has long been known as the Association's right hand.



John T. DeGraff, (left), counsel to the CSEA, tells a joke that rocks Maxwell Lehman, Deputy City Administrator of New York City and former Leader editor. See what Maxwell, a non-smoker, is doing. Mr. Lehman got a big hand at the dinner.

DANCE WINDS UP GALA EVENT



A dance wound up the activities at the De Witt Clinton Hotel, Albany. The woman in the foreground, arm on man's shoulder, is Virginia Leatham, chairman of the social committee.

Memo From Kings Park-Keep Halloween Night Open

The night is Saturday, October 27; the place is York Hall at the Kings Park State Hospital. If you have planned anything for this occasion you are going to miss something you have never seen before at Kings Park.

For on this date, the local chapter, CSEA, still flushed from the success of its giant picnic at Com-mach last August, plans to put on its first costume dance and biggest show yet. But that is not all. For the first time at spacious York Hall the 600 people expected will dance to the silver strains of Soany Dunham's Orchestra of Radio and T.V. fame. And the price? Hold on to your seats if you can—for it's only \$1.50.

Although this is going to be a costume dance and a plush affair, you will be welcome in any attire you feel like showing up in. But perhaps you will come in some-

likewise the respect of the general public for the men and women who run our institutions, both of which will eventually lead to the betterment of all concerned.

Preparations are now under way and there will be no stone left unturned to make this autumn night one of the great milestones in the onward march of the Association. Don't miss it!

Lauds Bipartisanship

(Continued from Page 1) mitted. Mr. Powers high-lighted the developments since the adjournment of the last Legislature, as follows:

Two-Fold Support

On May 15th Comptroller Arthur J. Levitt publicly announced his support of a plan identical in all but the most minute detail with the provisions of the Asso-

Governor's representatives, Director of the Budget, Paul B. Appleby, and the President of the Civil Service Commission, Alexander A. Falk, met with the Association and other employee groups, in a conference to discuss in detail the

and the President pro-tem of the Senate in regard to Social Security for public employee members of the retirement system, representing, as they do, the views of the leaders of the major political parties. With this early assurance,

islative leaders' plan must parallel very closely the Association bill of last year. There remains, of course, many details, such as effective date of coverage, the degree of any retroactive coverage, and whether coverage for members in the po-