

F. HENRY GALPIN
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Governor's Program Gets Thumbs Down from CSEA

Full Text of Governor's Civil Service Proposals

"I expect to make specific recommendations in my Budget to improve the State's pay schedules, especially in the lower grades, and to take a step in reducing the work week of employees toward the 40-hour standard," Governor Averell Harriman told the State Legislature last week.

The State's pay schedules "compare unfavorably" with other jurisdictions, the Governor said. "This situation affects not only the morale of our career service but impairs the quality of service which the State renders to its citizens."

Specific Administration recommendations will be contained in Mr. Harriman's Budget Message, to be delivered on February 1.

In the "Civil Service" section of his Message to the Legislature, the Governor also discussed a pre-paid health insurance system for State employees, integration of Social Security with present retirement systems, employment of the disabled, grievance machinery, and repeal of the Condon-Wadlin Law.

The full text of the Civil Service section follows:

The Civil Service

New York State has long been a pioneer in the merit system movement. In recent years, however, we have been losing ground. The State has about 33,000 employees who are still working 44 and 48 hours a week. One half of our employees receive \$3,373 or less in annual pay and over one-quarter receive less than \$2,000. Many of our pay schedules

compare unfavorably with the pay schedules of the Federal Government, of New York City, and of other states such as Connecticut, New Jersey, Michigan and California. This situation affects not only the morale of our career service but impairs the quality of service which the State renders to its citizens. I expect to make specific recommendations in my Budget to improve the State's pay schedules, especially in the lower grades, and to take a step in reducing the work week of employees toward the 40-hour standard.

Last year I promised to explore the possibilities of a pre-paid health insurance system for State employees. Studies initiated last summer at my direction by the Civil Service Department have indicated the feasibility of a program paid for in part by the employees and in part by the State. Such a program should be designed to insure employees against the costs of hospitalization and medical and surgical services, including the cost of catastrophic illnesses. It is hoped that it can be extended also to provide at least some benefits for employees who become ill after retirement, in line with my general intention of doing everything possible to improve the situation of the aging.

Negotiations have been and are still under way to determine details with respect to coverage, cost and administration. I expect to be in a position to recommend to your Honorable Bodies in time

(Continued on Page 16)

State Prison Officers Meet

ALBANY, Jan. 9 — Delegates to the Statewide Prison Officers Conference convened here for the 1956 meeting at the DeWitt Clinton Hotel. All custodial prison officers, whether members or non-members, engaged in the occupation of guarding or handling prisoners, were invited to attend.

"We must impress the legislators relative to pension, civil service status for county jailers, equal pay for woman custodial officers, the 40-hour week, and other matters," said Gerald Farley, general secretary, as he issued the call to convention.

Delegates were set to hear reports on the conference's legislative program, on Social Security, and on committee matters, as well as a discussion of pensions, including a meeting with the legislative pension committee and with Governor Harriman.

John Peoples of Plattsburgh is president; Robert Lee, Nellie Lerner, James Folts and Cornelius Rush, vice presidents. Mary Garigliano is corresponding secretary, Frank Wolf financial secretary, and Maxwell Virgil treasurer.

GLENS FALLS MAN IS WARREN COUNTY DA

John R. La Pann of Glens Falls has been named Warren County District Attorney. He succeeds J. Clarence Herlihy, who resigned following his election to the State Supreme Court.

JUDGE RYAN HEADS COURT OF CLAIMS

Governor Harriman designated Judge Bernard Ryan of the Court of Claims to be Presiding Judge of that Court. He succeeds Judge Stephen Lounsberry, retired.



HENRY SHEMIN

Assn. Stands By Guns On Both Pay and Hours

ALBANY, Jan. 9—Governor Averell Harriman's 1956 program for State workers has been given the cold shoulder by the Civil Service Employees Association, which represents the majority of State employees.

The "thumbs down" attitude was unanimous among the Association's State executive board, which met last Thursday to consider the Administration's proposals.

Indication of the CSEA's views on the Governor's offer were voiced by John F. Powers, Association president, last week when he termed as "inadequate" Mr. Harriman's December announcement of an employee program.

In a statement to the press Mr. Powers declared the CSEA state executive committee unanimously voted that the Governor's proposals for a \$300 increase across-the-board for State employees and a partial reduction of the work week to 40 hours without any protection of take-home pay are completely unacceptable to the Asso-

ciation.

The Association committee unanimously approved a resolution which has been transmitted by Mr. Powers to the Governor and all appropriate legislative and administrative officers of the State. It reads as follows:

1. The Association considers as completely inadequate and unacceptable the proposal of the Administration expressed in statements to the press and in the Governor's Message, delivered to the Legislature on January 4, 1956, for partial reduction of "the work week of employees toward the 40-hour standard," encompassing a reported reduction of the work week of those now working 48 hours to 44, and those now working 44 hours to 40. The proposal neither meets the Governor's persistent urging for a 40-hour work week for all employees nor frees these public employees from the stigma and injustice of being the only labor group in the State who are obliged to work more than the

(Continued on Page 16)

Metro Conference, CSEA, To Hear Kaplan's Analysis of Pension Commission Report

The Metropolitan Conference, Civil Service Employees Association, will hear an address by H. Elliot Kaplan, counsel to the State Pension Commission, at a meeting on Tuesday evening, January 31, at Rosoff's Restaurant, 147 West 43rd Street, NYC.

It is expected that prior to that date, the commission will have submitted its report to the Legislature. Mr. Kaplan will talk on the commission's report.

In order to disseminate the recommendations of the commission as speedily as possible, the Conference has invited the chairmen of the other Association conferences: Lawrence W. Kerwin, Capital District; Charles D. Methe, Central; Charles E. Lamb, Southern, and Claude E. Rowell, Western.

Invitations have also been extended to the members of the special CSEA committee on Social Security-retirement; Charles C. Dubuar, chairman; William Dugan, John Quinn, J. Allyn Stearns and Jesse McFarland, members, and Kenneth E. Stahl and Ed

Sorensen, consultants.

Davis L. Shultes, chairman of the Association's salary committee, has also been invited.

The dinner and meeting will be held at 6:30 P.M. Those desiring to attend are requested to make their reservations with Edith Fruchthendler, Conference secretary, by writing her care of the Public Service Commission, 199 Church Street, NYC. Dinner tickets are \$4.15, including gratuity and tax.

Those who can not attend the dinner are nevertheless invited to hear the important discussion which will follow, said Henry Shemin, Metropolitan Conference chairman.

Miss Fruchthendler has asked that those who wish to hear Mr. Kaplan's address, and the discussion to follow, communicate with her, by mail, at the above address, so that adequate arrangements may be made.

The Conference has arranged for parking facilities for those who will be traveling by automobile.

Central Unit Announces Winter Meeting Program

UTICA, Jan. 9 — The program for the winter meeting of the Central New York Conference of the Civil Service Employees Association, being held here January 21 in the Hotel Utica, has been announced by Charles D. Methe, Conference president.

The schedule of activities is as follows:

10:30 A.M.—State meeting of presidents and delegates. Raymond G. Castle, Conference 1st vice president, presiding.

1 P.M.—Registration.

1:30 P.M.—Delegates meeting; County Workshop Meeting conducted by Vernon A. Tapper, CSEA 4th vice president; membership report by Mrs. Lula M.

Williams, co-chairman, CSEA membership committee.

3 P.M.—Joint meeting on Social Security and present State retirement plan.

5 P.M.—Cocktail hour.

6:30 P.M.—Dinner, with Mary Goode Krone, State Civil Service Commissioner, and Utica City Judge John J. Walsh as speakers, followed by dancing.

Reservations may be made with Alice Card, Department of Health, 18 Pearl Street, Utica, for State workers, and with Ruth Mann, County Welfare Department, Court House, Utica, for County workers. Dinner Tickets are \$3.50 each. Reservation deadline is January 15.

Bills Introduced in Legislature

ALBANY, Jan. 9—About one-fourth of the bills already introduced in the newly-convened State Legislature deal with matters directly affecting employees of New York State and its communities.

On the very first day, State Senator William F. Condon and Assemblyman Malcolm Wilson, both Yonkers Republicans, introduced a measure for a maximum five-day, or 40-hour work-week for public officers and employees in the classified civil service, without reduction in pay. The bill has been referred to committee.

Senator Pliny W. Williamson (R., NYC) introduced a bill which singles out State Correction employees for the 40-hour week maximum. An amendment to the Correction Law, the measure seeks to set an eight-hour day and 40-hour week for guards of State prisons and State correctional institutions, unless public safety requires additional service, and to allow pay for overtime.

\$2,800 Minimum

State salary schedules in the classified service would range from a minimum of \$2,800 to a maximum of \$16,700, if a bill introduced by Senator Condon is enacted.

Repeal of the Condon-Wadlin Law, improvements in present retirement systems, and State contributions to pre-paid medical, surgical and hospital services, are among the bills already introduced.

Beginning with this issue, The LEADER publishes summaries of every bill introduced in the Legislature which affects public employees, as well as action on the measures, as it occurs.

In the resumes which follow, S.I. means the bill's Senate Introductory number, A.I. the Assembly Introductory number. The LEADER will use this code to fol-

low each bill throughout the legislative session. The sponsoring legislator, the law for which amendment is sought, summary of the bill, and the committee to which it has been referred, are given, in that order, as well as the number and sponsor of a "companion" measure in the other House. "Companion" measures, though introduced in different Houses, are identical in form and substance.

The bills:

Senate

S.I. 5. BAUER — Amends §79, Civil Service Law, to allow members of State Employees Retirement System to retire for occupational disease with same annuity as for accidental disability. Civil Service Com.

S.I. 6. BAUER—Adds new §86-b, Civil Service Law, to allow State or municipal employee in State Employees Retirement System after 30 years of service, to retire with allowance of 50 per cent of average salary or \$1,500 a year, whichever is greater, with State or municipality to pay difference between prescribed amounts and regular amounts. Civil Service Com. (Same as A.I. 94, STRONG, to Ways and Means Com.)

S.I. 7. BAUER — Amends §31, Civil Service Law, to provide that suspension from or demotion in civil service labor or non-competitive class in NYC or Buffalo, shall be in inverse order of original appointment. Civil Service Com. (Same as A.I. 53, DeSALVIO, to Civil Service Com.)

S.I. 8. BRYDGES—Amends §20, Civil Service Law, to provide that all accumulated and unused overtime and vacation time standing to credit of civil service employee at time of death shall be paid to the estate or to named beneficiary. Civil Service Com.

S.I. 8. BRYDGES—Amends §22, Civil Service Law, to reduce from 5 to 2 years, time limit for commencing removal or disciplinary proceedings against civil service employees. Civil Service Com. (Same as A.I. 39, BUTLER, to Judiciary Com.)

S.I. 10. BRYDGES — Amends §78, Civil Service Law, to allow member of State Employees Retirement System on disability re-

tirement before age 60, pension, including member's annuity, equal to 1/70th instead of 90 per cent of 1/70th of final average salary, times number of years of total service credit. Civil Service Com. (Same as A.I. 40, BUTLER, to Ways and Means Com.)

S.I. 12. CONDON — Amends §B3-5.0, NYC Administrative Code, to permit members of City Employees Retirement System to file applications for credit for service in U.S. armed forces, before July 1, 1956. NYC Com.

S. I. 14. CONDON—Adds new §10-a, Civil Service Law, to allow employees in classified civil service, sick leave with pay at rate of 18 working days a year, which shall be cumulative but not to exceed 150 days a year; excepts members of uniformed force of city police and fire departments. Civil Service Com.

S.I. 15. CONDON — Amends §86-a, Civil Service Law, to provide for optional retirement at age 55, of members of State Employees Retirement System who elect on or before December 31, 1956, to contribute on basis thereof. Civil Service Com.

S.I. 16. CONDON — Adds new §88-a, Civil Service Law, §84-a, Retirement and Social Security Law, to provide for optional retirement of regular appointees as policemen in municipalities and special police districts, who are members of State Employees Retirement System. Civil Service Com.

S.I. 18. CONDON — Amends §220, Labor Law, to provide that municipal employees shall receive same schedule of wages on public works as paid to other employees thereon. Labor Com. (Same as A.I. 98, M. WILSON, to Ways and Means Com.)

S.I. 21. J. COOKE — Amends Chap. 360 of 1911, to provide that no patrolman, platoon or member of municipal police department or force shall be assigned to more than 40 hours of duty during 7 consecutive day period. Civil Service Com.

S.I. 23. CUIE—Amends §23, Civil Service Law, to allow civil service employee restored to position by court order, after removal proceedings reasonable attorney's fees and costs as determined by court. Civil Service Com.

S.I. 30. HUGHES — Amends §120, Mental Hygiene Law, to strike out provision that Mental Hygiene department shall discontinue use of facilities of Syracuse State School on or before July 1, 1958. Health Com. (Same as A.I. 5, RULISON, to Ways and Means Com.)

S.I. 71. WILLIAMSON—Amends §133, Retirement and Social Security Law, to provide that agreement entered into by director of State Social Security Agency with

Federal Secretary for extending old age and survivors insurance coverage to eligible State or local employees, shall be made applicable to positions covered by State Employees Retirement System or State Teachers Retirement System or other public pension or retirement plan. Civil Service Com.

S.I. 75. WILLIAMSON — Adds new §624, Correction Law, to fix eight-hour day and 40-hour week for guards of State prisons and State correctional institution, unless public safety requires additional service, and to allow pay for overtime. Penal Institutions Com.

S.I. 76. FUREY—Amends §B3-15.0, B3-42.0, NYC Administrative Code, to allow member of NYC Employees Retirement System for service as member after July 1, 1956, annuity equal to 25/75ths of pension thereafter allowable, which shall be equal to 1 1/2 service fractions of final pay or additional pension allowed for City service. NYC Com. (Same as A.I. 95, TURSHEN (to NYC Com.)

S.I. 77. FUREY—Amends §B3-42.0, NYC Administrative Code, to permit member of NYC Employees Retirement System with 30 years (Continued on Page 15)

89,142 Applied For NYC Jobs During Last Year

NYC held opened more than 360 exams in 1955. There were 89,142 applications.

Parking meter inspector led the list, with 14,567 applicants, although the exam notice stated there are only 15 vacancies. The written test has been held, and the rating of papers is under way.

Second is the current patrolman test, applications for which closed as the year neared its end. The total is 13,309.

More than 1,000 applied in each of the following tests: policeman, assistant gardener, fire captain, attendant (male), social investigator, police lieutenant, maintainer's helper D, auto mechanic, railroad porter, stenographer grade 2, court attendant, stock assistant (male), fire lieutenant and painter.

The social investigator exam is open now, showing that job opportunities in that title abound.

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Apply to the State Civil Service Department, at 270 Broadway, NYC; State Office Building, or 39 Columbia Street, Albany; or State Office Building, Buffalo. Application forms may also be obtained from the Westchester County Personnel Officer, Room 733, County Office Building, White Plains, N. Y.

Friday, January 20 is the last day to submit filled-out application forms to the State Department.

Requirements are certification by the New York State Public Health Council as an assistant public health engineer, a bachelor's degree in engineering and one year of public health engineering.

In addition, candidates must have had appropriate undergraduate specialization and additional

experience, or have completed a master's degree program in sanitary or public health engineering.

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Name
Residence Address
City Zone County State
Age Single Married (No. of children)
Location of Car Occupation
Year Make Model (Six, etc.) No. Cyl. Body Style Cost Purchase Date New Used

1. Additional operators under age 25 in household at present time:
Age Relation Marital Status No. of Children % of Use
.....
.....
.....
2. (a) Does per week auto driven to work? One way distance is miles.
(b) Is car used in any occupation or business? (Excluding to and from work) Yes No
3. Estimated mileage during next year? My present insurance expires: / /
 Please include information and rates on Comprehensive Personal Liability Insurance.



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THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



Yes, EVERY Segment Must Prosper

GOVERNOR AVERELL HARRIMAN concluded his Message to the Legislature on January 4 on a note of pride in the Empire State and a word of caution that every segment of its population must prosper if there is to be a "true well-being for all." "Only if each section and group prospers," he said, "can there be true well-being for all. Our public officials and thousands of our civil servants are conscientiously devoting themselves to the welfare of the people. But government, like business, can not stand still. We can not rest on our oars. We must move forward. There is much to be done."

It is true there is much to be done. And the civil servants of New York State will continue their efforts toward making New York State good and prosperous. However, there is a definite obligation upon the people and the administrators of the State to do their part in helping to maintain the well-being of a large segment of the laboring people in New York State.

There are hundreds of thousands of public servants in the State who regularly and efficiently do the thousands of necessary tasks to keep the communities of the State stable and well run. Without this stability the people could not work and the State could not prosper.

Public salaries are always lagging behind those paid in private employment. In the State service a fact-finding report of the Director of Compensation shows that the hiring rate for State employees is considerably behind that of industry. In fact, a study of measured hiring rates finds the State pay scales more than 20 percent behind those in industry.

Also, in another area, the State of New York is nursing an anachronism in its labor policies which no longer exists in private employment. Approximately 33,000 State employees are forced to work more than 40 hours per week, some 48 hours, and others 44 hours. It would be difficult to find any parallel situation in industrial enterprise in this State.

The State should institute a maximum 40-hour week for all of its employees. It should do this without any money loss to those who have been forced to work longer hours to do the State's work.

Only if these things are done can the State prosper and will there be well being for all.

State Health Aides' Overseas Assignments Give Dept. Global Air

ALBANY, Jan. 9 — The New York State Department of Health is acquiring an international flavor.

Latest of several of the department's top officials to be loaned to an international organization to assist in meeting a pressing health problem is Dr. John H. Browe, director of the department's Bureau of Nutrition.

Dr. Browe will leave the U. S. January 13, for a three-month work tour of Iran. The trip is being made at the invitation of the Interdepartmental Committee on Nutrition for the National Institute of Health.

Other top officers who have made or are now making international contributions include Health Commissioner Dr. Herman E. Hilleboe, who recently returned from a World Health Organization meeting at Geneva on heart disease and nutrition. Dr. Hille-

boe also visited Copenhagen and discussed forthcoming distribution of Denmark's polio vaccine.

At present, Dr. Robert Albrecht, director of the Bureau of Epidemiology and Communicable Disease Control, is working on a project for WHO. His project involves the study of epidemics on a world basis.

Other recent international assignments include:

Dr. Maurice Rapport, State Laboratory associate research scientist, who made several overseas conclaves. Dr. Rapport delivered a paper at the second international Colloquium in Ghent, Belgium, and again at the third International Congress of Biochemistry at Brussels.

Dr. Lopo DeMello, associate public health physician, who went on a two-year assignment for the Foreign Operation Administration to El Salvador, Central America.

Budget Group To Hear Wagner

Mayor Robert F. Wagner and Harold Riegelman, counsel to the Citizens Budget Commission, will be the principal speakers at the CBC's 24th annual dinner, to be held at the Waldorf Astoria Hotel on Wednesday night, January 11.

David Rockefeller will receive the CBC's medal of honor for high civic service to the people of NYC. The annual award to the career civil service employee who



DR. THEODORE H. LANG

Deputy Personnel Director of NYC, will receive an award and citation from the Citizens Budget Commission.

best exemplifies the traditions of the civil service and the Merit System will be presented to Dr. Theodore H. Lang, Deputy Personnel Director of NYC.

Robert W. Dowling, CBC president, will present Mr. Rockefeller with the medal, while Personnel Director Joseph Schechter, who is Chairman of the NYC Civil Service Commission, will hand Dr. Lang his symbol of recognition. Both recipients will get glowing citations.

Brotherhood Luncheon Set For Feb. 21

The Third Annual Brotherhood Luncheon of New York State employees will be held at the Hotel Martinique, 32nd Street and Broadway, NYC, on Tuesday, February 21, at 12:15 P.M.

An inspiring program is being arranged by the chairman of the luncheon, Catherine Hafele of the Workmen's Compensation Board. Her co-chairmen are Gladys E. Snyder of the Department of Taxation and Finance; Morris Gimpelson of the Motor Vehicle Bureau, and Arthur Mendelson, Unemployment Insurance Division.

About 20 organizations of State employees are participating in this salute to brotherhood, which will be attended by many prominent State officials.

All State workers are urged to attend and to contact the above individuals for tickets, which will cost \$3, including gratuity.

Miss Hafele is at 55 Franklin Street, Miss Snyder and Mr. Gimpelson at 80 Centre Street, and Mr. Mendelson at 500 Eighth Avenue, all NYC.

Looking for a Home? See Page 11.

NYC College Series Opens; Degree Is Required in Only One of the 18 Exams

The minimum salary offered by NYC in its second annual college series of exams, now open, is \$3,750, or \$72 a week, in grade 7. The annual increments are \$180. Including the sixth or longevity increment that applies after one has been at top of the grade for three years, the maximum salary is \$4,830, or \$93 a week.

These scales apply to assistant accountant, assistant actuary, assistant statistician, school lunch manager, junior physicist, recreation leader, and institutional inspector jobs.

The salary offered for junior civil engineer, jr. architect, jr. chemical engineer, and purchase inspector (fuel and supplies) is \$4,250 to start, \$81 a week, and rises to \$5,330, or \$104 a week.

Closing Dates

Although the tests constitute the so-called college series, a college degree is an absolute requirement only for the \$4,000 to \$5,000 social investigator job. No experience is required for that job because of the compulsory degree, nor is experience required for the other jobs, if you have a college degree. If one has no degree, he may make up the difference year for year, by offering proof of experience in lieu of college training. Education and experience, wherever claimed, must be in line with the job.

The last day to apply is Thurs-

day, January 26 for all the jobs excepting engineering draftsman, junior electrical engineer, and junior civil engineer. For the exceptions the date is Friday, February 24. In the junior civil engineer test, the engineering degree puts one on the eligible list, hence no written test will be held in this exam only, for those with a degree.

Opportunity for Juniors

For the first time, those with no experience, who expect to be graduated from college by February, 1957, will be allowed to compete in some exams; September, 1956 is the limit in other tests. But those who become eligible—pass the test—will not be appointed until they prove they have received a diploma.

The other titles in the series are: junior landscape architect, junior mechanical engineer, electrical engineering draftsman, mechanical engineering draftsman, dietitian, and pharmacist.

In some other NYC tests now open, a college degree also figures, but the jobs pay more, and are not included by the Personnel Department in the so-called college series.

(For salary and requirements in each of the exams in the college series, as well as all other NYC exams now open, see Page 9).

Pointers on 'College Series' Of Tests Now Open in NYC

Here are pointers on the NYC "college series" of exams now open:

1. Applications may be obtained by mail in three of the 18 exams: junior civil engineer, social investigator and recreation leader. Address Personnel Department, 96 Duane Street, New York 7, N.Y., and enclose six-cent, self-addressed, stamped envelope.

2. A college degree is an absolute requirement in only one exam in the series—social investigator.

3. Candidates in the junior civil engineer test who have an engineering degree, or get one by February, 1957, go on the eligible list automatically. They do not have to take a written test. All candidates in the 17 other exams must take a written test, to be

held April 21. High school graduates with experience have been and remain sufficient to make one eligible to compete but they must take the written test.

4. The exam dates are: junior architect, April 6; junior landscape architect, April 11; junior civil engineer, April 21; junior chemical engineer, April 23; junior electrical engineer, April 23; junior mechanical engineer, April 5; civil engineering draftsman, May 2; electrical engineering draftsman, March 29; mechanical engineering draftsman, March 23; assistant accountant, April 5; assistant actuary, April 17; assistant statistician, April 17; recreation leader, April 21; social investigator, April 28; school lunch manager, April 9; dietitian, February 21; junior physicist, April 21; pharmacist, April 7.

IT IS STILL TIME TO APPLY FOR STATE TROOPER JOBS

There's still time to apply in the exam for filling State Trooper jobs.

Monday, January 23 is the latest acceptable postmark. Filled-out applications may be handed in at the Capitol, Albany, until midnight, Wednesday, January 25.

The written test will be held Saturday, January 28.

Requirements include: U. S. citizenship; age 21 to 40; excellent physical condition; height of at least 5 feet 8 inches; 20/20 vision; high school or equivalent

diploma, and a New York State driver's license. There are no experience requirements.

Pay starts at \$2,600 and rises to \$4,400, but food or an allowance totalling \$1,172, and lodging, uniforms and equipment are additional grants by the State. Medical, surgical and disability benefits are provided.

Applications may be obtained by mail, and in person or by representative, from the Division of State Police, Albany, N.Y.

Fast appointments are promised.

Field Representative Sought by CSEA

One vacancy as field representative, \$4,580 to \$5,960 a year, will be filled by the Civil Service Employees Association. The field representative must reside in Utica, and will be assigned to surrounding counties.

High school graduation, or the equivalent, and three years of business experience are required, in addition to two more years' experience or college graduation.

Apply to the CSEA, at 8 Elk Street, Albany, N.Y.

Police Donate \$750 To Three Charities

Police Commissioner Stephen P. Kennedy presented \$250 checks to each of the following organizations: The Volunteers of America, the Municipal Employees Division, New York USO Defense Fund, and the W. C. Handy Foundation for the Blind.

The Charity Fund is supported entirely by voluntary contributions from members of the NYC Police Department.

Contributions are made at various intervals.

Religious Problem Over Probation Jobs at Crisis

Armed with a resolution passed by the State Probation Commission, holding that probation officers should be appointed to the Domestic Relations Court in NYC "strictly in accordance with the Civil Service Law," the American Jewish Congress will insist that the State Commission Against Discrimination issue an order prohibiting the appointments being made on a religious quota basis.

Section 25 of the Domestic Relations Court Act provides: "When practicable, a child placed on probation shall be placed with a probation officer of the same religious faith as that of the child."

The Probation Commission declared that to be "sound probation practice," to which Presiding Justice John Warren Hill said, "Amen." Justice Hill has long advocated continuance of the present hiring practice. The American Jewish Congress and Protestant groups have attacked the practice as illegal, stating that religious qualifications are prohibited for

appointment to jobs.

The crux of the problem revolves about the "sound probation practice" of assigning probation officers of the same religious faith as that of the child, so far as practicable, and the means of having a suitable number of such probation officers, in each religious category, to cope with the assignment practice that the statute encourages.

Proponents of the present system say that in the actual appointments, religious quotas are not used, but those who seek strict application of the Civil Service Law beg to differ. They say that the religious ratio of probation officers could not so nearly equal that of the children unless discrimination were actually practiced.

Charles D. Osborne, Chairman of the Probation Commission, said the resolution of his Commission was not to be read as an endorsement of a religious test for filling the jobs.

"To assign a man on a religious

State Medical College Lends 'Helping Hand' In Person of Aster

Leonard Aster, assistant to the business officer at the State University College of Medicine in Brooklyn, has begun a three months leave of absence to act as financial secretary for the State University's College for Teachers at Albany.

Placed in a predicament by the recent resignation of their financial secretary, the Albany college applied to its sister institution in Brooklyn for assistance. Despite a heavy work load in the medical school's business office occasioned by advance preparations for a move into a new medical school building next fall, Business Officer Milton Miller agreed to let his assistant lend a helping hand to the College for Teachers.

Mr. Aster, who has been a State employee since 1937, was formerly with the Department of Taxation and Finance in both Albany and Brooklyn.

quota basis is not always the proper thing," he added. "There are some bad persons in all religions."

Polier's Position

Shad Polier, chairman of the executive committee, American Jewish Congress, hopes that the resolution adopted unanimously by the Probation Commission will stop the practice of filling probation officer jobs on a religious quota basis, but, if not, the Congress's suit will be pressed before the Anti-Discrimination Commission.

NYC EDUCATION BOARD OFFERS ENGINEERING JOBS

The NYC Board of Education seeks to fill the following jobs quickly: civil engineer, and mechanical engineer, \$7,100 a year; assistant civil engineer, assistant mechanical engineer, assistant architect, and assistant electrical engineer, \$5,450, and visual aid technician, \$3,250.

Apply in person to the Personnel Division, Room 102, at 110 Livingston Street, Brooklyn.

WELFARE OZANAM GUILD TO INSTALL OFFICERS

The Ozanam Guild, composed of Catholic employees of the NYC Welfare Department, will install officers Wednesday evening, January 11, at 122 East 22nd Street, NYC, at a dinner meeting. Commissioner Henry L. McCarthy, guest speaker, will discuss his trip to Rome.

NEWTON F. RONAN NAMED TO PUBLIC WORKS POST

ALBANY, Jan. 9 — Newton F. Ronan, career Public Works employee, has been appointed department superintendent of operation and maintenance at Albany at a salary of \$16,000 a year.

Mr. Ronan, who has been assistant district engineer in the Albany district, has been with the department since 1911, starting as an engineering laborer.

POLICE COMMUNICATION WIDENED BY STATE

ALBANY, Jan. 9 — Governor Averell Harriman opened direct police communications between New York and 34 other States and the District of Columbia when he sent the first message from Albany over a new interstate teletype network.

Exam Study Books

Excellent study books by Arco, in preparation for current and coming exams for public jobs, are on sale at The LEADER Bookstore, 97 Duane Street, New York 7, N. Y., two blocks north of City Hall, just west of Broadway. See advertisement, Page 18.

CORRECTION CORNER

This column is for employees of the State Correction Department. It is written by Jack Solod, himself an employee of the department with intimate knowledge of worker problems in his agency. Mr. Solod has been given a "free hand" in writing his material, and his views are his own. Members of the department who would like Mr. Solod to discuss matters of especial importance to them are urged to write him in care of the Civil Service LEADER, 97 Duane Street, New York City 7.

BY JACK SOLOD

Same Old Totem Pole

NEWS from Albany indicates a four-hour reduction for employees working 44 to 48 hours a week, a general raise for all other State workers, and a possible raise for some low-paid employees who will also come under hour reduction.

For many years, institutional employees have been discriminated against. As late as 1937 these employees worked 12 hours a day. While all other workers enjoyed a 35-40 work week, institutional employees continued and still work 48 hours. Once again we find these employees on the low end of the totem pole. While all other State employees get a raise in pay, these institution workers will get four hours off so that they can work in some part-time job and augment their income.

While any small gain is welcome, four hours a week is small and still leaves much to be desired. While we in Correction press for a 40-hour week, other groups continue to make salary gains and the salary gap continues to widen.

If we do not get a raise in pay, we should get the 40-hour week. It took from 1937 to 1956—19 years—to get the work-week cut four hours. How much longer will it take to get the 40-hour week?

Prison brass say they need 10 percent more help to start working 44 hours a week. The present list for guards is practically exhausted. I predict when April 1, 1956 comes around, we will still be working 48 hours a week. Some method of compensation will have to be worked out.

Bill McDonough, long known as "Mr. Association" to State employees, has this to say on Social Security: "The principles underlying public retirement systems and the Social Security plans are radically different. The first is a business arrangement along insurance lines without primary regard for human needs. The Social Security plan is a recognition of human wants of workers in advanced age and of their dependents in the event of death of the worker. In any intelligent attention to the total question, either the retirement systems should be revised to encompass both purposes or the Social Security benefits should be added to the retirement benefits."

Time-and-a-half for hours worked over 40 is a "must" for this session. . . . I don't like to back-pat any brass but Paul McGinnis did a good job while Commissioner. . . . How about the uniform allowance? . . . It will take 15 years before the mass transfers out of Green Haven Prison stop. This always happens in a new institution. . . . Matteawan and Dannemora criminal attendants get the same pay as prison guards. Now let's see Albion and Westfield pay scales equalized, the title changed to correction officer, and the next exam held for all institutions in the Department of Correction.

Lower Court's Reinstatement Of Ousted Deputy Reversed

ALBANY, Jan. 9—The Appellate Division, Third Department, has ruled in favor of the Harriman Administration in a court fight over the right of the State Administration to fire a deputy commissioner.

In its decision, the court reversed a Supreme Court ruling which called upon the State Athletic Commission to reinstate Albin E. Erikson of Brooklyn, a Dewey Republican, in his deputy post. Mr. Erikson had been ousted last April by the new Democratic Administration.

Widow's Pension Case Restored
The Erikson decision was one of several, which the Appellate Division handed down in regard to civil service cases.

In another ruling, the widow of an upstate deputy fire chief won reinstatement of her application for accidental death benefits under the Civil Service Law.

Mrs. Theresa M. Morrissey, of Cohoes, had applied to the State Comptroller for the benefits after her husband died of a heart attack while fighting a fire three years ago. The Comptroller rejected her application.

The court unanimously wiped out the Comptroller's findings and ordered the case returned to the Comptroller "for clarification of his findings and for such proceedings as he may believe just and proper."

Assemblyman Not an Employee
In another decision, the court ruled unanimously that assemblymen are not employees of the State "in any sense of the word," insofar as State Workmen's Compensation is concerned.

It held that Mrs. Rosalyn W. Toomey of Mt. Vernon, widow of a Westchester County Assemblyman, was not entitled to survivor's benefits. She applied after Assemblyman Harold D. Toomey died of a heart attack in 1953.

At the Supreme Court level, the suit brought by Colonel Charles E. Walsh Jr. of Delmar, for reinstatement as assistant superintendent of operation and maintenance in the State Public Works Department, has been adjourned until January 13.

Colonel Walsh, a Republican appointee, was ousted by the Harriman Administration to make way for a Democratic appointee.

Accountants Wanted For Several Weeks During Tax Time

Write Box #507 c/o LEADER, 97 Duane St. N.Y.

WANTED! MEN—WOMEN

between 18 and 55 to prepare now for U. S. Civil Service tests in and around New York. During 1956 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 \$377.00 a month to start. They are well paid in comparison with the same kinds of jobs in private industry. They offer more security than is usual in private employment. Many of these jobs require little or no experience or specialized education.

BUT, in order to get one of these jobs, you must pass a Civil Service test. The competition in these tests is intense. In some tests 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 firm which helps many pass these tests each year. The Institute is the largest and oldest school of this kind, and it is not connected with the Government.

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

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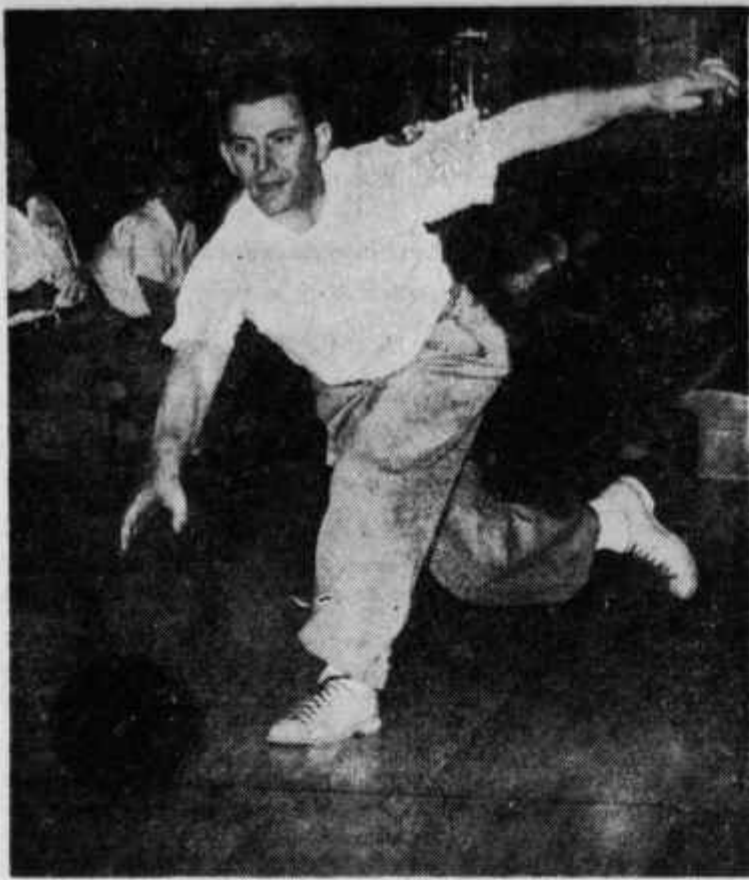
Rush to me, entirely free of charge (1) a full description of U. S. Civil Service jobs; (2) free copy of illustrated 36-page book with (3) list of U. S. Civil Service jobs; (4) tell me how to prepare for one of these tests.

Name Age

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Coupon is valuable. Use it before you mislay it.



Emmanuel Passamonte, Craig Colony employee, who turned a dream into reality when he bowled a 300-game recently. Mannie bowls with a team composed of Craig Colony employees.

Pension Commission to Get Own Experts' Report This Week On Cost of Social Security

The State Pension Commission expects to have a report this week on the cost of various types of blending Social Security with the State Employees Retirement System. Cost is the all-important factor in the Commission's recommendation of policy in regard to granting Social Security benefits to members of the Retirement System. Cost to employee and employer will be covered.

It is expected that the Commission will recommend a basic pattern to the Legislature, but not a specific plan which would necessarily reflect whatever generosity the State may see fit to extend to employees, a subject considered exclusively in the province of the Legislature and the Governor. The Civil Service Employees Association would have full opportunity

to urge and plan its own members prefer.

Report to Legislature This Month

The Commission's recent sessions have been marked by a growing feeling for liberalization of joinder methods. It is stated that, under any basic pattern the Commission will offer, no employee would receive less pension benefit than at present, and a large number would receive a good deal more.

Any superimposing of Social Security on the Retirement System benefits, so that the two are cumulative, is considered "out." One Commission member said that any such plan would require no study such as the Commission is now making.

The Commission's report to the Governor and the Legislature now

appears likely to be submitted before the end of the month. First January 15 was the goal, next January 20, but the new deadline is considered final.

What the State does in regard to Social Security is expected to set a pattern for communities in the State that have their own pension systems.

Hayes Sees Tax Victory in A & C Clash

ALBANY, Jan. 9 — "We shall give the Audit and Control team its worst licking, because Tax employees will be there to cheer their team on to victory."

Them's fighting words, but George W. Hayes, president of the Albany Taxation and Finance chapter, Civil Service Employees Association, who'll be cheerleader for the Tax aides, assures *The LEADER* he doesn't expect to have to eat them.

What's it all about? The annual Pollo Game between the Tax Department and Audit and Control, which has been tentatively set for January 30. Funds from the battle will go towards fighting infantile paralysis.

Leo (Chief) Mullen of Audit and Control is No. 1 cheerleader for the A & C crowd. He has a "wait and see" approach.

LEADER Editorial Quoted By Parks Employees Who Seek Promotion Opportunities

A decision is awaited from City Court Justice Samuel C. Coleman, sitting by designation of the Appellate Division as a Supreme Court Justice in New York County, in the case of 27 supervisors of park operations, who are suing for promotion opportunities. They charge that higher permanent competitive positions are filled by 26 supervisors of park operations on a transfer or assignment basis, instead of by promotion exam. The petitioners want the out-of-title work stopped, and promotion exams ordered.

Samuel Resnicoff, attorney for the petitioners, in his brief in court, and in an oral argument before the State Civil Service Commission, quoted from an editorial published in the October 11, 1955 issue of *The LEADER*. The editorial was entitled "Career and Salary Plan Undergoing Crucial Test," and dealt generally with the problem of eliminating out-of-title work in NYC, not specifically with the Parks Department cases.

Passage Quoted

Mr. Resnicoff quoted this passage from the editorial:

"Sometimes jobs are filled by free appointment, transfer, designation or 'detail,' with employees of superior calibre. It is no defence, in any particular case, to plead privately determined merit, as against publicly determined merit. The Merit System was created for the general welfare. While that system may not always result in the appointment or promotion of the best qualified candidate, the average quality of the candidates chosen competitively will be higher than that of personal or informal appointments."

Mr. Resnicoff cites the Civil Service Law, also, which states that the higher positions in the competitive class must be filled by promotion, so far as practicable. He says that Parks Commissioner Robert Moses has been attempting, and so far succeeding, in evading this legal requirement.

The issue got before the State Commission on a resolution from the NYC Civil Service Commission, attempting to establish the new title of assistant park director. Mr. Resnicoff sensed a plan by the NYC Civil Service Commission to attempt to oblige Commissioner Moses by putting the 26 out-of-title workers into the new title, before that title was classified into the competitive class, so that when the classification actually took place, the incumbents would be covered in, and no longer could the complaint hold that they were working out of title. Or, he feared, an attempt was being made to "cement the men in their jobs" by simply establishing the new title, and putting them into it, which he called also illegal.

President Alexander A. Falk of the State Commission showed much interest when Mr. Resnicoff challenged the authority of the City Commission to adopt, or the State Commission to confirm, the establishment of a so-called new title, when the act was a pretext to evade the law that prohibits out-of-title work. President Falk remarked that he had serious doubt. Commissioner Mary Goode Krone was present.

No Promotion Test in 20 Years

Mr. Resnicoff asked the State Commission to withhold any decision on the proposed amendment to the Career and Salary Plan classification that would include the new title. President Falk did not see how any action by the State Commission could harm the petitioners. However, decision was reserved.

Philip Carolan is the representative petitioner. He states that the petitioners have been in their present grades for nine to 13 years, and that no promotion test has been held for them since 1935. That, he explains, enabled the filling of the jobs by personal selection from among supervising park operators, instead of through the legally required promotion exam method.

Dues Check-off Draws Nearer In NYC Depts.

The checkoff of dues for labor unions and other employee groups would become possible with the adoption of a resolution presented to the NYC Board of Estimate by Mayor Robert F. Wagner for a vote on Thursday, January 12.

The Mayor made the announcement, which confirmed forecasts made in the past few weeks in *The LEADER's* news columns.

The resolution is slated for adoption, but the plan carries the following conditions:

It should be authorized by the Board of Estimate before it can be put into effect.

It should be founded on an agreement by the union and each individual employee consenting to such deduction.

Such authorization shall be in writing and shall be subject to revocation at the election of either the union or each individual employee upon appropriate notice.

The cost of administering these authorizations shall be paid by the unions with the consent of the individual employees.

These authorizations should be available to all unions without discrimination.

POSTAL WORKERS TO DANCE

The Rev. Raymond M. Collins, spiritual director of the New York Post Office Holy Name Society, announces the 34th annual entertainment and dance of the society will be held on Friday, January 13 at the Sheraton-Astor Hotel, NYC.

Proceeds go towards the scholarship fund which provides a Catholic high school education for the children of postal employees.

Bernard F. Dowling is chairman of the entertainment committee.

BYRNE NAMED HEAD OF INDIAN SERVICES

Appointment of James E. Byrne Jr. of Camillus as director of Indian services for the State Interdepartmental Committee on Indian Affairs has been announced by Governor Harriman.

Salary Appeals Board Drafting Its Rules

A three-man committee was named by the NYC Career-Salary Appeals Board, to prepare operating rules and appeals forms. The committee is to report this week.

The committee consists of John J. Carty, Budget Bureau; James J. Reilly, director of classification, Personnel Department, and Anthony C. Russo.

The board agreed to hold its meetings on the first and third Thursday of each month, unless work requires more meetings.

EMIGRANT INDUSTRIAL BANK NAMES BRENNAN AS TRUSTEE

John T. Madden, president of the Emigrant Industrial Savings Bank, announced that, at a recent meeting of the Board of Trustees, Joseph C. Brennan, vice president and assistant to the president, was elected a trustee.

Prior to joining the Emigrant Savings Bank three years ago, Mr. Brennan was a vice president of the Bankers Trust Company and before that had been associated with the Manufacturers Trust Company.

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TUESDAY, JANUARY 10, 1956

Honest Marks Exams, Not All Appointments

One fact about civil service administration that does not get nearly as much attention as it deserves is its integrity.

Can you remember when you last heard of any scandal in the holding of a civil service exam? It was years ago, at least. Not only has the Merit System proved its abundant worth because of the calibre of appointees and promotees, but by the general honesty with which it has been conducted. If it weren't honest it would be a blight, instead of a blessing, in fact, wouldn't even exist.

This is not to say that the millenium has arrived. An appointing officer may skirt around prohibitive technicalities of the Civil Service Law and the Rules of the civil service commissions. He may obey the letter of those provisions, while violating their spirit. This is done regularly. It presents a problem to the civil service commissions. Even the courts are sometimes at a loss for a remedy.

If there is no violation of the law itself, an offense against its spirit may be either difficult to prove, or, if proved, impossible to enjoin by court order. Civil service commissions do yield once in a while to insistent appointing officers, tolerate considerable working out of title, juggling of favorites into positions for which there are no eligible lists so that provisionals may stay on the rolls a long, long time.

Not the competence of the appointee matters, in such cases, but the necessity for a fair and impartial administration of the law, even if once in a while an employee of lesser calibre is appointed. The average quality of the appointments will be superior, in the long run, through strict adherence to the Merit System.

It is the responsibility and duty of the civil service commissions to see that the highest standards of probity exist all along the line, even to the extent of stopping technically legal operations that are really connivances whereby the Merit System is persistently undermined. While the commissions are becoming better watchdogs, the improvement is too slow.

Employees' Hopes High As Legislatures Convene

Now that Congress and the New York State Legislature have convened, and officials have given some idea of how far they are willing to go toward meeting employee requests, the hopes of public employees run high.

The Federal government, that set the pace in fringe benefits, intends to add health insurance for Federal employees, and other advances, at the present session. State employees also look forward to health insurance and other benefits. NYC employees do not have a legislative, but rather an administrative, means of attaining their ends, and their hopes are high, too, because the Wagner Administration has shown a heartfelt concern for the welfare of the City's employees.

In both the Federal and the State legislatures Social Security will be in the fore. Liberalization of the public employee retirement systems will be the basis of many employee-sponsored bills in all three areas of government. All told, the sessions promise to be not only interesting, but productive.

The Federal Administration and Congress should start showing willingness to grant a raise to U. S. employees

LETTERS TO THE EDITOR

WASSAIC EMPLOYEES PRAISED BY MHEA

Editor, The LEADER:
The Mental Hygiene Employees Association expresses full confidence in the employees of Wassaic State School.

The association feels that the vast majority of institution personnel are kindly, warm-hearted men and women sincerely interested in the welfare of the patients. These employees have chosen a career of service to their fellow-men, and it is unthinkable that they should practice or condone the shocking mistreatment of patients ascribed to some of them in the recently publicized charges.

If any employee should be guilty of such conduct, the employees themselves would be the first to condemn his actions. But the association deplors the sweeping denunciations, based on unsubstantiated accusations, that have placed the Wassaic employees under a cloud, with no regard for their fine records and long years of devoted service.

It is my belief, and that of the association, that the charges are false.

We trust that the inevitable vindication of innocent personnel will restore, fortify their respected places in the community. It is a sad fact, however, that such public vilification, no matter how false and no matter how definitively discredited, can leave a permanent scar.

FRED J. KRUMMAN
President, Mental Hygiene Employees Association.

SHOWDOWN CALLED NEAR ON PROBATION OFFICER JOBS

Editor, The LEADER:
The question of religious qualifications for acceptability for a probation officer job in NYC is heading for a showdown. The American Jewish Congress, heartened by a resolution passed by the State Probation Commission, promises to press its suit before the State Commission Against Discrimination for an order prohibiting the use of the religious quota system.

The main contention of the American Jewish Congress, and a host of others, is that religious requirement for filling a job are illegal. Statutes encourage the assignment of probation officers of the same religious faith as that of a delinquent child, so far as practicable. This has given rise to appointments that somehow have about the same religious ratios as that of the children. But, besides children, others are subject to probation and parole.

The Probation and Parole Of-
(Continued on Page 7)

Personnel Course At NYU Completed

About 450 successful participants in the municipal and federal personnel programs at New York University's Graduate School of Public Administration and Social Service received certificates of completion. Dean William J. Ronan presented the awards.

The principal speakers were Lawrence H. Baer, deputy regional director of the U.S. Civil Service Commission; Charles B. C. Fellows, regional personnel manager of the Post Office Department; and Joseph Schechter, Chairman of the NYC Civil Service Commission and Personnel Director of the City.

TIME OFF

A young woman who volunteered as a blood donor was asked "Do you know your type?" "Oh, sure," she replied. "I'm the sultry type."

Weatherman on the telephone: "My corns hurt, too, madam, but we still say it will be clear and sunny."

One stenographer to another—"You'll like it here. Lots of opportunity for advances."

Want ad of the year: "Woman, 21, would like job running elevator in office building. Has no experience and would like to begin in low building."

Report by an Illinois newspaper on a choir performance by fifth grade children in the local school: "One of the numbers they sang was 'Nobody Knows the Trouble I've Been.'"

Two men from Rochester State Hospital were golfing when one of them shot deep into the woods. He went after the ball and soon his friend heard him whacking away.

"How many shots did you take?" asked the friend.

"Three," said the frustrated putter.

"I heard six," the friend protested.

"The other three were echoes."

If you can't get free car insurance by combining Social Security and the Retirement System, why bother?

"She told me," a woman complained to her friend, "that you told her the secret I told you not to tell her."

"Well," replied the friend in a hurt tone, "I told her not to tell you I told her."

"Oh, dear," sighed the first woman, "don't tell her I told you that she told me."

Quotable Quotes: "A speaker who does not strike off in 10 minutes should stop boring."—Louis Nizer.

These two headlines appeared side by side in a Pennsylvania newspaper:

"55 Roosters Stolen at Town of Oregon Farm."

"Socialist Club to Hold Chicken Supper."

MODERN PUBLIC ADMINISTRATION

Characteristics of Supervisors

A good supervisor trains new Federal employees efficiently, gives them clear and unambiguous instructions, and schedules his work well in advance. He sets a good example for his assistants, is accurate in his judgment of their abilities and they, in turn, can safely rely upon his word. Finally, he encourages his men to do a good job, defends them when they are in the right, and is popular with them.

The U.S. Civil Service Commission has come up with these findings as the result of a study just completed of what constitutes an efficient supervisor in trades, clerical, engineering, and accounting fields in Federal service.

Practical benefits are anticipated. For example, the results are being used to prepare forms for the evaluation of applicants for supervisory positions. The information can also be used for the appraisal of supervisors in their present jobs and for organizing a development program for them. Finally, supervisors may also use the standards for self-appraisal.

Law Cases

Sidney M. Stern, counsel, submitted the following summary of legal matters to the NYC Civil Service Commission:

JUDICIAL DECISIONS

Trial Term

Delicati v. Schechter. Petitioner was passed over for appointment to patrolman (P.D.) Supreme Court Justice DiFalco granted petitioner a hearing on the question of the reasonableness of the action of Police Commissioner in not appointing him. After trial, Official Referee McGeehan held there was no reasonable ground for passing over petitioner and remitted matter to Police Commissioner for further action.

Timms v. Moses. This matter was set for trial pursuant to an order of Justice Benvenge and involved the question of whether certain employees were working out of title as tractor operators in the Parks Department. The trial was commenced before Justice McNally but was discontinued during trial without costs.

PROCEEDINGS INSTITUTED

Donovan v. Commission. Petitioner was passed over for appointment to lieutenant (P.D.) and brings this proceeding to compel his certification and promotion.

Lore v. Kennedy. This proceeding is identical with that of Galle v. Kennedy.

CSEA Congratulates Ter Bush & Powell on it's 50th ANNIVERSARY

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December 27, 1955

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JACK M. KURTZMAN, Field Representative

Dear Mr. Ter Bush:

On behalf of The Civil Service Employees Association, Inc., I wish to extend our sincere congratulations to you and your organization on the occasion of your fiftieth anniversary, January 1, 1956.

We have been associated with your Agency through our Association's two fine plans, namely, the Accident and Sickness disability plan and the Group Life Insurance plan. The former plan became effective in 1936. It now insures 27,947 of our members and has paid approximately \$5,885,933.73 in claims since its inception. The Group Life Insurance plan became effective in 1939 and now insures 31,279 Association members. Approximately \$8,222,400.00 has been paid to beneficiaries in claims since it began.

Needless to say, these two Association services have performed an outstanding humanitarian service to New York State's public employees who belong to our Association. Protecting one's income during periods of total disability and projecting one's income in the event of death are basic needs. We are, indeed, proud that we made these services available to our members long ago. The success of both plans has justified our early objective of providing some measure of security through better insurance for our members.

We look back with pride that we have contributed to the success of your Agency. We look to the future with enthusiasm, knowing that when men work and plan together, great accomplishments are attainable.

With kindest personal greetings and best wishes for a Happy Holiday Season to you and your organization.

Cordially yours

John F. Powers
JOHN F. POWERS
President

Mr. David Ter Bush
Ter Bush & Powell, Inc.
143 Clinton Street
Schenectady, N. Y.

*Thank you, very much,
Dave* Mr. Powers

Kennedy's Hint Some Men On Light Duty Squad May Lose Jobs Stirs Wrath of PBA

No sooner had NYC Police Commissioner Stephen P. Kennedy appointed a committee to study the work and capabilities of men assigned to light duty than the Patrolmen's Benevolent Association fought back. It sees a possible attempt to deprive men of their jobs.

The committee consists of Deputy Commissioner Walter Arm,



JOHN E. CARTON

President, Patrolmen's Benevolent Association.

Chairman; Deputy Chief Inspector William J. McQuade, and Deputy Inspector Walter Cygan.

"The committee's duties," said a Police Headquarters announcement, "will be to evaluate the work of each member of the light duty squad, and to recommend to the Police Commissioner whether the work performance of these men is adequate, whether they can be better used in other jobs, or whether the duties they now perform are beyond their capacity."

The committee on Personnel will be assisted in its studies by the chief surgeon and by a member of the legal bureau.

Carton's Statement

Speaking of the possible effect of the new tack, John E. Carton, president of the PBA, said:

"If the department attempts to compel them to resign or retire the decision will raise the important legal question of whether the provisions of the State Constitution can be superseded by a departmental order. To compel these men to retire when they would not be eligible for the pension for which they contracted will raise an issue that the PBA is prepared to argue in the courts.

"Many of the affected men have less than 10 years of service and are not entitled to even a 25-percent disability pension.

"It is reasonable to assume that any men found to be not fit for police work were incapacitated as a result of their police service. They were acceptable for appointment by the City after a rigorous medical, physical and character examination, and if they are now found lacking it is because of service disability.

"No one can condone a practice whereby the City would arbitrarily dismiss an employee for becoming disabled as a result of loyalty to his job. If that were so, the City would encourage a policy of having a policeman stop to analyze the consequences of his every action that could result in physical injury or illness. The

heritage of the Police Department is based on valor and heroism, unflinching on every occasion. Rather than penalize such courage, the City should reward it, even if it becomes necessary to amend the law to do it.

"Any attempt by the City to renege on its moral and legal obligations to policemen will be fought by the PBA before the Mayor, the Legislature, the City and State Civil Service Commissions, and, if need be, the highest courts of the land.

"The circumvention of the legally constituted Pension Board through any so-called advisory committee will be opposed."

Fast Hiring For 200 Jobs In Recreation

Two hundred jobs as recreation leader, \$3,750 to \$4,830 a year, will be filled by NYC as soon as the eligible list is ready.

Appointments will be made to the Parks, Hospitals, and Police Departments. Hospitals posts are exempt from NYC residence requirements.

Collegians who will receive their bachelor's degree by February, 1957 are eligible to apply. If that degree will include at least 36 credits in recreation or physical education.

Where to Apply

A college degree plus two years of full-time paid leadership experience in organized recreational programs in the last 10 years, will also qualify one for the exam.

Application forms may be obtained from the NYC Personnel Department, 96 Duane Street, New York 7, N. Y.; from the State Employment Service, 119 Fifth Avenue at 19th Street, or from college placement offices.

Thursday, January 26 is the last day to submit filled-out forms to the Personnel Department.

IDEA NETS WOMAN \$175

Mrs. Joan M. Chabot, a card punch operator in the New York Regional Office of the Register, Bureau of the Public Debt, U.S. Treasury Department, was awarded \$175 for an idea. She suggested procedures to save \$6,000 annually in the three Regional Offices. J. A. Reed presented the award.

KEY ANSWERS TO QUESTIONS ON CRIMINAL LAW

Study material for exams in which questions on criminal law are asked was published in last week's LEADER, issue of January 8.

The key answers follow:

1. B; 2. D; 3. C; 4. B and C; 5. C; 6. D; 7. D; 8. B; 9. D; 10. B.

CORRECTION

A 20 percent increase in additional insurance under the Civil Service Employees Association's Group-Life Plan became effective November 1, 1955. Through a typographical error, a story in The LEADER previously announced the increase was effective November 1, 1956.

NEW YORK STATE JOB OPENINGS

STATE Open-Competitive

Following are requirements in the new State exam series, for which applications are now being received at State Civil Service Department offices, in NYC, Albany and Buffalo. Application forms may also be obtained from State Employment Service offices throughout the State.

Candidates must be U.S. citizens and residents of New York State, unless otherwise noted below.

Exam number, title, salary range, vacancies, requirements, filing fee, and last day to submit filled-out applications are given, in that order.

2198. SUPERVISOR OF SECONDARY EDUCATION, \$6,940 to \$8,470; one vacancy in Albany. Requirements: (1) either (a) State license as principal of secondary school, or (b) equivalent qualifications; (2) 30 graduate hours in school administration, organization and supervision; (3) four years' experience in secondary education, including two years in supervisory or administrative capacity; and (4) either (a) two more years' experience, or (b) two years' experience in teacher training, or (c) completion of requirements for doctorate in school administration, organization and supervision, or (d) equivalent. Fee \$5. (Friday, January 20).

2199. ECONOMIST, \$4,130 to \$5,200, one vacancy in Albany. Requirements: (1) bachelor's degree; and (2) either (a) two years' experience in professional economic or socio-economic research and analysis, or (b) undergraduate specialization in economics and one year's experience, or (c) 30 graduate hours in economics, including six in statistics, or (d) equivalent combination. Fee \$4 (Friday, January 20).

2201. MEDICAL SOCIAL WORK INTERN, \$200 a month for living expenses while attending school. Open to all qualified U.S. citizens. Requirements: completion, by June 30, 1956, of one full year of graduate social work sequence in approved social work school, with all course requirements to be completed by June 30, 1957. Fee \$2. (Friday, January 20).

2202. ASSOCIATE WELFARE CONSULTANT (MEDICAL), \$7,182 to \$8,070; one vacancy in Albany. Open to all qualified U.S. citizens. Requirements: (1) two years' graduate social work study; and (2) six years' experience in social work, including three years in teaching, administrative, consultative or supervisory capacity with one year in medical or psychiatric social work program, and three years in medical or psychiatric social work. Fee \$5. (Friday, January 20).

2203. SENIOR WELFARE CONSULTANT (MEDICAL), \$5,090 to \$6,320; two vacancies in Albany. Open to all qualified U.S. citizens. Requirements: (1) two years' graduate study in social work school; and (2) four years' experience in social work, including one year in teaching, administrative, consultative or supervisory capacity in medical or psychiatric social work, and two years in medical or psychiatric social work. Fee \$5. (Friday, January 20).

2204. PAROLE OFFICER, \$4,130 to \$5,200; Requirements: (1) bachelor's degree or equivalent education; and (2) either (a) one year of graduate study in school of social work leading to master's degree in correction treatment or administration, or (b) two years' experience in social case work, or (c) two years' experience in guidance or counseling of inmates in correction institution, or (d) equivalent. Age limits, 21 to 60. Fee \$4. (Friday, January 20).

2205. CHIEF OF CHARITIES REGISTRATIONS, \$7,300 to \$8,890; one vacancy in Albany. Requirements: (1) admission to Bar of State of New York; and (2) six years' experience in account-

ing or auditing, or in public administration or business management including accounting or auditing functions, including two years in administrative or supervisory capacity. Fee \$5. (Friday, January 20).

2206. SUPERVISOR OF FUNERAL DIRECTING SECTION, \$5,090 to \$6,320; one vacancy in Albany. Requirements: (1) State license to practice funeral directing, or to practice embalming and undertaking; (2) two years' experience as license funeral director or embalmer and undertaker; and (3) two years' experience in administrative or supervisory capacity. Fee \$5. (Friday, January 20).

2207. EMBALMING AND UNDERTAKING INVESTIGATOR, \$3,730 to \$4,720; one vacancy in Poughkeepsie. Requirements: (1) State license to practice funeral directing, or to practice embalming and undertaking; and (2) two years' experience as license funeral director or embalmer and undertaker. Fee \$3. (Friday, January 20).

2208. INVESTIGATOR, \$3,920 to \$4,950; two vacancies in NYC. Requirements: (1) either (a) four years' experience in investigative work, including two years in field investigation and preparation of written reports, or (b) bachelor's degree and two years of investigative work including one year in field investigation and preparation of written reports, or (c) law school graduation or admission to State Bar; or (d) equivalent. Fee \$3. (Friday, January 20).

2209. MOTION PICTURE INSPECTOR, \$3,360 to \$4,280; one

2213. SENIOR OFFSET PRINTING MACHINE OPERATOR, Eighth Judicial District, \$3,020 to \$3,880; one vacancy in Buffalo. Open only to residents of Allegany, Cattaraugus, Chautauque, Erie, Genesee, Niagara, Orleans and Wyoming Counties. Requirements: one year's experience in operation of offset printing machines and related equipment. Fee \$3. (Friday, January 20).

2214. SANITARY CHEMIST, \$4,130 to \$5,220; one vacancy in Albany. Open to all qualified U.S. citizens. Requirements: (1) bachelor's degree, including 30 credits in chemistry with appropriate laboratory work in sanitary science including chemical and biological examination of water, sewage and industrial waste, or (b) master's degree in sanitary chemistry or closely related field, or (c) equivalent combination. Fee \$4. (Friday, January 20).

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SAM—Don't knock your brains out trying to find a place to park in downtown Albany, when you take me out to dinner tonight. Pick me up at the State Office Building and we'll drive out Western Avenue to FALZANO'S. It's only five minutes drive from the Capitol, away from all hustle and bustle and traffic congestion. And there's sodas of parking space! . . . And food—after all, that's what we're going out for—who can cook like FALZANO'S chef, Corley? . . . Besides, Gene Falzano has Marty Schantz at the organ. Can you think of anything better? ANNIE

Test for Social Investigator Is Now Open

Possession of a bachelor's degree by February, 1957 is the sole requirement for \$4,000-to-\$5,080 a year jobs as NYC social investigator. There are 432 vacancies in the Welfare Department.

An exam to fill the jobs is now open for receipt of applications.

Forms may be obtained, in person or by mail, from the NYC Personnel Department, at 96 Duane Street, New York 7, N. Y., from the State Employment Service, at 119 Fifth Avenue at 19th Street, or from college placement offices. The filled-out forms must be returned to the Personnel Department not later than Thursday, January 26, together with the \$3 application fee.

Collegians successful in the written test, tentatively set for Saturday, April 28, will be appointed upon graduation as their names are reached.

There are no age limits. Men and women may apply.

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NEW YORK CITY JOB OPENINGS

Open-Competitive

Following are requirements in NYC's January exam series.

Exam number, title, salary range, vacancies, requirements, filing fee, and final day to submit filled-out applications are given, in that order.

College Series

7655. JUNIOR CIVIL ENGINEER, \$4,250 to \$5,330; 334 vacancies. 14th filing period, amended notice. Open to all qualified U. S. citizens. Requirements: either (a) bachelor's degree in engineering, by September, 1956; or (b) high school graduation and four years' appropriate experience, or (c) satisfactory equivalent of education and experience. Application may be made by mail. Fee \$4. (February 24).

7662. JUNIOR LANDSCAPE ARCHITECT, \$4,250 to \$5,330; one vacancy in Education Department, five in Parks, one in Public Works. Appointment at \$4,430 a year. Education jobs exempt from NYC residence requirement. Requirements: bachelor's degree in landscape architect, by February, 1957, or satisfactory experience equivalent. Application may be made by mail. Fee \$4. (Thursday, January 26).

7657. JUNIOR MECHANICAL ENGINEER (6th filing period), \$4,250 to \$5,330; 14 vacancies. Appointment at \$4,430. oPsts in many agencies exempt from NYC residence requirement. Requirements: either (a) bachelor's degree in engineering, by September, 1956, or (b) high school graduation and four years' appropriate experience, or (c) satisfactory equivalent of education and experience. Fee \$4. Application may be made by mail. (Thursday, January 26).

7538. PHARMACIST, \$4,000 to \$5,080; 19 vacancies. Amended notice. Requirements: graduation, by September, 1956, from school of pharmacy, plus State license to practice pharmacy, at time of appointment. Application may be made by mail. Fee \$3. (Thursday, January 26).

7635. ASSISTANT ACCOUNTANT, \$3,750 to \$4,830; 42 vacancies. Requirements: either (1) bachelor's degree with 16 credits in accounting; or (2) high school graduation and four years of accounting experience; or (3) equivalent combination of education and experience. Fee \$3. Application may be made by mail. (Thursday, January 26).

7646. ASSISTANT ACTUARY, \$3,750 to \$4,830; eight vacancies. Requirements: bachelor's degree, by February, 1957, including 12 hours in mathematics. Paid experience may be substituted for education on year-for-year basis. Fee \$3. Application may be made by mail. (Thursday, January 26).

7647. ASSISTANT STATISTICIAN, \$3,750 to \$4,830; 11 vacancies. Requirements: bachelor's degree, by February, 1957, including 12 hours in mathematics and statistics. Paid experience as statistician may be substituted for education on year-for-year basis. Fee \$3. Application may be made by mail. (Thursday, January 26).

7658. CIVIL ENGINEERING DRAFTSMAN (10th filing period), \$4,250 to \$5,330; 60 vacancies. Appointment will be made at \$4,430 a year. Requirements: high school graduation and four years' experience; or bachelor's degree, by September, 1956. Fee \$4. Application may be made by mail. (February 24).

7543. INSTITUTIONAL INSPECTOR, \$3,750 to \$4,830; five vacancies in Hospitals Department. Requirements: either (1) bachelor's degree and one year's experience in inspecting and investigating voluntary and private proprietary hospitals, sanatoria, nursing homes, homes for chronic and aged patients, or welfare institutions; or (2) graduation from accredited school of nursing and two years' experience as nurse in approved hospital or two years' experience as described in (1) above; or (3) master's degree in hospital administration and six months of pertinent hospital experience (six months' of field work leading to master's degree may be substituted for experience); or (4) equivalent combination of education and experience. Application may be made by mail. Fee \$3. (Thursday, January 26).

7591. JUNIOR ARCHITECT, \$4,250 to \$5,330; one vacancy in Housing Authority at \$4,430 a year. Exempt from NYC residence requirements. Requirements: either (a) bachelor's degree, by February, 1957, in architecture; or (b) high school graduation and four years' experience; or (c) equivalent combination of education and experience. Application may be made by mail. Fee \$4. (Thursday, January 26).

7592. JUNIOR CHEMICAL ENGINEER, \$4,250 to \$5,330; nine vacancies in Fire Department at \$4,430 a year. Requirements: either (a) bachelor's degree, by February, 1957, in chemical engineering; or (b) high school graduation and four years' experience, or (c) equivalent combination of education and experience. Application may be made by mail. Fee \$4. (Thursday, January 26).

7656. JUNIOR ELECTRICAL ENGINEER (10th filing period), \$4,250 to \$5,330; 109 vacancies, many exempt from NYC residence requirements. Appointment will be made at \$4,430 a year. Requirements: either (a) bachelor's degree, by September, 1956, in engineering; or (b) high school graduation and four years' experience, or (c) equivalent combination of education and experience. Application may be made by mail. Fee \$4. (February 24).

7666. JUNIOR PHYSICIST, \$3,750 to \$4,830; two vacancies in Hospitals Department. Requirements: either (a) bachelor's degree, by February, 1957, with major in physics; or (b) major in chemistry, biology, chemical engineering or electrical engineer with 15 credits in physics; or (c) one year's experience with radiotopes. Application may be made by mail. Fee \$3. (Thursday, January 26).

7715. PURCHASE INSPECTOR (FUEL AND SUPPLIES), \$4,250 to \$5,330; seven vacancies in Housing Authority and Department of Education. Requirements: either (a) four years' appropriate experience; or (b) bachelor's degree, by June, 1956, with major in chemistry or chemical engineering plus two years' experience; or (c) equivalent combination of education and experience. Application may be made by mail. Fee \$4. (Thursday, January 26).

7700. RECREATION LEADER (4th filing period), \$3,750 to \$4,830; 150 vacancies in Parks Department, 20 in Hospitals, 10 in Police Department. Hospitals posts exempt from NYC residence requirement. Requirements: either (a) bachelor's degree, by February, 1957, with 36 credits in recreation or physical education; or (b) bachelor's degree and two years of full-time paid leadership experience in organized recreational programs within last 10 years. Application may be made by mail. Fee \$3. (Thursday, January 26).

7705. SCHOOL LUNCH MANAGER, \$3,750 to \$4,830. Open to all qualified U.S. citizens. Requirements: either bachelor's degree, by September, 1956, with major studies in food, nutrition, institutional management, hotel administration or restaurant management; or equivalent. Application may be made by mail. Fee \$3. (Thursday, January 26).

(The following is reprinted from an article in the Nov. 29 issue of the Civil Service Leader)



The CLOCHE CAPE

a superb silhouette masterfully created in fabulous Empress Chinchilla by Emeric Partos of Bergdorf Goodman.

Empress Chinchilla is the trade mark of the Farmers Chinchilla Cooperative which matches and markets the pelts produced by its members.

GLAMOUROUS FURS... From America's Spare Rooms and Basements

By ARTHUR LOVE

The few fortunate women who were able to walk into the lobby of New York's Metropolitan Opera House wearing chinchilla coats or wraps held the fashion spotlight on opening night. But behind those beautiful, lustrous gray furs which set a new high-fashion trend is an amazing story of American small-business enterprise.

Unlike other furs, which come from large commercial ranches or trappers, this new aristocrat of the fashion world has found its source in spare rooms and basements, where thousands of persons in all walks of life have adopted the highly profitable hobby of raising chinchillas. It's difficult to imagine the cop on the beat, the postal employee, the neighborhood real estate man, even the housewife next door as the operator of a home "ranch." According to sources in New York City's busy fur markets, that's exactly what's been happening. It is estimated that about 90 percent of the chinchilla pelts that have come on the market have been produced by small-scale breeders, raising the animals in the spare room and basement and marketing them through organizations such as the Farmers Chinchilla Cooperative, which matches and sells the pelts raised by its members.

That information seemed to call for a closer look at this Chinchilla industry and led to the headquarters of the Associated Breeders Chinchilla Corp., at 995 Broad Street, Newark, N. J., the largest suppliers of chinchilla breeding stock in the eastern states.

The idea of a ranch as a rolling expanse of land doesn't apply to the chinchilla world. These little animals, about the size of a small squirrel, live and breed happily in a cage only slightly larger than a parakeet breeding cage. If I had seen these animals in a pet shop window, I would have said "What cute little animals!" Here in Newark, at the ranch office of Associated Breeders, the animals represent a thriving new industry.

"As an investment," explains Mrs. Judith Leroy, a representative of Associated Breeders, "it's difficult to match the possibilities in view for the person who buys a pair of quality chinchillas."

An investment that increases 300% in animals over a period of one year seems fantastic, yet that has been the experience of home

"ranchers" who have started with quality stock and followed the guidance given each purchaser by the Associated Breeders. The price of a breeding pair is \$995.00, cage and equipment included. Each purchaser receives a written guarantee that his chinchillas will live and reproduce and at the end of the year should conservatively have three pair.

The amount of time involved in breeding these valuable rodents is small. They require little care, bathe themselves by rolling in a sand-filled pan, live on dry pellets prepared especially for chinchillas, and because of the extreme density of their fur are immune to vermin. The cost of feeding is only about five dollars a year for a pair.

Being a skeptical reporter, I asked, "What's the catch?" Mrs. Leroy said, "There really isn't any." She showed me a story from the Pacific Coast edition of the WALL STREET JOURNAL which was headed "Cellar, Attic Ranches Yield \$80 Million Chinchilla Crop." She showed me articles from other local papers telling how local people had made comparatively small investments in breeding chinchillas and had built up herds running to six figures in value. From her own records Mrs. Leroy cited the example of Mr. Ben Howard who had started with one pair in November 1954 and now had seven pair in his Manhattan basement.

But she did warn that the buyer of chinchillas must be cautious. Associated Breeder's own chinchillas—raised mostly in a converted sugar mill in the Idaho potato country, and flown east, each has a carefully kept pedigree, and each is identified with a brand and number tattooed in its ears. As with other animals, where they have been inbred, the quality of the animal drops, they lose fertility and produce offspring with inferior coats. In the case of their own animals, this great Idaho herd is a product of more than a decade of selective breeding. Over the years an intensive program of culling and pelting the light producers and below standard animals has resulted in a herd of quality animals. Associated Breeders helps purchasers avoid any mistakes in breeding by providing a consultation service and arranging to exchange animals when needed to bring new blood lines to the herd to eliminate the danger of inbreeding.

As to the future, the pages of

"Vogue," "Harper's Bazaar," and other high fashion magazines are now featuring chinchilla coats, jackets and wraps. It's beginning to look as though the mink will be moving to second place in the fashion parade, and that means more and more chinchilla pelts will be moving from the spare rooms and basements to the cutting rooms of the fashionable furriers.

Until recently, the profit in chinchillas has been in the sale of breeding stock and the building up of valuable herds. Now, from all indications in the fur industry and fashion fields, the small breeders will begin making their profits from the sale of pelts.

When I was ready to leave Associated Breeders, rubbing my chin reflectively and mumbling "nine hundred and ninety five dollars," Mrs. Leroy said, "You must remember that while it may be a great deal of money, it's really only a small investment, everything considered. You might also mention to your readers that if they wish they can make a small down payment and finance the balance over as much as two years."

Visitors are always welcome at Associated Breeders Chinchilla Corp., 995 Broad St., Newark, N.J., and for a free, highly informative booklet of interesting facts concerning chinchilla ranching, just drop a note to the Newark address.



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NYC JURIST NAMED

Justice Nathan A. Lashin of the NYC Municipal Court has succeeded Justice Morris E. Spector as Justice of the City Court, Bronx County Branch.

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

JUDGE GILLETTE NAMED AG & MARKETS COUNSEL

Judge Henry E. Gillette of Rochester has assumed his new post as counsel to the State Department of Agriculture and Markets. The former City Court jurist fills the long vacant top post in the department's legal bureau. Pay is \$11,286 a year.

NYC Typist-Steno Tests Open Jan. 16

Six hundred stenographers and typists to start at \$2,750 a year, \$52 a week, are needed by NYC. Annual increments bring the pay up to \$3,560 a year, more than \$68 a week. No experience needed.

The first day for applications is Monday, January 16. Apply at the State Employment Service, 1 East 19th Street, NYC, until further notice. Candidates will be given an early date on which they will be interviewed and examined. Those who qualify will be given an application blank. This must be filled out and filed with the NYC Personnel Department, 95 Duane Street, NYC. The \$2 application

fee must not be paid until then. The typing test is 40 words minimum a minute, but stenographers must also take dictation at not less than 80 words a minute, and transcribe at reasonable speed. Fast hiring is in prospect. There are no age limits.

199 PASS ACCOUNTANT TEST
Failure notices have gone out to 85 candidates for promotion to NYC jobs as senior accountant. A total of 295 applied for the written test, held June 9. One was marked not eligible, 287 showed up for the written test, three withdrew, leaving 199 who passed.

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Letters to the Editor

(Continued from Page 6)
Officers Association has stayed out of the controversy, as has many perhaps touchy facets, but religion, because of diverse and loud and social worker groups are determined in their attempt to see righted what they consider an un-American practice.

C. J. CELDAR
AIDES ASK CUMULATIVE SOCIAL SECURITY PENSION
Editor, The LEADER:

In last week's issue of The LEADER, dated January 3, we stated our reasons for opposing integration of Social Security with the State Employees Retirement System. Mainly, they were the proposed reduction of the State pension by the amount of the Social Security Pension, and the proposed prohibition against adding the Social Security pension to the State pension.

What is left then of the grandiose promises of liberalization of the State Retirement System is the "carry-over credits" surfeit with the fringe benefits on top. What good are these if the nag is dead of integrationitis!

State's Obligation
H. Elliot Kaplan stated, "We (the State Pension Commission of which he is counsel) feel that the State has an obligation to be the model employer." State Comptroller Arthur Levitt has written, "In 1921 the New York State Retirement System represented one of the most progressive retirement plans for public employees. Since then, conditions have changed. . . . Most people will agree . . . there must be constant study and search for improvement." To this we say, Amen, but we believe there are more tangible, more equitable ways of demonstrating these worthy sentiments than through integration.

One way is to liberalize the State retirement benefits, for it can well sustain such improvements. Another way is to add Social Security so we can derive its benefits separately and apart from the State retirement system.

Whether there's a will—the people and the State—there's a way!

LEGISLATIVE COMMITTEE ROCHESTER CHAPTER, CSEA
Samuel Grossfield, chairman; Melba Binn, Morris Gardner, Sol Grossman, Lillian Wilson.

ANOTHER WANTS BENEFITS OF SOCIAL SECURITY ADDED
Editor, The LEADER:

In your issue of December 27, 1955 you published items about civil service employees supplementing their incomes with outside employment.

Most of these outside jobs are covered by Social Security for which these employees pay taxes and therefore earn for themselves quarterly credits toward Social Security retirement benefits. Also,

some of these public employees had Social Security coverage and credits earned on jobs held before entering civil service; and these extra outside jobs now supplementing their civil jobs are adding more credits to their once dormant Social Security accounts. Moreover, many have Social Security credits because of service in the armed forces.

These employees with dual coverage (civil service retirement and Social Security) have been looking forward to the time when, at retirement, they will receive retirement allowances from both plans. At age 65 under Social Security, the minimum allowance at present, if fully covered, is \$30 a month (and an additional \$15 a month for a 65-year-old spouse).

Only Acceptable Plan
If it can be shown that integration will net the retired civil service employee who also has full Social Security coverage, the additional minimum, at least, of \$360 or \$540, then those employees who have dual coverage will enjoy their rightful allowances for which they paid. I suppose you could call this full supplementation. However, if these dual-coverage employees received little or nothing of the Social Security retirement allowance which they had previously earned, or are now earning, then integration for them becomes a farce.

The figures I used above are only the minima. Countless employees have outside earnings that would net them much higher Social Security retirement allowances.

On Page 4 of said December 27 issue, you state that about one-half of the 5,000,000 government employees in the U.S. hold some kind of outside jobs. On that basis, there must be thousands of New York State employees with outside jobs who are covered by Social Security.

The only acceptable plan would be one that would give these employees all the benefits to which they are now entitled.

SYDNEY D. FRIEDMAN
Rego Park, N. Y.

MARIST SISTERS SEEK HOLIDAY GREETING CARDS
Editor, The LEADER:

I am certain that many of your readers have not disposed of their greeting cards received during the Christmas holidays. The Sisters of the Marist Missionary in Massachusetts put these cards to excellent use. The Sisters also collect canceled postage stamps. They appreciate receiving the three-cent commemoratives and those of higher value, and especially foreign stamps, but they accept all kinds.

Address Sister Mary Ceina, Marist Missions, 853 Central Street, Framingham Center, Mass.
ARTHUR J. CUNNINGHAM
New York, N.Y.

Republicans To Reveal Their Plans for Raises

ALBANY, Jan. 9—State Republican legislative leaders have disclosed that a feature of their 1956 legislative program will be consideration of an increase in death benefits for the survivors of those employees with more than 10 years' service.

Other proposals made by the GOP included extension of Social Security and a cost-sharing hospital and medical benefit plan for State and municipal employees.

The partly-disclosed program was released by Assembly Speaker Oswald D. Heck and Senate Majority Leader Walter J. Mahoney who said that as the session progresses, proposed additional legislation will be introduced.

A GOP spokesman said that Republican proposals on civil service pay scales, not included in the early program, are expected to be announced shortly.

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Where to Apply for Public Jobs

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

STATE—Room 2301 at 270 Broadway, New York 7, N. Y. Tel. BRa clay 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., Room 212, State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, excepting Saturdays, 9 to 12. Also Room 400 at 156 West Main Street, Rochester, N. Y., Tuesdays, 9 to 5. All of foregoing applies also to exams for county jobs.

NYC—NYC Department of Personnel, 95 Duane Street, New York 7, N. Y. (Manhattan) two blocks north of City Hall, just west of Broadway, opposite the LEADER office. Hours 9 to 4, excepting Saturday, 9 to 12. Tel. COrtlandt 7-8880. Any mail intended for the NYC Department of Personnel, should be addressed to 299 Broadway, New York 7, N. Y.

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

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

Data on Applications by Mail
Both the U. S. and the State issue application blanks and receive filled-out forms by mail. In applying by mail for U. S. jobs do not enclose return postage. If applying for State jobs, enclose 6-cent stamped, self-addressed 9-inch or larger envelope. Both the U.S. and the State accept applications if postmarked not later than the closing date. Because of curtailed collections, NYC residents should actually do their mailing no later than 2:30 P.M. to obtain a postmark of that date.

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

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Butterly & Green, in cooperation with the builders, are offering six large rooms with three bedrooms, with one and a half baths, with full basement.

This lovely home has colored tile bath, sliding steel medicine cabinets, walk-in closets, storage attic, full insulation, knotty pine cabinets, brass plumbing, G.E. heating, oak floors, iron railed rear stoop, concrete driveway, city sewers, and paved street; these and much more.

These homes are built near schools, shopping and easy transportation.

Ten homes are now completed and can be inspected at once by calling Butterly & Green at JAMAICA 6-6300.

LEGAL NOTICE

ATLANTIC ADVERTISING CO.,
A Limited Partnership

Substance of a limited partnership certificate signed and acknowledged by all of the partners, and filed in the New York County Clerk's Office on December 15, 1955.

1) Name of Partnership:—ATLANTIC ADVERTISING CO.

2) Character of Business:—The advertising business and conducting an advertising agency.

3) Location of Principal Place of Business:—220 West 42nd Street, New York, New York.

4) General Partners:—Murry E. Cohen, 7314 255th Street, Glen Oaks, New York; Irving H. Gluck, 111-50 76th Road, Forest Hills, New York.

5) Limited Partners:—Albert Coleman, 1217 Norton Drive, Far Rockaway, Queens, New York.

6) Terms of Partnership:—January 1, 1956 to December 31, 1960.

7) Amount Contributed by Limited Partner:—\$8,000.00 in cash.

There is no provision for any additional contributions to be made by the limited partner.

The contribution of the limited partner shall be returned either on the termination or dissolution of the partnership, the death of the limited partner, or the voluntary withdrawal of the limited partner from the partnership.

The limited partner shall receive ten (10%) per cent of the profits. The limited partner has no right to substitute an assignee as contributor in his place.

The partners have no right to admit additional limited partners.

There is no right of priority as between limited partners as to contributions or as to compensation by way of income, because there is only one limited partner.

The remaining general partner shall have the right to continue the business on the death, retirement or insanity of the other general partner.

No right has been given to the limited partner to demand or receive property other than cash in return for his contribution.

CITATION — The People of the State of New York, By the Grace of God, free and independent to Attorney General of the State of New York: Wilhelm Sunder; Consul General of German Federal Republic; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of EDWIN SANDERS, also known as Edwin J. Sander and E. J. Sander, deceased, if living, or if dead, to the executors, administrators, distributees and assigns of said "Mary Doe" deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein.

and the next of kin of EDWIN SANDERS, also known as Edwin J. Sander and E. J. Sander deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein being the persons interested as creditors, next of kin or otherwise in the estate of EDWIN SANDERS, also known as Edwin J. Sander and E. J. Sander deceased, who at the time of his death was a resident of 128 West 81st Street, New York, N. Y.

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

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, Room 309, in the County of New York, on the 27th day of January, 1956, at half past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable GEORGE FRANK-ENTHALER, Surrogate of our said County, at the County of New York, the 14th day of December in the year of our Lord one thousand nine hundred and fifty-five.
Phillip A. Donahoe
Clerk of the Surrogate's Court.

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7 room brick bungalow on 50/100 foot landscaped ground, 5 rooms on first floor, two rooms on second floor. Full basement, oil-heat and extras including screens and venetian blinds. Price \$13,000.00. Down payment \$500.00 C.I.A. \$1,500.00 Civilians.

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4 1/2 — 20 Year Mortgage
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ST. ALBANS: 2 family brick; 4 and 5; finished knotty pine basement with a playroom; modern baths and kitchen; oil heat; 2 car garage.

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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Eligible Challenges Kennedy's Right to Reject Him Without Even Giving Any Reason

The question whether or not the Police Commissioner of NYC has absolute discretion in accepting or rejecting an eligible for appointment to the police force is now squarely before the New York County Supreme Court.

The question arises in the case of Ronald Keller. He was certified to the Police Department by the Personnel Department, but Police Commissioner Stephen P. Kennedy refused to appoint him. The Commissioner, like other appointing officers, claims the right to skip over the names of one out of three eligibles, under the so-called Rule of Three, without giving any reason.

Two Offenses Recalled

No reason was given for rejecting Mr. Keller. However, the reason may be inferred. Mr. Keller's own report showed that he had pleaded guilty of an act of juvenile delinquency when he was 18, and two years later of disorderly conduct. In each instance he was fined \$1. In the first instance, the plate glass of a store window was broken while some boys were standing near it. They ran, Ronald among them. In the second instance, police swooped down on a street dice game, gathered in all who were nearby, Ronald among them.

Samuel Resnicoff, attorney for Mr. Keller, set forth in connection with the petition that neither violation constitutes a crime, within the meaning the Penal

Law, and that juvenile delinquency is specifically excluded as a crime.

Court's Comment

Mr. Resnicoff asserts that the Federal and State Constitutions limit the barring of persons from holding public jobs, by excluding as ground the non-criminal but illegal acts. He said the individual rights of a citizen and veteran supersede the Rule of Three.

Justice Jacob Markowitz, after hearing argument, ordered a trial held, to determine whether the Commissioner's action was arbitrary, unreasonable, and capricious.

The court found that the Commissioner claims an "untrammeled right" to deny an eligible appointment without giving any reason, and that the rejection is not subject to review by any extraneous authority, including the courts of this State.

Monroe Chapter To Meet Jan. 24

ROCHESTER, Jan. 9—Monroe chapter, CSEA, will meet Tuesday, January 24 at City Hall Annex, 8 P.M. "There is much importance attached to this meeting concerning the recent developments in the County payroll plan, Social Security and other matters," said President Ray L. Goodridge. "Let's get the new year started by the support of every member."

The membership drive is progressing well and the committee chairman expects to have a follow-up meeting very soon to pick up the loose ends and get closer to the 100 percent mark.

"We are over 70 percent now so let's get those renewals and new memberships in," the committee said.

Some personal news in the chapter includes a recent trip to NYC by Jean Pasquale from County Home. The very best of luck to Mae O'Connor, retired from County Treasurer's office in November. Congratulations to Alma Muhs, City Finance, on her promotion; also, to Remington Ellis, City Engineering; Ray Goodridge, Welfare, and Bill Hudson, County Treasurer's, on their appointments to CSEA committees on resolutions, membership and legislative respectively.

Edna Gefell was on the sick list.

Employees hope she will be back with us very soon.

Sympathy to Ken Block, Resource Division, on the recent death of his brother, and to the family of Herbert Brown, who passed away December 20.

News and Notes At Creedmoor

QUEENS VILLAGE, Jan. 9 — The next regular meeting of Creedmoor chapter, CSEA, will take place on January 26. All members are urged to be at the meeting. The chapter was particularly happy about the proposed pay increase, less working hours and medical insurance plan announced by Governor Harri-

man. All were saddened by the death of Jack Vivian's mother, Anna Kane Vivian, former hospital employee, who died on December 31.

Jack Duffy, recreation supervisor, is hard at work writing the new show, "Be Happy," ready sometime in March. The usual fine show is expected.

The Rev. Paul Carroll, C.P., formerly assigned to Creedmoor State Hospital, is visiting Ken Roseboom, pharmacist, at his home. Many of the old timers at the hospital will remember Father Paul and wish to contact him.

The next regular meeting of the Creedmoor War Vets will take

place on January 16. Election of officers for the coming year plus refreshments will be on the agenda.

A June wedding is planned by Sheldon Fiedler and Helen Anne Cohen, a student nurse at Mt. Sinai Hospital.

Onondaga Members To Attend Workshop

SYRACUSE, Jan. 9 — News items received at the executive meeting of Onondaga chapter, CSEA:

The following delegates will attend the Oneida chapter workshop at the Hotel Utica on January 21: David Rogers, Robert Clift, Arthur Darrow and Ann Osterdale.

Bella Root, cataloger of the Court of Appeals Library, recently retired after 35 years in the library. Miss Root received a \$50 bond as a gift. Best wishes from Onondaga chapter.

Sympathy is extended to the family of Hobart Whitney. Mr. Whitney was an employee in the Finance Department of the Onondaga County Highway.

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

STOP SAYING "I CAN'T AFFORD TO RETIRE"

By NORMAN D. FORD

author, "Where to Retire on a Small Income," "How to Earn an Income While Retired," "Norman Ford's Florida," founder of the Globetrotters Club

IF THERE is anything I have found out in traveling up and down this country it is that it costs less to retire than you may think it does—provided you know where to retire.

As founder of the Globetrotter's Club, I made it my business to discover low cost beauty spots all over the world. And I also learned that right here in the U.S. there are hundreds of undiscovered towns, islands, and bigger communities which are just right for the man or woman who wants to retire now and has only a small amount of money. Here are just a few of them.

Do You Know Where to Find These Best Retirement Values in the U. S.?

If You Like an Island

Which is the New England find of the year? That wonderful Maine island which is not only a retirement center because living costs are so low they attract many who otherwise could not afford to retire but a real find in New England towns, for it's 10-15 degrees warmer here in winter than on the mainland (and 10-15 degrees cooler in summer)?

Which is the town for the lucky few? "You sent me to the perfect island," a woman wrote me. "This island is so perfect, take it out of your book and let's keep it for the lucky few." Plenty of seafood here for the picking. Vegetables grown all year round. Warm winters due to nearby Gulf Stream. Low building costs; you can erect your 3-5 room cottage for \$3500-\$5000.

Do You Prefer the Theatre and Music?

Which town do people call the most "cultural" small town in all America? It's a friendly town in North Carolina with a cosmopolitan retired population. Cool summers (1500 feet high), warm winters. Little Theatre, art and music club, library, TV. Or consider that wonderful mountain health spa, farther west, completely surrounded by a national park. A grand recreation centre for every type of sport and pastime, where there's something to do every single day of the year.

What About Florida?

Where do you get the most sunshine in Florida, the friendliest towns, the lowest prices? Which is the still unknown section, where you can still buy Florida property at reasonable prices? Where do you find the best chances to pick up extra income? Which are the best Florida communities if you want a job with a future or a busi-

ness of your own? Which are the best towns for a short vacation or a few weeks' rest? What's the one easy way to cut your vacation costs in the town you chose?

Do You Prefer the Southwest?

Do you know the favorite retirement spot in all the Southwest for those who like a Little Theatre, art galleries, etc? In which Southwestern town does the sun actually shine 85% of all daylight hours? Which is the best town in Texas if you want plenty to do and cool summers? Can you find low, low prices anywhere in Arizona or New Mexico?

or America's Pacific Coast?

Which is the most beautiful town in all California? Nothing has been allowed to detract from the beauty of this landscaped hillside community with its Old World appearances. Prices high, but better bargains available nearby.

Where you can find the most healthful climate in the world? University experts name a town in Washington State. It lies in a unique dry belt, where there are green fields most of the year. Army, Navy, and seafaring men have found it already and retire here on a small pension. Golf, tennis, bowling, fishing, hunting, boating, TV. Many part time jobs.

Of course, these are only a handful of the hundreds of beauty spots, hideaways, and larger communities in the U. S., where you can retire now on little money and enjoy yourself completely. The best of them are described in Where to Retire on a Small Income. And while this book has a chapter on Florida, if you're thinking of Florida, get Norman Ford's Florida as well. It's a big complete guide to everything you seek in this big state. Both books are described below and in the column to the left.

WHERE TO RETIRE ON A SMALL INCOME

THIS book selects out of the hundreds of thousands of communities in the U.S. and its island territories only those places where living costs are less, where the surroundings are pleasant, and where nature and the community get together to guarantee a good time from fishing, boating, gardening, concerts, or the like. The book never overlooks the fact that some people must get part-time or seasonal work to pad out their incomes. It covers cities, towns, and farms throughout America — from New England south to Florida, west to California and north to the Pacific Northwest. It includes Hawaii, Puerto Rico, and the American Virgin Islands. Some people spend hundreds of dollars trying to get information like this by traveling around the country. Frequently they fail—there is just too much of America to explore.

Where to Retire on a Small Income saves you from that danger. Yet the big 1955 edition costs only \$1.

WHERE WILL YOU GO IN FLORIDA?

FLORIDA needn't be expensive—not if you know just where to go for whatever you seek in Florida. And if there's any man who can give you the facts you want, it's Norman Ford, founder of the world-famous Globetrotters Club. (Yes, Florida is his home whenever he isn't traveling!)

His big book, Norman Ford's Florida, tells you first of all, road by road, mile by mile, everything you'll find in Florida whether you're on vacation, or looking over job, business, real estate, or retirement prospects.

Through his experienced advice you learn exactly where you can retire now on the money you've got, whether it's a little or a lot. (If you need a part-time or seasonal job to help out your income, he tells you where to pick up extra income.) Because Norman Ford always tells you where life in Florida is pleasantest on a small income, he can help you take life easy now.

If you're going to Florida for a job with a future or a business of your own, his talks with hundreds of business men and state officials, etc., lets him pinpoint the towns you want to know about. If you've ever wanted to run a tourist court or own an orange grove, he tells you today's inside story of these popular investments.

Yes, no matter what you seek in Florida, this big book (with well over 100,000 words and plenty of maps) gives you the facts you want. Price—only \$2, only a fraction of the money you'd spend needlessly if you went to Florida blind. Use coupon to order.

HOW TO EARN AN INCOME WHILE RETIRED

IN this new handbook of easy and profitable retirement ideas, you'll find many that will really excite you and give you the income you need for early retirement.

Few people know all their rights under Social Security and how much they are entitled to receive. One big section of How to Earn an Income While Retired details how you can guarantee receiving the largest possible income.

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Caulfield Elected President Again

Herbert S. Caulfield was elected president of the Municipal Office Employees Council 51, affiliated with the Civil Service Forum. He was president in 1945 and 1948.

The membership consists mainly of employees in the Office of the NYC Comptroller, and the Departments of Finance, Parks and Water Supply, Gas and Electricity.

Other officers elected were John J. Bollman, Samuel Roemer, Michael Cosentino, William Teves, and Leon Payne, vice presidents; Anton Cernik, treasurer; Thomas Downes, secretary; Daniel Cronin, financial secretary, and Edward Johnston, sergeant-at-arms.

LEGAL NOTICE

STATE OF NEW YORK INSURANCE DEPARTMENT, AIRANT 1. Luffert Holt, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the Cavalier Insurance Corporation, Baltimore, Maryland is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1954 shows the following condition: Total Admitted Assets \$2,551,821.57; Total Liabilities \$1,359,840.52; Capital Paid-Up \$400,000.00; Surplus and Voluntary Reserves \$530,441.34; Scripps as Regarded Policyholders \$030,141.34; Income for the Year \$1,111,013.25; Dividends for the Year \$254,489.54.

DANIELS, Joseph E.—In compliance of an order of Honorable George F. Cook, a Surrogate of the County of New York, NOTICE is hereby given to all persons having claims against Joseph E. Daniels late of the County of New York, deceased, to present the same with vouchers thereon, to the subscriber at his place of transacting business at the office of McLoose & Gamble his attorneys at 331 Fifth Avenue, in the Borough of Manhattan, City and State of New York, on or before July 10th, 1955. Dated: New York, January 9, 1955. RAYMOND K. NICHOLSON, Executor. McLOOSE & GAMBLE, Attorneys for Executor 331 Fifth Avenue, New York 17, N.Y.

BUY YOUR HOME NOW! See Page 11

Readers have their say in The LEADER's Comment column. Send letters to Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Western Division Thruway Unit Meets

BATAVIA, Jan. 9 — A regular meeting of the Western Division State Thruway chapter, CSEA, was held December 15, at the Moose Hall here. Jack Kurtzman was present.

Mace French gave a report on the meeting held by Syracuse Thruway chapter, December 13, at Syracuse, and the Western Thruway chapters met with Mr. Galpin. At the meeting Mr. Galpin was requested to contact the Thruway Authority in regards to general pay raises and reallocation of grades. Mr. Martin of Batavia Maintenance also represented the Western Thruway chapter at the Syracuse meeting.

Ray Walker, treasurer, reported a balance of \$302.80 in the treasury, as a result of a recent event. The award went to Mr. Watson of Buffalo Maintenance.

The chapter also discussed the appointing of a grievance committee.

The next general meeting will be held March 15, at the Moose Hall in Batavia at 8 P.M.

where he was a leader in the City Island Players, directing or acting in several plays. He also helped in the local Boy Scouts and was on the executive board of the City Island Civic Association. Since 1949 Mr. Fields has been in the O.R. working under Doctors Poole and Ranshoff on the psycho-surgery project.

"Mr. Fields has been an outstanding individual around the Institute, popular with his co-workers, and helpful with hospital activities and problems," said Howard E. Foote, of the Institute's CSEA chapter.

His wife, Helen and five-year-old daughter, Susie, attended the farewell party. Dr. Kolb presented him with a going away check of \$160, which, as Mr. Fields remarked, for once left him quite speechless.

Ray Brook Unit Reports That —

RAY BROOK, Jan. 9 — Ray Brook employees welcome Mrs. Anne Sherrin and Mrs. Genevieve Riley to the nursing staff.

Leonard Pelkey was home from the hospital in time to spend Christmas with his family. All wish him a speedy recovery.

Those who were away over the Christmas and New Year holidays include Catherine Rice, Ruth Goodwin, Martha Miller, Vera Budd, Mary Starks, Grace Canning, Julia Canning, Alma Fournier, Mrs. Leonard, John Wojek and family, Dr. Pecora and family, Mary Long, Freddie Jarrot, Helen O'Brien, James Martin, Flossie and Willie Kopsocinski, Dorothy Kennedy, Josephine Wiley, Tema McGillis, Hattie Tallon, and Gene McAuliffe and family.

Due to the efforts of Frank Hockey, president, Ray Brook chapter is the proud possessor of a new coffee urn.

Mrs. Johnston and Miss Callahan entertained the staff of the

Infirmity Building at an egg nog party on December 23 at Miss Callahan's home on Franklin Avenue.

Bert Friedman of the Dietary Department has returned from a vacation in Florida.

Sincere sympathy to Hattie Tallon in the death of her brother, David Robertson.

Mrs. Evelyn Brady is taking Mrs. Eileen Seagriff's place on the switchboard while Mrs. Segriff awaits the stork at the home of her mother in New York.

Prof Irving J. Chaykin, CPA

will conduct a coaching course for the NYC Asst. Accountant Exam

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The SPRING TERM Begins Feb. 6 Register: Jan. 28, 10 A.M.-2 P.M.; Jan. 30-31, Feb. 1, 9-9 P.M. Career Counseling Available

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The winter term in "Principles and Practices of Real Estate" for men and women interested in buying and selling property opens Tuesday, January 24, at Eastern School, 133 Second Avenue, N. Y. 3, AL 4-5029. This evening course is approved by the State Division of Licenses as equal to one year's experience towards the broker's license.

The instructors include Anthony Currier, attorney; Sidney G. Rosenberg, president, City Savings & Loan Ass'n.; Alfred Weinstein, Tax Counsel, and John R. O'Donoghue, legislative secretary, N. Y. Real Estate Board.

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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE



Prowess on the bowling alleys has earned these Middletown State Hospital employees several first place trophies in competition with other Mental Hygiene institutions, as well as in the Classic League in the City of Middletown. Bottom row, from left, Mildred Fuller, Peggy Howe and Doris Utter; top row, Martha Flynn, Hannah Vuolo, team captain, and Hazel Curran. They're interested in booking matches with teams from other institutions.

Manhattan State Unit Sets Jan. 18 Meeting

NEW YORK CITY, Jan. 9—The next meeting of Manhattan State Hospital chapter, CSEA, will be held Wednesday, January 18 at 4:30 P.M. in the Assembly Hall, Wards Island. All employees are invited to attend.

Jennie Allen Shields, president, assures members that an all-out effort is directed toward the realization of a mandatory 40-hour week with a 20 percent across-the-board raise for State employees.

Oswald Graf, acting business officer, has accepted an appointment at Letchworth Village. Mr. Graf's genial personality coupled with his administrative proficiency won respect and admiration. He is wished continued success and happiness in his new post.

"Cupid" continues active. This time the gals are Gardenia Brown and Barbara Tracy. According to the "Ward's Island Watch Tower," they have been observed "going steady" and displaying diamonds on the ring finger.

Florence Craig and Patrick Tracy, who recently underwent surgery, wish to thank the nursing staff of the Mabon for the excellent care received and sends thanks also to the many kind friends who remembered them during the "shut in days" with cards, spiritual bouquets, and flowers.

A quick return to health is wished for the following who are in sick bay: James and Mary Hannon, John Horne, Stephen Smith, Della Ryan, Matilda Salzman, Henry Walker, Margaret Casey, and to Patrick Brett, who is convalescing at his residence in the Bronx.

Condolences to Theresa Parenti on the death of her mother, and to Bessie Murtaugh on the death of her uncle.

Tickets for the entertainment and dance, scheduled for Friday, February 17, are now being distributed. A gala evening is promised. Contact Miss Waterman or Jennie Allen Shields for your supply of tickets immediately!

Congratulations to the many co-workers who were successful in the recent promotion exam for staff attendant.

The chapter would like to hear from members on the 4-12 and 12-8 tours of duty, as well as from department heads. Please send all news items to Jennie Allen Shields.

Ag & Markets Plans Spring Festivities

ALBANY, Jan. 9—With the holidays over, employees of the Department of Agriculture and Markets are looking forward to their spring play and dinner.

It has become a tradition in the department to stage an all-out entertainment at the spring party. An original fantasy last year, a burlesque from beginning to end, won such wide acclaim that something similar is under consideration for the first social affair of the new year. President Roy H. MacKay of the department's CSEA chapter said he will ask committees to meet this month and draft preliminary plans for the spring extravaganza.

The department conducted its annual Christmas party at the Sheraton Ten Eyck. Santa Claus distributed gifts and door prizes and approximately 120 enjoyed community singing and a chicken dinner all under direction of the entertainment committee headed by Mrs. Dorothy M. Cheeseman. Dancing followed until after midnight.

Holiday Parties At Craig Colony

SONYEA, Jan. 9—In spite of snow and icy roads, the faculty and students of the Craig Colony School of Nursing held their annual Christmas party at Biggs Hall. Guests from State University Teachers College, Geneseo, included Dean Gerald Saddleire, Dr. Truman Hall, Dr. and Mrs. Gerrard McGathlin, and instructors from Sonyea, Dr. and Mrs. Charles Greenberg, Mrs. Mable Bay, colony physicians and School of Nursing instructors.

Mrs. Megathlin, chairman of the advisory committee to the

school, announced Carol Neely as winner of the poster contest sponsored by the committee, with Roland Gillette, Joan Facey and Emma Gene McAllister as honorable mentions.

Entertainment, games, refreshments, singing of Christmas carols and dancing left everyone with the Christmas spirit deep in their hearts.

The Craig Colony Nurses Alumni Association held its annual Christmas party at LaDelfa's Hotel. A buffet supper was served. About 40 alumni members and guests enjoyed the games, the food and exchange of gifts. Credit for the success of the party is due Mrs. Daisy Friedman, president, and Mr. and Mrs. Paul Milliman, program chairmen.

Dist. 2 Public Works Holds Holiday Event

UTICA, Jan. 9—The annual Christmas party of Public Works District 2 chapter, CSEA, was held under the direction of Donald C. Porter, general chairman. Arrangements were in charge of the following committee chairmen: dinner, Evelyn Bell; tickets, Patricia Harrica; cocktail party, Rose Betourney; publicity, Janet Price; decorations, Dolores Alfano. Dinner was served at the Twin Ponds Golf and Country Club. Dancing followed. Guests were present from Albany, Amsterdam, Schenectady, Johnstown, Oneida and Rome.

Sincere sympathy to Mrs. Louetta Keller, Sprakers, in the loss of her husband, Vann D. Keller, on November 22. Mr. Keller was employed as highway general maintenance foreman, Montgomery County, for many years.

Sympathy is also extended to Mrs. Jane Bennett, widow of Karl E. Bennett, junior civil engineer, who died on December 4, and to Margie Reilly, typist, whose husband, Leonard Reilly, passed away on December 21. Len was at one time employed in the engineering department.

District 2 members congratulate Newton P. Ronan, former assistant district engineer, on his appointment as superintendent of operation and maintenance.

Employee Notes at Psychiatric Institute

NEW YORK CITY, Jan. 9—A meeting of the executive board of Psychiatric Institute chapter, CSEA, was held on December 15. "Some important problems were settled that are of interest to everyone," said Salvatore Butero, president.

Employees wish the best of luck of Mr. Fields, who was in charge of the operating room for many years. His new employment is in North Dakota.

Congratulations to Mr. and Mrs. Robert Morley on their Golden Wedding Anniversary. They are the parents of Charles Morley, butcher and chapter 1st vice president.

A Christmas party was held December 23 by the engineering department and a good time was had by all. W. Wood, stationary engineer, is welcomed back to work after a long absence.

Condolences to Charles Brown, baker, on the loss of his father. Employees were saddened by the death of James Jackson, former elevator operator, who had 25 years' service.

President Butero urges all who have not yet paid their dues to do so as soon as possible.

"This is a very important year for us," he said. "You are urged to write to your legislators in Albany and let them know that we are behind the CSEA and MHEA programs."

Rochester State Unit Amends Constitution

ROCHESTER, Jan. 9—A meeting of the executive and membership committees of Rochester State Hospital chapter, CSEA, was held on December 16 in the Hospital Club Rooms. The amendments to the chapter's constitution were approved by the board of directors and special chapter committee and members informed of this change.

Recommendations to improve membership that were suggested by Dr. C. F. Terrence, director; Patrick J. McCormack, senior business officer; Jack Kurtzman, field

representative, and Claude Rowell, Western Conference president, were discussed and approved.

It was decided to hold the Annual Tureen Supper before Lent begins. The date set is Wednesday, February 8. Chairmanships of committees are as follows: Edna McNair, general chairman; Marion Hickey, tickets; Iris Jackson, games and music; Ellen Stillhard, food donations; Art L'long, food preparation. Appointments to assist the chairman of the various committees will be announced at the next regular meeting, which will be held Thursday, January 12.

The chapter membership standing is below that of last year's standing at this time and members on the membership committee are urged to become more active in the membership campaign. The chapter requests all unpaid members and non-members to pay their dues now.

Chapter President Bill Rossiter attended the interim meeting of the Western Conference on December 3 in Batavia. As a member of the State salary committee, CSEA, he was in Albany on December 6 and as a member of the special CSEA attendance committee, on December 19.

All employees are asked to write their Senators and Assemblyman for their support of the 40-hour week with no less in take-home pay. "Only by having the support of the Legislature and other officials can we expect to attain this most important goal," said Mr. Rossiter.

A letter written by Bill Rossiter appeared in the "Letters to the Editor" of the Rochester Democrat and Chronicle. It dealt with the long work week, low pay and difficult working condition in the State's Mental Hygiene, Correction, Health and Welfare Institutions and asked the support of the public regarding these conditions by writing to their legislators to help the civil servant obtain a 40-hour week and higher salaries. Many favorable comments were made in regard to this letter.

The hospital was saddened by the death of Louise Bedel, R.N. and transfer agent. Mrs. Bedel had over 30 years' service and will be missed by her many friends, employees and patients. Sympathy to her family.

Congratulations to Ellen Stillhard and Evelyn Campbell on their staff attendant appointments.

There were several Christmas parties for employees held in the Club Rooms during the two weeks before Christmas and from all reports all had a good time.

NYC Chapter Meets Jan. 12

NEW YORK CITY, Jan. 9—The regular monthly meeting of New York City chapter, CSEA, will be held at Gasner's Restaurant on Thursday, January 12. All delegates are urged to attend. Important matters will be discussed.

Kings Park Aides Rue Death of Adams

KINGS PARK, Jan. 9—Elizabeth Handshaw, public relations chairman for Kings Park chapter, CSEA, reports the following employee news:

Patrolman Pat Fagan and his wife are enjoying a Florida vacation.

Beth Adrian has return to her duties in the dental office of Group 4 after a short vacation.

The chapter's executive council met December 28 in the hospital library.

James Biggans and Margaret Gaddy announced their engagement on Christmas Eve, as did Rosemond Simons and George Gutturor Jr., and John Girvan and Audrey Green.

Deepest sympathy is extended to the family of B. J. Adams who passed away on January 2. Funeral arrangements were under the direction of the Joseph Lux Funeral Home, Buffalo.

Ben had been a hospital aide for many years and was most recently connected with the recreation department. He was chairman of the CSEA chapter's insurance committee and one of the chapter's most active members. He was also vice commander of the Donald C. Monroe American Legion Post in Kings Park. He will be greatly missed.

1,500 Jobs to Be Filled From State Clerical Test; Apply Until February 13

ALBANY, Jan. 9—High school seniors are being offered an opportunity to begin office careers with the State government.

Applications are now obtainable for the State's beginning office worker examination through which 1,500 jobs will be filled. The written test is scheduled for March 24. Applications must be received by Monday, February 13.

Most of the vacancies are in Albany; others are in State institutions, parks, schools, and offices throughout New York State. Appointments will be made early in the fall.

Exam Centers in NYC, Too

Most vacancies are in the titles of clerk, file clerk, account clerk, and statistics clerk. However, certain other clerical jobs and positions as operators of various office machines will also be filled.

Present salaries start at \$47 or \$44 a week, depending upon the title, and advance to \$61 or \$68

respectively, in five annual raises. Promotion exams lead to jobs at higher salaries.

The exam will be held at 63 locations throughout the State as well as at several places in NYC.

There are no education or experience requirements. Applicants must be citizens of the United States and legal residents of New York State since March 24, 1955.

Apply to the Department of Civil Service in Albany, N.Y., or the NYC office at 270 Broadway, corner Chambers St., or the Buffalo or Rochester office, or at local offices of the New York State Employment Service outside NYC.

Options and Pay

The four options are account clerk and statistics clerk, \$2,450 to \$3,190, and clerk and file clerk, \$2,320 to \$3,040.

Applicants must have been legal residents of the State since March 24, 1955.

There are no experience or educational requirements.

New Rates Are on Way For Maintenance Men

The following hourly rates for the 1,200 maintenance men employed by NYC are well on their way toward becoming effective: normal, \$2.34; 4 to 12 P.M., \$2.57; 12 P.M. to 8 A.M., \$2.62; Saturday and Sunday, \$2.34; holidays, \$3.25.

These figures have already reached the "stipulated rate" stage, through negotiations between the City Employees Union, Teamsters, with Assistant Corporation counsel Michael A. Buonora at a hearing before Howard C. Fischbach. The hearings are now closed. Henry Feinstein is president of the local.

The figures now go before Comptroller Lawrence E. Gerosa, who has the sole authority to make a determination under the State Labor Law.

Among the agencies employing maintenance men are Housing Authority, Hospitals, Public Works, Board of Higher Education, Board of Education, Fire, Markets, Police, Parks, Correction, and the Board of Estimate's real estate bureau.

The men do not want an annual rate.

Henry Feinstein is president of the Local, No. 237, the CEL.

NATIONAL SECRETARIES HONOR JUNE E. SPRAGUE

June E. Sprague, secretary to NYC Chief Magistrate John M. Murtagh, was one of four secretaries in the metropolitan area to receive certified professional secretary certificates from the National Secretaries Association.

Bills in State Legislature

(Continued from Page 2)

or more of service to be retired with allowance of 50 per cent of salary or \$1,500 whichever is greater, with City to pay necessary difference. NYC Com.

S.I. 78. FUREY—Amends §B3-1.0, NYC Administrative Code, to provide that final compensation for pension purposes, of member of NYC Employees Retirement System shall be computed on average of 4, instead of 5 consecutive years on retirement from June 1, 1956 to June 30, 1958, unless member otherwise elects, and to permit regular per annum employees to designate any two periods totalling 5 calendar years. NYC Com.

S.I. 79. FUREY — Amends §80, Civil Service Law, to strike out maximum of 50 per cent of earnable pay during last 12 months, as ordinary death benefit of member of State Employees Retirement System and to change basis for determining such benefit. Civil Service Com.

S.I. 80. FUREY—Amends §60, Retirement and Social Security Law, to strike out maximum of 50 per cent of earnable pay during last 12 months, as ordinary death benefit of member of State Employees Retirement System and to change basis for determining such benefit. Civil Service Com.

S.I. 81. FUREY—Adds new §99-a, Civil Service Law, to authorize State Comptroller to contract with non-profit membership insurance corporation for furnishing medical and surgical service and hospital service for State employees who subscribe for themselves and their families, with deductions to be made from pay with consent of employees, and employers to contribute equal amount, in discretion of Comptroller; fund is established and annual appropriations provided for. Civil Service Com. (Same as A.I. 59, FARBSTEIN, to Way and Means Com.)

S. 84. HELMAN — Amends Chap. 859 of 1910, to provide that where summons in NYC criminal court has been served by member of City Fire Department in lieu of arrest, captain or lieutenant may administer necessary oaths to member of Fire Department for execution of complaint to be presented in magistrate's court. NYC Com.

S.I. 85. HELMAN — Adds new §F41-23.1, NYC Administrative Code, to authorize NYC Board of Estimate to determine claims of certain engineering, inspectional and architectural civil service employees of Parks and in Office of President of Queens Borough, for salaries unpaid during period from January 1, 1935 to November 30, 1935. NYC Com.

S.I. 94. MACKELL — Amends §15, Rapid Transit Law, to provide that NYC Transit Authority employees required to appear before State Compensation Board Chairman for investigation for claims for injuries, shall be paid for time lost from work. NYC Com.

S.I. 95. MACKELL — Amends §41, Civil Service Law, to allow State employees after 15 years in one grade, additional increment beyond maximum and after 20 years, a second additional increment. Civil Service Com. (Same as A-1. 89, McDONNELL, to Ways and Means Com.)

S.I. 96. MACKELL — Amends §79, Civil Service Law, to strike out provision that member of State Employees Retirement System must be under age 80 to be entitled to accidental disability retirement allowance. Civil Service Com.

S.I. 102. McGAHAN — Amends §B3-36.0, NYC Administrative Code, to permit member of NYC Employees Retirement System to retire at age 50 if he has been in City service for at least 5 years immediately prior thereto and after 25 years of allowable service, and to receive annuity and pension. NYC Com.

S.I. 116. SANTANGELO — Adds new §B3-35.1, NYC Administrative Code, to permit member of NYC Employees Retirement System who resigned from City service before minimum retirement age and after 20 years allowable service, to retire within 5 years after resignation, with amount of accumulated deduction or equivalent in form of annuity and additional pension. NYC Com.

S.I. 117. SANTANGELO — Amends §B3-42.0, NYC Administrative Code, to extend to June 30, 1957, time for member of NYC

Employees Retirement System to elect to contribute for right to retire at age 55 and make necessary contributions under certain conditions. NYC Com. (Same as A.I. 50, DE SALVIO, to NYC Com.)

S.I. 118. SORIN—Amends §B3-32.0, NYC Administrative Code, to allow members of NYC Employees Retirement System after maximum of 20 years of allowable service, as death benefit, amount equal to compensation earnable in City service during 24 months immediately preceding death. NYC Com.

S.I. 119. SORIN — Adds new §116-b, Rapid Transit Law, to require NYC Transit Authority to grant employees, leave of absence with pay for certain holidays, in addition to allowance for sick leave and vacation. NYC Com. (Same as A.I. 84, La FANCI, to NYC Com.)

S.I. 120. SWEENEY — Amends §243, Military Law, to provide that where public employee who is member of pension or retirement system and is absent on military duty fails to make contributions after date of restoration to position, contribution may be paid on or before January 1, 1961. Defense Com. (Same as A. I. 83, LENTOL, to Ways and Means Com.)

S.I. 121. WATSON — Amends §B3-5.0, NYC Administrative Code, to allow members of NYC Employees Retirement System after not less than 5 years service, to contribute to annuity savings fund, certain amount based on service as employee of emergency relief bureau of City. NYC Com.

S.I. 122. WATSON—Adds new §15-a, Rapid Transit Law, to require NYC Transit Authority to pay to estate or to named beneficiary, sum equal to accumulated and used overtime and vacation time standing to credit of deceased employee. NYC Com.

S.I. 126. ZARETZKI—Amends §16, Rapid Transit Law, to allow employees of NYC Transit Authority with at least one year's service, vacation of not less than 3 instead of 2 weeks a year and for employees with less than one year's service, 1 1/2 days instead of 1 day for each month. NYC Com.

S.I. 127. ZARETZKI—Amends §16, Rapid Transit Law, to direct NYC Transit Authority to provide for 3 day leave of absence from duty with pay, to employees because of death of member of immediate family. NYC Com.

S.I. 128. ZARETZKI—Amends §B3-15.0, B3-42.0, NYC Administrative Code, to provide that on and after July 1, 1956, proportion of compensation for members of NYC Employee's Retirement System shall be computed to provide annuity equal to 25/75ths of pension thereafter allowable which shall be equal to 1/3 service fractions of final pay or additional pension as otherwise enumerated. NYC Com.

S.I. 130. CONDON — Amends §40, Civil Service Law, to fix new schedule of salaries for civil service employees in classified service ranging from minimum of \$2,800 to maximum of \$16,700 and appropriates \$50,000,000 therefor to be effective for fiscal year commencing April 1, 1956. Finance Com.

Assembly

A.I. 4 PRELLER — Adds new §B3-46.2, NYC Administrative Code, to require members of NYC Employees Retirement System after service in uniformed force of Sanitation department to contribute 25 per cent and City to contribute 75 per cent of amount payable into system, for retirement after 20 years of service, with 1/2 of annual salary as retirement allowance. NYC Com.

A.I. 10. ABRAMS—Adds new §B3-37.2, NYC Administrative Code, to require NYC employees who are members of City Employees Retirement System from and after June 30, 1956, to contribute 25 per cent of total sum payable into retirement system and City to contribute 75 per cent, instead of 50 per cent each. NYC Com.

A.I. 27. BROOK — Adds new §B3-8.3, NYC Administrative Code, to allow person in NYC service after January 1, 1940, who is or becomes member of City Employees Retirement System credit for all service by reason of employment while resident of City, in U.S. civil service as secretary or clerk of U.S. senator or member of House of Representatives elected from State, but not more than five years credit, and subject

to contribution therefor. NYC Com.

A.I. 43. CAMPBELL—Amends §522, Labor Law, to provide that employment for unemployment insurance purposes, shall not include any elective public office for which annual pay is less than \$500. Labor Com.

A.I. 44 CAMPBELL — Amends §182, Judiciary Law, to increase from \$5,000 to \$6,500, annual salary of Montgomery County Surrogate. Ways and Means Com.

A.I. 51—DeSALVIO—Adds new §568, NYC Administrative Code to allow public health nurses in City, with approval of Health Commissioner, sabbatical leave of absence after 10 years of continuous employment, for education, health or travel for one year in 10, at not more than 1/2 regular salary, if nurse agree to remain in service of City not less than two years thereafter. NYC Com.

A.I. 52 DeSALVIO — Amends Chap. 482 or 1933, to permit majority of board of five justices of NYC Domestic Relations Court instead of Presiding Justice thereof, to remove employees for cause. Judiciary Com.

A.I. 54. DeSALVIO — Amends §B3-8.2, NYC Administrative Code, to allow member of City Employees Retirement System, credit for certain employment with U.S. government on construction projects in City, if he has had at least three instead of five years of City employment prior to and five years of City service after Federal service. NYC Com.

A.I. 65. KAPELMAN — Repeals §22-a, Civil Service Law, prohibiting strikes by public employees and imposing penalties therefor. Labor Com. (Same as A.I. 87, LENTOL.)

A. I. 68. KAPELMAN — Adds new Art. 2-A, Civil Service Law, to establish public employee labor relations board for negotiation between units of government and representatives of employees for establishing rates of pay, fair hours, equitable working conditions and retirement allowances, and to provide for local boards; gives employees right to join organization of their own choosing and appropriates \$50,000. Ways and Means Com.

A.I. 72. KUMMER — Amends §B3-1.0, NYC Administrative Code, to provide that final compensation for member of City Employees Retirement System who retires between June 1, 1956 and June 30, 1958, shall be computed on average of four consecutive, instead of five consecutive years, unless he elects not to be covered. NYC.

A.I. 73. KUMMER — Adds new §B20-45.1, NYC Administrative Code, to allow member of City Teachers Retirement System to retire after 30 years of service with annuity, and pension of 1 per cent of average salary for each year of service.

A.I. 85. LaFAUCI — Adds new §24-b, General Construction Law, to permit closing of offices of county clerks, courts of record and register of deeds, on any one or more Saturdays by resolution of county governing board or by Board of Estimate in NYC. General Laws Com.

A.I. 86. LaFAUCI — Amends §16, Rapid Transit Law, to direct NYC Transit Authority to provide for three day leave of absence from duty with pay, to employee because of death of member of immediate family. Public Service Com.

A.I. 90. McDONNELL—Amends §B3-28.0, B3-31.0, NYC Administrative Code, to permit member of City Employees Retirement System to borrow not more than 50, instead of 40 per cent of accumulated contributions. NYC Com.

Sleuth Test Still Open

Queens County residents are being sought for \$3,500 jobs as detective investigator. At present, there is one vacancy in the District Attorney's Office.

Two years' experience in field investigation or in police enforcement work, and high school or equivalent diploma, are required. Apply, until Friday, January 20, to the State Civil Service Department, at 270 Broadway, NYC.

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Governor's Proposals 'Unacceptable,' CSEA To Press Own Program

(Continued from Page 1)
accepted standard work week of labor.

Pay Loss Feared

2. The present proposals for the

partial solution of the work week as expressed in paragraph 1 would result in a definite loss of present take-home compensation to thousands of institutional and other

employees. The proposal to mandate the reduction of the work week carries no guarantee of the present salary levels to the employees who would be forced to reduce their present work week and take-home pay. This proposal is therefore even less palatable to the members of the Civil Service Employees Association.

3. The proposed \$300 increase across-the-board to the employees of the State of New York is unacceptable both as inadequate at all levels, and resting on the faulty premise that all employees above the bare entrance salary levels are more on a par with salaries paid in other public and private employment for like services.

Now, therefore, be it resolved

That the Governor and all appropriate legislative and administrative officers of this State be informed that the Association reaffirms with all the vigor at its command the justice and equity of the provision of its Resolution No. 1 unanimously adopted at the Association meeting in October, 1955, by 450 delegates representing 62,000 members of the Association to the end that State employees are entitled to a 20 percent salary increase across-the-board and a reduction of all work hours to not more than 40 without loss of take-home pay.

'Anachronism'—Powers

In commenting upon the action of the State executive committee, Mr. Powers said, "The action of the State executive committee, in considering Governor Harriman's proposals as unacceptable, accurately reflects the temper of the State employee. As the Civil Service Employees Association has pointed out time and again, State employees have never during the past decade had their salaries placed on a par with those in industry. Reliable studies on the hiring rates in State service have shown that State salaries are lagging behind those in private industry by more than 20 percent.

"Also," continued Mr. Powers, "in a State which claims to be the leader in both social and economic progress, it is a definitely an anachronism for many thousands of public employees to be forced to work more than the standard work week of 40 hours. Some 33,000 State employees alone are working from 48 to 44 hours per week in the State institutions.

Gov. Harriman's Message

(Continued from Page 1)

for inclusion in the Supplemental Budget a definite and comprehensive medical benefits plan, to go into effect as soon as practicable.

The State Commission on Pensions will report in February on its plan for integrating our present pension systems with the Federal Old Age and Survivors Insurance system. While of course integration is desirable, I will not endorse any plan unless I am certain that it brings added protection and benefit to State employees. Our State employees are entitled to the obvious advantages of the Social Security system, but without any net impairment of their existing retirement benefits.

So far as possible, the State Government should be a model employer. In that respect, I can report substantial progress during the year.

For one thing, we are making more extensive use than before of the talents of the disabled and the older worker. In 1954 one out of every 17 persons appointed to the competitive Civil Service had a physical handicap; last year, it was one out of 10. Throughout the State Service there is an abundance of proof that the handicapped are producing satisfactorily and beyond normal expectations. The older worker, whose maturity and judgment make him especially valuable, today is entering State service at all levels. In many cases promotions have resulted.

During the year we were able to establish a straightforward policy for the settlement of employee grievances. The Executive Order establishing the program was hammered out phrase by phrase during long hours at the conference table, and with the joint efforts of employee groups, operating agencies and the Department of Civil Service.

'Punitive, Unworkable'

I repeat my recommendation of last year that the punitive and unworkable Condon-Wadlin Law should be repealed. It only makes the problem of working out an adequate labor relations policy with public employees more difficult. Since all are agreed that government employees may not strike, it is all the more important to devise means of settling the inevitable differences between management and workers with justice to all parties, including the public. Our grievance program is a good step in that direction.

Another milestone was passed when all permanent employees in the competitive class were given the right to hearings in disciplinary cases, and to reinstatement

if found to have been wrongly dismissed.

Improvements in Agencies

Other sections of the Governor's Message also have a bearing on the State employee. Administrative improvements in seven State agencies were cited by Mr. Harriman:

"In the Department of Labor a new unemployment insurance check-writing system was installed which will save from \$300,000 to \$400,000 a year. Improvements in the procedures for handling unemployment insurance cases will save about \$270,000 a year.

"In the Department of Public Works and Conservation the use of modern business equipment and other methods of reducing paper work are expected to result in annual savings of \$175,000.

"In the Bureau of Motor Vehicles a new method of preparing cash sheets for registrations will save \$91,000 and incidentally will save county governments a total of \$100,000.

"In the Department of Mental Hygiene improved planning for the use of existing institutional facilities has resulted in a saving of \$2.6 million for construction of additional facilities for tuberculous patients, and avoided the need for later expenditures amounting to some \$4.4 million. Also in this Department and in the Department of Public Works, studies are under way to determine the extent to which badly needed professional personnel are bogged down in paper work and administrative detail which less highly trained people could handle.

"In the Division of State Police new procedures are freeing for active police work troopers who have been tied to desk jobs. Approximately half a million documents will no longer be processed annually at the six troop headquarters.

"The Division of Standards and Purchase has revised purchasing methods, policies and specifications so as to achieve substantial annual savings in a number of items." (Concluded next week).

BUFFALO MAN NAMED TO BUILDING COMMISSION

Governor Harriman appointed Chester A. Gorski of Buffalo as a member of the State Building Code Commission.

Readers have their say in The LEADER's Comment column. Send letters to Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

Fine REAL ESTATE buys. See Page 11.

Powers Asks Prompt Facts On Official Proposals For Social Security

ALBANY, Jan. 9 — Clarification of State plans for implementing present pension allowances has been asked for by John F. Powers, president of the Civil Service Employees Association.

In a letter to Reinhard A. Hohaus, chairman of the State Commission on Pensions, Mr. Powers declared knowledge of State plans concerning Social Security and the present retirement system was necessary "lest State workers exercise premature judgment in either direction (integration or supplementation) on the basis of a paucity of facts."

The Association head said also he feared a delay in conferences on any such plans would leave too little time to give adequate consideration to State Administration proposals concerning Social Security.

Mr. Powers listed eight questions the answers to which he felt would give State aides a clear picture of the situation.

Powers' Letter

The letter to Mr. Hohaus follows in full:

A week or so ago, letters were directed to the State Comptroller, the Pension Commission, and the research consultant to the Speaker of the Assembly pointing out that State employees are entirely in the dark as regards a possible proposed plan of coordinating the New York State Employees Retirement System with the Federal Old Age and Survivors Insurance program; that we are not being given the opportunity of participating in the discussions relative to the adoption of a complementary plan, and that it seems more than likely that if such a plan is submitted by the Pension Commission on or about February 15, 1956, there will be little time for employees to present their ideas and secure desirable amendments to any legislation. In other words, about all that the employees may be able to do will be to accept or reject the plan.

As president of the Civil Service Employees Association, I appreciate that any coordinated plan may have advantages. However, additional benefits in themselves will certainly not be sufficient if the employee receives little else or if he is penalized. It is important in my mind that certain questions be answered promptly. Interest in this problem is growing and I am concerned lest State employees exercise premature judgment in either direction on the basis of a paucity of facts.

Questions Listed

I list a few as follows:

I. Two terms are being commonly used in connection with this problem. One is "integrate," the other "supplement." Integration, as we understand it, means that Social Security benefits are deducted in whole or part from retirement benefits. Supplementation means to us the pyramiding of Social Security benefits on top of retirement benefits.

QUESTION: Is it anticipated that the coordinating of the State Retirement System with Social Security envisions integration or supplementation?

II. The 1955 report of the Pension Commission showed that more than 55 percent of State employees have earned at least six quarters under Old Age Sur-

vivors Insurance. We know, too, that there are hundreds of employees in age groups such as to preclude the possibility of earning sufficient quarters in State employment for full coverage.

QUESTION: If there is proposed a deduction of a part of the primary benefit received by the employee, will it be based on total years of service or prorated according to the years of State service under the Social Security System after the effective date of the integrated plan?

III. QUESTION: Will the adoption of a plan have the effect of reducing the present reserve Retirement System liability of the State of New York, or will it reduce the level of annual contribution by the State to the Retirement System during the next few years?

Short of Goal

IV. Because of substantial deficiencies in the annuity portion of retirement allowance, our system falls far short of its ostensible goal.

QUESTION: Annot the present method of determining the retirement allowance, based on 1/120 of final average salary for years of service up to age 56 and 1/140 for years of service after age 55, plus the annuity, be adjusted so that retirement allowances will insure 1/2 pay after 30 years of service?

V. QUESTION: Will employee contributions be reduced or omitted, at least on the first \$4,200 of salary except for the 2 percent contribution to Social Security?

VI. QUESTION: Will a coordinated plan contain vesting privileges which are lacking at present?

VII. QUESTION: Will the formula for determining the amount of retirement allowance at age 55, under any coordinated proposal, represent any deduction from the present age 55 benefits?

The Legislative Pension Committee has had over one and one-half years to work out a satisfactory plan, and yet up to the present time, no specific details in writing are available to employees. Naturally, the Association does not intend to take any position, either affirmatively or negatively.

We urge that State employees be given full opportunity for discussion concerning this important matter at the earliest possible moment.



Employees of The Workmen's Compensation Board, Syracuse office, at their Christmas party at the Citizens Club. Referee Dwight Dale was chairman, assisted by Louise Neumeier, Charles Storrier, Shirley Boysman, Caroline Ripski

and Anna Mae Gaughn. Morell Brewster, district administrator, was toastmaster and assisted Santa Claus in handing out the gifts. Many former employees were present, including Smith T. Fowler, former district administrator.