

Civil Service LEADER

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am Appeal Procedure

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GOVERNOR OKs CSEA PLAN TO BOOST TAKE-HOME PAY

Rockefeller Assures Assn. State Has No Current Plan To Transfer Canal System

ALBANY, Feb. 29 — Governor Rockefeller has assured the Civil Service Employees Association that the State has no plans at this time to turn the Barge Canal System over to the Federal Government.

In a letter to the Governor, Joseph F. Feily, CSEA president, had expressed concern that such a transfer would result in the dismissal of employees now employed in the canal system.

Mr. Rockefeller replied to his letter saying:

I regret the delay in replying to your letter of November eighteenth in which you expressed concern about the loyal State employees who continue to serve in the New York State Barge Canal System. The delay was caused by my desire to discuss the Canal System in detail with the Superintendent of Public Works and the Director of the

Budget following the approval of Amendment Number 6 at the November election.

No Plans Now

This Administration has no present plans looking to any change in the New York State Barge Canal System. The approval of the amendment merely removed a prohibition on the lease or transfer of the Canal to the Federal government. It did not mandate such action.

Under the amendment, the Canal could be so leased or transferred but this would take legislation. I assure you that my Administration has no present plan to introduce any bills looking toward such a change in status.

(Continued on Page 16)

TWO WCB MEMBERS ARE RENOMINATED

ALBANY, Feb. 29—Two members of the State Workmen's Compensation Board have been renominated for new terms. Mr. Rockefeller sent the Senate the reappointments of Frank G. Cummuskey of Troy and Abraham Greenbush of The Bronx for new terms ending Dec. 31, 1966. The positions carry a salary of \$15,438.

Adam Hospital Funds Sought

ALBANY, Feb. 29—An appeal for funds to continue operation of the J.N. Adam Memorial Hospital, Perrysburg, for tuberculosis patients has been made by the Civil Service Employees Association.

Closing of the hospital was recommended after a study of its need by a unit of the Governor's special Task Force Committee. The Committee report maintains that other existing facilities are adequate to handle the current tuberculosis population.

In a letter to the Governor and leaders of the Legislature, Joseph F. Feily, CSEA president, wrote saying:

"Our Association urges that the necessary funds be placed in the State budget for the continuation of state operation of the J. N. Adam Memorial Hospital. We have made a special effort to look into the situation as to the need of this facility.

"We appreciate the great progress made by our Empire State during recent years in the control and treatment of this dreaded disease. However, from every quarter we are advised that the control of this disease has not been achieved to the point of closing this facility."

Low Salaried Aides Stand To Gain Free and Better Pension On Retirement

By PAUL KYER

ALBANY, Feb. 29—Governor Rockefeller, who has publicly stated he would not include a state employee pay raise in his 1960 budget, has accepted a proposal from the Civil Service Employees Association that will generally result in an increase of seven per cent in the take-home pay of workers who are members of the Retirement System.

The increased take home pay would result from the State assuming the cost of the first five points that State employees now contribute toward their retirement annuity. Basic pay rates remain unchanged.

Here are some of the main points of information of the plan which Governor Rockefeller will recommend to the Legislature.

1. The State, as of April 1, 1960, will pay five points of whatever number of points an employee now contributes to his retirement.
2. Although the employee will contribute less to the system after April 1, his pension will remain the same after retirement.

Low Paid Aides Gain Much

3. Persons who now pay less than five points (not including Social Security payments) stand to gain a double benefit. Their entire contribution toward a pension will be paid for them and they actually stand to gain a better pension. For instance, if an employee now pays only four per cent, the State will add another per cent to the total contribution

upon retirement to bring it up to five points. In other words, a person now buying an annuity at 4 per cent will apparently receive an annuity that cost 5 per cent when he retires.

4. This does not effect Social Security payments.

5. Persons obviously cannot borrow against the new funds being contributed by the State.

6. Low-salaried persons who could not previously afford to join the Retirement System now may do so at little or no cost.

Administration Statement

A release from the Governor's office on the proposal said:

Most State employees now contribute between 6 and 11 per cent of their salary toward the annuity part of their retirement allowance. Under the proposed plan, such employee retirement contributions would be reduced to a range of from 1 to 6 per cent of salary.

This proposal originated with the Civil Service Employees' Association. The recommendation is the result of meetings with the Association and careful study by the State Budget Director.

The proposal would make no change in the basic salaries of employees. Enactment would mean, however, that employees' take home pay would be increased by an amount equal to 5 per cent of gross salary, and approximately 7 per cent of net salary after deductions for such items as Federal and State income taxes, retirement and social security.

How It's Figured

The take-home pay of those few employees who are contributing less than 5 per cent for retirement annuity would be increased by an amount equal to their present retirement contributions. At re-

(Continued on Page 3)

Trooper Promotions, Transfers Announced

ALBANY, Feb. 29 — Four promotions and five transfers have been announced by State Police Superintendent Francis S. McGarvey.

Promoted, effective Feb. 25th, were:

Staff Inspector Harry M. DeHollander, who was named captain and assigned to Troop B, Malone.

District Inspector Robert E. Denman, BCI, Troop C, Sidney, who was appointed staff inspector at Division Headquarters.

Lieutenant Albin S. Johnson, Troop A., Batavia, on detached service at Division Headquarters, was named district inspector, BCI, Troop G, Loudonville.

Sergeant John C. Miller, Troop D, Oneida, was promoted to Lieutenant Troop A., Batavia, and detached to Division Headquarters.

Transfers

The following personnel were transferred:

District Inspector William F.

(Continued on Page 16)

CONFER ON CSEA PAY PROPOSAL



Seen here are members of the Rockefeller Administration and representatives of the Civil Service Employees Association who worked out an agreement last week to give more take home pay for state employees by having the State take over part of the aides' current contribution rate to the Retirement System. Seated, from left, are John J. Corrigan, chief budget examiner; John T. DeGraff, CSEA counsel; Dr. T. Norman Hurd, Budget Director; Joseph F. Feily, CSEA president; Davis L. Schultes, chairman of the CSEA Salary Committee; Harry W. Albright, CSEA associate counsel. Standing, from left, are Harold Rubin, associate research analyst, Bureau of the Budget; Robert S. Herman, Budget director of research; Joseph D. Lochner, CSEA executive director; F. Henry Galpin, CSEA salary research analyst, and Vernon A. Tapper, CSEA third vice president.

MSGR. GOSPODAREK VISITOR

ALBANY, Feb. 29—The Rt. Rev. Monsignor Stanislaus M. Gospodarek of Amsterdam has been appointed to the board of visitors of Utica State Hospital by Governor Rockefeller for a term ending Dec. 31, 1966. He will succeed Nicholas J. Bush of Rome.

IN CITY CIVIL SERVICE

By RICHARD EVANS JR.

Teacher Groups Work On Merger Plans

The New York Teachers Guild, Local 2, and representatives of the Committee for Action Through Unity announced last week that a merger agreement had been recommended for approval by the Guild's delegate assembly. The agreement calls for the formation of a new organization, the United Federation of Teachers, which would replace the Guild as the New York City Local of the American Federation of Teachers.

Also involved is a compromise change in salary policy.

The merger agreement will be submitted to the Guild's delegate assembly at a special session March 16.

Guild President Charles Cogen said that "this is a significant step toward collective bargaining. It lays the basis for a powerful united organization which can bargain from strength with school and City officials."

Dolan Wins Run-Off For U.F.A. Secretary

The new financial and recording secretary of the Uniformed Firemen Association is Terence P. Dolan, it was announced last week by U.F.A. President Gerald J. Ryan.

Mr. Dolan defeated Frank A. Mott 3,772 votes to 3,106 in a run-off election. Mr. Dolan is from Ladder Co. 52.

Housing Assistants To Elect Officers

Spokesmen for the Association of Housing Assistants of the New York City Housing Authority have announced the Association plans to meet at 6:15 P.M. Wednesday, March 3, in Room 906, 299 Broadway, Manh., to hold elections of officers that was postponed from the last meeting.

The executive committee's meeting Feb. 8 with a committee from the Housing Managers Association and a member of the Assistant Housing Managers Association will be reported upon and discussed.

Another report, giving encouraging news on salary readjustments, will also be made. It results from contacts with the Department of Personnel. All Association members are strongly urged to attend.

Fewer Provisionals

The Personnel Department has announced that as of Feb. 1, the number of provisionals filling permanent City jobs had hit a new low. Only 6,000 persons now hold such jobs, a reduction of 143 from the total for January. Housing caretaker, with 421 provisionals, and social investigator, with 357, are the titles with most provisionals now serving.

Teachers Union Lobbies in Albany

A chartered bus and a dozen carloads of teachers from the Teachers Union of New York City last Monday went to Albany (as lobbyists) to confer with top State officials and legislative leaders with whom appointments has already been made.

The delegation, led by Abraham Lederman, the Union's president, and Rose Russel, its legislative representative, split the group into two contingents. Between them, they conferred

with Joseph R. Strobel, assistant commissioner of education; Malcolm Wilson, Lieutenant Governor; S. Gerald Perotta, assistant counsel to the Governor; Senate Majority Leader Walter J. Mahoney and Minority Leader Joseph Zaratzki; Joseph F. Carlini, Assembly Speaker; Charles A. Schoeneck, Assembly Majority Leader; Anthony J. Travia, Assembly Minority Leader; Senator MacNeil Mitchell, chairman of the Senate Committee on the Affairs of New York City, and John R. Brook, chairman of the corresponding Assembly committee; William H. MacKenzie, chairman of the corresponding Assembly committee; William H. MacKenzie, chairman of the Assembly's Ways and Means Committee, and Senator Earl W. Brydges and Assemblyman William E. Brady, chairmen of the Senate and Assembly Education Committees respectively.

Among key bills to be pushed for are: the Brydges-Brady bill to increase State aid to education by 15 percent and other State aid legislation; the Thaler-Steingut bill to raise teachers' pay to \$6,000-\$12,000 in 10 annual increments of \$600, plus two \$500 differentials; the Cooke-Travia bill to allow terminal leave for unused sick days at time of retirement; the Watson-deSalvio bill to limit class size to a maximum of 30; the Brydges bill to restore pension credit for 1954-59 substitute service, the Bloom-Buchanan bill to provide sick pay for substitute service.

Welfare Columbia Assn. Cites Diana

The Department of Welfare's Columbia Association has named Deputy City Labor Commissioner Raymond E. Diana as the 1960 recipient of its Columbia Public Service Award, given each year to an outstanding citizen the Association feels has rendered distinguished service in the public interest.

Previous recipients of the award have been the Most Rev. Joseph Pernicone, Mayor Robert F. Wagner, Council President Abe Stark, Carmine DeSapio and Fortune Pope.

Mr. Diana has served as Deputy Commissioner of Labor since March, 1957. Prior to this he was Regional Director of the CIO's Government and Civic Employees Union and a member of the Executive Board of the former New York City C.I.O. Council.

The award will be presented at a dinner-dance in the Boulevard Restaurant, Queens, on Thursday, June 16. The Toastmaster will be Deputy Welfare Commissioner Robert J. DeSanctis. Carmin G. Novis is President of the Association. Alphonse F. D'Andrea is Ticket Chairman.

Brotherhood Dinner Hears Gregory on City Civil Service

"New Yorkers are fortunate in having a civil service system which practices brotherhood in the true sense of its democratic meaning," City Civil Service Commissioner George Gregory, Jr., last week told those present at the annual brotherhood dinner of the National Business and Professional Council, Inc.

Mr. Gregory, Judge J. Daniel Pink of the Municipal Court and Benjamin F. Nolan, counsel of the New York City Department of (Continued on Page 13)

HPBA Backs Bill For Separate Police Force

An independent police force for the New York City Housing Authority is the present goal in Albany of the City Housing Patrolmen's Benevolent Association. A bill introduced in the State Legislature by Senator Thomas J. Mackell, Queens Democrat, and Assemblyman Anthony P. Savarese, Jr., would create such a force. The Senate introductory number is 1976, the Assembly number, 2675.

The housing police now are administered by housing managers "who don't know police work or methods," according to Francis D. Burnett, president of the H.P.B.A.

"A police force of our own is in the interests of the safety of the 150,000 tenants of City Housing Authority projects," he added.

The measure is now in the Committee on Affairs of Cities in the Senate and in the Committee on Ways and Means in the Assembly.

Albany Conferences

"I was up in Albany last week and again this week to confer with Senator Mackell and Assemblyman Savarese on the bill and I will be up there next week. We are very optimistic," Patrolman Burnett said.

Another measure up before the Legislature which would consolidate all City police groups under the Police Department, including besides Housing police, the Transit police force and other groups.

Mr. Burnett said his group and as far as he knew, all other patrolmen groups that would be affected by the merger agree with the need to end duplication of effort in the keeping of records and in other work, and would not be against closer affiliation with the Police Department but are against outright merger. It is not clear which type of consolidation would result if the bill were passed.

Clericals in Hosp. Dept. Get Leader

In a further effort to consolidate clerical employees in the New York City Department of Hospitals, James Hughes, a senior clerk in Cumberland Hospital, was named last week as a special assistant to the president of Term-in-Employees Local 832, an employee group trying to organize Hospitals clericals.

Mr. Hughes, in his first talk to the executive board of the local, outlined the problems of clericals in the Hospitals Department. He particularly stressed the role lack of promotions have in determining morale in the Department.

He promised his best efforts to improve the situation.

Herbert S. Bauch, president of the union, said that "with the addition of James Hughes to our staff, we gain a young man with vision for the future."

"He has been attempting to hold together what was a makeshift group of eligibles on the promotion list to senior and supervising clerk and get them promoted. We think we can help."

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

CALENDAR

COLUMBA ASSOCIATION, Board of Education, Third Annual Dinner Dance, Henry Hudson Hotel, 353 W. 57th St., Manh., Saturday, May 14, 7:30 P.M. Proceeds to Scholarship Fund. Call or write for reservations to Mr. S. B. Gambino, chairman, 132-29 234th St. Rosedale 22, N. Y. Phone LA 5-6010.

COUNSELIERS, Meeting at 3 P.M., March 6, Siloam Presbyterian Church, Marcy and Jefferson Aves., Bklyn.

RIVERSIDE HOSPITAL LAY ADVISORY BOARD, Meeting at 3 P.M. Friday, March 4, office of the chairman, Suite 2270, 10 Columbus Circle.

EMETH SOCIETY, New York City Law Department, Installation of Officers and Purim Ball, Tuesday, March 8, Ratners "Club 100."

RICHMOND COMMUNICATIONS WELFARE ASSOCIATION of the New York City Fire Department, 17th Annual Dinner-Dance, 8:30 P.M. Saturday, April 23, Plaza Casino, 1173 Castleton Ave., West Brighton, S. I.

MOTOR VEHICLES OPERATORS COUNCIL 77, Civil Service Forum, Meeting at 8:16 P.M. Tuesday, March 1, Adelphia Hall, 74 Fifth Ave., Manh.

Narcotics Project Is Made Permanent

ALBANY, Feb. 29 — The Special Narcotics Project of the State Parole Division has been made a permanent part of the division's treatment for parolee-addicts, at the recommendation of Governor Rockefeller.

Commenting on the action, Mr. Rockefeller said: "The project offers encouraging prospects for the solution of one of the serious problems confronting our society."

Under the program, division em-

ployees concentrate on parolees of normal intelligence, 25 years of age or younger, and seek through intensive case work treatment to help them break the drug habit.

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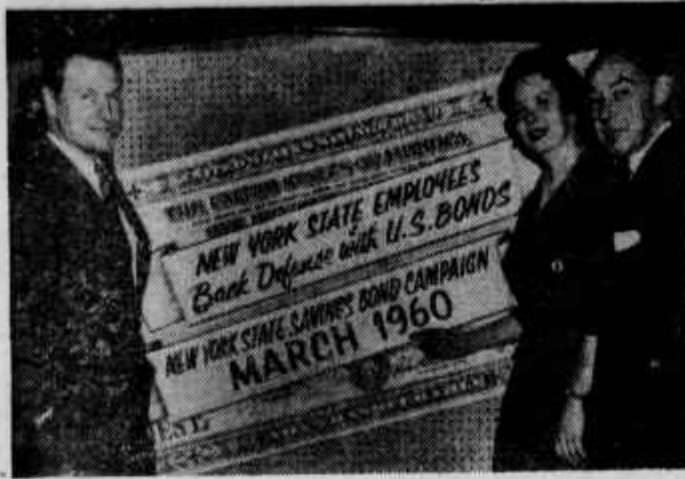
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SETS GOOD EXAMPLE



Lea LeMieux, a secretary in the Department of Taxation and Finance, Albany, joins Governor Rockefeller and State Tax Commissioner Joseph H. Murphy in calling attention to the U.S. Savings Bonds payroll savings drive to be conducted among State employees during March with a goal of 50 percent minimum employee participation. Miss LeMieux, whose home is in Green Island, N.Y., sets a good example because she has been buying E Bonds regularly through payroll savings since 1943. Commissioner Murphy is general campaign chairman. Miss LeMieux is chairman of the social committee of the Civil Service Employees Association. The CSEA urges all State employees to participate in the current bond drive.

Editor Terms His Newspaper Ally of the Civil Servant

Delegates to the recent Capital District Conference of the Civil Service Employees Association in Albany heard a newspaper editor pledge support of his journal "in matters where the extension of competitive, merit Civil Service is at stake."

David H. Beetle, editor of the Albany Knickerbocker News, told the meeting that when it came to the above matters "you can count on the Knickerbocker News as an ally."

"Actually we think one or two political appointees to set policy in each department is enough," he said, "and indeed that is the situation in two or three departments."

He told the employees that as both government workers and taxpayers, they must sometimes have mixed feelings on some state issues.

"And that's true of a newspaper in the Capital District, too," Mr. Beetle added. "However, we have supported you solidly in efforts to get adequate expense allowances, expense advances, hospital-medical coverage, and many other benefits."

Hiring Consultants

In the matter of the career service, Mr. Beetle cited the public works department as one that should be expanded to handle its normal engineering work-load as an alternative to hiring so many consultants.

"What about hiring consultants in other departments; isn't that a way of getting around Civil Service?" a member asked.

"It can be," Mr. Beetle said. "We think the public is entitled to know what consultants are

hired and for what. Then they can judge for themselves."

The speaker was introduced by Stanley Freedgood, conference publicity chairman, who urged workers to keep newspapers informed of some of the interesting and constructive things they are doing.

Rockefeller Adopts CSEA Plan To Boost Take-Home Pay for State Employees

(Continued from Page 1)

retirement, however, the balance of the 5 per cent would be added to their annuity. For example, an employee now contributing 4 per cent toward retirement would receive an increase equal to 4 per cent of salary, but at retirement his annuity would be based on contributions at the rate of 5 per cent of salary rather than 4 per cent.

Enactment of the Administration proposal would also encourage many of the lower-wage employees who may not have joined the retirement system, due to cost, to do so at little expense to themselves.

Typical Example

The Governor illustrated how the proposal would work for a married employee with a weekly salary of \$80, a typical wage paid by the State. Such an employee now has take-home pay of about \$59, after deductions for Federal and State income taxes, retirement (7 per cent), social security and health insurance. Adoption of the proposal would increase this employee's take-home pay by \$4 weekly. This is equal to 5 per cent of his gross salary or almost 7 per cent of his present take-home pay.

In making this proposal, the Governor expressed his appreciation of the competence and diligence of civil service employees. He was especially pleased that a means could be found to increase the take-home pay of State employees.

By **THOMAS L. BRANSFORD**
Director of Examinations,
State Civil Service Dept.

The time seems ripe for the full story on the new appeals procedures in State civil service examinations. Some misunderstanding is bound to exist until the public and public employees are more fully informed as to the purpose and results of the new procedures. It will then be possible to appreciate what improvements have been made and decide whether additional changes are necessary or desirable.

The examination review and appeals system should help produce better and fairer tests of the relative abilities of candidates for positions in the public service. For a competition to be fair and the results to be useful it is necessary that the same standards and the same conditions apply to all candidates. In the past some candidates have sought to use the appeals procedures as extra innings during which they could score additional points after special study.

Simpler and Fairer

For many years we have felt there was need for improvement in our examination appeals procedures in order to make them simpler and fairer and generally more consistent with the goals of a competitive merit system. We have therefore invited and considered suggestions of changes which promised better results.

Acceptance of the CSEA proposals by Mr. Rockefeller was a major accomplishment by the Association. There is no doubt that a pay raise that would have had to be paid from the 1960 budget was a dead issue with the Governor and had little or no chance of getting sympathetic treatment from the Legislature.

Despite this, the Association has pushed the 10 per cent increase mandated by its membership and even now that salary bill is in the Legislature.

The Governor's enthusiasm for a way to add real money to the weekly checks of state workers was swiftly acknowledged by the CSEA.

Felly's Statement

Association President Joseph P. Felly declared that "On behalf of all State employees I wish to thank the Governor for the initial and continued interest and enthusiasm he has shown in our proposals.

"For the first time in years, many employees will now actually see an increase in the amount of their take-home pay. Other employees who felt they could not afford to join the Retirement System are now able to join at either no or little cost," he continued.

"There are many steps yet to be taken to bring the public employee in line with his counterpart in private industry. We feel the Governor's concern for this problem was dramatically shown by acceptance of our proposals and that his action is evidence there will be future action on the financial status of the State worker," Mr. Felly said.

New State Review, Appeal Of Examinations Explained

Changes in the appeals system were sought which would

1. Save time and effort in the detection and correction of material errors in tests and scoring.
2. Maintain fair and equal conditions of competition for all candidates.
3. Make sure that the same standards were set for all candidates and correctly applied to all candidates.
4. Provide appointing officers promptly with eligible lists representing an accurate comparison and evaluation of the relative merits of candidates for positions to be filled.
5. Prolong the usefulness of good tests and testing materials for future examinations.

10-Year History

The development of the new system has taken place over the last decade. The State Civil Service Commission has consulted the Personnel Council and representatives of employee organizations in formulating its plans from the beginning, and has extended a standing invitation to them to observe the new system in operation and suggest changes for further improvement.

During 1958 we tried out variations of the most promising procedures in about 30 examinations presenting a range of conditions. These trials demonstrated the feasibility of procedures whereby candidates review the tests and tentative answers and register any objections for review by the appeals committee before any papers are scored. After the scoring and establishment of the eligible list, candidates may check their answer sheets against the Commission's approved rating key to rectify scoring errors but may not further dispute the approved questions or answers.

The new appeals regulations adopted in September 1959 authorize, but do not require, these pre-rating review procedures. For examinations or parts of examinations where pre-rating review is not feasible, the regulations provide review and appeal procedures immediately following the establishment of the eligible list.

Pre-rating Review

Whenever the pre-rating review procedure is to be used candidates who take the test are invited to

visit designated review centers on one or more dates shortly afterward. Each candidate is encouraged to bring his reference materials, and may bring a consultant if he wishes.

At the review center, copies of the tests, tentative key answers and forms are provided so that candidates may make specific objections to any question or answer. No copying of questions is permitted but candidates may supplement their comments by mail, citing additional references which support their arguments. Any candidate who feels a need for additional time to review questions and key answers may see them in Albany within the next week.

All comments on a particular item are collated, reviewed and checked, and are considered along with the current item analysis, any record of prior use and the examiner's summary. These materials are first evaluated by an impartial consultant and then by the appeals committee before a final key is recommended to the Commission for approval and uniform application to all competitors.

After the approved key is applied to all candidates and the list is established, there is no further review of the wording of questions or key answers. Candidates may, however, request photocopies of their answer sheets and the approved key and scoring tables so they may check the scoring of their own papers.

Post-rating Appeal

In examinations or parts of examinations for which the Commission has not approved the rating key before establishment of the eligible list, the entire review and appeals process follows the establishment of eligible lists. The timetable and procedures, however, permit necessary changes in eligible lists to be made soon enough to assure early consideration of eligibles in the order they deserve.

Candidate requests for review of questions and scoring are made within ten days of the notice of rating and the actual review may take place a few days later. If the candidate needs more than one day to complete his review he may request another date. Except that each candidate knows his own score and sees his own answer sheet.

(Continued on Page 16)

PROMOTED EMPLOYEES FETED



Shown congratulating one of the honored guests at a dinner party and dance given by the employees of the New York State Vocational Institution is Superintendent D. D. Scarborough (third from left). The party was held to honor personnel who had been promoted from other correctional agencies to N.Y.S.V.I. and from it to other institutions. Pictured from left are: Frank Hussey, master of ceremonies; Captain Harold Follette, who was reassigned to Eastern Correctional Institution at Napanoch; Superintendent Scarborough; Captain Harry Fritz, promoted to captain at N.Y.S.V.I.; Randall Brumell, who was promoted to head stationary engineer at Attica Prison; and assistant superintendent Daniel McMann, just promoted to that post at N.Y.S.V.I.

EXECUTIVE ON COMMISSION

ALBANY, Feb. 29 — Governor Rockefeller has named Joseph M. Bell Jr., president of the New York State Electric and Gas Corp. to the State Commission on Economic Expansion. The position is non-salaried.

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

U.S. Service News Items

By GARY STEWART

Training Program For Top Career Jobs

Top Government managerial and professional jobs will be filled through a new program of selection and training to be instituted by the Civil Service Commission in the near future.

Government agencies will be required to make inventories of all of their GS-15 administrative and professional jobs, of the particular experience and skills needed for each job, of all employees with relevant background and potential for the jobs and of the probable date that each job will become vacant.

Also, unit heads will select employees for training programs to develop their potential and will make a complete evaluation of the employee along with an outline of the unit's plans for him over a five-year period.

2 Army, 3 Other Employees Get Awards

Three employees of the New York offices of the Immigration and Naturalization Service have received suggestion awards and commendations, it has been announced.

Mrs. Barbara G. Hamel was presented with a suggestion award and Louis Kaye and John J. McKeon received commendatory letters from the Service's regional commissioner.

An employee of the Army on Governor's Island was also given an award. The Civilian Meritorious Service Award, the Army's second highest civilian award, was presented to Herbert R. Henry, senior fire prevention and protection engineer. He was cited for his work in fire prevention at New England, New York and New Jersey Army installations.

Another Army employee, Vita Vasile, a medical claims examiner in the professional division of the First U.S. Army Medical Center, Governor's Island, got an award certificate and \$150 in cash for sustained superior performance.

This is the third such award won by Miss Vasile. She also received the Department of Army length-of-service emblem last May for more than ten years service with the Army.

Postal Groups on Long Island Form Single Unit

A group of affiliated AFL-CIO postal organizations from Nassau Suffolk and Queens counties recently voted to join together as the Long Island Federation of Postal Unions AFL-CIO, in an effort to secure adequate pay increases at this session of Congress.

A pay rally will be conducted by this group on Sunday afternoon, March 27, at Levittown Hall, in Hicksville, N.Y.

Invitations have been extended to U.S. Senators and Congressmen from the Long Island area to participate and hear the views of postal employees relative to a fair and equitable pay raise.

A nationwide pay conference is scheduled for April 4, 5, and 6, in Washington, D.C., wherein all federal employee groups will meet with various Congressmen to urge enactment of pay legislation.

Gov't Will Have to Pay For Quality Grads

Federal agencies are beginning to discover they can't compete with private industry in recruiting

top-ranking college graduates in engineering, science and other professional fields, because of the comparatively low Government salaries.

The Civil Service Commission has considered raising the starting salaries for graduates with master's and doctor's degrees in science and engineering fields. It can do this for personnel in great demand.

Officials have charged that the Government pay scales are just not high enough to attract quality graduates to civil service ranks at a time when the best are needed for work in the space and missile fields.

Under one current plan, quality graduates with master's degrees would enter at Grade 9, paying \$5,985 to \$6,885 a year, instead of the present Grade 7, at \$4,980 to \$5,880 a year.

Outstanding candidates with doctors' degrees would be raised from the present Grade 9 starting pay to Grade 12, paying \$8,330 to \$9,530 a year.

House Group Approves P.O. Guidelines Setup

The House Appropriations Committee has praised the Post Office Department's guide-lines system for stimulating employee production on the job.

The system, which has met with much employee disapproval, sets up work standards that postal workers are encouraged, but not required, to meet. The system has been so disliked several members of Congress have introduced bills to prohibit it.

The House Committee, though, said the system is saving the Government \$1 million annually and could make a savings of \$45 million annually in other offices.

Average Federal Salary up \$134

The average mean salary (total basic pay divided by the number of employees) of the 2,239,097 Federal employees was, for the 1959 fiscal year, \$5,165 — \$134, or about 2.5 percent higher than that of 1958.

The median salary was \$4,875, \$85 over the previous year, or about 2 percent. Half of all the Government employees get over that amount, and half under.

For the 969,924 white-collar classified employees, the mean salary was \$5,611, \$101 over last year; and the median pay was \$4,940, an increase of \$300.

The 688,219 blue-collar wage board employees had a mean pay of \$4,742, up \$211, and a median of \$3,034, up \$271 from the previous year.

Postal employees, who make up 473,625 Federal employees, got the smallest increases of the year. The mean wage rose \$29 to \$4,837, and the median didn't change at all.

FEDERAL SERVICE NEEDS EMPLOYEE DEVELOPERS

Employee development officers are needed by the Federal government for jobs, mostly in and around Washington, D. C., in GS 9, paying \$5,985 to \$7,335; GS 11, \$7,030 to \$8,950, and 12, \$8,330 to \$10,250 a year. There are a few openings nationwide and overseas.

See "Where to Apply for Public Jobs" column in this week's Leader. Filings are open until further notice. Send completed applications to U. S. Civil Service Commission, Washington 25, D. C.

12 State Promotion Exams Offered Now; File Until March 28

The State of New York is offering a list of promotion exams for jobs in various departments of the State Government. Applications will be accepted until March 28.

Promotion application forms may be obtained from your personnel office or from the State Department of Civil Service: The State Campus, Albany: Room 2301, 270 Broadway, Manhattan; or Room 212, State Office Building, Buffalo.

The exams are open only to employees in the Department or promotion unit for which it is announced. The examinations are listed below, by number, title, department and salary range.

1012. Senior economist (business research), Commerce, \$6,098 to \$7,388.

1013. Supervising district fisheries manager, Conservation, \$7,074 to \$8,544.

1014. Assistant director of prison industries, Correction, \$9,586 to \$11,416.

1015. Industrial superintendent, Correction, \$8,220 to \$9,810.

1016. Assistant industrial superintendent, Correction, \$7,074 to \$8,544.

1017. General industrial foreman, Correction, \$5,516 to \$6,696.

1018. Senior identification officer, Correction, \$4,070 to \$5,010.

1019. Senior housing management representative, Executive-housing, \$8,652 to \$10,362.

1020. Supervisor of local health administration, Health, \$6,098 to \$7,388.

1021. Head clerk (local health

records), Health, \$5,246 to \$6,376.

1022. Senior insurance qualifications examiner, Insurance, \$7,618 to \$9,408.

1023. Insurance qualifications examiner, Insurance, \$6,098 to \$7,388.

HELP WANTED

HELP WANTED: Court Stenographer, Ontario County. Salary \$3,922. Open to qualified residents of New York State. Last day for filing applications March 18, 1960. Exam date to be announced. Applications and further information available at the office of the CIVIL SERVICE COMMISSION, COURT HOUSE, CANANDAIGUA, NEW YORK.

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ONTARIO COUNTY JANITOR JOBS PAYING \$3,445

Until March 18 residents of Ontario County with some building cleaning experience can apply for \$3,445 to \$3,869-a-year janitor positions. Candidates must be able to read and write. Apply to the Ontario County Civil Service Commission, Court House, Canandaigua, N. Y.

HOUSE HUNTING See Page 11

Shoppers Service Guide

HELP WANTED

HELP WANTED: Court Stenographer, Ontario County. Salary \$3,922. Open to qualified residents of New York State. Last day for filing applications March 18, 1960. Exam date to be announced. Applications and further information available at the office of the CIVIL SERVICE COMMISSION, COURT HOUSE, CANANDAIGUA, NEW YORK.

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Last Week to File for Nearly 40 State Exams Paying From \$3,680

This is the last week to file for the State of New York's current exam schedule, containing almost 40 different titles. Filing closes March 7.

This is an exceptional list of jobs with four outstanding titles open for filing, and many others almost as good. The four outstanding ones are Correction officer, correction matron, park patrolman and traffic and park officer.

The correction jobs pay \$4,280 to \$5,280 a year; park patrolman pays \$82 a week, and traffic and park officer pays \$86. Stories appear elsewhere in The Leader on these jobs.

The exams follow by number, title and salary range. New York State residence is required of all but the starred (*) titles.

- *4000. Associate curator (Interpretation), \$6,098 to \$7,388.
- *4001. Guidance counselor, \$4,980 to \$6,578.
- *4002. Field representative (education), \$6,410 to \$7,760.
- 4003. Correction matron, \$4,280 to \$5,250.
- 4004. Correction officer, \$4,280 to \$5,250.
- *4005. Consultant on eye health,

- \$5,516 to \$6,696.
- 4006. Foster home licensing representative, \$4,502 to \$5,512.
- *4007. Senior industrial hygiene physician (U.S. citizenship is not required for examination or appointment), \$9,104 to \$10,874.
- *4008. Associate industrial hygiene physician (U.S. citizenship not required), \$12,346 to \$14,476.
- 4000. Assistant director of industrial hygiene and safety standards, \$12,346 to \$14,476.
- *4010. Director of physical rehabilitation and therapy, \$7,074 to \$8,544.
- *4011. Physician rehabilitation coordinator, \$7,818 to \$9,408.
- 4012. Senior electronics laboratory engineer, \$7,818 to \$9,408.
- 4013. Supervisor of instrument development, \$7,818 to \$9,408.
- 4014. Gas tester, \$3,870 to \$4,780.
- 4015. Gas meter tester, \$3,680 to \$4,500.
- 4016. Principal draftsman (mechanical), \$5,246 to \$6,376.
- 4017. Park maintenance supervisor, \$6,098 to \$7,388.
- *4018. Senior sanitary engineer, \$7,818 to \$9,408.
- 4019. Junior architectural specifications writer, \$5,246 to \$6,376.

- 4020. Surplus property assistant, \$5,796 to \$7,260.
 - 4021. Test development aide, \$4,988 to \$6,780.
 - 4022. Assistant in test development, \$6,732 to \$8,142.
 - 4023. Industrial investigator, \$4,502 to \$5,512.
 - 4024. Park patrolman, \$82 a week (requires four months' residence in Steuben, Wayne, Yates, Allegany, Cattaraugus, Chautauqua, Erie, Genesee, Niagara, Orleans, Wyoming, Cayuga, Livingston, Monroe, Ontario or Seneca counties).
 - 4025. Traffic and park officer, \$86 a week (requires four months' residence in Nassau, Suffolk or Queens counties).
 - *4400. Clinical psychologists, Erie County, \$6,540 to \$8,400 (open to residents of any county in New York State).
 - *4406. Biochemist, Tompkins County, \$7,000 to \$8,000.
 - 4407. Microbiologist, Tompkins County, \$5,000 to \$7,000.
 - *4415. Public health nurse, cities and counties, salaries vary.
 - *4030. Associate in teacher education, \$8,880 to \$9,870.
 - 4031. Associate in foreign language education, \$8,220 to \$9,870.
- To apply for any of these jobs, contact the State Department of Civil Service, Lobby of the State Office Building; and 270 Broadway, Manhattan.

File This Week for \$82 Correction Officer Jobs in State Prisons

Correction officer jobs paying \$82 a week are being offered to New York State residents for just one more week.

There are more than 100 positions being offered, and they are located throughout the State.

Just one eligible list will be established from this exam, and from it will be filled jobs as correction officers, correction youth camp officers, male correction hospital attendants and warrant and transfer officers.

Most of these \$4,280 to \$5,250 a year openings are at Green Haven Prison, Sing Sing Prison and Matteawan State Hospital, and most appointments from the eligible list will be made originally to these locations. Openings at other institutions are expected from time to time and are usually filled by transfer.

To file applications for correction officer, there is no education requirement. For appointment, applicants must have a high school diploma or equivalency. Applicants must be between 20 and 35 years of age to file; and at least 21 for appointment.

Physical requirements demand at least 20/30 vision in each eye without glasses, height of at least 5 feet 8 inches, weight at least 150 pounds and satisfactory hearing without a hearing aid.

Veterans who pass the written test and the medical and physical examinations are entitled to 5 and 10 points (for veterans and disabled veterans, respectively) added to their earned score.

Apply before March 7, under Examination No. 4004, to the State Department of Civil Service, Albany 1, N. Y.; or 270 Broadway, Manhattan.

ATOMIC ENERGY COMM. NEED MANAGEMENT AND PROF. INTERNS TO \$6,030

Applications are now being accepted for management and professional internships in the U.S. Atomic Energy Commission, paying \$5,730 and \$6,030 a year respectively. Masters degrees are required. Apply to George F. Finger, Personnel Officer, U.S.A.E.C., 376 Hudson St., New York 14, N.Y.

B'NAI B'RITH CHAPTER AWARDS BROTHERHOOD

The annual brotherhood award of the Franklin Lodge and Chapter of B'nai B'rith will be presented to Charles J. Bensley, Bronx member of the Board of Education since 1948.

Superintendent of Schools John J. Theobald will present the award at a meeting at the Park Terrace, 161st Street and River Ave., Bronx, on Wednesday evening, Feb. 24.

School Crossing Guard Extended to March 20

The filing period for school crossing guard, a \$1.50-an-hour job with the New York City Police Department, has been extended to March 20.

Requirements are U.S. citizenship, three years' residence in the City of New York and good character. Applicants must be grammar school graduates, have good hearing and at least 20/30 vision corrected and be between the ages of 25 and 50.

Women may not be less than five feet-one inch in height, and men not less than five feet-five inches, with weight not abnormally out of proportion.

Four-Hour Day

Guards will work five days a week, approximately four hours a day—one hour in the morning, two at noon and one at school closing. Because of the staggered schedule, guards will be assigned whenever possible no more than one-third mile from their homes.

Before assignment to duty, a four-day training course for school crossing guards is given by the Police Academy. Guards wear a uniform consisting of a cap, white Sam Brown Belt, white gloves,

yellow raincoat and cap cover. An annual uniform allowance of \$12 is granted after six months service within a fiscal year.

A qualifying examination will be given, consisting of a written test, medical examination, character investigation and oral interview.

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

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 Applications for these exams have closed but there is still time for ambitious candidates to benefit by our intensive preparatory courses and improve their chances of obtaining higher ratings and earlier appointments. Visit a class of the course that interests you — observe the type and quality of instruction offered. You may enroll if you wish and attend 2 classes weekly until the date of your examination. You will then also receive valuable home study material and participate in a trial exam held under conditions similar to official written tests. Moderate fees are payable in installments.

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LETCWORTH AIDES FINISH SUPERVISION COURSE



Member of the staff of Letchworth Village are shown after recently completing a fundamentals of supervision class given there. They are, from left, front row: Dr. Rudolph Sork, supervising psychiatrist; Dorothy Rowland, assistant dietitian; Dr. Issac N. Wolfson, senior director; Lillian A. Harris, instructor of nursing and group leader; Hyman Rothstein, associate clinical psychologist; and Catherine McMeeking, supervising housekeeper. In the back row are: Helen Novak, head cook; Idelta Hansen, staff attendant; John Gagan, safety officer; Stanley Rose, supervising attendant; Norma Plumadore, senior account clerk; Katherine Welsh, senior stenographer; Michael Connolly, senior engineer; Emilienne Ellsworth, occupational therapist; Jennie Hitsman, staff attendant; Earle Mulville, laundry supervisor; and Helen Argiro, staff attendant.



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Member Audit Bureau of Circulations

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TUESDAY, MARCH 1, 1960 31

Ingenuity, Perseverance Benefit State Workers

FROM the beginning of the 1960 session of the Legislature, Governor Rockefeller let it be known that in order to have a budget which would put the State on a pay-as-you-go basis, a salary increase for State workers would be delayed until 1961.

Legislators, in the main, have talked in terms of using any surplus tax revenues for increased local aid or for a tax reduction. There was no particular interest expressed in the financial plight of the public employee.

This past week the Civil Service Employees Association, representing the State's workers, convinced the Governor of the merits in a method to add real money on the take-home checks of most employees without upsetting budget plans for the current fiscal year. This was done by having the State assume five percentage points of the employee's contribution to the Retirement System. In general, this will result in a seven per cent increase on net take-home pay, will provide lower-salaried employees with a near-free pension plan and allow others to come into the Retirement System who previously felt they could not afford to do so.

Governor Liked Proposal

The Governor became enthusiastic about the proposal and has recommended its adoption to the legislative leaders.

In view of the adamant stand previously taken against granting any salary increases, the Employees Association has scored a major accomplishment in getting this proposal across. By ingenuity and perseverance, the Employees Association has not only come up with a formula to fatten the pay check but also has created an improvement in the Retirement System which will be a long range benefit.

At the same time, the Employees Association continues to follow the mandate of its membership and has introduced legislation which calls for a 10 per cent, \$400 minimum across-the-board raise for all state employees.

Whatever the end result in this session we feel the Employees Association is due congratulations for its skillful planning in a tight budget year and recognition is certainly due Governor Rockefeller for his imagination in accepting a good idea when he saw one.

CIVIL SERVICE NOTES FROM ALL OVER

OREGON—Gov. Hatfield vetoed a bill to permit the state and its municipalities to bargain collectively with employees.

WISCONSIN—A new law gives city, village, and county employees the right to be represented by labor organizations of their own choice in "conferences and negotiations with their municipal employers or their representatives on question of wages, hours and conditions of employment." City and village policemen, sheriff's deputies and county traffic officers are exempt from the new law.

Another new measure creates a permanent Retirement Research Council to provide continuous review of state retirement benefits and report its findings and recommendations to the governor and legislature. It is made up of representatives of teacher and employee retirement systems, employee and teacher representatives, two legislators and three public members.

ALBERTA, Canada—The recent Public Service Agreement provides, in addition to pay increases, for four weeks vacation after 25 years of service and for extra vacation leave benefits and cash bonuses for employees accepting northern posts.

ARLINGTON COUNTY, Virginia—A Joint Personnel Committee for the County Board and the School Board reviews proposed changes in the co-ordinated pay plan affecting both jurisdictions as well as other unusual problems most satisfactorily resolved through joint action. It is made up of the Chairman of the Civil Service Commission, a member Manager, the Superintendent of Schools, the Assistant Superintendent of Schools for Personnel, and the County Director of Personnel.

IDAHO—Civil service has been extended to all municipal employees of first and second class cities.

LETTERS TO THE EDITOR

All letters to the Editor must be signed. We will withhold senders name upon request. Address all letters to the Editor, Civil Service Leader, 97 Duane St., New York 7, N.Y. We reserve the right to withhold publication or to edit published letters as seems appropriate.

Letters should be no longer than 300 words.

ANOTHER PLEA FOR HOSPITAL PROMOTIONS

Editor, The Leader:

I am on the senior clerk list and am highly discouraged that no promotional opportunities exist in the Department of Hospitals. This department is fast becoming a dead end as far as promotional opportunities go. It seems that other departments promote and encourage their own. Why must the Department of Hospitals be a "stepchild?"

To top it off, positions in the Hospitals Department that could have resulted in promotions have been downgraded. Why? What else but to save money. Provisionals in senior and grade 2 jobs should be weeded out.

Did I waste a \$3 filing fee? Mine, added to the filing fees paid by others in this Department who will never be promoted, makes a goodly sum. We should never have been offered the test if there were no promotions available in our department. It seems I also wasted a tuition fee to Delehanty to prepare for this test.

A SENIOR CLERK HOPEFUL

WANTS ACTION ON PROBATION CONSOLIDATION

Editor, The Leader:

The current log jam at Albany should be broken to permit passage of important parts of Governor Rockefeller's broad program on delinquency. The Conklin-Donnelly bill, recently introduced, consolidates the eight probation bureaus of the City into a New York City Department of Probation.

For many years, every survey and study of which I am aware, conducted of the probation services of any of the courts in New York City, resulted in recommendations and pleas for consolidation of probation in New York City. This is true of the famous Seabury Investigation, of a number of different studies made by the New York State Division of Probation, of the recent report of the Juvenile Delinquency Evaluation Project under Professor MacIver, and of the most recent study made by the Interdepartmental Task Force on Youth and Juvenile Delinquency appointed by Governor Rockefeller.

This unanimity of opinion among those who had had the opportunity to make fair and dispassionate studies stems from the visible weaknesses inherent in a system as fractionalized and as administratively decentralized as that presently existing in New York City. Eight probation bureaus are permitted to function completely independently of each other with accompanying lack of standardization, lack of uniformity, undesirable variations in practices and procedures, unnecessary duplication, unhealthy competition for staff, mounting administrative difficulties, lowered efficiency, and diminished service.

All this is not only confusing to the public but also causes misunderstandings and misconceptions among professional social work agencies and their personnel who find it so much more difficult.

(Continued on Page 7)

LOOKING ONWARD

By LAMBERT RAWLINS

One of Joseph Schechter's principal contributions to the Merit System was as co-architect of the Career and Salary Plan with Budget Director Abraham D. Beame. Mr. Schechter, as Chairman of the City Civil Service Commission and Personnel Director, naturally was most interested in the personnel administration aspects. Mr. Beame's interest no doubt concerned fiscal limitations, though he was a willing yielder on numerous points that involved considerable addition to the personal service budget.

Chairman Schechter was satisfied with the result achieved at the time the Plan was established five years ago, and with its limited retroactive provisions, in view of the trying deadline, but not fully satisfied with the present operation. There had been time meanwhile to make advisable improvements, and some were made, but the City government was so much occupied with what it perhaps rightly considered more pressing problems that it never did undertake a full appraisal of the present operation. This it should do now.

Mr. Schechter never publicly stated what improvements he thought necessary, but he did confide to intimates in general terms.

He was a known enthusiast for improved promotional opportunities as a necessary base for a model career system, which the Plan is supposed to implement. In many ways an idealist, he was not likely to be fully satisfied, at least with anything he himself did or had part in doing, since an ideal after all, is unattainable. But in the complexity of modern life the best that can be expected in practice would be acceptable compromise.

Some inequities have persisted throughout the five years, even though City employee pay rose during that period by \$65,000,000. The benefits the Plan provided to employees are undeniable, and a survey should spell them out, too. But benefits granted are no excuse for malingering shortcomings.

Mayor Robert F. Wagner, with whom Chairman Schechter frequently discussed the Plan and its operations, should realize the need for a survey committee. Such an appraisal would be a most appropriate memorial to a distinguished public official who contributed so much to the creation of the Plan.

Such a committee should include City employees and their representatives and spokesmen, as well as City officials and members of professional societies in fields kindred to public administration. If Federal and State officials would accept appointment, they could shed authoritative light on comparisons with methods used in their jurisdictions. Such comparisons are inevitable.

Employees seek prompt benefits from upward reallocation, advancement to the step in the new grade equivalent to the one occupied in the old grade, elimination of the three-year wait to attain seniority status, and other goals. Now when a husband tells his wife he's been upgraded, she expects more money in the next pay check and it is hard to convince her that pay may stay as it is for years, because her husband is in the middle-income bracket of his grade. She can not possibly agree that her husband, with four years' service, must wait, while an employee with six months or less service in the lowest grade gets faster action and full benefit.

At present employees' thoughts are naturally diverted toward collective bargaining, and raises across the board whereby all benefit, and benefit promptly. Such methods are, in general, antitheses of the Career and Salary Plan, though sole collective bargaining is attainable in certain group cases. A study by an impartial committee could do much to resolve not only inequities and contradictions but conflict over the basic nature of the Plan itself.

Questions Answered On Social Security

Below are questions on Social Security problems sent in by our readers and answered by a legal expert in the field. Anyone with a question on Social Security should write it out and send it to the Social Security Editor, Civil Service Leader, 97 Duane St., New York 7, N.Y.

What specifically is the "freeze" under social security?

The freeze under social security provides that a person who cannot work because of a disability may protect his right to future benefits and the amount of his benefits by applying for a "freeze" of his social security record. This means that the period during which he has not worked because of his disability will not count against him and will not reduce the amount of the social security benefits payable to him or his family in the future. Only disabled persons can apply for the freeze.

I have been drawing social security benefits for my minor son who will be 18 years of age this coming November. Since he will still be in high school at that time, will his benefits be continued until he graduates in 1960?

No. There is no provision to pay

benefits to children past 18 except disabled children whose disability began before 18. Therefore, benefits will cease when your son attains the age of 18. Actually your son's last payment will be for October because benefits end with the month before the month of attaining 18.

My husband and I have been drawing benefits at the minimum rate. Now he has died. Will my widow's benefit be only three-fourths of his \$33.00 monthly rate?

No. You will receive \$33.00 a month. Although the widow's benefit is usually three-fourths of her husband's monthly rate, a widow alone will not be paid less than \$33.

I am drawing social security retirement benefits. My wife is 49. We are considering the adoption of our granddaughter, age 11. If we adopt her, how will my benefits be affected, and when?

If you and your wife adopt this child, both your wife and the child will become immediately eligible for benefits. Each will receive a benefit equal to one-half of the amount of your benefit, subject to a maximum amount. You should get in touch with your social security office when the adoption is

LETTERS TO THE EDITOR

fault to coordinate their efforts with those of probation, with resultant loss of services to the public.

It is most regrettable that too often the determination of the probation system and organization which is best suited to help troubled people with their problems is lost in a maze of petty issues which have little validity and which tend to ignore the public good.

With delinquency and crime increasingly a public problem, there should be no hesitation in taking steps to improve probation services in New York City through consolidation as provided by the bills presently before the State Legislature—Senate bill No. 1299, 1889 Int. 1296 introduced by Senator William T. Conklin, R. and Assembly bill No. 1328 Int. 1328 introduced by Assemblyman Harry J. Donnelly, Jr., R.

The Conklin-Donnelly bill merits the widest public support.

MAX PAWL

NYC EXAMS THIS WEEK

March 1

Promotion to Captain (Men) Department of Correction, Written, Spec. Mil. No. 1, Room 210, 290 Broadway, N. Y. C. 9:15 A.M. for 1 candidate.

March 2

Promotion to Supervisor (Buses and Shops), Transit Authority, Written, Room 202, 241 Church St., N. Y. C. 8:45 A.M. for 16 candidates.

License for Structural Welder, Practical, Dept. of Sanitation - 8th Floor, 230 Avenue C, N.Y.C. 4:45 P.M. for 8 candidates.

Consultant (Public Health Social, Work), Oral, Room 705, 299 Broadway, N. Y. C. 9:30 A.M. for Supervisor of Mechanical Installations, Written, Room 202, 241 Church St., N.Y.C. 8:45 A.M. for 22 candidates.

Housekeeper, Special Written, Room 202, 241 Church St., N. Y. C. 8:45 A.M. for 1 candidate.

March 4

Junior Physicist, Written, Room 202, 241 Church St., N.Y.C. 8:45 A.M. for 5 candidates.

Department Library Aide, Written, Room 202, 241 Church St., N.Y.C. 8:45 A.M. for 112 candidates.

March 5

Promotion to Bridge Operator in Charge, Written, Room 202, 241 Church St., N.Y.C. 8:45 A.M. for 82 candidates.

Supervising Public Health Nurse, (Promotion), Written, Seward Park High School, 350 Grand Street, N.Y.C. 9:30 A.M. for 177 candidates.

Promotion to Park Foreman, Department of Parks, Written, Seward Park High School, 350 Grand Street, N.Y.C. 9:30 A.M. for 1,307 candidates.

Orange County Needs Special Court Clerks

Those who can meet the requirements can apply until March 8 for Special Court Clerk vacancies at \$5,030 to \$6,470 in Orange County. This is a promotion exam and candidates must be employed in the County Clerks office. Apply to the Orange County Civil Service Commission, County Building, Goshen, N. Y.

City Offers \$6,000 To Auto Electricians

Opening this week with the City of New York for open competitive filing is an exam for electrician (automobile). Filing period will be from March 3 to March 23.

Appointments filled from the test, scheduled for June 18, will pay \$6,000 a year. Applicants must have (A) five years recent, satisfactory, full time experience as automobile electricians or (B) not less than three years experience plus sufficient satisfactory education training in an approved vocational or trade school to make a total of five years. Six months experience is considered equal to one year of schooling.

Form "A" experience papers must be filed with applications.

Employees in this title may try for promotion to foreman auto mechanic or foreman mechanics (motor vehicles).

A written test, weight 40, 70 percent required, and a practical test, weight 60, 70 percent required, will be given. Candidates will also be required to pass a qualifying medical and physical test prior to appointment.

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

B'klyn. P. O. Motorman Has Jobs Paying \$80 Prom. Opens March 3

Applications are still being accepted on an open-continuous basis for \$2-an-hour jobs at the Brooklyn Post Office. The jobs are for substitute distribution clerk and substitute city carrier.

The number of the exam is 2-103-1 (1960), and should be referred to, along with the title, when requesting information or applications. The minimum age for filing is 17, and for appointment 18.

No Experience

There are no minimum of education or experience requirements for either job, the only requirements being good health and U.S. citizenship. Applicants must be physically able to perform strenuous tasks in all kinds of weather.

Substitute clerks and carriers will receive, after six annual increments, \$2.42 an hour, and will be eligible for regular titles according to seniority.

How to Apply

To apply, obtain Card Form 5000-AB in person or by writing to the Executive Secretary, Board of U.S. Civil Service Examiners, General Post Office, Room 413, Brooklyn 1, N. Y., or to the Director, Second U.S. Civil Service Region, Federal Building, Christopher Street, New York 14, N.Y.

AUTOS, new and used. See weekly listing in advertising columns of The Leader.

Opening this Thursday, March 3, is the City exam for promotion to motorman (Transit Authority), a \$2.57 to \$2.76-an-hour job requiring a year's employment as conductor, towerman or surface line operator in the TA.

Medical and physical tests will be given by the Transit Authority immediately prior to appointment.

Candidates may be rejected for any deficiency, abnormality or disease that tends to impair health or usefulness, such as defective vision (worse than 20/30, each eye tested separately, glasses allowed; or worse than 20/50 uncorrected); defective color vision, heart or lung diseases, hernia, third degree or disabling varicose veins, hypertension or hypotension, paralysis, or defective hearing (each ear tested separately).

Applications and further information may be obtained from the Personnel Department's Application Section, 96 Duane Street, New York 7, N.Y., either in person or by mail. The filing fee is \$5.

Skin Diving Lessons AQUA LUNG SKIN DIVING CLASSES —

Indoor pool, certified instructors, equipment furnished. Classes every Tues. & Thurs. from 8 to 10 P.M. at Hotel Kenmore, 23d at Lexington Ave., Manh. Call Mr. Brenning at GL 6-8426 or OL 1-3944.

The Comptroller of the State of New York

as agent of New York State Thruway Authority will sell at his office at Albany, New York, on

March 3, 1960, at 12 o'clock Noon

\$50,000,000

NEW YORK STATE THRUWAY AUTHORITY STATE GUARANTEED THRUWAY BONDS (Seventh Issue)

Principal and interest unconditionally guaranteed by the State of New York

Dated January 1, 1960, and due serially in various amounts from 1965 to 1995, both inclusive.

The Bonds will be subject to redemption by the Authority, prior to their respective maturities, as a whole or in part at any time on and after July 1, 1967, upon certain terms and conditions, including specified redemption prices.

Principal and semi-annual interest, January 1 and July 1, payable at the principal office of The Chase Manhattan Bank, New York.

Copies of the Act and Resolution authorizing the Bonds, Official Statement, Official Form of Proposal, Notice of Sale, and form of opinion of Attorney General will be furnished upon application to The Chase Manhattan Bank, Fiscal Agent, 43 Exchange Place, New York 15, New York.

ARTHUR LEVITT, State Comptroller, Albany 1, N. Y.

Dated: February 25, 1960

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Name _____ 170
 Residence Address _____
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 Age _____ Single Married Male Female
 Location of Car if not at above address _____
 Occupation (or rank if on active duty) _____

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

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

Age	Relation	Married or Single	% of Use



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Social Work Jobs in Suffolk County Open

The Suffolk County Civil Service Commission will hold open competitive examinations in March for psychiatric social worker, paying from \$5,360 to \$6,460 a year; and supervising psychiatric social worker, at \$6,360 to \$7,660 a year.

Applications and general information may be obtained by writing or telephoning the Suffolk County Civil Service Commission, County Center, Riverhead, N.Y.; PA 7-4700, Ext. 241. Applicants must be one-year residents of Suffolk. File before Feb. 24.

ANCHOR CLUBS TO INSTALL

A mass-installation-of-officers meeting of the Anchor Clubs of New York State will be held at 428 Broadway, Manh., at 8 P.M., Wednesday, March 9, it has been announced. All officers of the Supreme Anchor Club will attend.

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Sundays: 7:30, 8:30, 10:45 & 5:15
Daily: 7, 12:05, 5:15
Also Wednesday 8 p.m.
Thursday 10 a.m.

WEEK-DAY WORSHIP IN CAPITAL AREA

Again in 1960 EMMANUEL BAPTIST and WESTMINSTER PRESBYTERIAN churches offer brief noon-time Devotional Services during Lent, beginning March 2, Ash Wednesday. Services begin 12:10 p.m. and conclude 12:25.

March 2—March 18 at WESTMINSTER
March 21—April 8 at EMMANUEL

Westminster Presbyterian Church will continue to hold its brief Devotional Service every morning, Monday thru Friday, 8:05-8:20 a.m.
— Services Open to All —

City Offers \$4,250 to Rec. Leaders

College graduates can apply now for \$4,250 to \$5,330 a year recreation leader jobs in the City Departments of Parks and Hospitals. Filing is open on a continuous basis.

Requirements are a baccalaureate degree, including or supplemented by 18 credits in recreation, physical education or group work. A college degree and six months leadership experience in organized recreational programs, or a combination of education and experience will also be accepted.

There are numerous vacancies in both the Department of Parks and the Department of Hospitals. Successive tests will be held and lists established.

Candidates who file by the 15th of any month will be considered as a single group and called for the written test the last Friday or Saturday of the following month.

Forms and details may be obtained from Department of Personnel, Application Section, 96 Duane St., N. Y. 7, in person or by mail provided stamped, self-addressed 9 1/2-inch envelope is enclosed.

Jobs Open in Erie County to \$7,395

Open now to residents of New York State are jobs with Erie County, paying from \$4,470 a year. Vacant titles are: junior public health educator (paying from \$4,970 to \$6,390 and open to any U. S. citizen), principal engineer assistant, Town of Amherst (\$6,563 to \$7,395), senior engineer assistant, Town of Amherst (\$4,470 to \$5,055) and water plant operator Town of Grand Isle (about \$4,800 a year). Apply before March 28 to the Erie County Personnel Officer, 45 Church St., Buffalo 2, N.Y.

PAY HEARINGS THURSDAY ON 37 CITY JOB TITLES

Public hearings will be held Thursday, March 3, in the Board of Estimate Hearing Chamber in City Hall on pay upgrading appeals for 37 New York City job titles. Watch the March 8 edition of The Leader for the first full report.

RAMMER ANSWERS

The tentative key answers for the New York City promotion to rammer examination held recently have been adopted as the final key answers with no changes.

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File to 28th For Jobs in Westchester

A long list of Westchester County jobs — some requiring special skills, others not — has just been released. They will be open for filing until March 28 and require one year's residence in New York State.

The jobs are: 4408, assistant civil engineer, highways; 4425, assistant superintendent of recreation, Town of Greenburgh; 4426, assistant to superintendent of recreation, Town of Greenburgh; 4426, assistant to superintendent of recreation; 4427, contact clerk; 4428, junior civil engineer, town of Greenburgh; 4429, junior civil engineer, Village of Scarsdale; 4430, junior engineering aide; 4431, meter reader, Village of Ossining; 4432, sewage plant operator; 4433, sewage treatment plant operator, Grade 3, Village of Port Chester; 4436, village engineer, Village of Croton-on-Hudson; 4437, water works superintendent, Grade III, Hawthorne Improvement District; 4438, water works superintendent, Grade III, Thornwood District.

To apply, contact the Westchester County Personnel Officer, County Office Building, White Plains, N. Y.; or the State Department of Civil Service, 270 Broadway, N. Y. C.

EMPLOYEES ACTIVITIES

Buffalo

The February meeting of the Buffalo Chapter was held on Wednesday, Feb. 17 at 7:30 P.M. in the State Office Building.

Present at that meeting were Isabelle Qualey, State Insurance Fund; Alfred Koziol and Mary Graczyk, State University; David Diehl, apprenticeship council; Gloria Robinson, Charlotte Troppman, Frank Hollins, Jack Zadzilka, state tax; Mr. and Mrs. George Macpherson, Gertrude Grass, Sally Weiss, Bob Jones, Bill Dudley, Jack Hennessey, Joe Wojnowski, Matt Yuszczak, Department of Public Works; Al Killian was on hand, as was Celeste Rosenkranz, Jerry Cahill, president, headed the meeting; Ethel Irwin, corresponding secretary and Arlene Holzer, treasurer were the only other officers present. The others, namely, Mary Gormley, Elinor Dowd and Mary Cannell, were not present due to illnesses.

Jack Kurtzman, the speaker for the evening, gave some views on membership and health insurance. The drive for membership never ends. Are there any new employees in your department who are not yet members? Also, as Mr. Killian stated, "The success of our Association is gaged on membership."

Don't forget . . . March meeting . . . third Wednesday. Check with your department delegate or chapter officer for details.

STATE CLERICAL POOLS

New York State civil service clerical pools last week resulted in seven clerk appointments, down to number 2,003 on the list, and one file clerk appointment, down to number 1,119 on that list. The next clerical pool will be held March 23.

BUDGET TEST BROADENED

The New York City promotion examination for budget examiner has been broadened to include supervising tabulator operator (IBM) as a title eligible for the test.

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

OWN YOUR OWN HOME See Page 11

EXPERIENCED HEALTH PHYSICIST NEEDED BY ATOMIC ENERGY UNIT

The U.S. Atomic Energy Commission needs a health physicist at \$5,985 to \$9,530 a year, with education in physics, engineering or science and experience in radiological health physics and radiological safety. Apply to George F. Finger, personnel officer of U.S.A.E.C., at 376 Hudson St., New York 14, N.Y.

PLAN EXAMINER OPENINGS IN CITY START AT \$7,450

Applications are now being accepted for plan examiner and assistant plan examiner vacancies in the City Department of Buildings. The jobs pay \$7,450 to \$9,450 a year and \$6,400 to \$8,200, respectively.

INVESTIGATORS ELIGIBLE

Investigator has been added to the list of titles eligible for the New York City promotion to assistant budget examiner test.

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Daily 1-11 P.M.: Sun., Mar. 6-1-7 P.M.- Admission \$1.55



TEST AND LIST PROGRESS - N.Y.C.

Below is the complete progress of New York City examinations, the last number certified from each eligible list and other information of interest to anyone taking open-competitive or promotion examinations in City civil service.

Table with columns: Title, Last No. Certified, Other News. Lists various job titles like Account Clerk, Assistant Engineer, etc., with their respective certification dates and counts.

Table with columns: Title, List No. Certified, Other News. Lists various job titles like Motor Vehicle Operator, Sanitation Man, etc., with their respective certification dates and counts.

Experienced Tab. Operators Sought By City at \$3,750

IBM equipment operators with one year's experience can apply until Feb. 24 with the City of New York for \$3,750 to \$4,930 a year senior tabulator (IBM) operator jobs.

STUDENT TRAINEE PROGRAM IN CIVIL ENGINEERING OFFERED AT \$3,495 A YEAR

A student trainee program in civil engineering is being offered by the U.S. Army Engineer District, Los Angeles, paying from \$3,495 to \$3,755 a year.

and from the Executive Secretary, Board of U.S. Civil Service Examiners, Department of the Army, Corps of Engineers, 751 South Figueroa St., Los Angeles 17, Calif.

Advertisement for 'East Side News' newspaper, including contact information: 235 EAST BROADWAY, New York 2, N. Y., GR. 5-1700.

Where to Apply For Public Jobs

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

NEW YORK CITY—The applications Section of the New York City Department of Personnel is located at 96 Duane St., New York 7, N.Y. (Manhattan).

Hours are 9 A.M. to 4 P.M., closed Saturdays except to answer inquiries from 9 to 12 A.M. Telephone COrtland 7-8880.

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

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line.

STATE — First floor at 270 Broadway, New York 7, N.Y., corner of Chambers St., telephone BARclay 7-1616; State Office Building, State Campus, Albany, Room 212; Room 400 at 155 West Main St., Rochester.

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

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

FEDERAL — Second U. S. Civil Service Region Office, 220 East 42d Street (at 2d Ave.), New York 17, N. Y., just west of the United Nations building.

Hours are 8:30 A.M. to 5 P.M. Monday through Friday. Telephone number is YU 6-2626.

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

HOUSE HUNTING See Page 11

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New Branch Office for Civil Service Leader

FOR A FREE COPY of the Civil Service Leader or information in reference to advertising, etc. for Hudson Valley call or write:

Colonial Advertising Agency

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LAURELTON — Big 5 room Ranch, all brick, gas heat, 40 x 100 lot, 11 years young. \$900 Contract \$25 Wk.

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State Offers Long List For Continuous Filing

Applications will be accepted until further notice on a long list of New York State jobs requiring various degrees of experience and training.

For some of the titles, examinations will not be necessary. When exams are to be given, they will be scheduled at a time and place convenient to the Civil Service Department and the applicant.

Following is the list of jobs by number, title and salary:

- Medicine**
- 101. Senior pathologist, \$9,104 to \$10,874.
- 102. Associate pathologist, \$11,152 to \$13,162.
- 103. Assistant district health officer, \$9,104 to \$10,874.
- 104. District health officer, \$11,152 to \$13,162.
- 105. Senior pub. health physician (epidemiology), \$10,166 to \$10,874.
- 106. Director of clinical laboratories, \$12,346 to \$14,476.
- 107. Physician, \$7,436 to \$8,966.
- Tuberculosis Control**
- 108. Sr. pub. health physician (TB control), \$9,104 to \$10,874.
- 109. Supervising TB physician, \$11,152 to \$13,162.
- 110. Supervising TB roentgenologist, \$11,152 to \$13,162.
- 111. Associate public health physician (TB control), \$11,152 to \$13,162.
- Psychiatry and Psychology**
- 120. Senior psychiatrist, \$9,104 to \$10,874.
- 138. Supervising psychiatrist, \$11,162 to \$13,162.

- 139. Child guidance psychiatrist, \$11,734 to \$13,804.
- 191. Senior clinical psychologist, \$6,098 to \$7,388.
- Engineering**
- 166. Junior architect, junior engineer, \$5,246 to \$6,376.
- 188. Senior planning technician, \$6,098 to \$7,388.
- Pharmacy and Laboratory**
- 100. Laboratory worker, \$3,050 to \$3,810.
- 119. X-ray technician, \$3,680 to \$4,560.
- 121. Laboratory technician, \$3,680 to \$4,560.
- 170. Histology technician, \$3,680 to \$4,560.
- 194. Pharmacist, \$5,246 to \$6,376.
- Nursing**
- 112. Instructor of nursing, \$4,988 to \$6,078.
- 113. Assistant director of nursing (TB), \$5,516 to \$6,696.
- 114. Director of nursing (TB), \$6,732 to \$8,142.
- 171. Asst. district supervising public health nurse, \$5,246 to \$6,376.
- Dentistry**
- 107. Dental hygienist, \$3,870 to \$4,780.
- 181. Public health dental hygienist, \$4,070 to \$5,010.
- 184. Institution dentist, appointments from \$7,436 to \$8,652.
- Rehabilitation**
- 111. Bath attendant, \$2,920 to \$3,650.
- 141. Physical therapy technician, \$3,680 to \$4,560.
- 142. Physical therapist, \$4,502 to \$5,512.
- 145. Occupational therapist, \$4,502 to \$5,512.
- 146. Occupational instructor, \$3,500 to \$4,350.
- 155. Rehabilitation counselor, \$5,698 to \$6,376.
- Education**
- 164. Institution teacher, \$4,502 to \$5,512; and senior institution teacher, \$5,246 to \$6,376.
- 197. Institution vocational instructor, \$4,502 to \$5,512; and senior institution vocational instructor, \$5,246 to \$5,512.
- Interviewing**
- 150. Employment interviewer, \$4,704 to \$5,512.
- 151. Unemployment insurance claims examiner, \$4,704 to \$5,512.
- Social Work**
- 196. Parole officer, \$5,246 to \$6,376.
- 147. Senior social worker (public assistance), \$5,246 to \$6,376.
- 152. Senior social worker (child welfare), \$5,246 to \$6,376.
- 153. Senior medical social worker, \$5,516 to \$6,696.
- 154. Youth parole worker, \$5,206 to \$6,078.
- 169. State social worker, appointments at \$4,502 and \$4,740.
- 183. Senior psychiatric social worker, \$5,516 to \$6,696.
- 172. Social work scholarships, tuition and living expenses.
- Nutrition**
- 124. Dietician, \$4,668 to \$5,250.
- 167. Supervising dietician, \$5,246 to \$6,376.
- Custodial and Clerical**
- 149. Custodian and custodian bus driver, appointments from \$2,000 to \$4,000.
- 165. Steam fireman, \$3,500 to \$4,350.
- 163. Tabulating machine operator, \$3,050 to \$3,810.
- Industrial**
- These jobs are all for industrial foremen in machine shops, and pay from \$4,740 to \$5,790 a year. They are listed by number and specialization:
- 130. Shoe cutting and fitting.
- 133. Cotton carding.
- 136. Wollen spinning.
- 161. Shoe lasting.
- 192. Garment manufacturing.

CORTLAND COUNTY PROBATION CHIEF RETIRES



Shown above, second from left, front row, is John I. Jones, probation officer and director of probation for Cortland County for over 25 years, who retired in January. With him are friends and co-workers who attended the testimonial dinner given in his honor recently at the Cortland Moose Club. Pictured are, from left, front: Mrs. Jones, Mr. Jones; Mr. Edward J. Taylor, State director of probation; and Judge Morse E. Ames, former Cortland County judge. Back row, from left: Judge Albert Comando, City Court Judge; Judge Gerald S. Hewitt, Cayuga County Judge; Judge Clarence E. Conley, Madison County Judge and Judge Robert W. Sloan, Cortland County Judge.

Typist and Steno Jobs To \$4,000

The always-present demand for stenographers and typists in City, State and Federal Government offices is as great as ever. Salaries range from \$3,000 to over \$4,000 a year, and most jobs offer full benefits.

For \$3,250 to \$4,330 a year stenographer jobs in the City of New York, applications will be accepted until further notice at the Application Section of the City Department of Personnel, 96 Duane St., New York 7, N.Y.

State and U.S.

For New York State steno jobs, at \$3,050 to \$3,810 a year, and typist jobs paying from \$2,920 to \$3,650, contact the State Employment Service, 1 East 19th St., Manhattan; the Albany office at 488 Broadway, in the Arcade Building; or the nearest local office of the Employment Service. Filing is open on a continuous basis.

On the U.S. Government's announcement No. 214, jobs are offered in pay Grades GS-2 and GS-3, paying \$62.80 and \$68.60 a week for typists; and in pay grades GS-3 and GS-4, paying to \$72.30 a week for stenographers. Apply to the Second U.S. Civil Service Region, Federal Building, Christopher St., New York 14, N. Y., and mention Supplement No. 2-10 (1959) to Announcement 215.

- 193. Woolen weaving.
- 195. Sheet metal embossing.
- Also, 134 Assistant Industrial foreman (paint brush), \$4,070 to \$5,010.

Detailed announcements and application forms may be obtained from the State Department of Civil Service, Rm. 2301, 270 Broadway, New York City; or the Information Desk, Lobby of State Office Building, Albany, N. Y. Be sure to specify the number and title of examination you are interested in.

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

Orange County Pays Meat Men to \$4,670; File Until March 8

Meat inspectors with one year of experience in Federal meat inspection or two years of general experience and who have completed a course in meat inspection, or a combination of these, can apply for \$3,630 to \$4,670 a year jobs in Orange County.

Candidates for meat inspector must have been legal residents of Orange County for at least four months before the examination date (April 9).

Apply until March 8 to the Orange County Civil Service Commission, County Building, Goshen, N. Y. There is an application fee of \$3, payable by money order only.

ONE LESS TITLE

Electroencephalograph technician has been deleted from the list of New York City civil service titles for which upgrading appeals will be made to the Career and Salary Plan Board of Salary Appeals on Thursday, March 3.

LEGAL NOTICE

STANARD, ETHEL. — CITATION. — THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God Free and Independent, to MAUDE STANARD ZINGLER, JEAN RICHARDSON, as Executrix of the Last Will and Testament of May Sprigg, deceased; LULU STOUT, RICHARD STANARD, MARY FRANCES RICE, VIRGINIA S. ELLIS, CECILE JOE WARD, ETHEL J. FRUM and PAULINE STANARD NIXON (also known as Polly S. Nixon) LULU MAY WUNDERLICH, WILLIAM NICHOLS, NORMA JEAN HANNEY and DALE NICHOLS, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of ETHEL STANARD, deceased, who at the time of her death was a resident of Pinellas County, Florida. Send Greeting:

Upon the petition of Eugenia Stanard Richardson, residing at 848 Newton Avenue, St. Petersburg, Florida, and First National City Trust Company, having its principal office at 121 William Street, Borough of Manhattan, City, County and State of New York.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 25th day of March, 1960, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of said Eugenia Stanard Richardson and First National City Trust Company, as Trustees under the Last Will and Testament of ETHEL STANARD, deceased, should not be judicially settled.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable S. SAMUEL DI FALCO, a Surrogate of our said County, at the County of New York, the 2nd day of February, in the year of our Lord one thousand nine hundred and sixty.

PHILIP A. DONAHUE, Clerk of the Court.

LEGAL NOTICE

CITATION THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God Free and Independent

TO: James Laurance Barber, Gladys Katherine Sennott, Christopher B. Sennott, Nicholas Sennott, Elena Miramova Moore, Louise Hogz, James W. Moseley, Ada B. Talman, Dorothy B. Hayes, Elizabeth Lawson, Penelope Ann Lawson, Susanna B. Meyer, Catherine G. Swoope, Charles W. Swoope, Jr., James B. Hogz, James B. Hogz, Jr., Catherine G. B. Aldrige, Louise B. Aldrige, Hannah Aldrige, James Aldrige, Joseph Aldrige, William W. Talman, Barbara Talman, William W. Talman, III, James B. Talman, James B. Talman, Jr., Christina Talman, Judith G. Farley, Steven Farley, Daniel Farley, Suzanne Farley, Dorothy B. Smith, Carolyn Lee Smith, Hoyt Roy Smith, Helen Joan Knitz, Georgy Knitz, James B. Talman, as Committee of Ada B. Talman, incompetent — being the persons interested in the Estate of Edward J. Barber, deceased, who at the time of his death was a resident of the State of Connecticut and whose Last Will and Testament and Codicil thereto were duly admitted to probate in the Surrogate's Court, New York County.

SEND GREETING: Upon the petition of HERMAN GOLDMAN residing at 2 West 58th Street, New York, New York and EDWARD J. BARBER residing at 50 Heywood Road, Pelham Manor, New York

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, to be held at the Hall of Records in the County of New York on the 5th day of April, 1960, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of Herman Goldman and Edward J. Barber as Executors of Edward J. Barber, deceased, should not be judicially settled; why the request of said Executors for authority to abandon certain worthless property described in said petition, should not be allowed; why a determination of the value, if any, as of September 9, 1954 of the 6,185 shares of Barber Securities Corporation common stock owned by decedent and of the 13,960 shares of Barber Securities Corporation common stock owned by Battery Place Securities Corporation, in excess of the tentative value thereof as defined in a certain agreement dated September 9, 1954, by reason of the option Barber Securities Corporation has to acquire the shares of its common stock registered in the name of Herman Goldman upon the happening of one or more events, should not be had; why the terms of an agreement of December 31, 1959 between the Executors of Edward J. Barber, deceased and Barber & Co., Inc. for the redemption by said Barber & Co., Inc. of 1,000 of the shares of Barber & Co., Inc. common stock held by the Executors for the consideration and upon the terms set forth in said agreement, should not be approved; why an allowance to Herman Goldman for legal services rendered to the Executors during the period commencing January 1, 1959 to the conclusion of the accounting proceeding in the sum of \$50,000.00 should not be made; and why allowance to the Executors of their commissions as determined in this proceeding, should not be made.

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

(L.S.) WITNESS HONORABLE S. SAMUEL DI FALCO, a Surrogate of our said County, at the County of New York the 15th day of February in the year of our Lord one thousand nine hundred and sixty.

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

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

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IN CITY CIVIL SERVICE

(Continued from Page 2)

Investigation and former chief counsel of the New York State Investigations Committee, received citations for "outstanding contributions in promoting the cause of brotherhood." The dinner was held in the 11th floor dining room of the New York Times Building.

Commissioner Gregory said that the civil service of New York City "is one of the best in the world and serves as a model for other cities."

"The approximately 250,000 City employees," he added, "are comprised of all races, creeds, religions and national origins. They work together as a team without conflict."

To comply with Mayor Robert F. Wagner's all-out support of equal treatment in City employment, the City Department of Personnel has assisted the New York office of the Commonwealth of Puerto Rico in setting up training classes to prepare Spanish-speaking citizens to take civil service examinations, Commissioner Gregory revealed.

He stated also that civil service classes have been established in a number of community settlement houses and in several public high schools to assist all minority groups in the preparation for civil service examinations.

Power Plant Group Goes to Court On Layoffs of 1,400

Oral arguments are set for the United Power Plant Employees Association's case against the lay-off of 1,400 men through the sale of City Transit Authority power plants to Consolidated Edison. The case will be heard on Friday, March 11, by Supreme Court Justice McAffey, sitting in Albany County.

The Transit Authority, prior to the sale, adopted a resolution which set up the Generation Division of the Power Plants, as a separate unit for suspension. All employees who were assigned to the Generation Division on April 7, 1959, regardless of their length of service, were suspended. The men claim that the layoffs should have been on a Transit Authority-wide basis.

The United Power Plants Employees Association is represented by Attorney Samuel Resnicoff. Mr. Resnicoff contends that the creation of a separate unit for layoffs, violated civil service seniority rules, and nullified veterans preference in retention. Attorney General Lefkowitz will represent the State Civil Service Commission, and Corporation Counsel Charles H. Tenney will appear on behalf of the New York City Civil Service Commission. The Transit Authority will be represented by its General Counsel, Daniel Scannel.

Counseliers To Hear Judge Dickens

The Counseliers, an organization of professional workers in parole, probation and related services, affiliated with the Federation of Negro Civil Service Organizations, will hear General Sessions Judge Thomas Dickens at the group's March 6 meeting at 3 P.M. in the Siloam Presbyterian Church, Marcy and Jefferson Aves., Bklyn.

The occasion will honor the Bedford-Stuyvesant Neighborhood Council, which has been active

in voluntary community service since 1937.

According to Counsellier President M. A. Harris, "from accounts in the daily press the average New Yorker would never know of the fine work done by this organization which represents thousands of decent, respectable citizens in the Bedford-Stuyvesant area. We want to show them our appreciation."

U.F.O.A. Re-contracts With Legal Staff

The Uniformed Fire Officers Association has signed an unprecedented three-year contract with the law firm of Murray Gordon, a prominent labor attorney, that will continue Mr. Gordon's firm as legal representative for the 2,200-member Association.

The announcement was made by Lt. John J. Corcoran, U.F.O.A. president, who signed the agreement with Mr. Gordon.

Policewomens Group Installs Officers

The Policewomens Endowment Association held its annual tea and installation of officers recently at the Hotel Piccadilly, Manh., at which the guest of honor was Mrs. Florence Kelly, presiding justice of the Court of Domestic Relations. She also was installing officer.

The Association's new officers are:

Mary A. Patterson, president; Alice Driscoll, first vice president; Margaret Kuhl, second vice president; Irene Malast, financial secretary and treasurer; Eileen Spellman, recording secretary; Mary McLaughlin, corresponding secretary and Eileen Kelly, sergeant-at-arms.

Others named were Claire Faulhaber, chairman of the res. comm.; Cyril Hunt, chairman of the membership committee; Nora Lerman, chairman of the grievance committee; Jean Kenny, P. W.B. delegate; Doris McDonald, detective div. delegate and Rhode Zwicker, J.A.B. delegate. Detective Mildred Blauvelt was chairman of the affair.

Rule Permits Leave With Pay for Vets

The New York City Board of Estimate has passed a resolution authorizing heads of all City civil service departments to grant leave of absence with pay to employees who are official delegates to conventions of any of 13 veterans organizations. The leaves would include travel time.

This benefit is granted on condition that upon request of the head of the department, the employee must furnish a certificate from an authorized official of the organization certifying that the employee was in attendance at the convention or encampment for which the leave of absence was granted.

Organizations recognized under the ruling are: The Army and Navy Union of the United States of America, United Spanish War Veterans, Veterans of Foreign Wars of the United States, American Legion, Disabled American Veterans of the World War, Army and Navy Legion of Valor of the United States, Jewish War Veterans of the United States, Military Order of the Purple Heart, Catholic War Veterans, Italian War Veterans, Legion of Guardsmen, American Veterans of World War II (AMVETS), and other organ-

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Rochester State

A tea was held in honor of Laura C. Stonegraber, Supervisor of Occupational Therapy Department, who retired on February 24th. Mrs. Stonegraber, born in Rochester, graduated from Rochester Athenium and Mechanics Institute (now R.I.T.) in craft design. She received her license in Occupational Therapy from Montefiore Hospital, New York City, came to Rochester State Hospital on May 16, 1928 and with the exception of six months, worked her way up to Supervisor of Occupational Therapy.

Mrs. Stonegraber along with her duties here at the hospital worked part time for 10 years in the Credit Union and has been active in the Civil Service Employees Association and Occupational Therapy Association. At the tea held in the Club Rooms on February 9th Doctor Pollack said a few words on the many projects and phases of O.T. Mrs. Stonegraber has initiated here at the hospital. He then presented her with a purse of money from her many friends and associates.

William Rossiter, President of the Civil Service Employees Association presented a check of \$10 from the chapter to Mrs. Stonegraber.

Eve Emerton, Senior Occupational Therapist, who will act as Supervisor of O.T. pending examination, poured at the tea, with Mrs. Edna McNair, Occupational Therapist assisting. The other members of the O.T. Department aided with the serving.

We understand that Laura and Dave are leaving for Florida soon and we all hope that they will both enjoy their years of retirement.

The O.T. Department would like this parting word to Mrs. Stonegraber, thanks for everything and may you have a long and happy life ahead of you.

New York City

The New York City chapter, Civil Service Employees Association, congratulates the Division of Vocational Rehabilitation at 143 Liberty St., New York, upon having attained 100 per cent CSEA membership.

The following new members who made this possible are hereby welcomed by the NYC Chapter: George Berson, supervisor; Edith Braun, Vivian Distler, Carmen Fernandez, Richard Gillan, Susan LaVecchia, Ruth Mintz, Irene Padellan, Shirley Rosenblum, and Amella Walker.

Congratulations to Mrs. Shirley Rosenblum who recently became a grandmother.

Mary Bierlein of the State Civil Defense Commission, who has been its CSEA delegate for the last eight years, is retiring from State service after 12 years. The Chapter and the State lose a loyal and devoted worker. Good luck and good health to Mary in her retirement.

Helena Dickinson, of Research and Statistics, Department of Labor, who has been in State service since 1934 is also retiring in March. She has been the CSEA delegate for the last 11 years, and the Chapter and the State thereby lose another devoted and loyal worker. Good luck and good health to Helena in her retirement.

On March 9, the New York City delegation headed by Max Lieberman, its president, will attend the CSEA meeting in Albany. Please watch the main news sections for a comprehensive report of the proceedings.

The next regular meeting of the Chapter will be held after the delegates return from the Albany meeting.

Capital Conservation

The mid-winter business meeting and dinner-dance of the Conservation Department Capitol District Chapter, Civil Service Employees Association was held

February 11 at Ford's Tavern, Albany.

Willard J. Rice, Chapter president, conducted the meeting and introduced Jesse McFarland associate representative, CSEA and former state president, CSEA. Mildred Singer was chairman of the event and was assisted by Leah Davenpeck, Rhoads Willett, Cella owers, and Kay Day. Following the meeting, dancing was enjoyed by all with help from the magical music of "The Naturals."

Our Chapter treasurer, Ruth Kownack, resigned from State service recently to take up residence in Florida. Her many friends tendered her a testimonial luncheon on Jan. 27 at the Tom Sawyer Motor Inn. Ruth was presented with a wrist watch and letters of appreciation from the Chapter and from the conservationist bowling league, of which she served as treasurer. Ruth is sorely missed by all of us for we all appreciated her cheery smile and extra-cooperative manner. She has written to many of us and wants any or all to visit her when in Miami.

We note with sadness, the death of Fred Webber, 27 years with Conservation in our mail room. Fred had a funny little story for us every day and his passing leaves an unfillable void.

Albany Employment

Local affairs seem a bit trivial when momentous matters are occurring all around us in this vital year in the history of our Association, and although we appear to be ignored in some quarters, we are very much alive and growing, and many excellent get-togethers are being enjoyed by the membership.

One of these was the now celebrated cocktail party, smorgasbord dinner, and lively dance to Frankie Vasala's fine orchestra at Herbert's Restaurant Feb. 11. There does not seem to be enough superlatives to do this affair justice. Most offices are weighted with one or more individuals who board their praise to the point where it seems impossible to please them. This time even the apostles of gloom were delighted, the food, the music, the drinks, and the surroundings please all who attended and there were 175 of them. There were still many around at 1:30 A.M. Mr. Alfred Green, our Director, was on hand and shared in the enjoyment.

It might be well to point out that half the admission cost was underwritten by our chapter. Many affairs are enjoyed by the membership at half what they might be expected to pay if they were on their own. Those who hesitate to join us may read this and realize they are missing a good-deal.

Preparations are underway for the fiftieth anniversary dinner at the Sheraton-ten Eyck Hotel,

February 11 at Ford's Tavern, Albany.

March 10. Delegates and those who are to attend will be notified of available tickets soon. It is important to remember that at 7:30 March 9, John Wolf, our past president, will attend his first meeting as Labor department representative, and he should have our attendance and support. It will be possible to register that same evening and avoid some of the rush on March 10.

He joined the local department in 1955 as a probation officer. Prior to that he had served two years as criminal investigator for the United State Government and one year as a parole officer for New York State. The post of probation director is only about four years old, Mr. Jones being promoted to that post at the same time that Mr. Fischer was appointed probation officer. Mr. Fischer is a past president of the Cortland County Civil Service Employees Association, chairman of the YMCA's boy's work committee; past secretary of the Y's Men's Club, and was a candidate for the U.S. Olympic cycling team in 1948. He is married to the former Ruth South of Tennessee and they have one child. Mr. and Mrs. Wilfred Buggs, along with four other couples, are leaving Cortland for Miami, Florida, on Feb. 26. From Miami they will take a plane to Bimini Island where they will embark upon the schooner, Polynesia, for a tour of the Bahamas, with destination Nassau. Mr. Buggs, formerly of the Cortland County Probation Office and now City Court Clerk of the City of Cortland, has served as Chairman of the Employees' Committee of the local chapter.

COURT STENOS IN ONTARIO COUNTY WANTED AT \$3,922

Applications will be accepted until March 18 for court stenographer jobs paying \$3,922 to \$4,346 a year and requiring three years' experience. Apply to the Ontario County Civil Service Commission, Court House, Canandaigua, N. Y.

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INDUSTRY, GOVERNMENT MEET ON SUGGESTIONS



Shown above are board members of the Federal Incentive Awards Association (FIAA) and the National Association of Suggestion System (NASS) at a recent meeting held to exchange ideas for improving the administration of suggestion and incentive systems in Government and private industry. Attending the meeting were, from left: William C. Whitwell president, N.Y. Chapter, NASS; Raymond Santagata, Civil Service Commission, FIAA; John Zeros, Air Force, FIAA; Grace Siegman, Navy, FIAA; Meyer Kauffman, Army, FIAA president; Chapin M. Boyd, NASS; Samuel Friedman, representative, CS Commissioner; Anthony Passalacqua, Post Office, FIAA; and Louis Diass, Coast Guard, FIAA.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Manhattan State

The large and spontaneous response to our appeal for blood donors was most heartening, and arrangements will be made accordingly for appointments. Have you made your call to Ext. 498, and made your donation of blood available?

This program, is yours, for your benefit, and for your family. Support it — keep it healthy and keep it at top peak. In connection with this program we are anxious to receive support from departments and especially the School of Nursing.

Once again, the usual glib and irresponsible propaganda is being printed and posted, regarding items such as a 50% increase in salary for State employees, free this and free that. The CIO-AFL Council 50, that puts out this tripe must be smoking the wrong stuff, or its the usual come-on to induce more suckers into the fold. So many employees who joined, heard the big promises and waited in vain for the promises to materialize, paid their dues, and finally wised-up and quit.

The State employees, 85,000, strong, have through their Civil Service Employees Association, and its dedicated officers, won respect and many of the benefits of employment that we enjoy today, not by phoney promises, but by diligent effort and single purpose. To raise the standards of State employees and serve with dignity.

Membership in M. S. H. chapter of the Civil Service Emp. Assn. is well over 700 to date — and there isn't a week that goes by without new members joining and writing with their fellow employees, because CSEA's record of accomplishments speaks for itself. Deepest sympathy is extended to Fred Hammer, on the recent loss of his beloved mother.

Get well wishes are extended to all employees on the sick list at this time.

Every good wish is extended to Nick Loch, machinist, on his retirement from state service.

The next regular meeting of the chapter will be held on Wednesday, March 23, in the Assembly Hall, at 4:45 p.m. All officers and members are urged to attend. Nominations for chapter officers will be one of the important matters on the program. Your delegates and field representative James Casey will be on hand to reveal the latest developments in Albany regarding salaries. Pension revisions and other legislative matters, including the free toll.

St Lawrence State

The St. Lawrence State Hospital Credit Union held its annual dinner-dance on Jan. 16, at the Elks Club with 370 attending. A good time was had by all, and the lucky ones carried away the door prizes.

The Credit Union declared a 4 1/2 percent dividend and a 10 percent patronage refund for 1959. We have paid a four percent dividend for four years and

patronage refund on loans of four percent, five percent and 10 percent in the past three years.

The following officers were elected for 1960 to the Credit Union: E. E. Crowell, president; Harold Henry, vice president; Jeanne Burns, secretary; James Baker, treasurer. The directors are: Betty Bray, Margaret Creighton, Julius Manfred, Robert Kench, Howard Patterson and Lawrence Bayer.

The credit committee consists of Lee Keyes, E. Edgerton, E. Richardson and E. E. Crowell. On the supervisory committee are C. Dowdall, L. McMillon, and B. Barbour. On the educational committee are E. Crowell and J. Baker.

Travelers: Claude and Lera Middlemiss and Robert and Mrs. Kirch enjoying their vacation in Florida. Virginia Vins, chief supervisor, attended the technical committee of nursing service meeting in Albany, Jan. 20. Myrna Bellinger is enjoying the sunshine in the South.

Our deepest sympathy to the family of Mary Gillespie who passed away last month. Mary will be missed by one and all who knew her.

Deepest sympathy to the families of the following retired employees who passed on: Laura Hackett, Clinton Keeler, who retired in 1929; Gussie Bean and Edgar MacDonald.

Arrangements are being made at this time for the annual meeting of the Central Conference of the Civil Service Employees Association, to be held in Ogdensburg on June 18, at the Gran-View. We suggest that all who wish to attend get their reservations in early. For further information, contact John Graveline, Station A, St. Lawrence Hospital, the conference president.

Albany Education

The Education Department Chapter of the Civil Service Employees Association held its twelfth annual dinner and dance on Thursday, Feb. 11. Over 150 members attended and all remained until the wee small hours. With Earle Pudney's orchestra playing for dancing, it wasn't too difficult to do. Eleanor Chamberlain of our research division graciously sang two or three numbers.

Congratulations to Leo Doherty and his excellent social committee for all the time and effort put into this affair to make it so successful. Leo conducted a most informative and descriptive resume of Chapter "interest" and "personalities," by the use of slides and very clever running commentary.

Staff members seated at the head table were: Dr. and Mrs. Hugh Flick, Dr. and Mrs. Loren Woollatt and Mr. and Mrs. John Clark. Chapter officers seated at the head table were: President and Mrs. Kenneth Duryea, Vice President and Mrs. Samuel Clements, Mr. and Mrs. Leo Doherty; Mary McNamara, treasurer of our

chapter; and Miss Hazel Abrams, president of the Capital District Conference. We all missed Kay Stark and Ray Porter who are regular attenders but presently are on the sick list.

Rose Ballato, chapter delegate, will attend the Feb. 15 meeting of the Capital District Conference.

Congratulations to the following bowlers for their high scores last week in our Education Chapter Bowling League: Walt Mullen, engine room, high triple; Romeo Laplante, high single of 200. Hazel Abrams, high triple of 434 and to Olive Allen with high single of 185.

Sunday afternoon, Feb. 28, at the Pladium in Albany the Education chapter team will challenge the Motor Vehicle Bowling League. This will be a benefit match for the Polio Fund. Let's all back these teams with our presence and support.

Congratulations to Mrs. Lois K. Costeniuc for promotion to senior stenographer; to Thomas V. Milana, senior investigator in the Division of Professional Conduct, and to Lois B. Titus, who has been promoted to assistant in school lunch administration in the Vocational and Extension Division.

We welcome our new two newest civil service members — Mrs. Inez Fletcher of the regents office and Leonard B. Gaslow of the office of library administration.

Brooklyn State

Absence makes the heart grow fonder, so the saying goes—and it would seem to apply to the publication of this column. To those of you who have missed the Brooklyn State news it might be of interest to know that in all this time no items have been submitted for publication. Please submit news for this column to Emil Imoresa, Assembly Hall, Ext. 264.

Our B.S.H. Chapter, CSEA, is planning to send delegates to the forthcoming semi-annual meeting in Albany on March 9 and 10. A chapter meeting was held on Friday, Feb. 19 at which time there was a round discussion regarding the Association's efforts to obtain our much needed salary increase. Frank Cole, president and Mrs. Barbara Sweet Gretskey, delegate, will attend the Albany meeting accompanied by Sol Gordon, Richard Viggers, Eugene Singer, Al Trainor, Andrew Prainito, Arnold Moses, Carol Rappetti and Lillian Hammond.

Henry A. Girouard has been elected treasurer of District 14, New York State Nurses' Association, and also has been appointed chairman of exhibits in the forthcoming convention of the New York State League of Nursing to be held at the Hotel Statler in New York City in October.

Congratulations to Frank Bazan on passing the exam for recreation supervisor. He ranked second in the State with a grade of 96.3. Ray Watkins, storehouse, was promoted recently to senior stores clerk. Congratulations, Ray. Best wishes to Mrs. Eberling, female reception 4-12, who was re-

Official Test Answers:

NEW YORK CITY EXAMINATION FOR SHEET METAL WORKER

Tentative Key Answers for

Written Test Held Feb. 20, 1960

- 1, A; 2, D; 3, C; 4, C; 5, A; 6, B; 7, C; 8, B; 9, A; 10, A; 11, B; 12, D; 13, A; 14, A; 15, C; 16, A; 17, D; 18, A; 19, C; 20, D; 21, C; 22, C; 23, B; 24, D; 25, A; 26, C; 27, B; 28, A; 29, C; 30, B; 31, C; 32, C; 33, A; 34, A; 35, C; 36, A; 37, A; 38, C; 39, D; 40, D; 41, B; 42, C; 43, C; 44, B; 45, C; 46, B; 47, D; 48, A; 49, C; 50, B; 51, A; 52, A; 53, C; 54, B; 55, C; 56, B; 57, A; 58, B; 59, B; 60, A; 61, D; 62, D; 63, D; 64, A; 65, D; 66, C; 67, C; 68, C; 69, A; 70, B; 71, C; 72, C; 73, A; 74, C; 75, D; 76, D; 77, B; 78, A; 79, D; 80, B.

NEW YORK CITY EXAMINATION FOR TRACTOR OPERATOR

Tentative Key Answers for

Written Test Held Feb. 20, 1960

- 1, A; 2, C; 3, B; 4, D; 5, B; 6, A; 7, C; 8, D; 9, B; 10, A; 11, C; 12, A; 13, D; 14, A; 15, A; 16, D; 17, C; 18, C; 19, B; 20, D; 21, D; 22, A; 23, B; 24, C; 25, D; 26, A; 27, D; 28, D; 29, D; 30, A; 31, B; 32, B; 33, C; 34, B; 35, B; 36, B; 37, A; 38, C; 39, B; 40, A; 41, C; 42, C; 43, A; 44, A; 45, C; 46, D; 47, C; 48, A; 49, D; 50, C; 51, A; 52, B; 53, A; 54, B; 55, A; 56, C; 57, B; 58, D; 59, D; 60, C; 61, C; 62, D; 63, A; 64, B; 65, D; 66, B; 67, D; 68, B; 69, D; 70, A; 71, A; 72, B; 73, C; 74, C; 75, D.

NEW YORK CITY EXAMINATION FOR PROMOTION TO ASSISTANT FOREMAN (STRUCTURES — GROUP C)

Transit Authority

Tentative Key Answers for

Written Test Held Feb. 19, 1960

- 1, D; 2, B; 3, D; 4, A; 5, C; 6, D; 7, D; 8, D; 9, B; 10, A; 11, C; 12, C; 13, C; 14, D; 15, A; 16, B; 17, C; 18, D; 19, C; 20, D; 21, B; 22, B; 23, C; 24, B; 25, B;

- 26, A; 27, A; 28, A; 29, C; 30, C; 31, B; 32, D; 33, A; 34, D; 35, C; 36, B; 37, D; 38, D; 39, D; 40, A; 41, B; 42, A; 43, C; 44, C; 45, 6; 46, D; 47, B; 48, B; 49, B; 50, A.

NEW YORK CITY EXAMINATION FOR PROMOTION TO MOTOR VEHICLE DISPATCHER and EXAMINATION FOR PROMOTION TO GARAGE FOREMAN

(Department of Education and Office of the Borough President of Manhattan)

Tentative Key Answers for

Written Test Held Feb. 20, 1960

- 1, C; 2, D; 3, A; 4, A; 5, C; 6, C; 7, D; 8, C; 9, D; 10, A; 11, B; 12, C; 13, B; 14, C; 15, C; 16, D; 17, D; 18, A; 19, D; 20, B; 21, A; 22, A; 23, C; 24, B; 25, D; 26, C; 27, B; 28, C; 29, B; 30, C; 31, A; 32, D; 33, B; 34, C; 35, A; 36, D; 37, C; 38, B; 39, D; 40, A; 41, B; 42, D; 43, A; 44, A; 45, B; 46, A; 47, B; 48, A; 49, B; 50, C; 51, B; 52, B; 53, D; 54, C; 55, B; 56, A; 57, C; 58, D; 59, B; 60, D; 61, A; 62, A; 63, C; 64, D; 65, A; 66, B; 67, D; 68, A; 69, D; 70, B; 71, C; 72, D; 73, C; 74, B; 75, B; 76, D; 77, A; 78, D; 79, C; 80, A; 81, B; 82, A; 83, D; 84, B; 85, C; 86, D; 87, C; 88, A; 89, C; 90, B; 91, D; 92, A; 93, B; 94, D; 95, B; 96, C; 97, A; 98, A; 99, C; 100, B; 101, A; 102, D; 103, C; 104, C; 105, D; 106, A; 107, C; 108, A; 109, B; 110, D; 111, A; 112, A; 113, C; 114, A; 115, C; 116, D; 117, A; 118, A; 119, A; 120, B.

Answers number 1 through 80 are for both tests; answers 81 through 100 for promotion to motor vehicle dispatcher test; and 101 through 120 for promotion to garage foreman test.

Protests of any of the above key answers must be filed by Wednesday, March 15, with the City Civil Service Commission, 299 Broadway, New York 7, N.Y.

ACTIVITIES OF EMPLOYEES IN STATE

cently feted by her co-workers on the occasion of her retirement.

Ill in the sick bay at present are Constance Girard, Pauline Albrecht, Phillip Mairidge, Melvin Damon, Neil Haunstrup, Donald Shanley and William Ducas. We wish all of you a speedy recovery.

Recently returned from leave of absence are John Dixon, William Dixon and James Dunney. Welcome back. A cordial welcome, too to Mrs. Wade who has recently joined the staff of our Nurses' Training School. Miss Florence Unwin, the school's principal, recently returned from a wonderful trip abroad and now Mrs. Laura Kampe is off vacationing in Puerto Rico.

Her many friends will greatly miss Leniere Neary, practical nurse, whose recent death occurred after many years in State Service. Our deepest sympathy to the family of Mrs. O'eda Abramson, practical nurse, who recently passed away. Mrs. Verdin Lundy and her family recently suffered a great tragedy when their home was completely destroyed by fire, which also caused the death of her aunt. Our condolences to her. We also extend our sympathy to Mr. & Mrs. Gamache on the death of both her mother and father within one week's time. Mrs. Julia Roche has our sincere sympathy on the loss of her father. Our deepest sympathy to Mrs. Al Hirschfeld on the recent demise of her husband. Mr. Hirschfeld was president of the Brooklyn State Mental Hospital Guild. All the patients and employees will miss his cherry smile and words of encouragement.

Congratulations to Mr. and Mrs. Elish Rodgers on their new tax exemption. Best wishes to Mrs. Winnie Abrams on the engagement of her daughter, Rhoda, to Jerome Green. Wedding is set for March Good luck and best wishes to the newly elected officers of the Nurses' Alumni Association.

To all who miss the pleasant and cheerful gang in the payroll office, they are now happily established in their new, spacious and attractively decorated quarters on the lower level of Staff House.

.. Kings Park ..

Get well wishes are extended to our president, William Kelly, sick ward 80; and to Mrs. R. Roberts and Mrs. E. Nathan who are convalescing at home.

The chapter offers its sympathy to the family of the late Mary Reynolds, former supervising nurse.

The pharmacy is now moved and open for business in Building 93.

ELIGIBLES

ASSOCIATE PERSONNEL TECHNICIAN (Examinations)

DEPARTMENT OF CIVIL SERVICE

1. George, Frances, Glenmont, 809

ASSISTANT BOOKKEEPER

COMPTROLLER'S OFFICE

ERIE COUNTY

1. Bower, Helen, Buffalo, 941

2. Russo, Rosemarie, Buffalo, 809

3. Hazen, Marianne, Buffalo, 799

4. Butler, Katherine, Kenmore, 793

ONTARIO COUNTY NEEDS WATER PLANT OPERATOR

Open now in the Village of Rushville, Ontario County, is a \$1.30-an-hour job for a water plant operator, requiring a certificate for Operator Grade III of a public water purification or treatment plant. Applications will be given out until April 8 at the Ontario County Civil Service Commission, Court House, Canandaigua, N. Y.

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- Claims Examiner (Unemployment Insurance) \$4.00
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- Clerk 3-4 \$3.00
- Clerk, NYC \$3.00
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- Electrical Engineer \$3.00
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- Elevator Operator \$3.00
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- Fire Lieutenant \$3.50
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- Foreman-Sanitation \$3.00
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- Law Court Steno \$3.00
- Lieutenant (P.D.) \$4.00
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- Maintenance Man \$3.00
- Mechanical Engr. \$3.00
- Mail Handler \$3.00
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- Maintainer's Helper (E) \$3.00
- Maintainer's Helper (B) \$3.00
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- Motorman \$3.00
- Motor Veh. Oper. \$3.00
- Motor Vehicle License Examiner \$3.00
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- Parole Officer \$3.00
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- Patrolman Tests in All States \$4.00
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- Postal Clerk in Charge Foreman \$3.00
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- Postmaster, 4th Class \$3.00
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- Probation Officer \$3.00
- Public Management & Admin. \$3.00
- Public Health Nurse \$3.00
- Railroad Clerk \$3.00
- Railroad Porter \$3.00
- Real Estate Broker \$3.50
- Refrigeration License \$3.50
- Rural Mail Carrier \$3.00
- Safety Officer \$3.00
- School Clerk \$3.00
- Police Sergeant \$4.00
- Social Investigator \$3.00
- Social Supervisor \$3.00
- Social Worker \$3.00
- Senior Clerk NYS \$3.00
- Sr. Clk., Supervising Clerk NYC \$3.00
- State Trooper \$3.00
- Stationary Engineer & Fireman \$3.50
- Steno-Typist (NYS) \$3.00
- Steno Typist (GS 1-7) \$3.00
- Stenographer, Gr. 3-4 \$3.00
- Steno-Typist (Practical) \$1.50
- Stock Assistant \$3.00
- Structure Maintainer \$3.00
- Substitute Postal Transportation Clerk \$3.00
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- Uniformed Court Officer \$4.00

The Leader's Location Key To U.S. Jobs in This Area

Here is The Leader's new key to the most urgent job needs of Federal bureaus and agencies in New York State and New Jersey. These include such attractive titles as nursing assistant, for which almost no experience is required; military personnel clerk, and engineer. Titles are listed with pay grade and location.

No closing dates have been announced for exams on this list.

The positions are listed by regions. The number in parentheses that follow each title refer to installations offering the jobs. Check the number after titles you are interested in and then look below to see which installations offer the jobs.

An asterisk (*) means Form 5000 AB must be filed for application. Otherwise, send a completed Form 57 to the address offering the job you want.

Information and application forms are available from the installations themselves, from most post offices and from the Second U. S. Civil Service Region, Christopher Street, New York 14, N. Y.

ALBANY DISTRICT

Accountant & Auditor, GS-9/12 (17). Digital Computer Systems Operator and Supervisor, GS-7/9 (17).

NEW JERSEY

Accountant & Auditor, GS-9/11 (19, 21). Technologist, (Fd & Fd Svcs- GS-7, 9, 11 (8). Nursing Assistant (Psychiatry), GS-2* (70).

CENTRAL N. Y. STATE

Accountant, GS-9/12 (47).

LONG ISLAND

Card Punch Supervisor, GS-4/5* (46). Nursing Assistant (Psychiatry), GS-2* (71). Tab Machine Supervisor, GS-4/5* (46). Tabulation Planner, GS-5/7* (46). Training Officer (Mil. Sciences) GS-11/12 (6).

Women: Last Week to File For Jobs in Correction

The State will be offering correction matron jobs, paying \$4,280 to \$5,250 a year, for one more week, until March 7. There are nearly 100 openings in this title (No. 4003) in institutions throughout the State.

Eligible lists will be established for correction matron and female correction hospital attendant, for jobs at Westfield State Farm in Westchester, Mattewan State Hospital and Albion State Training School.

Applicants must weigh at least 115 pounds, be at least 5 feet 2 inches tall in their bare feet, have at least 20/40 vision in each eye without glasses and have good hearing without a hearing aid. Candidates must be of good moral character; a character investigation may be made.

To take the examination applicants must be at least 20, and not over 45, and there are no education requirements. For appointment, applicants must be at least 21 years of age and be high school graduates.

To apply, get a copy of the application blank from the New York State Department of Civil Service, State Campus, Albany 1, N.Y.; or 270 Broadway, Manhattan.

HUDSON VALLEY, N. Y. STATE
Nursing Assistant, (Psychiatric), GS-2 (56).

REGIONWIDE

(NEW YORK & NEW JERSEY)
(This list contains those jobs which are to be filled in various locations throughout the two states).

Airways Traffic Control Specialist GS-5, 6 (54). Analytical Statistician, GS-7 (0). Electronic Scientist, GS-7 (1, 5, 6, 11, 17, 18, 21, 47). Electronic Technician, GS-5, 7 (54). Engineer, GS-5/15 (1, 3, 4, 5, 6, 8, 11, 14, 17, 18, 21, 25, 26, 42, 44, 46, 47, 54, 55, 97). Food & Drug Inspector, GS-5 (0). Metallurgist, GS-5/7 (1, 15, 17). Metallurgist, GS-9/15 (17). Military Personnel Clerk, GS-4/* (14). Nurse, GS-5/7 (1, 14, 18, 20, 44, 46, 47, 89, 91). Physicist, GS-5/7 (1, 6, 17, 18, 21, 47). Position Classifier, GS-9 (0). Publications Writer, GS-7 (0). Research Psychologist, GS-9, 11, 12 (Experimental and Physiological) (6). Statistician, GS-5 (0).

LOCATION KEY

0. 2nd U.S. Civil Service Region, Federal Bldg. Christopher St., New York 14, N. Y.
1. New York Naval Shipyard, Brooklyn, N. Y.
3. Naval Supply Activities, Brooklyn 32, N. Y.
4. U.S. Naval Ammunition Depot, Earle, N. J.
5. U.S. Naval Air Station, Lakehurst, N. J.
6. U.S. Naval Training Device Center, Port Washington L.I., N. Y.
8. U.S. Naval Supply Depot, Bayonne, N. J.
11. Naval Air Turbine Test Station, Trenton, N. J.
14. Hdqs., Fort Jay, Governors Island, N. Y. 4, N. Y.
17. Watervliet Arsenal, Watervliet, N. Y.
18. Picatinny Arsenal, Dover, N. J.
19. Raritan Arsenal, Metuchen, N. J.

A.E.C. NEEDS EXPERIENCED PHYSICISTS; PAY TO \$9,530

The U.S. Atomic Energy Commission has announced an exam for solid-state physicists, for jobs paying \$7,510 to \$9,530, depending on experience and training. Education and experience in classical and solid-state physics are required. Contact Personnel officer, U.S.A.E.C., N.Y.O.O., 376 Hudson St., New York 14, N.Y.

CIVIL SERVICE COACHING

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20. The U.S. Army Training Center, Fort Dix, N. J.
21. Hdqs., Fort Monmouth, N. J.
25. U.S. Army Engr. Dist., 111 East 16th St., New York 3, N.Y.
26. Buffalo Dist., Corps of Engineers, Buffalo 7, N. Y.
42. Plattsburgh Air Force Base, Plattsburgh, N. Y.
44. 329th Fighter Group (ADC), Stewart Air Force Base, N. Y.
46. Mitchel Air Force Base, N. Y.
47. Rome Air Materiel Area, Griffiss Air Force Base, N. Y.
54. Federal Aviation Agency, Jamaica, L. I., N. Y.
55. Internal Revenue Service, 90 Church St., N. Y. 7, N. Y.
58. Veterans Administration Hospital, Montrose, N. Y.
7. Veterans Administration Hospital, Lyons, N. J.
71. Veterans Administration Hospital, Northport, L. I., N. Y.
89. U.S. Public Health Service Hosp., Staten Island 4, N. Y.
91. U.S. Public Health Service Hosp., Brooklyn 35, N. Y.

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School Gaze

Goal Is Better Maintenance

The Number One plank in the platform for the Non-Teaching employees of the State of New York is better maintained schools. With the tremendous cash investment in school buildings today it is incumbent on the administration of these school districts to see that these schools are properly maintained. This can only be done by the recruitment of qualified personnel, and competent personnel for the custodial staff.

To recruit such personnel, they must be offered fair compensation, good working conditions and the attendant fringe benefits to such good working conditions. Schools are not maintained by just waving a wand. This maintenance must be done by people and the quality of the maintenance is directly connected with the quality of the personnel used.

Custodians that are necessary to man the school buildings of today are not just "janitors," but must be men with education and the ability to do many jobs which require experience in electrical work, carpentry, painting and many other trades. They must be able to work alike with administration, teachers and the students. They must be able to handle students during the moments when they are not in class and they would be the key personnel if and when an emergency should arise during school hours and after school hours.

Keep Out Local Politics

Local politics should definitely be kept out when the custodial staff is being put together. Men should be appointed to their jobs on ability alone and should be taken from certified Civil Service lists only. School custodial staffs were not meant as a rehabilitation center for the aged who are well past their ability to do the work required of them, or for the town drunk who happens to have a family which is closely related to some bigtime local politician. School custodial staffs, with the tremendous investment in these schools, were meant for qualified Civil Service personnel only.

Oddly enough, although the State lends the school districts money to finance the building of schools, they do not follow to see that their investment is protected by seeing that these schools are properly maintained. If we have a mortgage on our home, the bank makes sure that our homes are properly maintained or the mortgage is called in. We do not feel that the State should call in their loans but we do feel that the State should set standards for these schools to follow in the maintenance of the school buildings.

They should see that Civil Service law in relation to qualified maintenance personnel is adhered to in all school districts. This can only be done by having a large enough staff working out of the Municipal Service Division to police the different school districts and see that they observe Civil Service Law to the fullest extent possible. One of the first moves of the 1960 Legislature should be to allocate more funds to the Municipal Service Division. This will enable the Municipal Service Division to put more men on so that all school districts in the State of New York will be checked upon for infractions of the law, periodically during the year.

CSEA Fights For Custodians, Others

The Nassau Chapter of the Civil Service Employees Association, whose president is Irving Flaumenbaum, has a non-teaching section headed by Edward Perrott of Plainedge, L. I., N. Y. This section of Nassau Chapter, with about 1,000 non-teaching members, is continuing the fight for honest administration of Civil Service Law. Nassau Chapter calls upon all other chapters in the State to start a non-teaching section so that the fight against the abuse of Civil Service Law can be coordinated and brought to a successful conclusion. It has not only been the aim of the non-teaching section of Nassau Chapter to stop the abuses of Civil Service Law but continue seeking information that might give assistance to its members in doing a better job. This is done by having periodic workshops that have to do with the uses of the different cleaning materials, new methods of waxing floors, new types of paints and in fact these workshops bring to the attention of the custodial staffs anything and everything which will enable them to improve the maintenance of schools.

ACTIVITIES OF EMPLOYEES IN STATE

Binghamton

On Monday, Feb. 29, at 8 P.M. the Binghamton chapter, Civil Service Employees Association, held a regular business meeting at the Veterans of Foreign Wars Clubhouse at 65 Carroll Street, Binghamton, New York.

The guest speaker was Robert W. Clarke, district tax supervisor of the New York State Department of Taxation and Finance. Mr. Clarke discussed the "Functions of the New Binghamton District Tax Office." After his direct presentation, Mr. Clarke answered question concerning the function of the tax office.

After the meeting, free refreshment was provided. Also, there were dancing to the music of the Binghamton State Hospital Serenaders.

Letchworth Village

On February 5, the "Village Views" of Thiells, presented a check for \$440.15 to Dr. M. J. Sullivan, 2 East Main Street, Stony Point, N. Y., as a contribu-

tion to the North Rockland Hospital Building Fund.

"Village Views" recently suspended publication after thirty-two years dispensing news of Letchworth Village and its employees.

Merchants of Haverstraw, Stony Point and other local communities placed advertisements in the paper, which were the main source of revenue to defray the expenses. Employees of Letchworth Village bought subscriptions, which added to the income making it possible for the paper to be published each month over the years.

The presentation was made by "Village Views" on behalf of the Letchworth Village employees and the local merchants who were the advertisers.

"Village Views" was originated in 1927 by the Letchworth Village employees and has since been edited and published solely by them.

Roswell Park

The Executive Council of RPME chapter had its mostly meeting

ROME STATE GIVES RETIREMENT CERTIFICATES



The first couple to receive the new certificates of retirement being given to retiring employees of Rome State School under a new program instituted on Jan. 1, were Mr. and Mrs. Edwin L. Brown center, employees of the food service department. The presentation was made by the School's director, Dr. Charles Greenberg, left, with Neil Fifield, food service manager, also attending. Mr. Brown has served at the School since 1938, and has a total of more than 30 years' State service to his credit. He was head cook at the time of his retirement. Mrs. Brown entered State service in 1958. Both were members of the Fort Stanwix Chapter of the Civil Service Employees Association.

Thursday, Feb. 4, President John Dee presiding. Report on Western Conference was made by Eve Noles, delegate. Others who attended were John Dee, Paul Pillitteri, and Dave Rupp. The next Western Conference will be at RPME, April 30, and elaborate plans have been started.

Our next general membership meeting is scheduled for Feb. 23 to be held in the Institute auditorium.

At the Feb. 4 executive council meeting, budget and constitution problems were discussed. John Dee reminded all members who intend to take a leave of absence for any reason to check with Personnel regarding Leave credits and also to make direct payments to Blue Cross and Blue Shield for hospitalization insurances.

Bob Stelley, membership chairman and Paul Pillitteri, Co-Chairman, announce a membership drive with hopes of attaining as much of our potential as possible.

Also announced were appointments of Eve Noles to state legislative committee and John Dee to committee to study union activities in public services.

Get well wishes are extended to the many that are ill including: Mrs. Annie Aungst, head nurse-7W; Mrs. Pauline DiLallo, nursing supervisor; Mrs. Agnes Pawelski, nurse attendant C.S.R.; Karl Wahl, Machinist, Maintenance department, who is hospitalized, and John Pilecki als of the Maintenance department, home sick after a nasty fall while shopping.

A gold star to Miss Fidenger, Head Nurse 5W, who has been working with a cast on her leg for many weeks. This is DEPENDABILITY capitalized.

Best of wishes to Mary Conlin, RN, who is leaving to be with her husband in service.

Congratulations to Eve Noles, head nurse in C.S.R. on her second Merit Award consisting of a certificate, \$50 and a desk set, for setting up a Procedure Manual.

Westchester Unit

There will be a meeting of the Westchester County Civil Service Employees Association on Monday, March 7, 1960 at 8:15 P. M. in Grasslands Auditorium.

Recent progress of pertinent State legislative measures will be discussed. Reports of the status of 1960 Association aims will be given.

The 1960 Association Aims are: 1. Personal leave; 2. revised personnel rules; 3. longevity increment; 4. increased vacation — based upon years of service; 5. continuation of an annual community trend line salary study.

The membership of the Westchester County Unit of the Association now numbers in excess of 3,200 members. Increased membership can best aid our Association aims. All members are asked to speak to non-member fellow employees and explain the benefits derived by being a member of the Association.

New Procedures on Exam Appeals Are Explained

(Continued from Page 3)

swers, the conditions and procedures are substantially the same as for pre-rating reviews. Appeals from items or key answers are made at the review center and on the forms which simplify the appellant's task and lead to timely correction of errors in ranking.

Fears that the new procedures might result in inadequate preparation and consideration of appeals have not been borne out in our experience. Far from lightening the examiners' task the new system puts on examiners the burden of developing leads furnished by candidates. Those candidates who have real complaints are saved the time and expense of elaborate preparations previously required for prosecuting a substantial appeal. Candidates who have no real complaints no longer feel obliged to file defensive or speculative appeals in order to protect their competitive positions or to gain a competitive advantage from possible liberalizations of the rating key.

No Need to Copy

The new review and appeals system makes unnecessary the copying of examination questions. The prohibition on copying not only preserves more nearly equal competitive conditions in current examinations but also removes an obstacle to improvement and a threat to the integrity of examinations. Publishers of standardized tests and most civil service departments recognize this threat and take elaborate precautions to prevent unnecessary exposure of their test materials. They do so, not because of a liking for secrecy, but to prevent test results from being invalidated by previous knowledge of them by some individuals.

It is to the advantage of all candidates to know that test materials have not been prematurely disclosed to any of their competitors. With the elimination of copying of questions for the ostensible purpose of perfecting appeals, new examinations can consist of a higher concentration of

items known to be good and protected from unnecessary exposure.

To sum up, the new procedures have many benefits for the candidate, whether or not he chooses to appeal. He can count on a better examination with fewer items open to challenge. He will know that any appeal any candidate makes will be given prompt and careful consideration. He will know that there is no unfair competitive advantage or disadvantage or difference in standards between appellants and non-appellants. The restrictions on copying questions not only relieve him of a laborious task but provide him with the assurance that other candidates are not securing an unfair advantage in the current examination or in future examinations.

CANALS SAFE

(Continued from Page 1)

If the State should ever decide to take such a step, every effort should be made to protect the legitimate interests and the welfare of the employees.

Since no change in the status of the Canal is planned, it would not be appropriate to appoint a committee such as you suggest at this time.

I very much appreciate having your views and certainly welcome your cooperation.

PROMOTIONS

(Continued from Page 1)

Driscoll, BCI, Troop G, Loudonville, was shifted to Troop D, Oneida.

Lieutenant Michael L. Fort, Troop G, Loudonville, was transferred to Troop K, Hawthorne.

Lieutenant Joseph J. Micklas, Troop K, Hawthorne, shifted to Troop G, Loudonville.

And District Inspector Harry J. Sanderson, BCI, Troop G, Loudonville, was sent to Troop D, Oneida.

"The promotions have been made," the Superintendent said, "to fill existing vacancies; and the transfers are routine for the purpose of relocating administrative personnel to the best advantage."

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