Civil Service

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F HENRY GALPIN P O DRAWER 125 CAPITOL STATION

Page 4

Nellie Davis First Woman To Head Southern Conference

the Hudson River State Hospital State School, Wassaic State chapter, was elected as the first School, Napanoch Institute, Westwoman president of the Southern Conference at the annual Hospital, Harlem Valley State meeting in Poughkeepsie.

She succeeds Charles E. Lamb of Sing Sing prison, fifth vice president of the Civil Service Employees Association, who declined to run. The Southern Conference represents most State employees between Albany and New York tives, inquired "How long will it

Other officers elected were James Anderson, Sing Sing, first vice president; Catherine Glass, Rehabilitation Hospital, third vice president; John Ward, State Department of Public Works, Disrict 8, fourth vice president; Robert Soper, Wassale State School, treasurer; Joseph Grable, Napanoch Institution, sergeant-at-arms, and Charles E. Lamb, secretary.

The Hudson River State chapter was host for the meeting. Dr. Milton Grover, assistant director, welcomed delegates on behalf of the hospital.

The chapters represented were Orange County, State Public Works, Rehabilitation Hospital, Letchworth Village, Middletown ing his job," Mr. Lamb concluded, State Hospital, Sing Sing Prison,

field State Farm, Rockland State Hospital, Otisville School and New York State Thruway Authority.

Mr. Lamb thanked the delegates for their support during his term, and in a talk on the election of officers and representabe before employees will take advantage of all facilities at their disposal - the chapter, the conference, attorneys and the CSEA -to handle the many problems that arise?"

"When electing officers,," he continued, "evaluate their background in representative work. Are they dependable, are they workers in the chapter and conferences? Do they get around to other chapters' meetings, do they speak the opinions of their members? Are they fighters for equality or just cause, are they aggressive but diplomatic in their approach?"

"Don't blame the Association if your elected delegate is not do-

(Continued on Page 14)

ALBANY, July 16-The State Department of Audit and Control has gone on overtime.

State Comptroller Arthur Levitt has announced that employees of Training the department are now working evenings and Saturdays in an effort to complete the task of auditing and paying some 850,000 New York State Income Tax refunds.

> The department has established a special unit in downtown Albany with machines leased from International Business Machines to step un its output.

"At present we are processing some 12,000 returns a day," the Comptroller said. "This represents a step-up in production from 8,000 a few weeks ago and was accomplished by the addition of some 20 temporary employees in the special unit and the overtime work of our own staff."

To date some 300,000 refunds have been mailed with 550,000 yet to be processed.

State Explains

Means A&C Association Readies Plans For Payroll Deduction of Dues

ALBANY, July 16-Headquarters; next few weeks, Mr. Lochner said. staff of the Civil Service Employees Association is putting final touches to forms and procedures which will allow Association members to authorize payroll deduction of their CSEA dues.

Joseph Lochner, CSEA executive director, announced that cards authorizing payroll deduction will be distributed through Association

The cards will bear the member's identification, chapter and retirement number.

Mr. Lochner said the signed authorizations would allow payroll deductions of 30 cents per week for 25 pay weeks during the membership year. At present CSEA dues, which are \$7.50 per year, must be paid in a lump sum.

Distribution of authorization cards will take place within the

The deduction of dues through payrolls was authorized by the State Legislature during its last session by the passage of Chapter 934 of the State Laws of 1956.

For the convenience of public employees, the law authorized the State Comptroller to permit payroll deduction of dues.

Comptroller Levitt announced recently that such deduction would be permitted beginning October 1, 1956. That date is also the beginname, department and division ning of the membership date for the Civil Service Employees Association, which represents the majority of state workers.

> Mr. Lochner and the headquarters staff have been preparing for payroll deduction since the Comptroller's announcement of the effective date.

> An electronic IBM system of identification was selected to insure accuracy of information, credit to members and minimum cost and labor on the project, Mr. Lochner announced.

> Employees who wish to take advantage of this convenient method for paying CSEA dues will merely have to sign the card distributed to them through their chapters, the Association's executive director pointed out.

Aides Can Win Cash and Prizes for Ideal Label

Prize Contest to measure con-

Public employees who can dream | sumers' knowledge of printed laup an "ideal" label for food, bels on products sold in New York clothing, or household equipment State. The contest is open to all are eligible for cash and appliance consumers, but the Consumer prizes. The Consumer Council of Council is especially interested in New York is sponsoring the Label the participation of public employees.

First prize is \$50, second prize, \$25 and third prize, \$10. In addition, product prizes will be awarded-a portable Singer sewing machine, a set of Revere Ware and an electric appliance.

The Civil Service Employees Association has distributed flyers to each chapter describing the contest and announcing its rules. The contest closes Monday, August 13, and entries go to Consumer Counsel, Harriet May Mills Building, New York State Fair, Syracuse.

audit for the department, expressly for The LEADER. ALBANY, July 16-New York State employees each year fork

out-of-pocket expenses while trav-

eling on state duties. The huge sum expended in advance by state workers was revealed in a report prepared by Joseph Burgess, director of audit for the Department of Audit and Centrol, which tells, in detail, how state workers are repaid for their expenses under the state voucher system.

March 31 of this year, 193,359 and approval. travel vouchers were audited. Toing state owned cars, was \$9,-752.891.

vouchers for audit annually was tion and Finance was second with proving the claim. 10.044, followed by Labor, 8,647: Conservation, 7.833, and Education, 6,254.

5 Days Average Time

Average time for processing a

In explaining the state voucher

promptly, as well as equitably,

Reimbursing Expenses Editor's Note: The LEADER, in fer his out of pocket expenses, . response to the many inquiries It is not, however, a simple of state workers regarding the matter-like presenting a claim payment of their travel vouchers, at a teller's window and receivhas asked the Department of ing a state check in return.

Audit and Control to explain the "Of necessity there have been procedures involved in the pay- established certain rules and ment of state expense accounts, procedures designed primarily to The following is a report on the bring method into the practice state voucher system as prepared of audit and to assure the proper by Joseph Burgess, director of spending of state money.

"When a state traveler has completed an official trip he prepares an expense account sometimes immediately, sometimes not until he needs the money. In the over a whopping \$9 million plus case of a field employee who spends most of his working hours on the road, the account usually covers a monthly, or semi-monthly period, and is prepared shortly after the 15th or last day of the month.

"The account is submitted to the administrative office of the employee's department, or possibly, depending on the department procedure, to his immedi-During the fiscal year ending ate superior, for prior screening

entering the appropriation properly chargeable. It is then coded Leading the list of departments in respect to character and obpresenting more than 6,000 ject and the person authorized to approve the departmental ac-Public Works, with 21,760. Taxa- counts adds his signature ap- Eleanor Meresca, John A Schwarg,

Vouchers Sent in Groups

"Travel expense account vouchers are not forwarded to the Nettie Lewis, Evelyn Rosen, Dor-Comptroller's office singly but othy Simmons, Bernard D. Quinn, usually in groups the size of Thelma Murphy, Frances Williams, routine travel voucher is five which is governed by the volume Alice Markenas, Ann Townes, working days, according to Mr. of the vouchers, divisions of the Esther Levitin, Gladys E. Washparticular departments, ease of handling and such factors."

When received in the Comptroller's office, the vouchers are "TR's"-the transportation re-

(Continued on Page 16)

Insurance Fund Chapter In NYC Wins Overtime

Twenty-four employees of the transcription division, State Insurance Fund, New York City, wrote Alex Greenberg, president of the CSEA chapter, expressing thanks for obtaining paid overtime credits for them, including supper money. They had worked overtime on IBM window-cleaning renewal endorsements.

"This is the first time that our division has ever been paid for overtime," they wrote, "It is indeed "The administrative office pre- gratifying to know that the Astal amount paid out for travel, pares the account for audit by sociation chapter has a president not including the cost of operat- assigning a voucher number and willing to go to bat for the employees."

The letter was signed by Irene W. Sealy, head stenographer, and countersigned by Mildred Burton, Sally Vrakepedes, Rachel Varsano, Helen L. Avarin, Sarah Pickens, Edna McDownell, Janette Demby, Leotia Prescott, Eisie M. Wheeler, ington, Iris Richards and Estella Callender.

Mr. Greenberg was given personal credit for his perseverance in checked for accuracy, the use of obtaining the overtime payment, a paoject upon which he spent considerable personal time and effort,

CSEA Digest

1. CSEA readies plans for payroll deduction of dues. See Page 1. 2. Aides can win cash for

ideas on label. See Page 1. 3. Industry Scout leader takes honors. See Page 16.

4. State explains payment of and 16.



LOOKING TO ANOTHER ACTIVE YEAR: Newly elected officers of the Metropolitan Conference, CSEA, are already Eurgess. planning next year's activities. In the usual order, Helen Peterson, 2nd vice-chairman; Angelo J. Coccaro, chairman; system Mr. Burgess states: Irwin Schlossburg, 1st vice-president; Kenneth Valentine, treasurer; Edith Fruchthendler, scretary, and the installing procedure that a state officer or officer, Dr. Charles Buckman, Director of Kings Park State Hospital.

Correction Job

Investigators Form Society To Promote Standards And **Ethics of the Profession**

Joseph Kaitz, Special Assistant to the State Senate Majority Leader, has been chosen first president of the newly-organized Society of Professional Investigators.

Perpose of the Society, which will be to investigators what the American Bar Association is to lawyers, is raising the standards of those engaged in the field of professional investigation and the establishment of a rigid code of othics for the profession.

Mr. Knitz was formerly chief investigator for the State Crime Commission; was director of investigation for the Waterfront Commission and was a deputy commissioner fo the State ABC

Other offices serving with the experienced investigator through a term ending November, 1956, are John Cye Cheasty, vice president; Thomas F Jones, secretary and Michael J Monz, treasurer,

"Only by elevating and maintrining the high standards and othics of the men engaged in investigative work can we assure the public that the fight against crime and criminals is in the hands of those deserving of the trust" said M. Kaite at his offices at 270 Broadway. 'To accomplish our goal," Mr. Kaitz added, "we have included the following objectives and aims in our Society's Constitution:

1. To cultivate and advance knowledge of the science and technique of professional investi-

2. To clevate and maintain high standards and ethics for the pro-

3. To promote efficiency of the investigator in the services he per-

4. To preserve the memory of services rendered by the investigative profession in the crusade against crime, racketeering and corruption in government.

5. To encourage, foster and develop between members of the profession a spirit of mutual understanding of their respective problems, duties and obligations



JOSEPH KAITZ, noted Investigator, who was chosen first President of Investigators' Society

as professional investigators.

6. To encourage, foster and develop relations of helpful interest between members of the profes-

7. To hold meetings for the presentation and discussion of appropriate papers and topics and for social and professional inter-

8 To grant awards and citations for meritorious service in the field of investigation.

9. To procure, preserve, perpetuate and disseminate knowledge and information relating to each of the above subjects and the objects for which this Society is formed."

Membership in the Society is limited to those individuals having a minimum of five years experience in investigative work for either an official governmental agency or a quasi-official agency formed for law enforcement or related activities. In addition to the professional requirements, applicants for membership must posgood moral character and pass the rigid screening of the Membership and Executive Com-

BarAssn.Urges Changes In U.S. Security Plans

A committee of prominent lawyers from New York, Washington New Orleans, Chicago and Los Angeles unanimously advocated sweeping changes in the Goverament's personnel security program in a book published July 3. The title: The Report of the Special Committee on the Federal Loyalty-Security Program of the Association of the Bar of the City

of New York. Before the report's publication, the U. S. Supreme Court decision in Cole v. Young held in effect that Congress limited the lovaltysecurity programs for federal employees to sensitive persons only. And while the book was on the presses, the Atomic Energy Commission, in a revision of its own security regulations, moved in the direction of some of the com-

mittee's other recommendations.

Plan to Aid **Parolees** In a major effort to help pro

bat oners and parolect earn an honest living in thei community and to move eligible inmates out of State correctional institutions as ...oon as 'hey are otherwise ready for parole, a cooperative "correctional employment service" is being established by the heads of three State agencies-Isador Lubin, In dustrial Commissioner; Thomas J. McHugh, Commissioner of Correction; and Lee B. Ma-ler, Chairman of the Board of Parole.

To Cover State

Eventually the program of vocational guidance, training and placement will be offered in ever / institution of the Department of Correction, and it will include training seminars for parole and probation personnel throughout the State. The program will be initiated, however, through two intensive pilot projects-one covering Elmira Reformatory, the New York State Vocational Institution at West Coxsackie, and the Youth Rehabilitation Facility forestry camp at North Pharsalia in Chenango County, and the other for probationers in Queens County Court. Since both projects will work with similar groups of young offenders and wayward minors, it will be possible to correlate their programs and findings.

Within the institutions of the Department of Correction, the program will concentrate on helping the inmats secure a job so that his parole will not be needlessly delayed, and on better equipping him to held that job after he starts working. By making use of the specialized facilities and talents of the Division of Employment, institutional training will be better coordinated with labor market needs, and inmates will be given labor advice and counsel, es well as assistance and instruction in writing letters for employment. Industrial employers. personnel directors and labor representatives will be invited to interview inmates, observe the vocationa; and industria; programs in the institutions and to suggest improvements.

WOMAN MADE DEPUTY ASST.

Barbara Yuncker, a New York City newspaper woman, has been appointed at \$8,820 as Assistant Deputy Commissioner of the Commerce Department's Woman's Program. She will assist Deputy Commissioner Katheryn V. Fitz-

The Woman's Program is designed to help State women in their own commercial ventures and in sponsoring increased business

T. J. PLUNKET NAMED TO PENSION POST

ALBANY, July 16-Governor Harriman has appointed Thomas J. Plunket of Kingston as a member of the State Commission on Pensions.

He succeeds Robert A. Mac Lloyd of New York City, whose term has

Members of the commission received \$75 per day for days worked, not to exceed \$1,800 a year.

under its recommendations, the 'national security would be adequately protected and no reasonable citizen could feel that this was being achieved at the sacri-"he special committee said that liberty and sense of fairness."

Washington Memo

Storm Warnings

Death of the school aid bill after a welter of amendments presages similar fate for the Federal employee proposals via the same tactics. Any thought that Congressmen act for the common good received a rude set-back when sectionalism and personal viewpoint took over to the point where confusion was the dominant force and on the premise that defeat of confusion is better than an inequitable bill opposition voters will attempt to excuse their actions.

Going with the Wind

Retirements benefits increase as embodied in S 2875, the Johnston bill now has a score of amendments proposed plus a few more to be added, thus paving the way for delay. The major road-block, however, is the effect of the very lucid and forceful testimony presented to House PO & CS Committee by Mr. H. Eliot Kaplan, famed private consultant. He reiterated the propsal advanced by his Committee that co-ordination of RF and OASI is the most comprehensive and beneficial action available to Federal employees, and that in his estimation at least could be termed a Santa Claus plan because it provides such greatly increased coverage and benefits. He even expressed amazement that so many individuals, and groups, opposed the proposal.

Amazement, however, is not solely his possession. Several committee members also share it, and are skeptical of opposition claims. It appears now that "amazement" will be another weight placed on the scales to depress the possibility of enactment.

Storm Clouds

The end result is the same for Major Medical. More hearings, at the call of the Chairman, (if and when) but colored considerably by an altercation in last week's hearings of the House Committee. Testimony impugned the motives of The Blue Cross - Blue Shield assolations, a criticism that brought to his feet in protest an attorney representaive, an action not too frequently observed in committee hearings, Lack of time precluded his full representation, but certainly enough was afforded to indicate further opportunity to refute is in order. So the now-standard pattern continues-DELAY-and into the 85th Congress goes Major Medical.

Union Recognition On the same calendar will be union recognition. Announcement that Senate PO & CS might act this week or next on the completed hearings doesn't guarantee Senate chamber action, and particularly it doesn't offer even a hint of House action. Actually even a hint would be out of order -it appears down-right certain that House PO & CS wouldn't touch the issue in any way shape or form at this late date. The original bill (for this session) HR 697 was introduced by Mr. Rhodes (D Pa) on Jan. 5, 1955 - reports were requested Jan. 31 of CSC. PO & Defense, May 23, 1956 PO replied, NO, but CSC & DOD are still, as of June 12, in an unanswering mood. So moves progress -providing obviously the best possible indicator of the governmental attitude toward good employee - management relations: ham-string everything.

CORRECTION CORNER

BY JACK SOLOD

Steel Strike Means Higher Costs

The steel strike continues, both sides seem to be ready for a prolonged strike. Industry has made a token offer of about 15 cents more an hour, which has been rejected. One thing is certain, whatever settlement is made, the cost of living will be increased sharply. It has become an established practice for big business to pass along any increase to the consumer. In fact, past labor increases have nearly always resulted in such substantial hikes by industry, which pay increase amounts to 19 cents an hour the product is increased pay increase amouns to 10 cents an hour the product is increased enough to grant 20 cents per hour raises.

Some newspapers are trying to create the impression that these steel workers are striking against Uncle Sam, that the minute a man wears a picket sign in order to better his conditions, he is tearing down Old Glory. Subtle innuendo and downright lies are used, every working man has the right to fight for more money and more equitable conditions, and to use whatever weapons are at hand to win that fight. Until a better and more effective way is found in private industry, the big gun is the strike.

Public Aides Take It on the Chin

Assuming the strike has been settled, the men have returned to the steel mills and the cost of many everyday products has been boosted. What happens to the State employees caught in this finanrial squeeze? They tighten their belts and take it on the chin again. We have been taking it on the chin too long. It is becoming increasingly clear that we must have a big year in 1957 to catch up.

At the Correction Conference held in Albany last month I introduced a resolution calling for a reduction in the work week from 44 to 40, with \$5616 for all State prison guards. This resolution was unanimously carried; but in a short time it is already outmoded.

We must fight for a 40 hour week plus a 15% raise! The last increase in pay prison guards received came as a result of the reclassification from G-10 to R-11 in 1954! With a new legislative session coming up in 1957 we must be prepared to fight for more money. If not we will be in a financial straitjacket with no money increase from 1954 to the following session or 1958; 4 years with the same pay. If this condition is permitted to continue then we are all candidates for Middletown State Hospital.

Working towards a reduction in the work week to 40 hours we have lost sight of the undeniable fact that our buying power has decreased. The new contracts being signed all around the country become the 12th raise given in private industry since World War II. In the prison service we have had 7 raises during the same time. fice of basic principles of American This should be our number one objective next year. A reduction in the work week from 44 to 40 plus a 15% raise in pay.

Now Open COUNTY AND VILLAGE

The Ontario County Civil Service Commission is accepting applications through Wednesday. July 25 for an assistant special court clerk exam, to be held Saturday, August 11.

The salary ranges from \$3,000 tr \$3,400. Application fee is \$2. The opening is in the Ontario County clerk's office.

The requirements: residence in Ontario County for one year preceding the examination date, three years' clerical experience plus high school graduation or any equivalent combination of training and experience.

Apply to the Ontario County Civil Service Commission, Court House, Canapdaigua, New York.

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Important Job-Security Rules for U.S. Employees Effective on August 1

The new reemployment rights | lng with reemployment rights program for Federal employees granted under the present system announced last May will go into by permitting them the unconthe effective date.

The action calls for Federal employees with reemployment rights under the current system to use them between next August 1 and February 1, 1957, or lose them. Those who do not exercise their rights between those dates will remain as permanent employees of the agency where they are currently working. Reemployment have rights, rights granted to employees after August 1 will be under the new system.

The new program, the Commission pointed out, makes special provisions for employees now serv-

X-Ray Workers Seek "Risk" Pay Raise

X-Ray and Radiation workers in the NYC Hospitals and Health Departments are now seeking "risk" pay. After the hazards of their job were brought to public attention in an exclusive LEADER article, several daily papers in the metropolitan area picked up the fact and ran feature articles and "inquiring photographer" columns on the risks to which they were exposed.

Although they had already filed appeals with the Salary Appeals Board, through their counsel, former City Magistrate Eugene R. Canudo, the radiation and X-Ray technicians have notified the City that they are withdrawing their appeals. They will seek higher "risk" based on the recent studies of the National Academy of Science which described in harrowing terms the perils to which they are exposed and the dangers Inherent in their daily tour of duty under powerful gamma rays.

They are presently attempting to determine what pay scales to request. Judge Canudo, speaking for the Association of X-Ray and Radiation Technicians, says that they are in a unique and unprecedented situation and are making a thoughtful survey of their jobhazards in the light of the new scientific discoveries.

McAlpin in PW Post

ALBANY, July 16 - George W. McAlpin of Elsmere, ten-year veteran of state service, has been appointed Deputy Chief Engineer in charge of research for the Department of Public Works.

McAlpin, who was formerly director of the department's bureau of soil mechanics, began his new job July 5, at an annual salary of \$12,672.

Succeeding him as principal soils engineer and director of the soils bureau at \$10,250 a year is William P. Hofmann of Troy, a former associate in the bureau,

U.S. Engineers Get Big Raise

Washington, July 16-The U. S. Civil Service Commission has just announced a substantial wage increase which will mean more take-home pay to a great many of the Government's engineers.

The OS-9 engineers will go from \$5,440 to \$6,115; the Grade 11's \$6,390 to \$7,035 a

effect August 1. Previously, the ditional exercise of these rights Civil Service Commission had es- during the six months period, Untimated that last July 1 would be der the present system, these employees cannot now use these rights unless affected by a reduction in force. However, the Commission does not expect any wholesale shift of these employees back to their old jobs since they have permanent tenure in their new agencies and many are serving at grades higher than the grade of the old job to which they

Increased job security will be gained by thousands of Federal workers when the six-month period expires on February I. These other employees have had reemployment rights and who, therefore, have been unable to acquire full tenure rights while serving in these positions. When the reemployment rights expire on ployees currently occupying these positions will no longer be subject

Reemployment rights granted after August 1, 1956, will be good the CSEA executive board. for two years. They may be offered only in connection with recruitment for positions covered by Letters of Authority. Each such Letter of Authority will be granted to an agency by the Commission only after the agency has proven that the position is essential to the functioning of a program vital to the national interest and that ordinary recruitment methods are inadequate,

In this way, the Commission said, reemployment rights will no longer be limited to purely defense or military activities, but may be applied to positions directly concerned in the carrying out of a program of national importance. An example might be the position of a researcher into the properties of a vaccine which might end a dangerous epidemic.

If an employee is sought for a position covered by a Letter of Authority and the agency for whom the employee is now working objects to the transfer, reemployment rights cannot be granted unless the Commission decides in favor of the agency holding the Letter of Authority.

All Non-temps Covered

All non-temporary employees in the competitive and in the excepted services are eligible for positions carrying reemployment rights with the exception of four groups: (1) those who have previously acquired reemployment rights under the new program, since this would result in two shifts under the new arrangement; (2) replacements holding a position vacated by an employee with reemployment rights; (3) employees who have received notice of involuntary separation; and (4) employees who have submitted their resignations.

Those who obtain reemployment rights under Letters of Authority may exercise them at any time within the two years if their new agency consents or if they are demoted or separated by that agency. They forfeit their rights if they resign without the consent of the new agency or if they do not apply to the original agency for reemployment either within 30 days of notice of involuntary separation or 30 days after terminating employment by resigna-

Metro Unit Hosts for 200 At Jones Beach

Some 200 guests and delegates attended the annual outing of the Metropolitan Conference of the Civil Service Employees Association, held at Jones Beach.

A. J. Coccaro, newly installed Conference president, reported that the following guests were seated on the dais at the lunch-

Dr. Charles Buckman, director of Kings Park State Hospital, who conducted the installation of officers; Dr. Harry LaBurt, director, of Creedmore State Hospital; Vernon Tapper, fourth vice president of the CSEA; Daniel Kehoe, host chapter president who was are the people in jobs to which recently appointed manager of Jones Beach Marine Theater; Frank Champ, superintendent of Jones Beach State Park and John Carl, assistant superintendent at Jones Beach.

Other guesta included Harold February 1, 1957, the new em- Herzstein, CSEA regional attorney; Charles Culyer, Association representative, and Mrs. to displacement by returning em- Culyer; Charles Miller, Suffolk County chapter president, and Mrs. Eve Armstrong, member of

> A full and happy day was had by the Conference delegates and their guests, Mr. Coccaro reported.

Second Look at Pay Requests

At its next executive session August 2, the Career and Salary Appeals Board will reconsider pay appeals, denied June 7, for the following titles: tabulator operator (IBM), tabulator operator (Remington Rand), and senior ticket agent. The appeals will be reconsidered by motion of Chairman Nelson Scitel.

Occupational groups on which decisions are expected are the special officers, the children's counselors, the court service, the probation and parole officers and five groups of inspectors - building and construction, business, public health and safety, purchase and project supervisory inspectors.

maintenance supervisory occupational group will be heard later. disclosed.

Duty to Aid Retired Cited By Paul Fino

WASHINGTON, July 16-A, strong appeal for revision of the in our present day economy are Civil Service Retirement Act was the hundreds of thousands of re-Civil Service Commission by Congressman Paul A. Fino of New

In his appearance before the Committee, Congressman Fino

"Many private business corporations, as well as city and state governments, have improved their retirement plans for their employees in recent years. I feel it is only fair that the federal government should do likewise for its faithful workers.

"I believe that federal employees, under our present retirement act, pay more for what they receive in retirement benfits than by giving our approval to S. 2875, any other group in the United States. In 1955, more than 50% of federal retirees were receiving \$1,300 per annum or less. As of June 30, 1954, more than 1/5 of them were receiving \$500 per year

"Probably the worst hit persons made to the House Post Office and tired federal employees who must subsist on fixed pensions. We all know the serious effect the high cost of living has had on the physical well-being of these retired workers.

> "Many of these former public servants, because of their long periods of federal service and their advanced age, are particularly subjected to illness and are in constant need of medical care and attention. This is an added expense to their necessary living costs which they can little afford under our present retirement act. Now we have an opportunity to help those who will retire in the future

"It is the duty of Congress to see that only our present federal employees receive adequate compensation, but also that those who retire after many years of service will receive a fair and just annu-

NYC Probationaries Get Right to Hearing **Before Dismissal**

Probationary employees of New | ter or reputation.

The new rule states:

Disqualification

shall be marked "not qualified" and the certification of his name shall be revoked and his services shall be terminated.

Wednesday, July 18 at 10:30 A.M. in the Board of Estimate Cham-The ferry terminal operational ber. The Board scheduled anothgroup and the construction and er hearing for August 18, but titles to be heard have not yet been

2. Except in a case where the York City have received protec- Medical Examiner of the Detion against summary dismissal partment of Personnel has, after under a newly adopted rule of examination, found the person the Department of Personnel, mentally or physically unfit, the The new regulation sets up a Director, or his duly designated hearing procedure, where the representative or representatives, candidate or new job-holder can shall accord any such person, rebut claims against his charac- after due notice to him, an opportunity to be heard prior to taking appropriate action as prescribed under this section. When-1. Whenever the Director shall ever such hearing is conducted find during the probationary pe- by a representative or represenriod that an appointee has an tatives of the Director, the recunsatisfactory character or repu- erd of such hearing together with tation or is unfit mentally or such recommendations as may be physically to hold the position made shall be referred to the to which he was appointed, he Director for review and decision.

> 3. Any person aggrieved by a determination of the Director made pursuant to this section shall be entitled to appeal to the Commission within 30 days after the action or determination appealed from and shall be entitled to a hearing on such appeal only where the Director shall have found that a candidate has an unsatisfactory character or reputation.

> 4. The burden of proving good character shall be upon the can-

Ex-NYC Cop Asks Re-hearing

Patrolman E. Manning, who was dismissed from his position of Patrolman on July 5, 1955, for alleged misconduct, has made a demand for a Rehearing of the Charges which resulted in his dismissal.

Manning, represented by attorney Samuel Resnicoff, claims that at the trial before the Deputy Police Commissioner on June 21, 1955, he was not represented by counsel, and was not fully apprised of his rights. In making a



ROSES AND RETIREMENT: Dr. Alfred M. Stanley, director of Rockland State Hospital, is seen pinning a corsage of demand upon the Police Commis-yellow roses on Mrs. Helen B. Campbell, principal account sioner and the Mayor for a reclerk at the hospital, during a party honoring Mrs. Camp-bell's retirement from state service. She was in charge of the payroll and personnel offices at Rockland State. Look-ing on is H. Underwood Blaisdell, hospital business officer,

THE PUBLIC **EMPLOYEE**

By JOHN F. POWERS

President

Civil Service Employees Association



Payroll Deduction of Dues

The payroll deduction plan for collecting the dues of the State members of the Association is fast becoming a fact. It is being planned to make the first deduction during the month of October. The date which will be chosen will be dictated by the necessity ofdivi-ding the \$7.50 dues evenly during the State's payroll period. This will probably work out that during the first year, each member agree-ing to the plan will have \$.30 deducted from his pay check for 25 pay periods. However, before the deduction starts, there are several things which must be done.

Employees Must Authorize Deductions

The deductions will not be made unless the members authorize the controller to do so. That means that each and every State up to 56 years of see and pays member of the organization will have to sign an authorization card \$1.86 to \$2.10 an hour, plus overwhich must be transmitted through the chapter to the Association time. Men 5 feet 4 may qualify for headquarters. The Association will then send all of the cards to the controller.

During the month of August the Association is going to distri-bute payroll deduction authorization cards to each chapter president. It hoped that the president will in turn distribute them to each member. The members will sign the cards and return them to the chapter president, who in turn will send them to the Association headquarters. This method of distribution and collection will for a complete organization of the membership committee within each State chapter to assure thorough distribution and col-lection of the cards to all members and potential members. The staff of the Association will work with the State chapter president

An Aid to Efficiency

It is important that all of the signed cards be in Association headquarters by the end of August. There will be a great deal of mechanical work to do with these cards before the payroll collection of dues can start. The signing of the authorization cards is voluntary. It is important, however, that it be done promptly. No deductions can be made from the payroll without it.

The Association is grateful to the Legislature, the Governor, and the controller for granting permission to have the dues of the Association collected in this manner, Let us cooperate and return to the Association headquarters by August 31 the necessary authorization cards. It is important to the economy and efficiency of the organization that 100% of our State membership authorize the controller to deduct their dues from the pay checks.

Many Draftsmen to Get Jobs From State Test

New York expects to make num- tectural projects, making minor erous appointments to the position engineering computations, and must have a chauffeur's license, of draftsman as a result of a civil checking drawings and compuservice examination scheduled for tations done by others, September 8. Candidates should file applications by August 10.

start and \$4,180 after five annual or two years of college work to-Increases.

Department of Public Works but course in engineering technology. other State agencies are also ex-

Candidates must be high school graduates. They also must have The position pays \$3,320 at the two years of drafting experience, ward an engineering degree, or an Draftsman positions are in the associate degree from a two-year

Applications and additional inpected to fill vacancies from the formation may be obtained from eligible list resulting from the ex- the Recruitment Unit, State Department of Civil Service, Albany,

The work involves preparing New York.

City Leaves Problems City Leave Problems

and information on the newly es- ings modifying or suspending the tablished City leave regulations and practices has been created by Joseh Schechter, City Personnel Director, at the request of the of Estimate within sixty days for Personnel Council of the City of approval. New York. The rules were pubished in full in The LEADER of June 26

a secretariat for the Personnel Di- should discuss them with their rector in interpreting the "Leave Regulations for Employees Who have available detailed information pointment age 21, minimum height Are under the Career and Sal- concerning the Regulations. ary Plan", passed by the Board of Estimate on June 15, 1956. A section of the Leave Regulations DR. THOMPSON PROMOTED states; "The City Personnel Director is authorized to interpret these regulations upon request of Commissioner Herman E. Hilleboe an agency head or interested em- announced, today the permanent

ployees or groups of employees". tonnel Director and the Director of the Bureau of Environmental of the Budget are jointly em- Sanitation,

A clearing house for questions powered to make pro-tempore rulprovisions of these regulations, subject to submission to the Board

Mr. Schechter suggested that employees having questions re-The Clearing House will act as garding the "Leave Regulations" agency personnel officers, who will

ALBANY, July 16-State Health promotion of Dr. Meredith H. In an emergency the City Per- Thompson as Assistant Director

Lifetime Careers Open To NYC Men and Women; No Experience Needed

Men and women with no bus- ses allowed. iness experience, but with a desalaries can fulfill their desires by coming weeks .

Surface Line Operator

In September applications will be received by New York City for surface line operator, From the list bus drivers and subway and street car conductors will be appointed. This will be open to men bus operator; 5 feet 6 is required for conductor.

An examination for surface line operator is expected to be most be opened by the New York City Department of Personnel.

Men up to 50 years of age may compete. Minimum beight is expected to be 5 feet, 4 inches. Those 5-7 or over will also be eligible for appointment as conductor. It is be open as bus operator as soon as the list is established, and 300 conductor appointments will be made at a slower rate.

Starting pay is \$1.56 hourly, going to \$2.10.

Overtime is paid in money, at time-and-a-half rates, for work in excess of 40-hours. The jobs are open to non-residents of the City, as well as residents.

Do not attempt to apply before September 5.

Applications will be received until September 27.

The written test is scheduled ALBANY, July 16-The State of drawings for engineering or archi-, for Saturday, November 17.

Applicants for bus positions not required for the conductor

Minimum age at time of appointment is 21.

Patrolman, P. D.

The tentative dates for the New York City patrolman (PD) test applications are from November 5 to Monday, November 26.

The written test will be held early next year, probably not later than March, the physicals in the

The Personnel Department is planning an intensive recruitmet campaign, to avoid having to open a patrolman test every year, and even twice in a year.

Police Commissioner Stephen P. Kennedy is still seeking a 5,000 addition to the police quota, A larger quota would mean more jobs for eligibles. As the quota now stands, 1,000 more patrolmen may be appointed, besides the 122 most recently named.

Requirements for Job

The patrolman requirements are not expected to be changed; ages 19 to 29 to apply, age concession to veterans over 29 minimum ap-5 feet 71's inches, minimum vision 20 20, each eye separately, no glas-

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

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

Starting pay, \$4,000 a year, \$77 sire for lifetime careers at good a week, may be raised, depending early next year. It is expected to an how successful the Patrolmen's qualifying for the NYC jobs which Benevolent Association is in its are now open, or will be open in pay-increase drive, in which it has Commissioner Kennedy's aid. Pay rises to \$5,440 after three years, if one includes the \$125 uniform allowance. Besides, there is a standard sick leave and vacation plan, and a pension system that permits retirement at half pay after 20 years, with \$80 a year additional for each year beyond 20, up to 10 additional years, or maximum of half pay plus \$500 a

Clerk

Application dates have not been set, but the test is expected to be opened in the fall. It is not on this popular in the September series to month's list, and as no applications are received in August, September is the earliest possibility,

The pay range is \$2,750 to \$3,-650, grade 3 of the salary schedule. The maximum is reached through five regular increments and ene longevity increment of \$150 a year. anticipated that about 300 jobs will This represents a raise of \$900 over the period covered by the grade steps.

Big Turnout Expected

The City expects a large response, because the salary is higher than it ever has been, and the job prospects are large. The City ed, so the existing list is good at wear glasses may qualify.

least until the end of this year.

The written test will be held evaluate a candidate's intelligence and aptitude for suitably handling simple office problems. In the past the clerk written tests have not been difficult, and even candidates who failed conceded the fairness of

No training or experience was previously required. The question whether a senior high school diploma, or its equivalent , will be required this time, remains as yet undecided. The likelihood is that none will be required, but that the test will be such as will afford the best opportunity for those with such a diploma, or who have a native keenness, to pas with high

Probable Nature of Test

Practical age limits for applicants will be 18 to 69, and appointments will not be restricted to

The intelligence test may be expected to test one's vocabulary. knowledge of grammar, ability to follow instructions and perform

Sanitationman

Also expected soon is the sanita-Honman test, at a starting salary of \$4,850 a year, \$76 a week, and an age-55 rettrement plan. Men 18 to 40 may compete. Veterans may will continue to use the present be older. The minimum height is list until the new one is establish- 5 feet 4 inches. Men who need to

Prices Slashed!

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Shape-Holding "Bondac" for more wear, less care

Finest Tropical Worsteds Rochester-tailored!



11 1 1 11 11 11

15 State Jobs

(Continued from Page 1) 4095. Assistant Architectural Esti-

\$5,660 to \$6,940. Two openings, in Albany.

Requirements:

Same as for 4097, Junior Arditional year's experience assisting in architectural or engineering work. Pee \$5.

4098 Senior Draftsm.:n (Str-tetural)

\$3,840 to \$4,790 Several vacan- able. cies expected in Albany.

Requirements:

(1) high select graduation or equivalency diricma;

& (2) 1 year's drafting experlence on structural engineering projects;

& (3) either (4) graduation from a technical institute or junior college with appropriate specialigation; or (b) 2 years toward bachelor's degree in engineering or architecture; or (c) 2 years drafting experience; or (d) equivalent combination. Fee \$3.

4097. Junior Architectural Estimator.

\$4,650 to \$5,760. Four openings, in Albany.

Requirements:

(1) 1 year's experience preparing and checking building construction cost estimates;

& (2) either (a) 2 years of college training in an engineering or architectural technology, 'us 2 years' experience assisting in architectural or engineering work; or (b) high school graduation or equivalency diploma plus 4 years' experience in (a); or (c) equivalent combination. Fee \$4.

4096 Highway General Maintenance Foreman

\$4,220 to \$5,250. 11 openings in various locations.

Requirements:

Eighteen months' practical experience in construction or maintenance of engineering structures of modern paved highways, including 6 months as foreman. Fee

The following examination to be held November 17, *256. Applications accepted up to October 19, 1956

4093 Personnel Technician (Examinutions).

\$4,430 to \$5,550. Positions are located in Albany.

Requirements:

(1) college graduation;

& (2) by January 31, 1957, either (a) one year's experience in construction or development and use or validation of tests; or (b) 30 graduate credits towards a master's degree, preferably in psychology, education or statistics. College courses must have included 18 semester credit hours in development, utilization, and validation of personnel, psychological or educational tests; or (c) equivalent combination. Fee \$4.

4094 Senior Personnel Technician (Examinations)

\$5,390 to \$6,620. Positions are located in Albany,

Requirements:

(1) college graduation;

& (2) by January 31, 1957, either (a) two years' experience in construction or development and use or validation of tests; or (b) 60 graduate credits towards a doctorate degree, preferably in psychology, education or statistics. College courses must have included 18 semester cradit hours in development, utilization, and validation of personnel, psychological or educational tests; or (c) equivalent combination. Fee \$5.

4987 Senior Chemical Engineer \$6,890 to \$8,370. One opening, in

Buffalo. Requirements:

> (1) license to practice profes-(Continued on Page 12)

U.S. Needs Prison Guards

penal and correctional institutions starting at \$3,670 and rising to chitectural Estimator, plus one ad- \$4,480. The basic requirements for these Jobs, which offer promotion opportunities in addition to annual increases, is three years of experience dealing with people. Selling experience will be accept-

The first step in the application is to write to Board of U. S. Civil Service Examiners, United States Penitentiary, Leavenworth, Kans. Written examination will be held in cities throughout the United States. Applicants must be at least 24, there is no age limit, and in good health.

Other details of this good jobopportunity:

Locations of Positions

The eligible list established as a result of this examination will be penal and correctional institutions at the following places:

Danbury, Conn., New York, Lewisburg, Pa., Natural Bridge, Va., Petersburg, Va., Alderson, W. Va., Mill Point, W. Va., Washington, Q. C., Montgomery, Ala., Tallahassee, Fla., Atlanta, Georgia, Terre Haute, Ind., Ashland, Ky., Chillicothe, Ohlo,

Also: Milan, Mich., Leavenworth, Kans., Springfield, Mo., El Reno, Okia., McNeil Island, Wash., San. Prancisco, Calif., Los Angeles, Calif., Florence, Ariz., Tuscon, Ariz, Englewood, Colo., La Tuna, Tex., Seagoville, Tex., Texarkana, Tex., Anchorage, Alaska.

Opportunities in the Federal Prison Service

The Federal Prison Service offers a career service. Persons entering through this examination who can show proper qualifications and aptitude for prison work have an opportunity for advancement to the type of position for which they are best qualified. Opportunities are available not only within the institution to which appaintment is made, but also through transfer and promotion to other institutions in the Prison Service. Persons who demonstrate a high level of ability or possess specialized training and prove their suitability for prison work may be advanced to supervisory or administrative positions in education, vocational training, skilled trades or occupations, social service, parole, recreation, culinary service, accounting, and farm activities.

Duties

Correctional Officers supervise, safeguard, and train prisoners of Federal prisons, reformatories, and camps. They are responsible for carrying out plans developed for correctional treatment and for modification of attitudes of persons who have been imprisoned. They instruct and counsel prisoners, act as foremen of groups of prisoners at various work assign-

Correctional officers - prison ments; maintain prudent conduct guards-are sought for Federal of prisoners and control communication of prisoners with persons throughout the country at salaries outside the prison; they enforce rules and regulations for the safety, health, and protection of prisoners; and perform other related work assigned.

Correctional officers are subject to rotation of posts, which means they will serve generally and routinely, approximately 3 months on the evening shift, 3 months on the morning shift, and 6 months on the-day shift, and wil be subject to such rotation as long as they remain in the Service.

Watches are maintained 24 hours a day, 7 days a week, divided into three 8-hour shifts. Each emplayer is required to work 40 hours a week Ten percent of the basic hourly pay rate is paid in addition to base pay for night duty.

Annual leave is scheduled to meet the needs of the Service. used to fill positions at Federal While the choices of the employees are satisfied as far as possible, it Is frequently necessary to schedule leave administratively at times not selected by the employee.

> Training will be given to those persons appointed. During the first week trainces will become acquainted with the environment in which they are to work and with functions of the prison. The prison has eight services; Administrative, Advisory, Culinary, Custodial, Farm, Industries, Mechanical, and Medical, Correctional Officer trainees will be instructed by representatives of the different services in supervising the prisoners and directing them in their daily work. Other traning consists of physical training such as jujitsu, boxing, tumbling, and calisthenics to insure physical proficiency. All trainees must qualify with firearms. Upon satisfactory completion of preliminary intensive training, the trainee must pass a written examination based on the Prison Service Textbook. The trainee will be assigned to work in the Custodial Service. Those who do not complete basic training satisfactorlly will not be retained. After satisfactorily demonstrating ability as Correctional Officer, the trainee is available for consideration for assignments in the Federal Prison Service in accordance with his special aptitude, experience, and the existing needs of the institutions.

Visual Training OF CANDIDATES For

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Requirements

Applicants must have had at least 3 years of progressively responsible experience which required dealing effectively with individuals or groups of persons or may substitute educational training. The level of this experience

must have been equal in difficulty and responsibility to at least that gained by a skilled craftsman or trades worker, a clerk tinvolving more ha routine or repetive work). or by a technician or professional, This experience in dealing and associating with people may have been acquired in one or in any combination of such activities as indicated below (the following list

(Continued on Page 16)

HUNDREDS WILL FAIL OR GET A LOW RATING IN THE

PHYSICAL EXAM FOR FIREMAN

Unless They Are Prepared Properly

In order to receive a PASSING MARK in the test, an applicant must do the following

- 1. Press a 50 lb. dumbbell from each shoulder over the head.
- From a supine position, assume a sitting position with a 40 lb. dumbbell behind the nack.
- Pectoral Lift: While in a supine position, lift a 25 lb. bell with one hand and a 30 lb. bell with the other vertically from the floor.
 Broad Jump: Jump forward 6' 10" from a standing position.
- Agility: Starting from supine position, rise and scale 6 ft. wall, run through mase of obstacles, duck walk through a tunnel, scale 8 ft. wall, scale 41/2 ft. vaulting box, and do a 40 yard sprint, all to be completed in 38 seconds.

But Passing Is Not Enough as the Physical Part of the Exam Counts 50 Points.

The ambition of every candidate should be to get at least 90% in the Physical. To do this he must attain the following scores:

- 1. Dumbbell Press: 70 lbs. with each hand
- Abdominal Lift: 60 lbs.
- Pectoral Lift: 40 lbs. with each hand.
- Broad Jump: 8 feet 5. Agility: Complete in 30 seconds,

A 90% Physical added to an 80% written mark will mean a general average of 85% and probably place an applicant in the first 500 on the eligible list, thus assuring early appointment.

CLASSES MEET DAILY AT CONVENIENT HOURS DAY OR EVE. One month's training should increase your final mark at least 5%. Start at Once! The Physical Exams Will Start Shortly!

Advance Your Career This Summer! Study in our AIR CONDITIONED CLASSROOMS

A New Exam Has Been Ordered For PATROLMAN - N. Y. C. POLICE DEPT.

Salary \$5,440 a Year After 3 Years (Includes Annual Uniform Allowance) Pension After 20 Years

19,865 applicants who competed in the last 3 exams for Patrolman FAILED TO PASS THE WRITTEN TESTS! REASON: These exams are not easy. The applicant is required to exercise judgment in technical police situations, correctly interpret involved reading matter, have a knowledge of first sid, be well informed on current events and governmental functions, and be alert in the use of words and grammar.

Faw applicants can score a high percentage in such a test without some SPECIALIZED TRAINING.

VISIT A CLASS SESSION AS OUR GUEST In MANHATTAN: TUESDAYS, at 1:15, 5:45 or 7:45 P.M.

In JAMAICA: WEDNESDAYS at 7:30 P.M. Free Medical Exam - Inquire for Schedule of Doctors' Hours

New Examination Will Be Ordered Soon for

SANITATION MAN - N. Y. C. SANITATION DEPT. STARTING \$3,950 A YEAR (\$76 a Week)

Increases During 3 Yrs to \$4,850 YEAR (\$93 a Wk.) FULL CIVIL SERVICE BENEFITS INCLUDING PENSION Be Our Guest at a Class Session in Manhattan or Jamaica IN MANHATTAN: Monday at 1:15, 5:45 or 7:45 P.M. IN JAMAICA: Thursday at 7:30 P.M.

START PREPARING NOW - APPLICATIONS OPEN IN SEPT. SURFACE LINE OPERATOR — CONDUCTOR

(N. Y. CITY TRANSIT AUTHORITY) Salary \$1.86 - \$2.10 an Hour Plus Overtime

Appointments to either position are made from same list. Many Worthwhile Opportunities for Promotion AGES up to 50 Yrs - N. Y. City Residence NOT Required Min. Hgt. 5' 4" for OPERATOR - 5' 6" for CONDUCTOR Be Our Guest at a Class WED, at 7:30 P.M. (Manhattan Only)

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TUESDAY, July 17, 1956

OVERNMENT has a penchant for setting up com-G missions. Let a hurricane come along; 17 juvenile delinquents get out of hand; let a road program bog down and "Bingo" a commission is set up to study, evaluate and plan for this, that and the other thing.

As long as Government gets such seeming delight out of forming commissions, we have a suggestion for a commission of really worthwhile purpose-one that would study a means to alleviate the pressure of increased living costs on public employees while waiting for the cumbersome machinery of the State to grant needed pay raises.

At this writing the steel industry is on strike. No one needs to be reminded that any monies granted steel workers are passed on to the public in the form of increased steel prices. And as steel prices go, so go the prices of

Here is a situation that can be seen well in advance of its completion. The strike will be settled, increases will be granted and a round of price increases will result. 'And it will happen soon.

What will happen to the civil servant?

In New York State he was recently granted a \$300 pay increase. That \$300 hardly brought the wages of public employees up to par with those in private industry. The increase was absorbed by higher living costs before it was granted.

Now, further living cost increases are on the way and the public employee is again faced with his old problem-trying to live on a salary that was gauged to lower living costs.

We therefore suggest that Governor Harriman appoint a Commission to Anticipate the Definite Salary Needs of Public Employees and Devise Means of Keeping Wages on a Current Basis.

The public employee will not forever stand the humiliation of being the last consideration of the Government.

In his third oration against Cataline in the Roman Senate, Cicero asked, "To what length will you abuse our patience?"

It is time for a Commission on behalf of the Public Employee to stand in the New York Legislature and ask that same question.

Law Cases

Counsel Sidney M. Stern reported the following summary of law eases to the New York City Service Commission,

JUDICIAL DECISIONS:

Appellate Division

Clifford v Police Commissioner. The order of Justice Eder based on his opinion (report for week ending 4-28-56) was affirmed by the Appellate Division with a dissent- Proceedings instituted: ing opinion by Justice Frank (NYLJ 6-27-56)

Pistone v. Schechter. The Court (Justice Markowitz) held that petitioner has no right to have the examination for promotion to attorney postponed, as he would have served six months in postponed title of assistant attorney and thus be eligible to take exam. The promotion exam was held on June 16.

Special Term.

Magistrate's Court. She seeks to May 8, 1956.

compel her restoration to the position. The Court (Levey, J.), pointed out that an appointing officer has the same freedom of choice when he terminates a probationary employee as he had on the original appointment and stated that the good faith of the appointing officer is all that is required. Since in this case there was no evidence of bad faith the Nor can we blithely impugn the petition was dismissed. (NYLJ 6-25-50).

Perotta v Gregory. Petitioner filed an application for Sanitation Man, B before he became a citizen. He stated that he was a citizen. After his appointment, his certification was revoked and he was dismissed. He now seeks reinstate-

Katz v. Schechter. The name of petitioner was certified to police department for patrolman on May | HAILED FOR ACTION 8, 1956. He was examined medically by department doctors on two occasions and claims he was told Glardy v Wagner. Petitioner was by "some clerk" that he would mate in sending back to the Apdismissed during her probationary not be appointed. He seeks to pea's Board the claim of senior erm as Probationary Officer in the compel his appointment as of

LETTERS TO THE EDITOR

WHY "SECRET EXAMS" Editor, The LEADER:

The letter of State Civil Service Commission President Alexander A. Falk appearing in The LEADER of July 10, speaks of the jeopardy to the examinations program attendant upon disclosure of examination questions and key answers. A critical factor is the reported destruction of the value of much of the testing material developed by the commission.

Job applicants do not exist in a vacuum. People inevitably get into discussions concerning exam experience, Newer candidates manage to get varied points of view all leading to clues as to what hazards the next scheduled examination may present. Insofar as a particular test question can be correlated with a prediction of job success, its repetitive use, in whatsoever form, will undermine its purposefulness in eliciting uncoached responses.

If the emphasis is to be on the "top secret" character of the particular exam once it has served its purpose, it will entrench the attitude that the exam is more important than knowing the job. Candidates with a flair for exam technique will always prevail over the stolld performer not up to the rigors of a competitive brawl.

Many of our civil service categories demand a wealth of specific information. Disclosure of sampling of factual material as reflected in actual questions will not exhaust the field. The intrinsic unimportance of an individual question may be gathered from an awareness that, at times, the requirements for and the contents of an examination will be deliberately eased to attract more than a hitherto negligible number of candidates.

Answers Can Be Seen

Dissatisfied examinees expressing sufficient interest get to see the key answers. The veil of secrecy is thereby torn away and in its place is spread the wildfire of oral communications, garbled or

Insofar as Job success is measured by the transient philosophy enveloping an area, let us clearly define the interpretation as such in lieu of endowing it with the sanctity of an essential verity. Tomorrow may well see a reorientation of thinking. If the exam question is geared to attitude rather than to fact, a disclosure to the world after the examination will not afford insurance that the key answer on the next test will turn out to be the same despite identical wording of the quiz with the previously used question.

No one underestimates seriousness of the responsibility of the Civil Service Commission. calibre of its personnel. Formulation of an examination bespeaks much time and energy devoted to an earnest endeavor to identify the most qualified personalities for the public service. But this overly maternal concern for its offspring suggests, at the very least, a refusal to recognize that what was done, Is done.

JULIUS CHAIET

BOARD OF ESTIMATE ON SENIOR CLERK PAY Editor, The LEADER:

The act of the Board of Esticlerks for upward salary revision (Continued from Page 8)

******************* MODERN PUBLIC ADMINISTRATION

Pro's and Con's of Unmarked Police Cars

Police officials still disagree-and the public hasn't made up its mind, either-about whether it is better for law enforcement vehicles to be clearly marked or whether they should have inconspicuous paint jobs, the American Municipal Association says.

In a spot check of current opinion on the matter, the Associaation found the following variations in opinion:

In Chicago, Ill., new painting for 448 squad cars was ordered with a view to making them show up better and thus deter persons with criminal intentions. Previously, the cars were always black.

The new design will be white tops with "POLICE" painted in large white letters on the black sides. On the other hand, the Chicago police in recognition of the need for unpublicized work, will keep the plain black of their 75 detective bureau cars and the 17 cars of the stolen auto detail.

In New York City, when council members talked of forbidding the police department to use unmarked cars, the head of the police defended this use by saying that they were assigned to areas where there had been numerous accidents and they helped bring about sizeable cuts in the accident rate. The council had feared that motorists, on being approached by an unmarked car, would think they were in danger of a hold-up and a race between cars might

Connecticut, New Jersey, and Washington are among states to use unmarked cars on rural highways. The American Automobile Association opposes this, saying that clearly visible squad cars and adequate radar warning signs will secure voluntary cooperation from motorists without the need for an unpleasant "crackdown."

In a poll of Minnesota residents, however, the Minneapolis Tribune found that while there was a split on the question, the majority -more than 70 per cent of both urban and rural population-approved of the use of unmarked cars in police work.

Among the reasons advanced on both sides are: PRO-drivers will be more cautious because they will never know when a police car is around; more violators will be caught; and if a driver is doing what he should, the markings on police cars do not matter. CONin case of emergency it is easier to find the police if their cars are plainly marked; it is sneaky for police to use unmarked cars; and people drive more cautiously when they are on the lookout for marked police cars.

Using Too Much Sick Leave

Workers who are often "off sick" Form patterns that strongly indicate that they are chronically ill and need medical care or are abusing their sick leave rights, a personnel expert says.

He is Ray Mullins, director of personnel for Jefferson County, Ala. He describes the "patterns" revealed by study of individual attendance records in "Procedures That Improve Personnel Administration," a new collection of articles published by the Civil Service Assembly.

Employers should be suspicious of workers who exhibit these traits in their attendance records, he says.

- 1. Habitual use of sick leave in the first weeks of the new year. (Alabama allows twelve days for sick leave a year, and leave that will be earned during an ensuing year may be taken any time after
- 2. Reporting off work because of illness one or two days a month throughout the year but rarely reporting off when the sick leave is used up.
- 3. Perfect attendance record the first year on the job (when no sick leave is allowed) but frequent use of sick leave thereafter.
- 4. Careful saving of sick leave until the maximum accumulation is reached (60 days in Alabama) and then beginning to be off work at more or less regular intervals.

Questioning of some employees in the "patterns" group revealed ailments that had existed at the time of employment, pointing up the need for better pre-employment examinations, the author says. As for the "abusers," the county sent a list of them to each department head, along with a reminder that department heads are responsible for the actions of those under them. The county is also considering employing a visiting nurse who could report on sick leave cases by radio or mobile telephone.

Spotlight On Labor Dept.

By BERNARD J. FEDERGREEN

Retirement — What Does It Involve?

There have been many articles written on the subject of retirement, and many more questions asked pertaining to it, Exact answers, to state employees, as to amounts of pension received are not readily known until the actual time of retirement is at hand. How do you budget your income against expenses? Can you, and where do you obtain additional employment? How can a person judge what approximately will be his retirement pension- These are questions that are asked but very difficult to answer, except by those who have

Retirement is a subject that is always of interest, and in the light of the policies of this column, I am about to follow through on a series which will bring to the readers the typical retired person in various job classifications. Let those who have already retired answer some of the questions that are of interest to all State Employees.

test State Eligible Lists

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Startz Named Aide To Consumer Council

ALBANY, July 16-Governor Harriman has announced the appointment of Arthur Startz of Hartsdale to the position of executive assistant and economist to the Consumer Counsel, Dr. Persia Campbell.

He succeeds Dr. Harold Wattel, whose leave from Hofstra College has expired Salary for the post is \$10,000.

Mr. Startz has been granted a year's leave of absence from the Better Business Bureau of New York City, Inc., where he served as sentor research analyst and also from Cooper Union of New York City, where he is assistant professor of economics,

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New Stenos Now Grade 4 in NYC

The New York City Board of Estimate has aproved a new minmum salary for beginning stenos.

Effective July 1, new stenos were classified Grade 4 instead of Grade 3, making their starting salary \$3,000 per year, an increase

of \$300. The Board made its decision June 28.



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LETTERS TO THE EDITOR

(Continued from Page 6)

is commendable, a demonstration of democracy in action. It shows that justice will eventually be served if the people care enough to fight for it. This the senior clerks have done. It also proves that no majority of an appointive board can ride roughshod over the hopes, aspirations and lives of any group of workers. It proves that the Board of Appeals, because it is composed of human beings, can also pull a boner. But let us not rejoice too much before we see what sort nics, etc. of adjustments are made. We

LAKE GEORGE BOAT RIDE ON MV. TICON-DEROGA, SUNDAY JULY 22nd

YANKEE TRAVELER TRA-VEL CLUB, R.D. 1, Rensselaer, N. Y. 'Phones: Albany 62-3851, 4-5798, 4-6727; Troy Enterprise 9813.

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have a major point, but not a victory.

L. MARGARET WOLFF

AN OLD-TIMER HAS A COMPLAINT

Editor, The LEADER:

What recourse do civil servants have against political appointees placed in charge of offices merely for belonging to a party-people who spend little time at the office-find plenty of time to play golf, attend conventions and pic-

What I mean is this-must we stand persecution by these political hacks when we take legitimate sick leave—time we have accumulated and to which we are entitled. I am one case and I know of others, where the service employee has been employed many years and with advancing years probably has more sickness than in the earlier years, but who are talked about and discussed and accused of reprehensible acts because they get sick more often than when younger.

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Where to Apply for Public Jobs

U. S.—Second Regional Office, U. S. Civil Service Commission 641 Washington Street, New York 14, N. Y. (Manhattan), Hours 8:36 to 5, Monday through Friday; closed Saturday. Tel. WAtkins 4-1000. Applications also obtainable at post offices except the New York, N. Y.

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

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

NYC Travel Directions

Rapid transit lines for reaching Civil Service Commission offices

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

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

Data on Applications by Mail

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

NYC does not issue blanks by mail or receive them by mail except for nationwide tests and for professional, scientific and administrative

tobs, and then only when the exam notice so states.

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

Where can we write? What will, of our promotion rights. be accomplished? Or do we just have to stand this treatment?

ANGRY EMPLOYEE

NOW, OR NEVER SAY THIRD GRADERS

Editor, The LEADER:

I am very much disturbed by the ever-recurring rumor that Senfor Clerks are to be given a oneslot upgrading by the Board of Estimate at the July 26th meeting of that Board.

While this upslotting would take care of the issue of our downgrading, this is far from our only reason for seeking upward reslot-

We can never be promoted, and we have not received adequate compensation for this deprivation

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It is now or never for us, and/we are all aware of the desperation inherent in our plight. Slot 7 would not alleviate the condition in the least, but would be a hasty stopgap measure designed to quiet a noisy minority in a crucial elec-

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tion year. We cannot be silenced so easily, for we are convinced that we have justice, logic and fairness on our side.

BART LANIER STAFFORD, III.

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another, absolutely indispen-sable for proper health . . . but some people actually need more than the average daily requirements established by the National Research Coun-

the National Research Council. If you tire easily . . . if you work under pressure, or if you're over 40 or subject to the stress of travel, worry and other strains . . . then you may be one of the people who needs this extra supply of vitamins. In that case, VITASAFE C. F. CAPSULES may be "just what the doctor ordered"—because they contain the most frequently recommended food supplement formula for people in this category! These are safe high-petency capsules . . . and this nutritional formula has already helped thousands upon thousands of people who were run down, listless, and in need of just the help this formula can provide!

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Parole Problems Part Of Crime Institute Meet

will be one of the features of the Lee B. Miller of Cornwall, chairworkshop program of the 1956 Frederick A. Moran Memorial Institute on Delinquency and Crime at St. Lawrence University, Can- II'rsh of New York, Alfred R. Loos ton, N. Y., July 29-August 4.

The seminar, which will be con- Stone of Snyder. ducted by members of the staff of the N. Y. S. Division of Parole, will be restricted to persons ac- R Pomplun, director of field op- parole officer, Elmira Reformatory; tively engaged in parole work. The erations, Paul D. Travers, director fundamental issues and problems In parole operation with emphasis on the role of the parole officer.

man of the Board; Edward J. Donovan of Mt. Kisco, Philip J. or Orangeburg, and James R.

Conducting the seminar for the New York City area director.

Also participating in the Institute will be L. Stanley Clevenger, Prisony Byron E. Kenyon, parole Members of the State Board of administrative director of parole, Parole will be available as consult- and Kenneth L. Whitaker, assist-

The Division of Parole has asthe Division have been designated exam given April 26. to participate in special workshops being conducted by the Department of Correction.

They are Richard Malone, director of employment, New York office; Everett Coty, senior parole officer, Woodbourne Correctional Division of Parole will be Burton Institution; John Gardner, senior Edgar Erb, senior parole officer, group plans to discuss and clarify of training, and James Dwyer, N. Y. S. Vocational Institution, West Coxsackie; William Locke, senior parole officer, Wallkill officer, Great Meadow Correctional Institution; James Maguire, parole officer, Elmira area office.

The Institute, in addition to several general sessions in the evenings, includes thirty courses offered mornings and more than twenty workshops scheduled in the afternoons. More than 500 workers, representing all the diverse areas of the broad correctional field, will participate in the Insti-

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SPOT NEWS of civil service happenings, with forecasts of what will happen, is found weekly to the Newsletter column.

ant director of institutional parole | 2 ANSWERS CHANGED IN PARK FOREMAN TEST

The New York City personnel | department received 15 letters of The answer to question 21 has signed 29 parole officers from all protest from competitors for pro- been changed from B to A; parts of the State to attend the motion to park foreman. The while the answer to No. 31, which Institute. Seven other members of letters protested 18 items in the was B, is now D.

Two key answers were changed.

The test was taken by 125.

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The new vehicles will serve in times of public disaster.

LEGAL NOTICE

CONVERSION OF DORMPTORY STATE UNIVERSITY MARITIME

FORT SCHOYLER, BRONK, S NOTICE TO RIDDRIES

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NOTICE TO RIDDDIES

Separate scaled proposals covering Construction, Smittery and Electric Work for Conversion of Dormitory to Classrooms, State University Maritime College, Fort Schuyler Rook, N. Y., in accordance with Specifications Nos. 12029-C 12079-S, 13-279-E and accompanying drawings will be received by Heary A. Collem, Director Enessu of Centracts and Accounts, Department of Public Works, 14th Floor, The Governor A. E. Smith State Office Building, Albany, N. Y., on behalf of the State University, until 2-200 o'clock P.M., Advanced Samilard Elms on Thursday, Alignet 2, 1950, when they will be publicly opened and read.

Each proposal must be made up the form and submitted in the envelope provided Herelor and shall be accompanied by a certified cherk made payable to the State of New York, Commissioner of Taxistyn and Finance, in the amount stipulated in the proposal sea a staronty that the budder will enfer into the centract if it be awarded to bim. The specification number must be written on the front of the envelope. The blank spaces in the proposal nues or filly in, and no channes shall be made in the phrescology of the proposal receives that carry omissions, erastree, siterations or assistions may be rejected as informat The State reserves the right to reject any or all bids. Successful budders will be recurred by or the proposal for the payment of the contract to give a bond conditioned for the faithful performance of the emutract and a separate bond for the payment of the contract. Drawings and specifications may be examined free of charge at the following offices.

State Archetics, 207 Broadway, New York City.

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State Architect The Gov. A. E. Smith
State Office Eldy, Albany, N. Y.
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Y.

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mell, N. Y.
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District Engineer, Babylon, Long Island,
N. Y.

Y University Maritime College, Fort.

N. Y.

State University Maritime College, Fort Schuyler Bronx, N. Y.

Drawings and specifications may be obtained by calling at the Bureau of Contracts and Accounts (Revenue Unit), Department of Public Works, 11th Floor, The Governor Afred E. Smith State Office Building, Albany, N. Y., or at the State Architect's Office, 18th Floor, 270 Brondway, New York City and by mulcing deposit for each set as follows: Construction, \$10.00: Sanitary, \$5.00: Electric, \$500 or by malling such deposit to the Albany address Checks should be payable to the State Department of Public Works Proposal blanks and envelopes will be furnished without charge The State Architect's Standard Construction of Mechanical Specifications will be required for this project and may be purchased from the Eurean of Constructs and Accounts for the sum of \$300 cash.

Dated: 7/8/56.

TITATION—The People of New York, By
the Grace of Gold Free and Independent
to Attorney General of the State of New
York: Athert E. Smith: Salars Weed: Jeseph V. Smith: John T. Smith: James
F. Salars, if living, and if dead his executors, administrators, distributers and essigns: Currichus J. Greyno, and to "John
Doe" the 'John Doe" being Detitions, the
allered husband of SARAH E. SKIFFINGTON deceased, if living or if dead, to the
cresurors, administrators distributes and
sesions of said "John Doe", deceased,
whose names and Puel Office addresses are
unknown and cannot after dilacent baonly be ascertained by the petitioner breein.

And the next of kin of Sarah E. Shif-

And the next of him of Sarah E. Shif-Office addresses are unknown and cannot after diligent inquiry be ascertained by the

Office addresses are unknown and cross office addresses are unknown and cannot after diligent municy be ascertained by the petitioner herein.

Being the nersons interested as creditors, next of kin or otherwise in the estate of \$ARAH \$\(\), SRIFFINSTON, deceased, who at the time of her death was a resident of 160 East \$8th Street New York, N. Y.

Send Greeting.

Coon the petition of The Public Administrator of New York, N. Y.

Send Greeting.

Coon the petition of The Public Administrator of New York, N. Y.

Send Greeting.

Count of Manihattan, City and County of New York as administrator of the cook, and certic at and deceased.

You and such of you are hereby clied to show cause before the Surveyales Court of New York County held at the Hall of Records, Boots 509 in the County of New York, on the 2nd day of October 1959, at halfened ten o'clock in the formoun of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the Young, chaltels and credits of said deceased should not be indicably settled in Testimony Whereof, We have caused the said thought of York to be becoming affixed.

Witness, Househies William T. COLLINS a Surveyale of our Lord lane thousand name hundred and Olyseis.

PHILIP A DONABUE (Sent)

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2 family detached stucco, P rooms, hot water heat, 3 car garage, I spart-ment vacant, 1 block to transporta-tion, PRICE

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ST. ALBANS — 2 fam. frame. Asking \$12,500 412 & 3 room Apts., modern kitchen, tile bath, storm-screens; steam oil; garage.

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HOLLIS-2 fam. frame & stucco. Asking \$19.000 5½ & 5 room Apts., tile baths, modern kitchens; extra large rooms; storms-screens; steam-oil; garage, Both Apts, on closing,

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LEGAL NOTICE

JENKS, KIRKLAND, GRUBBS & KEIR —
Nation is hereby given that the persons itemin remost have formed & limited partnership for the termsection of business in the
State of New York and elsewhere and bure
first a certificate in the Cheric's office of the
County of New York, of which the substance is as follows: The names of the
Builted partnership is JENKS, KIRKLAND,
GRUBBS & KEIR. The character of the
business is a general investment brokerace
and advisory business. The location of the
place of business in the State of New York
is 25 Boost Street Borough of Nanicalia,
City of New York The name and place of
residence of cach member is as follows:
Marting Jenks, Philadelphia, Pa., Samel
S. Kirkhael Bern Maur, Pa. Herton S.
Gombs, Ben Aven, Pittiburgh, Pa., Bacold
K. Keir, Beflevine, Pa., Lawrence A. Brows,
Harrelford, Pa., Herbert S. Whitman, Wilton, Conn., Harold H. Beebe, Pitman, N. J.,
sil of whom are general pariners; and Gilbert Messagger, Haverford Pa. Common JENKS, KIRKLAND, GRUBBS & KEIR -Harmitord, Pa., Herbert S. Whitman, Wilton, Corn., Barold H. Becbe, Pitman, S. J.,
shi of whom are general pariners; and dilbest Megargee. Haverford, Pa., Commics
Latherwood. Haverford, Pa., who are
harbert partners. The farthership term coaliness without finit as to time provided
however, that the general partners, these
entitled to more than 63% of the net
profits of the partnership, may dissolve the
partnership upon sixty days notice or may
terminate the partnership at the end of the
eximate year upon ninety days notice. The
remaining partners may elect to dissolve
upon withdrawal of a general partner
The cash contributed by Gilbert Megar
ges is \$50,000 and by Cumming Callier

The cash contributed by Gilbert Megar ges is \$56,000 and by Cummins Caliserwood \$25,000 There are no agreements for further contributions by the limited partners, in a capital contribution of the limited partners, entries to diminution resulting from losses suffered by the partnership, are to be returned to them upon dissolution of the natureship or most earlier withdrawal from the partnership at any time incommety days notice. The limited partners are entitled to receive interest upon their capital constitutions at the rate of \$7.000 money days notice, the following: Gilbert Magarge, 11% and Cummins Catherwood, \$7.5 of the remaining net profits. No right is given the limited partners to substitute an assigner as contributed in their slead. The partners entitled to \$3.5 of the net profits in agregate have the right to admit additional partners. No right of princips is given a limited partner over any other limited partner have no right to decrease the partner for their contributions.

The death or withdrawal of any partners that not be constitutions.

The death or withdrawal of any partner shaft not be construed to effect the dissipation of the partnership. Upon the death or withdrawal of my partner texcest Whithness, whose contribution of a membership in the New York Stock Exchange is subject to control by the rules of said Exchange is subject to control by the rules of said Exchange and by specific provisions more Inly act forch in the Artheles of Agreement; the remaining partners shall have the purilege of purchasing the share of such deceased or withdrawal of the share at any time without a period of ext months after the deals as worthdrawal of the partner upon payment of the amount of his then share of the capital as shown by the partnership hoofs with bilevest accurate to the date of extlement at the rate of 5.75 per annum and payment of his share of undistributed profits. The death or withdrawal of any partner

The certificate referred to above has been signed, swars to and acknowledged by all of the general limited partners.

Dated: June 1, 1956.

At a Special Term Part II of the City Court of the City of New York, held in said for the County of New York, at 22 Chambers Street, Borough of Nashkalin, on the Bib day of July 1956.

PRESENT: HON, FRANCIS RIVERS, Justice, in the Matter of the Application of RUTH SEIGEL For an Order grantises beave to change the manse of her Infactson, LARRY SEIGEL, and the affinition of RUTH SEIGEL, and the affinition of LARRY SEIGEL, and the affinition of LARRY SEIGEL, and the affinition of LARRY SEIGEL, and the count of LARRY SEIGEL and the amount of LARRY SEIGEL and the count of the high certificate herewall automited, bearing #33753 and the count being satisfied that the aversants contained in said petition are tree and that there is no reasonable objection to the charge of the summe proposed.

NOW, on motion of PHILIP OLAN, alterney for the petitioner, it is ORDERED that the petitioner's son to anthorized in assume the name of LARRY ALLEN on and after the lath does of August 1950, upon condition that Devyshall comply with the further provisions of this order, and it is Turther ORDERED, that this order and the affidical in the Office of the Cherk of this Court within 10 days after signing there of, that areas, proof the order be published in Crut Service Lender a previous of that strip, proof of sorth publication shall be Ried with the sheek of this court, and it is further ORDERED, that full with the sheek of this court. and it is further of the order of the sheet of this court. and the publication of a sorth publication at the publication and price of a sorth publication shall be Ried with the sheek of this court. and it is further of the publication of the publication and price as a present of the court.

tion shall be filed with the check of this cover, and it is further.

ORDENED, that fullowing the floing of the netition and noder as hermalows directed and the publication of suon order, as hereinabove directed, that on son arise the 15th day of August 1956, he patitioner's son shall be known by the name of LARRY ALLEN, and by no other

J. C. C.

Atricultural Economist, \$4,525 to \$11,610, 53 (B),

Agricultural Extension Specialist (Program Leadership, Educa-tional Research and Training) \$7,570, to \$11,610; Subject-Mat-ter Specialization, Educational Media, \$7,570 to \$10,320,-Jobs are in Washington, D. C., area. Extensive travel required, 4 (B)

Agricultural Market Reporter, \$4-523 to \$6,390. (B)
Agricultural Marketing Specialist,
\$4,525 to \$10,320. (B)
Agricultural Research Scientist,
\$4,525 to \$10,320. 109.

Agriculturist, \$4,525 to \$11,610 .-Announcement 202 amended.

Cotton Technologist, \$4,525 to \$7,-570.—Jobs are in Washington, D. C., and the South and Southwest, 2230.

Warehouse Examiner (Grain, Cotton, Miscellaneous Products -Dry Storage, Miscelloneous Pro-ducts — Cold Storage), \$5,440 bobs are with the Department of Agriculture. (B)

BUSINESS AND ECONOMICS Accountant and Auditor, \$3,670.

Accountant (Comprehensive Audits), \$4,525 to \$11,610. — Jobs are in the General Accounting Office which desires men for these positions, 344,

Actuary, \$3,670 to \$11,610.—Jobs are in various agencies in the Washington, D. C., area and in the Railroad Retirement Board in Chicago, Ill. 42.

Auditor, \$4,525 to \$11,610. - Jobs are with the Department of the Army, (B)

Bank Examiner (Trainee Assistant and Assistant, \$4,080 and \$4,525. — For duty with the Federal Deposit Insurance Corporation, 401 (B)

ommodity - Industry Analyst (Minerals), \$5,440 to \$7,570. -255.

Economist, \$5,440 to \$11,610. Jobs are in the Washington, D. C., area, 37,

Farm Credit Examiner, \$4,525 and \$5,440, 396,

Field Representative, (Telephone Operations and Loans), \$4,525 to \$7,570. — Jobs are with the Rural Electrification Administration, 442.

Internal Auditor, \$4,525 to \$10,-320. - Jobs are with the Post Office Department, 9 (B). Savings and Loan Examiner, \$4,-

525 and \$5,440. — 34 (B). Engineer (Various branches), \$4,-345 and \$4,930. - Jobs are at McClellan Air Force Base, Mc-Cleitan, Calif. 12-10-28 (55). Cost, Property), \$7,57 to \$11,-610. — For duty in the Washing-ton, D. C., area; occasional tra-

vel required. Jobs are with the

15 Interesting State Titles

sional engineering:

& (2) 2 years of chemical engineering experience involving decontrol of dusts, fumes, smokes, liquids, etc. which affect health in industrial plants, Fee \$5,

4497 Assistant Civil Engineer, Westchester County

Usual salary range: \$5,380 to \$6,-900

Requirements:

equivalency diploma:

& (2) 2 years' experience in civil engineering including both design of structures and supervision of construction;

& (3) either (a) bachelor's de-

Department of Defense which 433 (B) amended.

Securities Investigator, \$5,440 and \$6,390. — Jobs are with the Securities and Exchange Commission. 21 (B).

ENGINEERING AND SCIENTIFIC

setts. 1-1-3 (53).

in civil engineering, or (b) master's degree in civil engineering, or (c) bachelor's degree in engineertection, analysis, elimination and ing plus 2 years of field and office experience in civil engineering, or (d) 7 years of field and office experience in civil engineering, or (e) equivalent combination. Fee. \$5.

4509. Junior Civil Engineer, Westchester County.

Usual salary range: \$3,980 to (1) high school graduation or \$5,100. Appointment expected at \$4,540.

Requirements:

(1) high school graduation or equivalency diploma;

& (2) either (a) bachelor's degree in civil engineering; or (b) gree in civil engineering plus one bachelor's degree in engineering plus 1 year's experience in civil engineering; or (c) master's dedesires men for these positions gree in civil engineering; or (d) 2 years in construction technology, including field work, plus 3 years in survey work, drafting, preparing designs of civil engineering projects or supervising construction; or (e) 6 years as in (d); or Aeronautical Engineer, \$4,9230 to (f) equivalent combination. Fee, \$7,570. — Jobs are in Massachu-

Engineer, Chemist, Mathemati-(Continued on Page 13) Open to All Qualified Citizens of The United States,

STOP SAYING . . . "I CAN'T AFFORD TO RETIRE"

By NORMAN D. FORD

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

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

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

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

If You Like an Island

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

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

Do You Prefer the Theatre and Music?

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

What About Florida?

Where do you get the most sunshine in Fiorida, the friendliest towns, the lowest prices? Which is the still unknown section, where you can still buy Florida property at reasonable prices? Where do you find the best chances to pick up extra income? Which are the best Florida communities if you want a job with a future or a bustness of your own? Which are the best towns for a short vacation or a few weeks What's the one easy way to cut your vacation costs in the town you chose?

Do You Prefer the Southwest?

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

or America's Pacific Coast?

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

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

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

WHERE TO RETIRE ON A SMALL INCOME

HIS book selects out of the hundreds of thousands of communities in the U.S. and its island territories only places where living costs are less where the surroundings are pleasant, and where nature and the community get together to guarantee a good time from fishing, boating, gardening, concerts, or the like. The book never overlooks the fact

that some people must get part-time or seasonal work to pad out their incomes. It covers cities, towns, and farms throughout America — from New England south to Florida, west to California and north to the Pacific Northwest. It includes Hawati, Puerto Rico, and the American Virgin Islands, Some people spend hun-dreds of dollars trying to get information like this by traveling around the country. Frequently they fail—there is just too much of America to explore.

Where to Retire on a Small Income saves you from that danger, Yet the big

1955 edition costs only \$1,

WHERE WILL YOU GO IN FLORIDA?

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

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

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

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

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

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

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How to Earn an Income While Retired. \$1.50.

.. Special offer: all 3 books above for 54.

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\$11,610 a year. - Most jobs are in field establishments of the Potomac River Naval Command in Washington, D. C., and vici-nity and in the Engineer Center at Fort Belvoir, ma. 398 (B).

Engineer Aeronauticall Electrical, Electronics and Mechanical) Physicist, \$5,440 to \$6,390. John are at the Naval Air Development Center, Johnsville, Pa. 3-39-1 (1951).

Engineer, Physicist, Electronic Scientist, Mathematician, \$5,-440 to \$11,610. — Jobs are in U. S. Naval Laboratories in California, 12-14-1 (55).

Engineering Draftsman, \$2,960 to \$6,390. — Jobs are in the Washington, D. C., area. 30. Geologist, \$5,440 to \$8,990. — 232

Geophysicist (Earth Physics, Geo-

magnetics, Seismology), \$4,345 to \$11,610. — 52 (B). Highway Engineer — Highway Bridge Engineer, \$4,930 to \$6,-390 -323

Laboratory Electronic Mechanic, \$3,175 to \$6,390. — Jo2bs are in the Washington, D. C. area. — 10 (B).

Meteorological Ald, \$3,175 to 3, 670. — Johs are country-wide and in Alaska, Puerto Rico, the Virgin Islands, Hawaiian Islands and other Pacific Islands, and in foreign countries, 399. Meteorologist, \$4,2345 and \$4,525.

Mining Engineer, \$4,345 to \$11,-

- 357. Navigation Specialist (Marine), \$4,525 and \$5,440. — 408. (B). Oceanographer, \$3,670 to \$11,610.

Patent Adviser, \$3,670 and \$6390. Jobs are in Washington, D.
 C., area. 416. (B).

Paten Adviser (Electronics), \$3,-670 to \$7,570. — Jobs are in Fort Monmuth, N. J. 2-21-3

Patent Ejaminer, \$4,345 to \$5,440. - Jobs are in Washington, D. D., area, 331.

Physical Science Aid - Engineering Aid, \$2,690 to \$4,525. - Jobs are in the Washington, D. C.,

area, 289 and 347. Radar Instructor, \$4,525; Radar Instructor (Trainee), \$3.670. - John are at the Keesler A Force Base, Bllexi, Miss. 5-118-11 (55).

Research and Development Meteorologist, \$5,440 to \$7,570.

Electrification Engineer Distribution and Transmission, Electric Power Generation), \$5.-440 to \$6,390. - Jobs are with the U. S. Department of Agri-culture, 4-69-1 (1950),

Scientific Aid (Cotton), \$2,960 to \$3,670. — Jobs are in the Washington, D. C., area, 419 (B). Statistical Draftsman, \$2,960 to \$4,525. — Jobs are in the Wash-

ington, D. C., area 31. Student Trainee (In Engineering and the Physical Sciences), \$2,-690 to \$3,415. — Jobs are in the Washington, D. C., area Closing date: April 18, 1956, 223 (B). Technologist, \$4,525 to \$11,610. —

Jobs are in the Washington, D. C., area. 402.

MEDICAL Creedive Therapist, \$3,670 to \$5,-440. — Jobs are with the Veterans Administration, 377,

Dental Officer, \$5,440 to \$10,230 .--Jobs are in various agencies in the Washington, D. C., area, and in the U. S. Public Health Service throughout the United States and Alaska, 41.

Medical Biology Technician, \$2,-960 to \$4,525. — Jobs are in the Washington, D. C., area, 36, Medical Officer, \$7,465 and \$8,-645. — 415 amended.

Medical Officer, \$9,331 to \$12,581. John are with the Panama anal Company-Canal Zone Government Organization in the Panama Canal Zone, 414 (B) amended.

Medical Officer, \$7,465 to \$12,690.

—Positions are the principally in the Indian Health Program in Western States and in Alas-

Medical Officer .- Rotating Intern, \$2,800; Psychiatric Resident, \$3,400 to \$4,200; Neurologic Resdent, \$3,400 to \$4,200. — Jobs are in St. Elizabeths Hospital in Washington, D. C. 429

Medical Technician, Medical X Ray Technician, \$2,960 to \$4,-525. Jobs are in the Washing-ton, D. C., area. 39.

date indicated.

5-118-11 (55). STRUCTOR, \$4,525, and rader instructor (trainee), \$3.670. Jobs at Keesler Air Force Base, Biloxi, Miss. Apply to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. No closing date.)

11-4-18 STUDINT (55). TRAINEE (FORESTRY), \$3,175 Civil Service Commission, 641 and \$3,415. Jobs in Western States and Alaska. Apply to U.S. Civil Service Commission, 641 Washington Street, New York 14. N. Y. (No closing date).

2-67 (55). STENOGRAPHER, TYPIST, \$1.29 to \$1.42 an hour. Jobs in NYC. Part-time jobs for those who have completed two or years of a four-year high school course. Apply to U.S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (No closing date.)

2-71-2 (55), LAUNDRY HELP-ER, \$1.26 an hour. Restricted by law to persons entitled to veteran preference. Applications will be acentitled to veteran preference get Engineers, 111 East 16th Street, first call. Rquirements: three New York 3, N. Y.

eian, Metallurgist ,Physicist, Electronic Scientist, \$4,345 to Street, New York 14, N. Y., until laundry operations such as marking, checking, folding, sorting, etc., or in combination of two or more regular laundry operations, Males preferred. Send filled-out forms 5001-ABC and 57 to VA Hospital. Northport, N. Y.

> 2-196. TABULATING MACHINE OPERATOR, CARD PUNCH OP-ERATOR, \$2,960 to \$3,175. Jobs in NYC. Requirements: written test, plus three to six months' experi ence, Send Form 5000-AB to Second U.S. Civil Service Regional Office, 641 Washington Street, New York 14, N.Y. (No closing date).

2-71-1. DENTAL HYGIENIST, \$3.415 a year. Jobs at VA Hospital, ERATOR, \$3,170 to \$4,000. (Friday, Requirements: registration as dental or oral hyglenist, plus one-year course at school of dental hygiene and one year's experience, or two years' experience, Minimum age, 18 years. Send Forms 57 and 5001-ABC to Board of U.S. Civil Service Examiners, VA Hospital, Northport, L. I., N. Y. (No closing date).

2-25-1 (55), ENGINEER, \$5,440 to \$7,570; architectural, civil, concepted from persons not entitled struction, hydraulics, materials, to veteran preference, but persons sanitary, structural. Apply to

Teaching and Other Jobs In NYC Education Board

The New York City Board of day high school, \$3,950 to \$5,750. Education is receiving applica- Baccalaureate degree or equivtions for the following jobs until the date given at the end of each notice. See where to apply on page 8.

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

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

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

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

5268. LABORATORY ASSIST-ANT, biology and general science,



HE MADE IT IN 20 YEARS: Lester T. O'Connor, just appointed an assistant vicepresident of the Emigrant Industrial Savings Bank, entered the bank's employ in 1936. He is an attorney and Ford-ham and St. John's Law 175. School graduate. The appoint-ment was announced by John T. Madden, bank president. 5).

alent preparation, plus certain other graduate and undergrate work, Fee \$5. (October 11.) 6588. LABORATORY ASSIST-

ANT, physical sciences and general science. \$3,950. Baccalaureate degree or equivalent preparation, plus certain other graduate and undergraduate Fee \$5. (October 11). 5010. CHAIRMAN OF

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

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

5982. TEACHER, home eco-nomics, day high schools, \$4,000 \$7,600. Baccalaurente degree or equivalent preparation and 30 semester hours in approved courses. Fee \$5 (September 19), 5892. GENERAL S H O P

TEACHER, day high school, \$4,-000 to \$7,600 Completion of a four-year approved industrial teacher training course, equivalent preparation or graduation from a junior high school.

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

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

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

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

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

tober 5. 5851. CHAIRMAN OF DE-PARTMENT, foreign languages, day high schools. \$8,75 to \$9,-Baccalaureate degree equivalent preparation and 30 semester hours of approved gradunte courses. Fee \$10. (October

STATE TESTS

ing New York State exams will be 7). available on or after Monday, July 30. The exams are tentatively set for Saturday, October 6. The closing date appears at the end of each announcement. Unless otherwise indicated, candidates must be U. S. citizens and must have been legal residents of New York State for at least one year immediately preceding examination date.

OPEN COMPETITIVE

4105. ASSOCIATE CANAL FLECTRIC ENGINEER, \$8,390 to \$10,100. (Friday, September 7).

4106. CANAL STRUCTURE OP-Sentember 7)

4107. SENIOR ENGINEERING TECHNICIAN, \$3,840 to \$4,790. (Friday, September 7).

4108. ENGINEERING TECHNI-CIAN, \$3,320 to \$4,180. (Friday September 7).

4109. SENIOR BUILDING STRUCTURAL ENGINEER, \$5,-

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Announcements for the follow- | 660 to \$6,940. (Friday, September

4110. ASSISTANT BUILDING STRUCTURAL ENGINEER, \$5,-660 to \$6 940. (Friday, Septem-

4111. DIRECTOR OF YOUTH REHABLILTATION, \$8,390 to \$10-100. (Friday, September 7.)

4112. SENIOR TRAINING TECHNICIAN (Child Welfare), \$5,390 to \$6,620. Open to any qualified U. S. citizen. (Friday, September 7.)

411. SENIOR TRAINING TECH-NICIAN (Public Assistance), \$5,-390 to \$6,620. Oen to any qualified U. S. citizen. (Friday, September 7).

4114, PAROLE OFFICER, \$4,650 to \$5,760. (Friday, September 7).

4115. PAROLE EMPLOYMENT OFFICER, \$4,220 to \$5,250. (Friday, September 7).

4116. JUNIOR SCIENTIST physiology), \$4,430 to \$5,500. (Friday, September 7).

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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Industry Chapter

Walter Batholomew was elected president of the Industry chap-ter. The other officers are Norman Olson, vice president; Viola Hanna, secretary; Mabel Dart, treasurer; Willam Hickey, delegate, and Obelene Arthur, alternate delegate.

The Executive committee consists of Marion Thompson, George Bowling, Marcia Eliott, Peter Domiano and Arthur Dart.

Mrs. O. Frances Salley transferred from position in Service Cottage to telephone operator.

Della Young transferred from duties as cook at the hospital to relief worker in the Housekeeping Department.

Jan Wager is on sick leave from duties as nurse at the hospital.

Marvin Dunlap was apponted as Director of Vocational Education 5-10-56

Harold Covey, Boy's Supervisor, suffered a heart attack early In May and is on the road to recovery.

Robert Bulmer of the Engineer-

ing Department recently moved into one of the "Five Nations" formerly ocupled by the McMan-

Mr. & Mrs. Raymond Welch announced the birth of a daughter on May 23rd. There were two weddings in

June for staff members of the Parole Office:

Carol Orman wed James Jones on June 16th.

Mary Allen wed Edwin Robbins on June 30. The office force gave them a huncheon on June 12th and presented them each with a

Prancis Krupski of Buffalo was appointed as welding instructor

Mr. & Mrs. Carmen Farruggia were appointed as relief houseparents. Carmen was formerly a Boy's Supervisor.

Lyra Brisbane left the school at the end of June to go into the Beauty Shop business with her daughter Kay in Livonia.

Father Schefferli is recovering slowly from a badly broken an-kle. We are happy to see him up and about his duties despite his 1956.

A highly successful annual Hobby & Craft Show was held May Europe.

Mrs. Josephine Powers, Laundry Supervisor, was taken to the General Hospital in Rochester on July 6th due to serious illness. Recovered from illness and operations and returned to duty are Mrs. Josephine Schroeder, Mrs. Paul Tyrell, Raymond Quackenbush and Dan Callahan.

Farm manager Larry Stebbens, Jesse Funt, Bill Slocum and Ernes! Hanna accepted an invitation and attended a demonstration on pork and home produce processing at Gowanda State Hospital.

Fire Chief Larry Monoghan was elected president of the Instructors and Coordinators Conference on May 23 at the arnual meeting and institute in Elmira. This partment upon the death of Regroup is sponsored by the N. Y. S. becca Krause was given to the

Mrs. Davis Elected (Continued from Page 1)

agenda for 'Departmental and

have your representative use it?" Resolutions for the coming leg-

islative session were ratified by

the Rev. Charles Wilcox. As re-

with the resolutions.

Bureau of Fire Mobilization and Jewish Chronic Disease Hospital President attended the Western

Control Bill Hickey and Ralph Offen attended the meeting of Dept. In-stitutional Chapter representa-servance. tives to discuss mutual problems. Deputy Commissioner J. C. Louchheim met with the group at War-

wick State School. "Doc" Funk is to attend the Institute for Boy Scout Wood Badge Training at Schiff Reservation, N. J.

John B. Costello is on the faculty of the 7th Annual Freder ick A. Moran Memorial on Delinquency and Crime held at St. Lawrence University from July 29 to August 4.

The Very Rev. Magr. Joseph E. Vogt, former chaplain at Indus-try, celebrated his Silver Jubilee in the Priesthood on June 10.

Chautaugua

The Chatauqua County chapter's mouthly meeting was held on June 28 in the Mayville Court House. Fifty-one members present. The regular business meeting was directed by Harold Schulz, president.

Current topics of special interest were discussed, followed by refreshments, with County Treasurer's Department employees acting as hostesses. The table was decorated with a bridal shower cake, honoring Allena Calhoun, secretary, who was presented with a gift by the group

A special meeting will be held on July 26.

State Fund Chapter

There were two new Association members added to the roster this week and we wish to wel-come Anthony Labita of Policy-holders Service Department and Rachael Varsano of Underwriting Transcription to the State Fund Association Chapter team.

All members are urged to vote for officers of The State Insurance Fund Chapter for the term 1956-1958. All ballots must be returned to departmental representatives at the close of business on July 18,

Ida Amandola has returned to work after a five-week sojourn in

Yetta Pressman has flown to California where she will spend a month's vacation visiting

Marjorie McCarthy is in the hospital at the moment recupareting from a minor surgery and anyone who would like to send her card call Frieda Kalz in Addressograph on Extension 200 for the address and name of the hospital.

Louis Buffler, Underwriting Director, suffered a mild heart attack recently and is resting comfortably at Bethany Deaconess Hospital in Brooklyn. We wish him a speedy recovery.

The generous collection which

where they will remember the name of Rebecca Krause four

Onelia Knight of Filing was on sick leave for many months and has now resigned to live in Los Angeles, California.

Josephine Gold is in St. Luke's Hospital for a spell. We hope that she will be up and out real soon,

Roswell Park

The regular meeting of Roswell Park Chapter C.S.E.A., formerly the Gratwick Chapter, was held on June 22. The revised constitu-tion and by-laws were voted upon and accepted, the change of name being the first on the agenda. The Nominating Committee presented its list of possible candidates for the next balloting which is to take place on July 9 and 10. In-stallation will be at the next meeting. A Fish Fry followed.

Congratulations are extended to the parents of the 1956 crop of graduates. Their encouragements, sacrifices and assistance, spiritual as well as financial, more than Dr. Richard Steckel, Claude Rowell balance their children's tears, and Martin Attridge were named sweat and blood, Mrs. Annie Aungst, Head Nurse on 7-West had two sons to finish: William, an M.D. from University of Syracuse, and John, an Industrial Engineer from the University of Buffalo. proud Mothers Sophie Doerr, O.R., Adele Gegenfurtner. C.S.R., Lorraine Gottler, C.S.R., E. Dowd, Diag. X-Ray.

The R.P.M.I. Baseball Team finwith 3 wins, 2 losses, and so far the second half-2 wins, 0 losses. The uniforms which the Chapter furnished look very well.

We are very glad to see the following back from sick leave; Celia Nowicki, R.N. (O.P.D.), Viola Erler, Att., (O.P.D.), Ottille Mar-tin, Att., (O.P.D.), George Chadwell, Kitchen, Pat Harris, Path-

We extend get well wishes to Eve Pavone, R.N., Ellen MacFadden, R.N., (OP.D.), Marie Sova, R.N., Enid Combs, R.N., 3-11:30 Supervisor, Madeline Barrett, R. N., (Rad. Therappy), E. Christian, Att., Mrs Carruthers, Dr. Carruthers' wife.

Congratulations and best wishes to: Norbert Parker, Animal Research, birth of twin boys; Charlie Herger, birth of a girl; Marie Shoemaker, Bus. Off. on her pro-motion: Jeanette Gruskiewic, Bus. highest in the hospital on the Senior Clerk List; Sarah Mac-Auley, Mail Clerk, #3 on the Mail Clerk List; Dr. James Holland on his comming marriage on July 7; Dr. F. Lessman, Dr. R. Schobinger and Dr. E. Lasser on winning first prize in the Radiation Section on their scientific exhibit 'Intraosseous Venography" at the Annual American Medical Association Convention in Chicago on June 7, 1956. This exhibit was constructed by the Medical Illustration and Photography Departments of the Institute.

Jim Harris, R.P.M.I. Chapter aurant in Albany.

Conference at Brockport, New York on June 23.

Lucky vacationers include: Miss Ethel Chandler, Director of Nurses, to Europe; Grace Pabst, Nurses, to Europe; Grace Pabst, Librarian, to California, Texas and Mexico; Paula Wainwright, Kitchen, to Georgia; Elia Lombardo, Secy., O.R., to St. Louis; Sue Carnes, R.N., O.R., to St. Louis; E. Gaffney, Asst. Supervisor, O.R., to Colorado; Marie Janis, Supervisor, Record Room, to California; Vi Rinebolt, R.N., (O.R.D.), thru the New England (O.P.D.), thru the New England

Rochester State

Archie Graham was elected prespital chapter at the group's anat the Colonial Hotel in Rochesas delegates.

A brief talk was given by William Rossiter, outgoing president, who officiated at the meeting. Other speakers were John F. Powers, CSEA president; Paul Kyer, editor of The LEADER; John Kelly, Jr., associate counsel for the CSEA; Dr. C. F. Terrance, director of Rochester State Hospital; Dr. Benjamin J. Pollack, assistant ished the first half of their season | director, and P. J. McCormack, Sr., businss officer.

> Among the guests were Bill Connley, 3rd vice president; Claude Rowell, president of the CSEA Western Conference; Bob Silvers; Father Callan, Catholic chaplain, and Rev. Jameson, protestant chaplain.

Edna McNair received an award of \$10.00 as one of the most outstanding Civil Service com-

Falls following surgery at Strong Memorial Hospital. He expects to return to work about July 16, and thanks his friends and co-workers

from Boston, where he attended graduation exercises for his son, Allan, Kenneth Menktelow enjoyed a week's vacation, painting his home.

Jim Surridge was appointed chairman of the Judges Committee for the Annual Convention of the Northern New York Volunteer Firemen's Associaton, held June 28 June 28 through 30 in Manchester,

by the National Association for Mental Health as one of the country's fourteen most outstanding psychiatric aides, attended a "gettogether" dinner at Keeler's Rest-

ident of the Rochester State Hosnual dinner meeting held in May ter. The other officers: Edna Mc-Nair, 1st vice president; Robert Nugent, 2nd vice president; Iris Jackson, recording secretary; Helen Detandt, corresponding secretary; James Surridge, treasurer.

mittee workers.

News from the carpenter shop; Myron ("Dutch") Maine is conva-lescing at his home in Honeoye during his illness.

Merle Marsh recently returned

Leo Lamphron, who was honored

Dannemora

Joe Luck was elected president of the Dannemora State Hospital chapter. Other officers chosen were Ray Downs, vice president; Clifford Tripp, secretary; Rog Bigelow, treasurer; Al Foster, delegate, and Jack Walace, alter-nate delegate..

Chief attendent Owen ("Aces") Brooks won Dannemora's original bowling league title, while Al P, Genesses won the Plattsburg title. Both teams held banquets at the Legion Home, Lyon Mountain, ending a long successful season.

The chapter welcomes the many new workers from Mattewan, and hope they will like the change. Some employees have been se-

lected for training at St. Law-rence. Reports are that it's very educational,

Promotion marks have been received for charge and senior at-tendant. Congratulations to all who passed. For those who didn't: remember that more exams are coming up.

Welcome to the new temporary attendants, nurses and civilian employees. The chapter urges all new workers to join the Association and help fight for better wages and the 40-hour week. New personnel will have the cooperation of the entire institution.

Chapter members express their sincere thanks for a job well done to Howard St. Clair and Tom Cumings, both leaving their chapter offices after many years of hard work.

Deepest sympathy is extended to Frank Earl on the death of his wife, and to Jim Collins on the death of his brothers.
Welcome back to Jim Collins

and Elmer Goddeau after long illnesses. The chapter hopes to see Frank Collins and Glenn Sorrell back soon.

A & M Chapter Edgar E. Troidle, newly install-

ed president of the Agriculture and Markets chapter, has named ten standing committees to assist in carrying out chapter and Associaprograms. The committees and their members are: auditing, John W. Young, chairman, and Joseph Gardener: education, Ethel Crookes, chairman; Zona M. for their get-well cards and calls Brown, Anne V. George and Eleanor V. Holmes; grievance, Katherine Cosgrave, chairman, Elizabeth Degenaar and Roy McKay; legis-lative, Robert Blabey, chairman, Julitta Nial and Margaret Nial; Membership, Thomas Stevents

chairman; Mary Barthezard, Mary Cronin, Ethel Doran, Alice Reilly and James Shiriklan, publicity, Foster Potter, chairman, James A. Carey and Garrison Dillon; social Burton Buell, chairman; Dorothy Cheeseman Danie! Conway and Russel Kilidjian. Entertainment, Helen Kehrer, chairman, Dorothea Bradt, Estelle Cramer, Elizabeth Hager and William Keuhn; transportation, Roy McKay, chairman, Daniel Conway, Joseph Kilgallen and Mildred Lentz: ways and means, C. Wesley Callan, chair-man, Earl Beare, John Manning and M. Dorothy VanDerzee,

Bon Voyage Party For Barbara Hughes

ALBANY, July 16-A Bon Voyage luncheon was given in honor of Barbara M. Hughes by her coworkers in the Department of Law on Thursday, June 28, 1956 at the Catalina. She sailed for a tour of Europe on July 12, aboard the Queen Elizabeth. The guest of honor was presented an Aurora Borealis pin and earring set with the well wishes of her co-workers. She is on the social committee of the Law Department, Civil Service Employees' Association.

RESNICK DVA COUNSEL

ALBANY, July 16. Edward J. McLaughlin, state Division of Veteran's Affairs director, has announced the appointment of Louis



AND STILL ANOTHER NEW CSEA CHAPTER: Another chapter of the Civil Service Employtiring president, Mr. Lamb received gifts of luggage and a travelling clock. After dinner there was dancing, with music by the chapter secretary, and Joseph E. Hogan, delegate, look on. Liberty A. Sarinelli, vice week at an annual salary of \$8,000. president, and Joseph T. Grovenger, treasurer, were absent when the picture was taken. 390.

CARROLL CLUB JULY EVENTS

Among seven July events on the Carroll Club calendar is a pilgrimage to Greymoor, to be held Saturday, July 28. The pilgrimage is scheduled to leave the club at 9:30 A.M. Other events, to be held at the club, 22 East 38th Street, New York City, are a film, "Our Political Heritage," 7:30 P.M., July 17; an informal dance, 8 P.M., July 18; an orchestra dance, 8:30 P.M., July 20; a movie, "Ireland to Austria," 7:30 P.M., July 24; a game night and dance party, 8 P.M., July 25; and an orchestra dance, 8:30 P.M., July 27.

LEGAL NOTICE

STATE OF NEW YORK—INSURANCE
DEPARTMENT, ALBANY
1, Leffertt Holz Superintendent of Insurance of the State of New hereby carrify
pursuant to law, that the MILLERS NATIONAL INSURANCE COMPANY CHICAGO, ILLINOS is duly licensed to transact the business of insurance in this state
and that its statement filed for the year
cuded December 31, 1055, shows the following condition:

Iowing condition:
Total Admitted Assets \$ 11,111,843.78
Total Liabilities 6,756,974.92 4.354,868,86

form Liabillice
Surplus as regards
policyholders
Income for the year
Disbursements for
the year

5,909,088.00

STATE OF NEW YORK—INSURANCE
DEPARTMENT, ALBANY
I, Leffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the OLD RE-PUBLIC LIFE INSURANCE COMPANY CHICAGO, ILLNOS is duly Hernsed to transact the business of Insurance in this state and that its statement filed for the year ended December 31, 1935, shows the following condition:
Total Admitted Assets \$17,206,962.10
Total Limilities \$1,293,732.00
Surpine and Voluntary reserves
Income for the year
Dishursements for the year
Dishursements for the year
17,654,497.02

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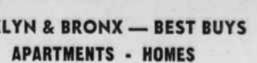
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I. Leffert Boia Superitrendent of Insurance of the State of New hereby certified pureaunt of law, that the ILLINOUS FIRE INSUBANCE COMPANY CHICAGO, ILLINOUS is duly licensed to transact the business of insurance in able state and that its statement filed for the year ended December 31, 1055, shows the following condition:
Total Admitted Assets \$ 4.509.123.88
Total Labilities 2.688.370.55
Capital bild-up \$ 800,000.00

\$ 800,000.00

Capital paid up Eurplus and Vol-untary reserves Sutrains as regards policyholders Income for the year Disbursements for the year

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1,000,740,33

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Sales Agent

LEGAL NOTICE

CITATION—The People of the State of New York By the Grave of God Free and Independent. To HARRIST MONTGOMERY, MARY MONTGOMERY, and WILLIAM MONTGOMERY and WILLIAM MONTGOMERY and "WILLIAM MONTGOMERY" and "WILLIAM MONTGOMERY" and their names of end persons and each of them being unknown to your petitioner, the true names of end persons and each of them being unknown to your petitioner, them a daughter and a son of the decedent, above named, if thing, and if dead, her and his Executors. Administrators, and all Distributess. Legatees, Devisers of and "NARY MONTGOMERY" and "WILLIAM MONTGOMERY," and such of them, and all persons, who by purchase or inheritance, or otherwise, have, or claim to have, an interest in the above entitled matter, derived through and of them, which Heirs, Executors, Legatees, Devisees, of through any of them, which Heirs, Executors, Administrators, the persons who may be decrased, und what of him and other persons, if any there be, and their names and present addresses are unknown to your Petithoner, and also all persons, who are or make any dam whatsoever as Executor, or Administrator, or any persons who may be decrased, and who would if living, have any interest in the above entitled matter derived through any, or all of the above named people, or their Dustributers, Devisees, Legatees, which person, if there be, their names and addresses, are unknown to your Petithoner.

The next of him and bere at law of CHABLES E, MONTGOMERY, decrased send greeting.

Whereas, Warriers A, Schener, the City whereas, at 250 West 57th Street the City whereas.

CHARLES E. MONTGOMERY, Gorassed send greeting:
Whereas, WARREN A. SCHENCR, who resides at 251 West 57th Street, the City of New York, has lately applied to the Surrogaste's Court of our County of New York to have a certain instrument in writing hearing date of the 6th day of September, 1955, relating to both real and personal property, daily proved as the list will and testament of CHARLES E. MONT-GOMERY, deceased, who was at the time of his death a resident of 46 West 72td Street City and, the County of New York, Therefore, you and seed of you are cited to ablow cause before the Surrogate's Court of our County of New York, at thellast of fleeceds in the County of New York, on the 2nd day of August, one thousand nine hundred and fife-six, at half-past ten welcok in the foremost of that day why the said will and testament should not be admitted to product as a will of real and personal property.

personal property.

In testingny whereof, we have caused the seal of the Surrogale's Court of the said County of New York to be becounts affixed.

liness, Honorable George Frankenthaler Surrogate of our said County of New York, at said county, the 19 day of June in the year of our Lord one thousand nine hundred and fifty-six PHILIP A. DONAHUE (L.S.) - Clerk of the Eurrogate's Court

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

IN BENSONHURST

Polo Homes, Inc.

Presents A New Group of

DISTINCTIVE 1-FAMILY BRICK HONES

SIX ROOMS INCLUDING 3 BEDROOMS

21/2 BATHS GARAGE OPEN PORCH

Featuring Built-in Ovens and Burner Units

SUBDIVIDED FINISHED BASEMENT

- Ready To Be Converted To 2 Family
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Telephone: ESplanade 2-6419

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FULL BASEMENT, EXTRA BATH YOUNG & FISH AVES.

1 FARE ZONE - \$14,000

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BROOKLYN JESSUE HOMES

NEW 2 FAMILY SOLID BRICK 614 RMS. (3 BEDROOMS) 114 BATHS & GARAGE PLUS 214 RM. RENTAL APT. \$23,500

EAST 27th ST., BETWEEN Y & Z BROOKLYN

NEW-2 Family Brick Houses OUTSTANDING VAL. at \$15,005 Conventiat or VA Sale NEPTUNE AVE. (Conv. Island) Bet. 20th & 30th Sts.

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135 Montague St., Billyn. TB. 5-4300

BROOKLYN me on 40 x 100 plot in one # Hoom bome of Fintbushs' exclusive peigh \$16,900 perhioods

HOLLISTER

2200 Church Avenue IN 2-2800

LEGAL NOTICE

STATE OF NEW YORK-INSURANCE DEPARTMENT, ALBANY

DEPARTMENT, ALBANY
I. Lefforth Hola, Superintendent of losurance of the State of New hereby certify
pursuant to inw that the BENEFIT ASSOCIATION OF HAILWAY EMPLOYEES
CHICAGO, ILLINOIS is duly licensed to
tamact the business of insurance in this
state and that its elatement filed for the
year ended December II. 1955, shows the
following conditions:
Total Admitted Assets \$18,700,411.28
Total Limitities \$1,84,212.28

Total Limbilities
Total Limbilities
Surplus as regards
policyhoiders
Income for the year
Disbursements for 14,184,212.28

the year 51 832 715.81 STATE OF NEW YORK—INSURANCE DEPARTMENT ALBANY

aid up \$ 3,000,000,00

replies and Voluntary reserves 50 557.004 48

For an analysis of civil service problems in the forefront of the news, read H. J. Bernard's weekly column, "Looking Inside." Questions answered on civil service. Address Editor, The LEADER.

97 Duane Street, New York 7, N.Y.

BRONX

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6 rms., 3 Bdrms, Garage AMERICAN BASEMENT

3 COATS PLASTER VENETIAN BLINDS H. W. Heat, Brass Plumbing

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Near all churches and schools

ONLY

\$13,990 \$1000 CASH FOR GI's

for All MODEL HOME 4100 PAULDING AVE.

\$96 Carrying Charges

CORNER E. 230th ST. Nr. E. 233rd St., Sta Lex. Av. Sub.

Lowest Prices in City

ALSO A FEW LEFT 2 Bedroom MODELS ONLY

\$650 Cash for GI's 590 Carrying Charges

TU 2-9985

RESORTS

MYERSVILLE, N. J.

215 and 4 room Bungatows, all tropcove-ments, headis, social hall, solumning — 1 hr. N.Y. — Playground for children — Millington 7-0700, Mrs. Veinger.

CATSKILLS

Board for elderly prople or pensioners permanent bone, Heated house - test food Mrs. A. Madden, Round Top, N. X. Mrs. A. M Cairo 9-2834,

ULSTER COUNTY

4 beautiful rooms, open parch. Fully equipped, 2 calcuts from town & Bathing.

BUY LOW CASH - EASY TERMS MELLINA REAL ESTATE

8611—23rd AVE - KINGS BIGBWAY CO 6-6 0008 — DE 0-9227 BROOKLYN, N. V.

How State Returns Expenses Industry Scout Leader Paid Out of Aides' Pockets Takes Troop to Honors

ployee's travel. The vouchers are then thoroughly audited and charges posted to the travel order of the state traveler.

pared properly and no essential standing commercial firms, the information is lacking, it is ap- Federal government, other states proved by the audit clerk and and hotel survey organizations advanced to the certifier who has to make certain that our rate is been given authority to certify equitable from the employee's and the account for payment," Mr. state's standpoint,

"Each step described is taken regintained in respect to the fair- consideration."

travel order authorizing the em- owned cars by conducting studies the recipient of one of the highest in acouting in recognition for ex. Spring Camporee. through outside contacts. . . .

"In the matter of hotel rates and meals we make periodic "If the voucher has been pre- studies by contacting hotels, out-

"In regard to automobile al-From this point the voucher is lowance of eight cents a mile, the cost per mile of operating automotive equipment,

> "The importance of reimburstraveling for the State of New to his employment at Industry,

Under this program, payments will

pital stays. Benefits also will be

provided for such special services

as private duty nursing, visiting

These are some of the outstand-

ing features in a flexible program

that will be revised in accordance

with State employees' changing

needs and budgetary requirements.

The program opens up new vistas

of health protection. However, it

continues to maintain such stand-

ards as free choice of hospital and

doctor-standards which have

made Blue Cross and Blue Shield

drugs out of the hospital.

honors for a Scout leader, that the ceptional leadership. National Council of the Boy Scours of America can give.

Schuck, Chief Scout Executive, and Chief Scout Executive Dr. Schuck the national leader of scouting in the United States, to attend a treasured honor awards "Doc" camp training session of 8 days duration at the Schiff Reservation 120 has fared under "Doc" lead-Camp in New Jersey, this past ership, month. Only 36 picked men attended this training course. These were chosen from all over the several states of the Union.

The course was to complete the practical training requirements for the coveted "Wood Badge", one of the highest honors in scouting.

"Doc" Funk has been employed as a Boys' Supervisor at Industry since Feb 1, 1939 and his skills in the area of scouting, in which he had been active for years prior were recognized when he was an-Troop 120 in 1943

termediate cottage groups during the week. From these groups he chooses candidates for scouting and on Thursday of each week he devotes all of his time to scouting Thursday is known as Scout night at Industry. This is when the chosen boys from the several groups meet together as a Troop on the even more extensive Blue Cross, Building. Troop 120 is presently ary Club and they are contributing a Scout Building which is in the be made toward the cost of diag- process of construction, so that "Doc" Funk can have a permanent hendquarters for his Troop activi-

This building is to cost a sizeable sum of money and it indicates the conditions and tuberculosis, and high regard the Rotarians of Rochester have for the accomplishments of Troop 120 under the leadership of "Dec" Funk.

"Doe" has had 25 years of service in scouting. He is an Eagle Scout, and has won the following

- 2 Fifteen year pin for teaching First Aid to the Scouts for the American Red Cross.
- 3. "Order of the Arrow"-Vigil

"Doc" Funk is assigned as Boys' can pus in front of the School organization. sponsored by the Rochester Rot- 120 won the winter camping award.

high honors in scouting.

- 1. Scoustmaster Key.
- the preferred protection of the Honor, and his title in this order large majority of State employees. is the Indian name Man-Na-Seh,



KINGS PARK HONORS RETIRING PRESIDENT: Ivan C. Man-

4. The Wood Badge awarded to "Doe" Funk in June of this year He was singled out by Dr. at the Schiff Reservation by the

> These are some of the most possesses, and here is how Troop

> 1. In 1949 Troop 120 won the "Silver Spur" Award at the Tomshawk Camporee. This was the



EDWARD 'DOC' FUNK, who has done such fine work with **Boy Scouts at Industry State** School.

summer camping award of this

- 2. In the winter of 1949 Troop "Operation Zero".
- 3. In 1951 they received the "Round Up" award at the Tomahawk Camporee.
- 4. In 1952 Troop 129 won National recognition and received the Forward on Liberty's Team award". They also took "Operation Snowflake award" at the Toma-

ress of rates for hotel, meals Edward Funk, better known to which means Man Building. The hawk Winter Camporee, and also quests-sum the existence of a and mileage rate for personally all staff and boys as "Doc", was Vigil Honor is given to a leader the "Springeree" award in the

> 5. In 1953 Scout Lagona of Troop 120 was awarded the "Order of the Arrow" and the Troop won National recognition again, when they were awarded the "Forward Liberty's Team" medal, for their scouting work this year.

> At the Rochester Scout Council Summer Camp Massaweple, which is located in the heart of the Adirondacks and registers from 1,200 to 1,600 Scouts, Troop 120 won the honor "Table Award."

> 6. In 1954 Troop 120 won the award "Polar Bear" at the Tomahawk operation and also, the "Forward on Liberty's Team" National recognition award. The Troop also won the Honor Unit-"Round-Up", Boy Scouts of America, for their outstanding work in camping during the 3rd period of Camp Pioneer at Marsawepie, Scouts nammer camp. One of the Scouts in this Troop, Scout Garrison, also won the award as the outstanding camper out of 1200 Secuts at Maszawepie during this period. Troop 120 won the "Special Recognition Toe" award. This is an award for sound leadership and the citation reads as follows: "Presented to Troop 120 for their outstanding camping during the third period of 1954 at Camp Pioneer Massaweple Scout Camp.

> "Special Recognition Toe" for sound leadership and active program participation. Construction of new camp sites, trails, complete clearings and other improvements. Perfect inspection and records, construction of fireplaces on Mount Arab, and construction of fireplaces on Mount Mooseherd and cooperation with Camp improvement projects."

> In 1955 Scout Kirk won the "Order of the Arrow". The Troop won the inspection award in camping this year and also were awarded the 'Frolics' award for initiating rpecial projects within the camp, e.g. laying of water lines; laying out parking areas; parede grounds and building fireplaces. Troop 120 took the "Conservation Award" of the Tomahawks, This was awarded to the Troop with most advancement awards for the

> In 1956 the Troop has already received the "Unit Inspection" Commissioner's Award for this year and we can look forward to seeing Troop 120 going on winning additional scouting laurels under the leadership of "Doc" Funk.

> "Doc" has over the years been able to cooperate successfully with all staff at this institution and his good relationships in the area have proven of inestimeble value in the advancement of scouting at Industry. It also indicates the versatility of our Boys' Supervisors, who have the skills that contribute so much in the vast program that the Administration has planned in the rehabilitation of the boys who are sent to us for this purpose.

Columbia Association Plans Basket Party

The Columbia Association of State Employees will hold its first annual basket party on Sunday, July 29 at Semier's Midland Park. Grant City, Staten Island.

There will be plenty of refreshments, including free beer and soda. Judging from the response to are already members of The Civil ticket sales, the association looks

Geo. Deveneau **Heads Newest** Thruway Unit

ELSMERE, July 16-George J. Deveneau of Watervliet, New York has been elected as the first president of the Thruway Headquarters Chapter, Civil Service Em-Association it was announced at the group's organizational meeting held in the Thruway Administration Building in Elsmere, Tuesday, June 26.

Other officers chosen were: vice president, Liberty A. Sarinelli of Albany, New York, secretary, Ethel Carney of Delmar, New York; treasurer, Joseph T. Grovenger, Albany, New York, and delegate, Joseph E. Hogan of Troy, New York.

All were installed by Francis M. Casey, field representative of the 65,000 member association of civil service employees.

Some 90 percent of the Thruway's local employees are in the competitive class of New York State Civil Service. 120 out of the approximately 225 employees of Service Employees Association, Inc. forward to a successful party,

Burgess said

forwarded to the Account Sec- we also use information from tion where it is included in a other states, commercial firms, simple schedule for processing the Federal government and outand checks prepared. The checks standing survey and automotive are then either forwarded by engineering firms, such as Runzmail, or, in the case of local de- heimer & Co., of Chicago, napartments, picked up by de- tionally known cost accountants, which "Doc" brought home with partment workers for distribution specializing in the calculation of him. to claimants.

No Short Cuts

for a particular necessary pur- ing an employee promptly for p.se," Mr. Burgess said, "There his personal funds expended in is no short cut, but constant efforts are made to streamline the York is vital and suggesprocessing of employees' expense tions which will facilitate such pointed Scoutmaster of Industry accounts by eliminating occasion- reimbursement without impairing al bottlenecks caused by an un- the vital functions of the departusual and unexpected heavy flow ments involved are welcome and Supervisor to the Junior and Inof vouchers. Constant vigil is will always receive our fullest

More Protection At Less Cost Is Blue Cross Aim ting the finishing touches to an

cost of health care at less costthat is what Blue Cross and Blue Shield are offering the 53,000 State Blue Shield program that will ofemployees now enrolled under the fer many increased special services. non-profit, community health service Plans. Following recent passage of the health insurance bill nostic services and prolonged hosby the State legislature, all seven Plans in New York State have come up with a cooperative program that establishes a new high nurse service, care for mental in protection against hospital and medical expenses. The program embodies the best features of each of the State Blue Cross, Blue Shield Plans, plus a number of precedent-breaking new features, and is keyed to the special needs of State employees.

Under the new Blue Cross program, 120 days of paid-in-full benefits for a broad range of hospital services will be available to subscribers and their family dependents. Under Blue Shield, surgery and medical care in the hospital will be offered on a noadditional-bill basis for families in the \$6,000-a-year income bracket. The combined hospital, surgical, medical program will make it possible for State employees to obtain more comprehensive protection than is currently available

NEW PERSONNEL MANUAL

under any one of the State Blue

Cross, Blue Shield Plans.

A reprint of the Federal Personnel Manual, which contains laws rules and regulations administered or issued by the Civil Service Commission, has been ordered by the Civil Service Commission. In addition, publication of five other publications, four of them in the new Fersonnel Methods Series, is planned within the next three

The Federal Personnel Manual should be available for public purchase at the office of the Superintendent or Documents in the Government Printing Office late in August.

digo, right, was presented with a gift when he retired re-cently as president of Kings Park State Hospital chapter, CSEA. Seen making the presentation are Mrs. Margaret the Thruway headquarters staff Lyons, first vice president, left, and J. William Mason, new are already members of The Civil president.