

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XIX, No. 10 Tuesday, November 12, 1957 Price 10 Cents

ALBANY
CAPITOL STATION
P O DRAWER 125
F HENRY GALPIN

Members!

See Page 16

Rensselaer County Chapter Submits Program for Troy

Rensselaer County chapter of the Civil Service Employees Association has submitted a 4-point program to the Mayor and members of the Common Council of Troy. It outlines the chapter's goals for the coming year in the City of Troy.

These include:

1. A \$300 across-the-board salary increase for all city employees.
 2. Development of a salary plan by the Municipal Service Division of the Civil Service Department during 1958 for installation in 1959.
 3. Formulation and adoption of a set of Attendance Rules in keeping with modern personnel practices.
 4. Employer contributions toward hospital and medical-surgical insurance premiums.
- The chapter has requested a meeting on the proposals with city officials.

Retiring President Honored

The chapter honored its first president, John J. Hayes, at a dinner party in Troy recently. Mr. Hayes has left his post as Rensselaer County Probation Department director to accept a position with the State Correction Department.

Special guests at the testimonial dinner were John F. Powers, president of the Civil Service Employees Association; Harry Fox, CSEA treasurer, and Frank Casey and Joseph Donnelly, Association field representatives.

Thomas A. Sherwood, present president, acted as toastmaster at the buffet dinner. Mr. Hayes was

Rochester State Names Committee For Grievances

At the recent meeting of the Rochester State Hospital chapter of the Civil Service Employees Association, William Rossiter, president of the chapter, announced the appointment of a grievance committee to consider claims presented by individuals or groups within the hospital.

The committee plans to meet monthly with the director of the hospital, Dr. Christopher Terrence for the consideration of such claims. Chairman of the committee is Herbert Leake, with the following employee representatives: Edward Brennan, Joseph Hoaglan, Iris Jackson, Leo Lamphron, Gordon Lane, Creola Shelton, Thelma Snider, Alice Spears, Iola Stevens, Clement Uschold, Rosalie Van Loan and Frank Wojcikowski.

BIG TROOPER MEETING

The largest turnout of the Troop K chapter of the Association was present at a meeting held in Peekskill. Sgt. James Coyne, President of the chapter, read an award from headquarters, that membership had increased threefold in the past year. The attainment of a 40-hour week is one of the objectives of the State Police.

presented with a pen and pencil set.

Mrs. Viola Wheeler was chairman of arrangements, with Harold E. Coleman as co-chairman.

Kathleen K. Kane, chairman of the nominating committee, announced that ballots are being prepared for an election of officers and will list two slates of candidates. Ballots will be mailed to chapter members.

Gains Reported On Subsistence In Some Areas

The CSEA Special Committee on Subsistence and Mileage Rates reported further success for the Association on behalf of public workers during the past year, Roy H. MacKay, committee chairman, announced at the CSEA's annual meeting last month.

Robert J. Merklinger, Maurice G. Osborne and William R. Roberson are on the committee, with First Vice President Joseph Feily serving as consultant.

Mr. MacKay's report declared that:

"Since the last annual meeting this Committee has again been successful in securing upward adjustments in hotel rates in the following cities: Rochester, Syracuse, Utica and Albany. This adjustment is from a \$6.00 to a \$7.00 maximum allowance for the cities specified. Formerly this increased allowance was applicable to Buffalo and New York City only.

"While the Committee has been unsuccessful in securing a needed upward adjustment in car mileage allowance, a continued effort will be made to secure upward adjustment for this.

"It has been recommended and the matter discussed with the Department of Audit & Control that employees operating personal cars be reimbursed for storage and parking when away from home on State business in a privately owned car.

"Your Committee has suggested and consideration is being given to reimbursing employees for gratuities. The Committee feels that gratuities are more in fact a service charge than a gift and in fact there are many cases where such charges are included in bills rendered. The Committee feels that there is a growing acceptance of this thought by people in the administration. However a necessary preliminary step before the travel rules are modified to include this kind of service charge would be a more modern interpretation of the constitution. This new interpretation is currently being sought.

"Meal allowance for necessary overtime work has been increased from \$2.00 to \$2.50.

"The Committee wishes to thank the Association Staff and particularly Jesse McFarland for assistance given in conferences and meetings held."

First of Meetings on CSEA Legislative Program Due

ALBANY, Nov. 11 — The 1958 session of the New York State Legislature will not begin until January but the 1958 legislative program of the Civil Service Employees Association already is under way.

Within the next few days, Association officers and counsel will meet with leaders of the Legislature and Administration officials to discuss the program of benefits for State workers in the coming year as outlined in resolutions approved by some 600 CSEA delegates at their annual meeting here last month.

These resolutions call for a 40-hour week with no loss in take home pay, plus a real raise in salary, for institutional employees; a pay raise for all employees; better retirement benefits; improved

working conditions and pay for State troopers and myriad other benefits.

This year, the Association resolution on salary does not call for any flat figure but asks that raises be granted according to current figures in private industry and with cognizance of inflationary trends which have continued upward for the past 13 months straight.

Before any of these matters reach the Legislature for consideration, however, bills must be drawn for submission and discussions must be held on various governmental levels to reach agreement on conditions of the various demands on behalf of the public employes by the Association, which speaks for the vast majority of State workers.

Salary and reduction of hours are expected to dominate the first discussions in the coming days.

Earlier this year Governor Averell Harriman pledged his Administration to "correcting inequities" in the salary schedules of State workers.

GOP leaders, who pushed a pay boost for employees in the last session of the Legislature, are expected to lend a sympathetic ear to worker demands again this year.

It would appear certain that institutional employees can depend on gaining a 40-hour week this year, with only two hours remaining to be reduced from what was a 48-hour week two years ago. Since that time, the Association managed to carve six hours from the institutional work week, the first such reduction in many years.

Reports on meetings between Association officials, legislative leaders and the Administration will appear in The Leader in the near future.

Insurance Deductions Undergo Changes Nov. 20

CSEA Group Life and Accident-Health Insurance deductions on State payrolls will automatically change on the November 20 bi-weekly pay checks (which are received by State institutional employees on November 22) to reflect increased cost where the policyholder, effective November 1, moved into the next higher age premium bracket.

In the case of the Group Life Plan A, the adjusted insurance deduction will also reflect the increased amount of insurance where the employee's salary, effective November 1, was in an amount to entitle him or her to increased Group Life Insurance. CSEA members insured under its Group Life Plan, who are entitled to more insurance effective No-

vember 1, will receive riders for attachment to their insurance certificates which riders will provide for the adjusted amount of insurance.

The CSEA insurance deductions on the November 20 payrolls will not include standard Blue Cross-Blue Shield which was deducted heretofore. The last deduction for standard Blue Cross-Blue Shield was on the November 6 pay, and such deductions normally will pay for Blue Cross-Blue Shield deductions covered a 28-day advance through Dec. 4 since the depreciation.

Employees who applied for the State Health Insurance Plan will receive protection under that plan from December 5 on. Employees who had Blue Cross-Blue Shield coverage under the payroll deductions arranged by CSEA previously, and who did not sign up for the State Health Insurance Program, should contact the Blue Cross-Blue Shield Corporation which issued their Blue Cross-Blue Shield contracts to them to arrange for standard Blue Cross-Blue Shield coverage in the future by direct payment.

Remington Ellis Dies; 1st Monroe Unit Head

Remington Ellis, 64, of Rochester, first president of the Monroe County chapter of the Civil Service Employees Association, died after a long illness. He was first vice president of the chapter at the time of his death.

Mr. Ellis was assistant city engineer in Rochester.

Long active in the affairs of the Monroe County CSEA chapter, Mr. Ellis worked hard to increase membership for the unit and never lost interest in its growth despite his long illness. He also served on the Resolutions Committee of the Association. From 1953 to 1956 he was chapter secretary.

Mrs. Ruth McFee called his death "a severe blow to our chapter. He will be mourned by all of us." Mrs. McFee is the president of the chapter.

In addition to his CSEA activities, Mr. Ellis also was an active Mason, Legionnaire and member of the Monroe Avenue Methodist Church in Rochester.

Underpaid Researchers Leaving U.S. Service; Trainees Hard to Find

By PETER ALLISON

Sputtering over Sputnik goes on in every field, with each agency pointing to its own long-held grievances with the plaint: "If they hadn't . . ."

At the bottom of the barrel of criticism is the long despairing civil service employee . . . the man who was destined to carry out the manifold projects in research and development, the man

who was assigned to do the work on Satellites U.S.A. No one seems to have asked him why we're so far behind in demonstration.

Here's what a Leader survey indicates is now the situation in government research and development. It is a story of costly face-saving economy, more often apparent than real. It is a story of the incentive motive turned in reverse on the key personnel whose

(Continued on Page 2)

POOR PERSONNEL POLICIES SLOW U.S. SCIENCE PROJECTS

(Continued from Page 1)
 Job it is to keep America safe through science.

A Disappointed Group

The men and women who carry on government research and development today are the remains of a corps of government scientists who just couldn't afford to leave their jobs. They are a demoralized, underpaid, overworked, harrassed group of men who started during the war years with a great enthusiasm for working for Uncle Sam and now wish they hadn't. Nine out of 10 engineering and science graduates offered government jobs today, refuse to take them. Simply put, the United States government critically needs 8,000 professional and scientific

personnel ranging from electronic engineers to accountants and auditors. Defense finds it cannot hire replacements, and experienced personnel are leaving . . . in some departments at the rate of 25 per cent a year. Civil service employees point out what industry offers, and what Uncle Sam doesn't: challenging work, excellent salaries and benefits, opportunities for advancement, educational assistance, generous moving allowances, local interviews, etc.

The causes of Uncle Sam's personnel problems are pretty obvious:

Causes Analyzed

1. More than half the men and women on government payrolls are employed in the Defense

Department, 1,168,000 of them civilians, almost 3,000,000 of the total in the armed forces. In general, salaries paid are \$500 to \$2,000 under what similar jobs pay in private industry (starting salaries are \$500 to \$800 under private industry levels). In top jobs, the differential is fantastic. ITEM: O. T. Marzke, Chief of the Naval Research Laboratory, left his GS-18 job (\$16,000) to take a similar position with the United States Steel Corporation nine months ago. His reported salary, \$45,000. His replacement: not found, for obvious reasons. Here are some other "cases."

Dr. John S. Hagen, is in charge of the much publicized, crucial Project Vanguard. His rating: GS-15 (\$11,610 to \$12,690). His salary compares unfavorably with the earnings of a good stereotyper in The Leader printshop.

W.D., a procurement specialist in the Defense Department, received a salary of \$9,205. He supervised contract administration in three large States. In 1935, he saved Defense over \$250,000. He left Government service to accept the position of assistant plant manager in an industrial firm that offered him \$12,000 a year.

R.M., an industrial engineer, in the Defense Department, received \$9,205 a year. He integrated the work measurement system with production control and accounting programs in one of Defense's largest projects. Result in dollar value of improved effectiveness for 16 months was \$1,490,096. Mr. M. resigned from civil service to become plant manager for an aircraft maintenance corporation. His starting salary of \$12,370 a year amounted to a one-third increase over his Government pay.

R.H., a sanitary engineer, received a Government salary of \$8,430 a year. Mr. H. was responsible for design of industrial waste treatment plants at four major Defense installations. The plants cost \$2,000,000. One of his design innovations saved the Government \$100,000 annually. For this,

he was given a Government award of \$275. Mr. H. finally accepted a position in a firm which offered him \$10,000 a year and far greater income opportunity than anything offered by Civil Service.

2. Government employees have shorter hours? United States employment is standardized at 40 hours; most industrial plants operate on 37½ to 35 hours. Industrial fringe benefits generally now exceed those offered government employees. Moreover, most plants, until recently, provided substantial overtime, added to pay at time and a half rates. To government employees, this extra income was denied until last Saturday. ITEM: In the curious reasoning of management, overtime was cut on Project Vanguard as on all other projects. The ruling: No Saturday work, as an economy measure. But such is the anomaly of government regulations that Saturday overtime work was paid at less than the normal rate for non-overtime, for those earning \$5,400 or more.

3. Opportunities for advancement? Government employees have been practically frozen in their grades since the economy drive began. In the face of a 22 percent salary increase for blue collar and industrial workers since 1952, white collar employees have received one 5 percent salary increase.

Between June, 1955, and June, 1957 scientific and technical salaries rose 14.5 percent in private industry. Federal employees received nothing.

4. Prestige? In an economy where social status depends to a large extent on income, in a period when there is much more to buy than any ordinary individual can afford, the civil service scientist ranks at the bottom of his professional scale. One survey of civilian personnel states blandly: "Little is done in the personnel program of Defense to enhance the prestige of scientists and en-

gineers." For appreciation, the government employee has faced the constant fear that an anonymous crank may send a letter that will question his loyalty. In effect, he lives in a world of Orwell's "Big Brother." ITEM: Boss' appreciation reflecting the boss' attitude: Secretary of Defense Wilson — "Basic research is basic nonsense."

5. Less pressure perhaps? Most government offices, particularly in research and development, have more work stacked on desks than they can ever hope to handle. Staffs are skeletonized—not by cuts, which are often mere rationalizations of accomplished facts, but by the constant loss at the top and virtual impossibility of getting adequate trainees. ITEM: Following a public notice of reduction in force in one Navy Bureau, there came an announcement: "Although the imposed ceilings are less than on-board count, it is considered there is no cause for any individual to feel he will receive a notice of reduction in force. The normal losses of personnel, which in the past year averaged 25 per quarter [roughly 25 percent a year] should permit Research and Development to meet the new ceilings without any involuntary separations."

6. All this is due to the national necessity to economize? Any (Continued on Page 4)

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EMERALD GROUP TO DANCE
 The Emerald Society of the Transit Police will hold its first annual dance on Friday evening November 15 at the Hotel Towers, Brooklyn.

CIVIL SERVICE LEADER
 American Leading Newsmagazine
 for Public Employees

LEADER PUBLICATIONS, INC.
 87 Duane St., New York 7, N. Y.
 Telephone: BEekman 3-6010

Entered as second-class matter October 2, 1939, at the post office at New York, N. Y., under the Act of March 3, 1879. Members of Audit Bureau of Circulations.

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THE PUBLIC EMPLOYEE

By JOHN F. POWERS
President

Civil Service Employees Association



Civil Servants In Times of Crisis

With Sputnik I and II whirling around in space, with reports from places as far as Italy and Texas of people seeing strange sights in the sky, with the scientists talking of the possibility of a power which will give an object the speed of light, it is comforting to sit back and contemplate something a little less spectacular, a little more familiar, and which gives one a sense of stability.

This rare phenomenon in our whirling 1957 is the Civil Service of France. Until just about 10 days ago, this European Republic has been without a political leader. For the past thirty odd days, France has been unable to form a government, and so has not had any one person or group at the top directing its destiny. Yet during that period, its 43,000,000 people have gone about their daily tasks of living. They moved from place to place, received letters, paid their taxes, fought fires, arrested law breakers — in general, did all of the things which human beings in groups have been doing for centuries — and which, unless the Sputniks and the electronics pervading the world change the whole way of life of man, they will be doing for centuries to come.

Work with Little Praise

This stabilizing force in France was the Civil Service. — those tens of thousands of public employees who every hour, every day, every week went about their tasks in every village, town, city, and in the nation, faithfully doing the things they were hired to do. They were the people who took care of the water supply of France, who watched over the sanitation services, who policed the streets, who fought the fires, who taught the schools, who did, in fact, the thousand and one things which civil servants all over the world in every country do daily and as a matter of course.

People have come to depend upon the public servant and expect them to serve through all crises and all political and social upheavals. The civil servant is the bed rock of our community living — the base upon which our society rests. Chaos would result if the civil service stopped functioning — no community could survive a day in our present day world.

Civil Service Kept Country Moving

Despite the fact that a great government has been held together during one of its great political crises — the role which the public servant played has received little notice. So accustomed have people become to the workings of their water supply and sewage systems that they too often forget the force which unsung and too often un-honored have made their 20th century living possible.

What the civil servants did in France during the past 30 days was the same that civil servants did everywhere. They have become the backbone of our modern social order. Without them our social orders could not exist — would disintegrate into chaos. The civil servant should become conscious of his basic role in our life — he should think of himself in terms of his social and political importance, and he should stop thinking of himself in terms of second class citizens or lesser beings in the social order.

Rockland Halloween Costumes Tell Plight of Civil Servant

The eerie "other world" atmosphere created by the imaginatively costumed guests at the annual Halloween masquerade party given by the 25-Year Service Club at Rockland State Hospital gave way to "real world" hilarity after the costume judging, when masks were doffed, the people behind them were recognized, and a variety of lively games were started.

Winner of the prize for the most original costume worn by an individual was Mayfred Veitch, who appeared in a white shroud and a huge, wide-eyed doll-faced pumpkinhead adorned with dangling earrings.

Costumes Tell Story

The prize for the most original costumes worn by couples went to Lillian Ward and Mary Scott, a weary and bent elderly pair dressed in old-fashioned nightclothes, who represented retired Civil Service employees.

An outstanding costume, satirizing the financial plight of Civil Service employees, was worn by William Kunze. Unshaven and wearing a battered fedora, an undershirt and patched overalls—his bare toes sticking out of the holes in his shoes—he carried a placard on his back enumerating the annual payroll deductions that had reduced him to such a sorry state.

A considerable stir was created by the arrival of Mr. and Mrs. Pat O'Brian, whose hobo disguises defied recognition. With no exchange of conversation, and taking no apparent notice of anyone in the room, they spread a blanket in the center of the floor, laid out a picnic lunch and sat down and ate in a leisurely manner.

The entrance to the room in which the party was held was covered by the head of a wrathful-looking cat, whose wide-open sharp-toothed jaws served as a doorway. It was designed and painted by Mr. Kunze.

High Hokey Pokey

A lively Hokey Pokey, danced by a majority of the guests, sent the party into high gear, and the remainder of the night was spent playing games and dancing. Di-

recting the games was Emil M. R. Bollman, chairman of the arrangements committee.

Prize winners in the game playing were Dr. William R. Stratton, Eugene Scott, Ed Taylor, Hazel Bley, Kathleen Bonville and Pat O'Brian. The door prize was won by Rose Kunze.

Mr. Bollman's assistants on the arrangements committee were Margaret Merritt, Sam Stuart, Catherine Irvine, Mayfred Veitch, Richard Marceau, Kenneth Throop and Margaret Heehs. The delightful buffet supper served was prepared by Mr. and Mrs. Bonville.

Merit Board Gives \$270 To 5 Aides

ALBANY, Nov. 11—Meritorious and constructive ideas submitted through the New York State Employees' Suggestion Program paid off for five State employees, Edward D. Igoe, Chairman of the State Merit Award Board announced today.

Top award went to J. Clifton Dudley, Jr., 3 Danube Drive, Niskayuna, a senior account clerk in the Department of Labor's Division of Employment, Albany. Mr. Dudley collected \$100 for revising a form which, in securing more specific information, substantially reduced the number of cases requiring dictation and, in addition, has eliminated many of the searches required at present for registration numbers.

\$50 was awarded to Kenneth R. Favreau, South Main Street, Ovid, a senior account clerk in the Department of Mental Hygiene, Willard State Hospital. Mr. Favreau suggested a procedural change concerning the control bars of a bookkeeping machine which obviated the necessity of lengthy trial balances.

Two Share Prize

\$50 was shared jointly by William Tackentien, 248 Buffalo Street, Gowanda, and Henry Zynda, Collins Center, both Machinist Welders in the Department of Mental Hygiene, Gowanda State Hospital, Helmuth. Messrs. Tackentien and Zynda collaborated on the construction of a kraut cutter utilizing material available from used cutter parts.

\$35 went to Mrs. Lucille E. Brandon, a Bookkeeping Machine Operator in the Labor Department's State Insurance Fund, 199 Church Street, New York City. Mrs. Brandon devised a new procedure in the posting of claim cards directly from the files instead of removing these cards for posting.

\$35 was presented to Miss Elizabeth M. Heagney, a Supervising Nurse in the Department of Mental Hygiene, Rochester State Hospital, who suggested a device to be attached to chairs in various institutions that would allow the elderly patients to sit up with comparative safety.

The State employees named above give further evidence of the benefits derived from submitting good, practical, suggestions. Since the beginning of the Suggestion Program employees have gained more than \$65,000 in suggestion awards while the State's taxpayers have realized savings in excess of a million dollars.

Tapper Re-elected County Chairman

Vernon A. Tapper, third vice president of the Civil Service Employees Association, was re-elected chairman of the CSEA County Executive Committee at a recent meeting in the Association's Albany headquarters.

S. Samuel Borelly was elected vice chairman.

Main items for discussion on the agenda were county workshops and a participation on the county and municipal levels for the 75th anniversary of the founding of civil service in America.

The contribution of workshops in furthering the cause of the civil servant in political subdivisions was discussed by the county delegates. It was felt that workshops were the best way to get across the goals and needs of civil servants to local legislative bodies as well as the public.

Prestige Discussed

Mrs. Eve Armstrong then proposed that the county groups join in celebrating the 75th anniversary of the civil service as a means of drawing attention to the contribution of public employees to community life. A memorandum to county chapters on this item is forthcoming. Mrs. Armstrong felt such participation would do much to increase the prestige of civil servants.

In line with her remarks, Henry J. McFarland, director of the Municipal Service Division of the Civil Service Department, told county delegates at the annual meeting of the Association to take a "hard look at your own attitude towards your job."

Mr. McFarland said that the low prestige accorded some civil servants easily could be the result of the employee's own attitude about the worth of his job.

"Do you answer letters in an 1890 fashion?" Mr. McFarland queried. "Do you speak slackly and without interest when other people ask you about your job? How are your telephone manners?" he asked.

Prestige in civil service begins with the civil servants themselves, Mr. McFarland said.

"We must convince ourselves before we can convince others of our own worth," he stated.

Mr. McFarland later explained the functions of his department to the delegates.

Resolutions on Agenda

At the meeting, delegates approved a resolution asking that the State Social Welfare Department withhold State aid to political subdivisions which fail to provide salaries equal to State salaries for case worker, senior case worker, case supervisor, account clerk and supervisor of account clerks in the public welfare department. Where no such classification exists in the State department, the resolution calls upon the State Board of Social Welfare to designate the salary level.

Mr. Tapper announced that this resolution and others would be discussed at the Nov. 26 meeting of the County Executive Committee.

The Committee passed a resolution, at its last meeting, to commend the services of the late Mrs. Lula Williams Conlon.

DRAFT BOARD AIDE NAMED

ALBANY, Nov. 11 — Governor Harriman has recommended the appointment of John T. Connolly, Staten Island attorney, to the Selective Service Appeal Board for the Eastern District of New York City. Appointments to the board are made by the President.

STATE INSURANCE FUND CHAPTER FIGHTS THE FLU



The State Insurance Fund chapter of the Civil Service Employees Association in New York City took steps to protect its members against the current Asian influenza epidemic by providing free vaccine to members. Dr. C. Nicol, director of the medical department of the SIF, is seen administering a shot of the vaccine to Mrs. Sydelle Miran, a senior clerk. Looking on is Chapter President Irwin Schlossberg.

Why U.S. Science Projects Are Lagging

(Continued from Page 2)

business concern would give a quick heave-ho to any management that wasted time, man power and sheer cash as has been the practice in government personnel policies. Here are some conclusions on this score:

A.—Salary restraints have merely syphoned out of government service the most experienced and best talent. ITEM: According to the Hoover Commission, the average cost of replacing experienced government personnel is \$25,000 per man.

B.—In many cases the manpower cuts have been largely on paper. Whole agencies have been transferred to the field, so as to show a cut in Washington staff. The government, paid for transferring personnel and equipment—moving costs, relocation costs, etc. In addition, the agencies have had to be in constant contact. When the pressure is off, the agency is moved back—at more moving costs. ITEM: Bureau of Ordnance transferred its publications, directives and drawings from main Navy Building, Washington, N.W., to Washington, S.E. (4 miles away). This site is considered "in the field" and not subject to Washington quotas. Officials who want information—a daily and sometimes hourly requirement—must write or phone for publications and wait days to get them.

C.—In many instances, the personnel are "reduced"—but the work remains. So it has to be given out on a contract basis. A contract is let with a "research" organization. The reduced personnel go to work for the contractor, usually at somewhat better salaries. The government pays the better salary. PLUS the contractor's overhead and profit. ITEM: In at least one case the contractor's employees worked side by side with their former associates. The result was so demoralizing, the contractor had to move out and set up shop elsewhere at government expense.

In four and a half years, civil service employees have saved the Department of Defense many millions, but civil service policies are causing the outstanding idea contributors to leave government service. Economy?

Two reports last year—The Cordiner report published in May and the Young report released last month have made specific recommendations for salary adjustments. The total cost of these would be less than 1/10 of 1 per cent of the Defense Budget. Both the Cordiner report, prepared by an industry committee headed by

Ralph J. Cordiner, president of General Electric Company, and the report by Philip Young, former chairman of the U.S. Civil Service Commission, made specific

recommendations to remedy most of these personnel problems.

Thus far, the only major action taken has been a request for another study.



HURRY! HURRY! HURRY!

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Doctors Recommend Ear Tests

Pain usually accompanies developing physical deficiencies. This is often not true, however, for reduction of hearing. Many persons continue to lose hearing acutely without realizing that the process is going on, until an emergency makes it rudely apparent. The best action for a person who suspects that he is losing his hearing is to have it tested with an audiometer, which will show whether he is in need of treatment, say ear doctors.

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ST GEORGE CHAPTER IN TRANSIT TO MEET

The Transit chapter of the St. George Association will meet at St. Ann's Church, 131 Clinton Street, Brooklyn, on Wednesday evening, November 13, at 8. This will be Past Presidents' Night and also the seventh birthday of the chapter, of which Eugene L. Tinker is president.

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Defense Cutback Eased; Overtime Ban Rescinded

WASHINGTON, Nov. 11—The 20,000 scientists and engineers engaged in research and development are virtually immune from the cutbacks ordered by the Department of Defense, under a new policy of contracting the number of layoffs generally.

The minimum figure was 55,000 plus whatever additional reduction was necessitated by the cut in the Defense Department budget by Congress. Since then the appropriation has been increased somewhat and the new minimum

is 60,000. Under the old plan it would have exceeded 75,000.

The situation was outlined by William H. Francis, Assistant Secretary of Defense, testifying before the House Manpower Utilization Subcommittee.

Overtime Ban Rescinded

The department has 53,000 scientists and engineers, and evidently the 33,000 working on other than developmental and experimental projects are still subject to cutback effects.

Mr. Francis announced that the

rule against overtime work had been rescinded, so far as most employees engaged on research and development are concerned. That includes work on rockets and other missiles.

Representative James C. Davis (D., Ga.) said that despite Defense Department cutbacks, the number of Federal employees increased by 700 because of expansion of non-defense agencies. He cited a 5,600 increase in executive jobs in recent years.

Mr. Davis is chairman of the subcommittee.

Community of Retired Civil Service Employees Planned by Developers

A community of retired civil service employees living in the lush Florida west coast, is the vision of the General Development Company, currently campaigning to sell lots in the area. To make the property available to middle income families, the developers have priced lots at \$795 with payments spread on a \$10 down, \$10-a-month basis. Each plot is 80 by 125 feet.

Land selected for the development is located south of Port Charlotte Harbor, surrounded by the harbor, and the Peace and Myakka Rivers. On the interior, 28 miles of the property adjoins U.S. Route 41. Plots are available along the highway, the harbor, lakes or the rivers.

Port Charlotte is already well along in its development, with stores, motels and paved streets. Homes are already occupied in some sections, with streets paved and graded. The Mackle Company has had a long record of high-grade development of communities in this area.

30-Day Money-Back Plan

To avoid spur-of-the-moment decisions on a matter so important to civil service employees, the company has provided an unusual feature for its selling policy. Purchasers have a 30-day money-back guarantee which permits purchasers to change their minds without monetary loss for a one month period.

Information about the area may

be obtained from Port Charlotte Division, General Development Corporation, Dept. M210A, P. O. Box 465, Miami 45, Fla.

Schechter to Discuss City Personal Work

Personnel Director Joseph Schechter will discuss New York City's administration of civil service at a meeting of the Citizens Budget Commission at 12:15 P.M. Monday, December 2, in Room 201 at 241 Church Street. Robert W. Dowling, president of the CBC, made the announcement.

A guest will be Charles Gilman, administrator of business affairs, Board of Education, who will receive an engrossed scroll. In February, he will have completed 50 years as a civil service employee.

Each year the CBC gives a bronze medal to the civil service employee who has "exemplified the best traditions of the civil service." Mr. Gilman is a former winner. All others who have received this award have been invited to attend to honor Mr. Gilman. They are Julius Wolff, Dr. Morris Greenberg, Dr. Theodore Dr. Lang and Captain Henry J. Mulhearn. Others invited are Charles H. Silver, President of the Board of Education; Dr. William Jansen, Superintendent of Schools; William Dean Embree, president of the Civil Service Reform Association; Mary E. Dillon, and James Marshall.

NFFE ANNIVERSARY TO BE CELEBRATED NOV. 18

The 40th anniversary of the founding of the National Federation of Federal Employees will be celebrated by Local No. 767 in Room 840, Federal Building, 641 Washington Street, 5 P.M. Monday, November 18. Harry W. Johnson, national representative, will be guest speaker.

NO DIPLOMA REQUIRED

The New York City Civil Service Commission does not require a senior high school or equivalency diploma for the special officer or the bridge and tunnel officer examination. It has also revised the medical and physical standards for the special officer job.

NYC SEEKS ARCHITECTS

November 22, is the last day for architects to apply for listing on the Mayor's panel which will consist of qualified architects who would be employed by New York City during 1958. Distinguished architects of the City will prepare the list which will be announced in January.

MV CLUB DINNER

Big doings! A testimonial dinner is being sponsored by the 20 Year Club of the Bureau of Motor Vehicles, New York City for employees who are retiring. Contact Anne Roach, CO 7-9800, Ext. 7007, or Bill Regan, CO 7-9800, Ext. 7205, for details.

POSTAL SCHOLARSHIPS TO BE PRESENTED

The Jewish Postal Workers Welfare League will hold a spiritual breakfast on Sunday, November 17 at the Hotel Commodore following services at the East Fifty-first Street Synagogue. Rabbi David Kahane will officiate.

The winners of two \$1,000 scholarships, Alice Jane Schwartz and Eric L. Gans, will receive their awards. They got the highest marks in the State scholarship examination.

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

Weekman 3-6010

Jerry Finkelstein, Publisher

Paul Kyer, Editor

H. J. Bernard, Contributing Editor

Thomas D. Mann, City Editor

N. H. Mager, Business Manager

10c per copy. Subscription Price \$2.00 to members of the Civil Service Employees Association, \$4.00 to non-members.

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TUESDAY, NOVEMBER 12, 1957

The Pound-Foolish Policy

GOVERNMENT by personnel ceilings has always proved a fiasco, and the present is no exception.

By that method a certain limit is put on the number of employees on the payroll, regardless of the needs of public service.

The public is demanding more and more service of government, better and better and better protection, and stricter safety measures. All these factors, and others, combine to make government grow. War greatly expands the Federal government civilian personnel structure, while reducing that of State and local governments. But after the Federal government has settled down to its usual course in peacetime, that course must be enlightened, not the short-sighted one of placing limits on number of employees, or the amount of salaries they are to be paid, or the service budget, that are dangerously below requirements.

Federal Examples Cited

Examples of what is happening in the Federal government will be found in the special article appearing on Page 2 of this week's Leader. While the citizens of the United States are looking to its government for leadership in scientific advances, including rockets, missiles and artificial satellites, recent news makes them wonder what the Russian government has that we haven't got, that the Russians can be first with demonstrations of spatial prowess. If the United States government offered high enough salaries to attract and hold all the top-flight scientists that it needs, if the appropriations for the breath-taking projects of developing means of travel and communication in space are all that they should be, the Secretary of State would not have to admit that the Russians have the jump on us, even though he did add that we shall catch up with or pass them.

What holds true in this larger aspect is also true of the lesser objectives of hiring the type of mind below the genius level, the type that constitutes the bulk of not only government employees but of people everywhere.

The implication seems to be that the employees should be prompted by patriotism to work for sacrificial salaries. But what's wrong with the government itself being patriotic?

Pernicious Eminent Domain

Instead of putting as much money into a project as it deserves and commands, the government too often sees fit to exercise what it seems to feel is its peculiar right to stint dangerously.

Some good accidentally results from the policy of penury, no doubt, but it is not the good for the greatest number. Rather than raise a salary rate \$1,000 a year, government would expedite hiring. One of the objections to government jobs has been that it takes so long to get them. Private industry hires on the spot. So the Federal government is doing the same thing now concerning hard-to-fill jobs.

Another device used by government, in lieu of raising pay to the number of applicants will come somewhere near what the needs of the service require. New York City's adventures in the patrolman and social investigator examinations are cases in point. It does not get a sufficient number of candidates, or eligibles, or persons ready and willing to accept.

Civil service commissions do not establish pay rates and therefore are as much hampered by the low-salary policy as the government itself is victimized by it.

LETTERS TO THE EDITOR

STRONG AFFIRMATIVE VOTE ASKED ON SOCIAL SECURITY

Editor, The Leader:

Employees of the State and local governments should not feel that since their declarations of intention showed such a preponderance in favor of Social Security coverage that the necessity for voting affirmatively in the referendum—the only real vote, the only one that counts—may be neglected. All employees eligible to vote should make a point of voting. The effort is negligible, the effect of an overwhelming affirmative vote important.

The addition of Social Security benefits to those of the respective retirement systems is a big advantage to the employees. While the coverage will require them to pay tax, including tax for the retroactive period, they should not forget that the employer will pay an equal amount. In this instance it can be truthfully said that the employer leaned in the liberal direction.

An overwhelming affirmative referendum vote therefore will serve also as an expression of appreciation of what the employer has done for the employee.

Henceforth public workers will be able to add Social Security pension to their retirement allowance, have survivorship protection for wife, minor children and, in certain instances, aged parents, and will have their retirement system death benefit augmented a little by the Social Security death payment to the surviving spouse or other person who pays the funeral bill.

So let's all do all that we're supposed to do.

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U. S. NEEDS NURSES

The Federal government needs nurses at \$3,670 to \$3,990 a year in various hospitals and agencies throughout the United States and Alaska, the Canal Zone, and in foreign countries. Applicants must have had appropriate training and experience. Apply to the U. S. Civil Service Commission, Washington 25, D.C.

HOW CAN I be sure that the correct amount of my wages is being reported to the Social Security Administration by my employer?

C.M.O.

You can have your record checked once a year by writing to the Social Security Administration, Baltimore, Md. A statement of your account will be mailed directly to you. If you discover an error, contact your nearest Social Security district office.

I AM 70, but my employer is still taking Social Security tax out of my pay. Should I tell him to stop? P.V.O'R.

No, your employer is required to pay the tax regardless of your age. Your employer deducts 2 1/4 percent of the wages he pays to you up to \$4,200, which is your share of the tax. He makes an equal contribution.

MY WIFE and I separated. While I don't support her, I still support our two minor children who live with her. If I were to die next year, would the children be able to get Social Security benefits on my record even though my work has been covered by Social Security from only 1956 on? C.E.

MODERN PUBLIC ADMINISTRATION

Starting a Career

Personnel News, published by the Public Personnel Administration, cites two articles on pointers for starting a successful career. One article, published in Esquire is entitled, "Young Man, Become a Secretary." The other was an article by H. J. Bernard in his column "Looking Inside," a regular feature in The Leader.

The Personnel News, quoting the Esquire article, says:

"Good, fast, efficient, bright male secretaries are as sought after these days, it states, as smart engineers. And it is a career route that takes a young man to the top via the front door, rather than the mail room.

"The preference for male secretaries is by no means universal, the article admits. But why do some executives want male secretaries? Among the reasons given: They take orders more easily than women, get things done faster, adjust more easily to "crazy working hours" and high pressure.

"Interestingly, in the United States the leading employer of male secretaries is the federal government — some 16,000. The article lists several illustrious predecessors in this field—Alexander Hamilton was secretary to George Washington. Others who have reached public acclaim via the secretarial route are Fiorello La Guardia, one-time Mayor of New York; Leon Henderson, wartime head of the Office of Price Administration, and former Supreme Court Justice and Secretary of State James F. Byrnes—who began his career as a court stenographer when the previous one became a murder victim!

The Leader Article

"The other career suggestion is given in a recent editorial in the Civil Service Leader, by H. J. Bernard, contributing editor. He recommends civil service as a means

of getting a good start in the legal profession. The fledgling barrister would do well, Mr. Bernard says, to take all civil service examinations for lawyers that are available—local, state, and federal.

"The beginning salary may not be too high, but then, he states, neither is the net income of the beginning independent practitioner—and an income of \$10,000 a year can be expected in due course.

"In a subsequent issue a reader (Julius Chalet, a frequent contributor to The Leader's Letters to the Editor column) writes in to state his view that the young lawyer—man OR woman—should take civil service examinations for other kinds of positions as well. He suggests the police force, social or housing services, or a job as a court attache doing non-legal work. The license to practice may very well be the key to advancement, he felt."

Pennsylvania Gains

Dr. Elmer D. Graper, Chairman of Pennsylvania's Civil Service Commission, announced the amendment of the State's classification plan. The plan now covers some 1200 classes of positions — with more than 550 classes added since the adoption in 1956 of a new classification and pay plan. Addition of the new classes became necessary as a result of a Governor's Executive Board resolution, which a year ago extended civil service coverage to 10,000 professional and technical positions.

In addition, the State's Civil Service Commission has undergone an internal reorganization, which will expand the work of recruitment, training, and classification, by giving them Bureau status, on a level with that of the Bureau of Examinations, says Personnel News.

Social Security Questions Answered

Yes, Your widow would be too, because of a change in the law this year.

PLEASE EXPLAIN what currently insured means. B.L.

An individual is currently insured if he or she has six quarters of coverage of the 13 quarters ending with the quarter of death, with regard to survivors insurance benefits. Only some types of benefits are payable on that basis. For information being fully insured, and the benefits payable, write to The Leader, 97 Duane Street, New York 7, N. Y., for free Social Security booklet.

AS FAR AS the \$1,200 earnings after retirement is concerned, must one earn it at the rate of \$100 a month or is one permitted to earn it over several months, providing you do not exceed \$1,200? J.J.

The \$1,200 limitation applies to a beneficiary's taxable year and may be earned in one month or over the entire taxable year. There will be no deductions as long as the earnings do not exceed \$1,200. However, for each addition \$80 over and above the \$1,200, one month's benefit will be withheld.

IN THE October 29 Leader, a paragraph states that to be fully insured one must be credited with 10 years of coverage. When I was deliberating on Social Security I called at the Utica Social Security office and was told that although I have already 10 years of Social Security from private jobs, if I resume Social Security coverage, I would get about \$30 a month at age 65. Do you consider this as being fully insured? I have been with the State, without Social Security, a little over eight years, which I am told are calculated as zero years in the final analysis. There must be some mistake somewhere. H.P.

Ten years of coverage is one way of becoming fully insured, the status required for Social Security retirement. Being fully insured therefore relates only to eligibility, not to amount of pension. Amount depends on salary. If you do not resume Social Security payments now that the opportunity is offered, you would sacrifice pension amount. Benefits are based on the law. Compliance with law can hardly be called a mistake.

Sign up for Social Security coverage as a State employee.

Public Administration Intern Pay Increased; Exam Closes Nov. 12

ALBANY, Nov. 11 — State salaries of public administration interns have been increased to \$4,770 for candidates with a master's degree and to \$4,400 for those holding a bachelor's degree.

The next examination for internships will be held on December 7. The last day to apply is November 12.

The interns receive a year of

on-the-job training in a State agency, plus other training. They attend seminars and institutes on New York State and local government, general administration, personnel administration, budgeting and State finance, and other management functions.

After 12 months, they are given regular State positions with salaries of \$4,988 for those with a

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In New York City apply to the State Department of Civil Service, 270 Broadway, corner Chambers Street.

SANITATIONMAN'S WIFE GETS FOSTER HOME PRIZE

A Brooklyn housewife, Mrs. Charles Locke, wife of a Department of Sanitation employee, has provided care for six children over a 13-year period. She was acclaimed top finer of the Find a Foster Home contest among the foster parents serving the Jewish Child Care Association of New York. Mrs. Locke was presented with a pair of silver candlesticks and a potted plant by Herman W. Block, chairman of the board of trustees of the association.

he ceremony was held in the

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AMERICA'S LARGEST CLOTHIER

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Only **\$4⁹⁹** FULL QUART

No wonder Philadelphia Whisky made a million new friends in one year... there's no whisky so fine at a price so fair. A value that has no equal. It has no rival for quality, flavor, smoothness. So be sure to ask for full quarts of finest tasting Philadelphia—famous since 1894.

Philadelphia

WHITE LABEL Whisky



Exams NYC Keeps Open Continuously

8173. ASSISTANT CIVIL ENGINEER, \$5,750-\$7,190; 285 vacancies. Fee \$5. Requirements: A baccalaureate degree in civil engineering issued upon completion of a course of study registered by the University of the State of

New York and three (3) years of satisfactory practical experience in civil engineering work; or graduation from a senior high school and seven (7) years of satisfactory practical experience in civil engineering work; or a satis-

factory equivalent combination of education and experience. In conjunction with the holding of this examination, a departmental promotion examination will be held. The names appearing on the promotion list will receive prior consideration in filling vacancies. Test date, January 11. (No closing date).
7562. STENOGRAPHER, \$3,000-\$3,900. Vacancies exist in various

departments. Fee \$2. There are no formal educational or experience requirements for this position. Applicants may report in person to the Commercial Office of the New York State Employment Service, 1 East 19th street, Manhattan, N. Y. 3, from 9 a. m. to 3 p. m., on any weekday, except Saturdays and legal holidays, where arrangements will be made for them to be interviewed and

scheduled for the required written and performance tests. These tests may be given on the same day the applicants report to the Commercial Office of the New York State Employment Service or within a few days thereafter. (No closing date).
7563. TYPIST, \$2,750-\$3,650. Vacancies exist in various departments. Fee \$2. There are no for-
(Continued on Page 13)

ALBANY LUGGAGE SHOP Albany, New York

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You may visit the cities and countries of your choice in Europe on the dates you wish to travel. All inclusive tours in Europe covering England, Holland, Belgium, Germany, Switzerland, Austria and France begin as low as \$249 per person. Trans-Atlantic transportation via modern, speedy airliner additional.

MAKE YOUR PLANS FOR 1958 NOW

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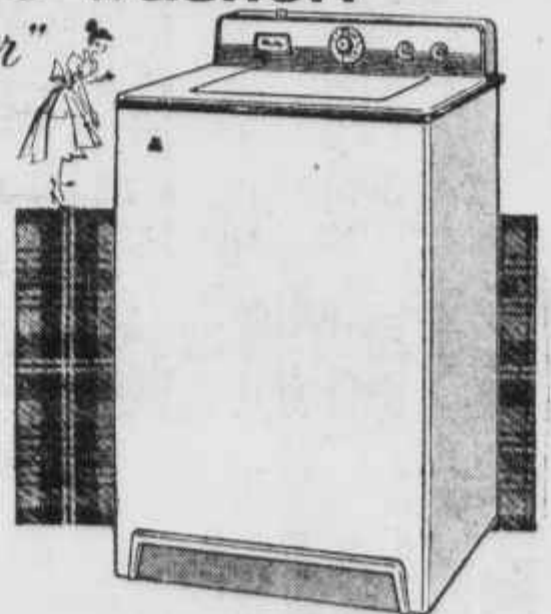
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All-New "Highlander"

...is fully automatic, yet you can stop it, start it, change it at any time!

Just look at all these "Highlander" features:

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- CONVENIENT SAFETY SWITCH
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LOW DOWN PAYMENT PENNIES WEEKLY

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MU 3-3616

CITY CIVIL SERVICE EXAMINATION

for PERMANENT POSITIONS

BRIDGE & TUNNEL OFFICER

TRIBOROUGH BRIDGE & TUNNEL AUTHORITY

AT TRIBOROUGH, BRONX-WHITSTONE, HENRY HUDSON, MARINE PARKWAY AND CROSS BAY BRIDGES AND QUEENS MIDTOWN AND BROOKLYN-BATTERY TUNNELS.

\$3,500 to start Merit increases to \$5,300. (usually \$300 each year)

Liberal Sick Leave & Vacations. Retirement at 55 Yrs. of Age
First Uniform Supplied

Group Hospitalization and Medical Programs

Bridge and Tunnel Officers are eligible for promotion, by examination, to the position of Bridge and Tunnel Sergeant at \$5,301.

DUTIES

To collect tolls, direct traffic, patrol structures, etc.

REQUIREMENTS

No formal education or experience required.

Age: Between 18th and 35th Birthdays (Does not apply to veterans)

Height no less than 5 feet 3 inches - Vision 20/40 - Glasses permitted.
Must be a citizen of the United States. New York City residence not required

TESTS

Written: Competitive
Physical: Qualifying

APPLICATIONS AND ADDITIONAL INFORMATION

May be obtained in person or by mail from the Department of Personnel -

Application Section, 96 Duane St., N. Y. 7, N. Y.

Fee: \$3.00 - Must be submitted along with application

Filing Dates: Nov. 1st to 21st, inclusive

Public Jobs That Require No Experience At All

Examinations now open for receipt of applications include many for which no experience is required. They are in two groups: 1, neither experience nor training is demanded ("training" being interchangeable with "education"); 2, training is acceptable in lieu of any experience.

An example of the type of job for which neither training nor experience is required is bridge and tunnel officer, New York City Bridge and Tunnel Authority, \$3,500-\$5,300. The lower is the starting pay, the higher represents the top of the grade, attained through annual increments. The work is largely that of a toll collector.

Education Factors

Where training is a requirement, even though no experience is demanded, the minimum is grammar school graduation, a rare inclusion, while a senior high school diploma is becoming more and more often a requirement for other jobs, and of course a college degree is a standard requirement for various types of technical, professional or scientific jobs. An equivalency diploma satisfies the senior high school diploma requirement in any case.

The Federal service examination for jobs starting mostly at \$3,670, does not require a college degree, but if one lacks such education, then experience is necessary. Thus, while looking mainly for college graduates, the Federal government will appoint persons whose experience is considered the equivalent of successfully completed college courses in subjects closely related to the duties of the job. However, since a college de-

gree suffices, no experience is required of such graduates. Therefore this examination, which remains continuously open, is in the no-experience-required class, under given circumstances. The next written test will be held on Saturday, January 11, and the last date to apply is December 25. Postmark of that date will suffice.

The state's college series of examinations is open now, also, but in that case a college degree is required for appointment, though juniors and seniors may apply, and, as in the Federal instance, obtain jobs on proof of graduation. A series of written tests will be given, as in the Federal case, depending on how many apply.

The first written test is sched-

uled for Saturday, December 7, but the last day to apply for that one is Tuesday, November 12. In New York City a blank may be obtained by those in a hurry from the State Civil Service Department, 270 Broadway, corner Chambers street, filled out, and mailed with acceptable remittance to cover the application fee. If the postmark is November 12, that would be in time for the first test. However, some expectant candidates might want to wait for the February test, and take their time.

First appointment is as trainee at \$4,400; after a year professional status is attained in the permanent job at \$4,770, rising to \$5,860 through annual increments.

The other jobs mentioned are (Continued on Page 10)

INTERSTATE POST FILLED

ALBANY, Nov. 11 — Murray Schwartz of Laurelton has been named to the Interstate Sanitation Commission by Governor Harriman. He succeeds Harry C. McLarty of New York City, whose term expired. Members of the commission serve without salary.

MRS GROVES

OTISVILLE VISITOR

ALBANY, Nov. 11 — Governor Harriman has named Mrs. Marion N. Groves of Garden City as a member of the Board of Visitors of Otisville State Training School for Boys. The appointment is subject to Senate confirmation.

in **TIMES SQUARE**

PARK YOUR CAR
at our expense

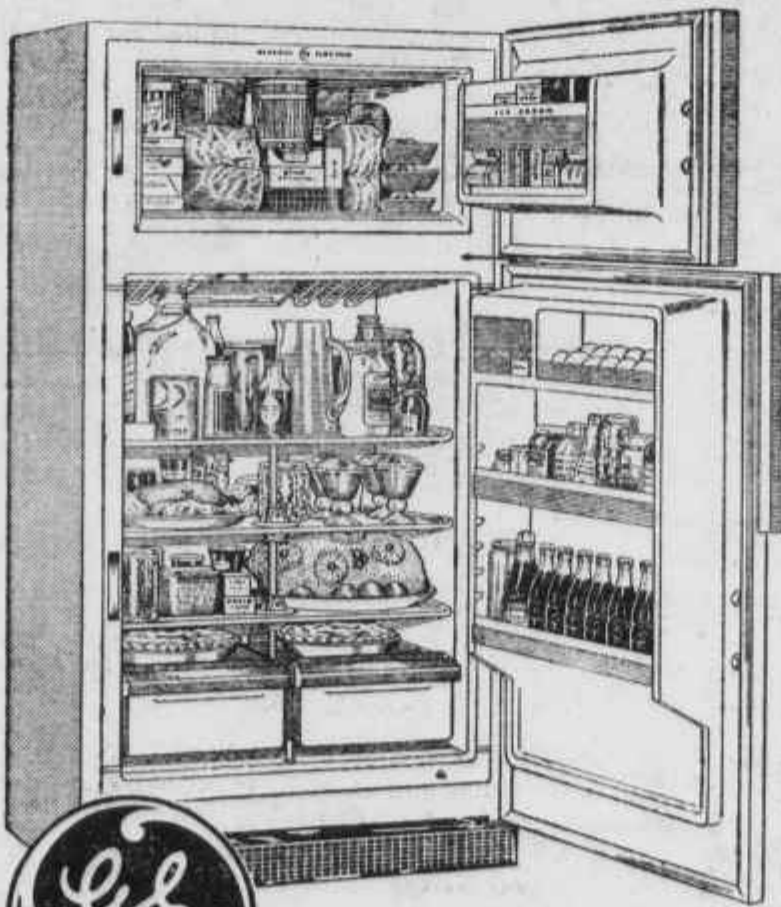
from 6 P.M. to 6 A.M. Daily
or all day Sundays & Holidays
at the Hippodrome Garage
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Friendly relaxing atmosphere
since 1899
celebration cakes on the house
in the heart of Theatre District

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RESTAURANT
147 W. 43rd St. JU 2-3200
NEW YORK CITY

AMERICAN HOME CENTER OFFERS YOU 1958 GENERAL ELECTRIC 12 CUBIC-FOOT REFRIGERATOR-FREEZER



Model BH-12R

AS LOW AS
\$3.50
PER WEEK

After Small Down Payment

AND LOOK AT THESE PLUS FEATURES

- Automatic defrosting refrigerator section • Magnetic safety door • Twin vegetable drawers • Butter keeper
- Egg racks hold one dozen eggs • Juice can dispenser and ice cream rack
- Available In General Electric Mix-or-Match Colors

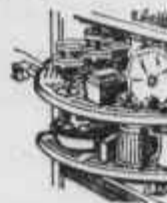
WITH STRAIGHT LINE DESIGN

No coils on back! Refrigerator won't stick-out into your kitchen. Front fits flush with base cabinets. Eliminate hard-to-reach dirt-catching areas around refrigerator . . . because back and sides fit flush against wall.

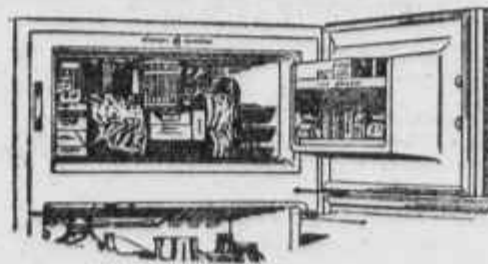


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Put all food at your fingertips! Foods at the back come right out front! Easy to adjust up or down even when fully loaded. Make all other shelves old fashioned.



TRUE ZERO-DEGREE FREEZER



Big capacity, 2.1 cu. ft., holds up to 74 pounds. Separately insulated and refrigerated.

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MU 3-3616

Savings on Appliances, Air Conditioners, Toys, Drugs, Giftware, Nylons

State Upgrades Four Titles

The New York State Civil Service Commission has reallocated upward the following titles:

Chief, Bureau of Statistical Services, (24) \$7,890-\$9,540, to (27) \$9,220-\$11,050.

Musical instrument repairman, (10) \$3,870-\$4,810, to (12) \$4,390-\$5,310.

Senior publicity editor (group of classes) (22) \$7,130-\$8,660, to (23) \$7,500-\$9,090.

Travel information aide, (9) \$3,670-\$4,580 to (10) \$3,870-\$4,810.

Temporary Increases, Too

The minimum salary has been increased temporarily for the following. The new minimum and the applicable areas are given:

Associate research scientist (immunology), Division of Laboratories and Research, Health Department, \$10,990.

Electrician, Syracuse State Fair, \$4,858.

Principal engineering technician (electric), \$5,472, statewide.

Senior librarian (medicine), New York Psychiatric Institute, \$6,872.

Titles Added

The following titles have been added to the State title structure:

Air conditioning assistant, \$4,530-\$5,580.

Assistant director of mental hygiene occupational therapy, \$7,500-\$9,090.

No Experience

(Continued from Page 9)

offered by New York City or one of its associated Authorities. See listing starting on page 14. The no-experience category includes jobs as junior electrical engineer, in which hiring takes place within two days after application, for those who qualify; and the same speed will mark the junior mechanical engineer examination that opens next month. In both instances no experience required. It's at the next, or assistant engineer, level that experience requirements enter. The junior level pays \$4,790 to \$5,990.

Other New York City jobs for which no experience is required if one has a college degree in a related field is assistant accountant, \$4,000 to \$5,080.

For the correction officer (men) and correction officer (women) jobs, senior high school graduation is required, but an equivalency diploma suffices. These jobs pay \$4,322 to \$5,708, and no experience is required.

Special officer, \$3,250 to \$4,330, falls into the same category.

UPSTATE PROPERTY

ALBANY MOD. 3-RM. RANCHER Built 1951. Dining Room, Lge K-Plan L. R. Cellar, Mod. Oil Ht., beauty Lot 78x175 Range Ref., Storms, Screens, only \$8,500 complete. . . . ALBANY, 8 MI. OUT, 4 B'rms, Din R., Lge Liv. R., Oak Fls., HW Oil Ht., full cellar, Porch, Gorgeous Yard, Gar., Creek, Gl'd. A-1 condition. \$14,000. . . . ALBANY 10-Rm HOME, Bath, Oil ht., 1/2-Ac. Needs Paint. \$5,500. . . . AND 250 OTHERS, 4500-\$15,000. Sub. Albany-Schohr. Also Estates. WALTER BELLI, Broker, Albany, N. Y. Tel Union 2-3111. Open Weekends.

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THANKSGIVING DINNER at the Berry Farm.

Intimacy is never out of fashion. You get that relaxed feeling when you go Yankee Traveler.

Call these Tel. Numbers Albany 4-6127 - Troy Area 3-6689

program assistant. Youth Commission recreation program associate.

APTS. FOR RENT Albany

BERKSHIRE HOTEL, 140 State St. Albany, N. Y. 1/2 block from Capitol; 1 block from State Office Bldg. Weekly rates \$14 & up.

Comfort, furn. 5 rooms apartment. Complete floor. Including heat & utilities. Albany, 308 Clinton Avenue. Phone 38960.

MAYFLOWER - ROYAL COURT APARTMENTS -- Furnished, Unfurnished, and Rooms. Phone 4-1994 (Albany).

CHURCH NOTICE

ALBANY FEDERATION OF CHURCHES
72 Churches united for Church and Community Service.

In Time of Need, Call M. W. Tebbutt's Sons

176 State Albany 3-2179 420 Kenwood Delmar 9-2212
Over 100 Years of Distinguished Funeral Service ALBANY, N. Y.

Youth Commission recreation program supervisor.

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Canaries, Parakeets, Mynahs, Cockatiels, Monkeys, Hamsters, Guinea Pigs, Rabbits, Mice. WIGGAN'S PET SHOP, 122 Hudson Avenue, Albany, N. Y. 4-5866.

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FREE SAMPLES
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NEW 1957 GENERAL ELECTRIC "BOOK-SHELF" FREEZER

holds up to **454 lbs!**

MODEL HU-13P

COSTS NO MORE THAN A CHEST FREEZER OF COMPARABLE QUALITY AND CAPACITY

- Magnetic safety door
- Slide-out basket
- Ice cream conditioner (holds four half-gallon packages)
- 20-can juice dispenser

as low as **\$325** per week

AFTER SMALL DOWN PAYMENT

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HOUSES — HOMES — PROPERTIES
THE BEST GIFT OF ALL — YOUR OWN HOME

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INTERRACIAL

SO. OZONE PARK \$9,990
ONLY \$300 CASH

Bungalow, detached 40x00, 3 rooms, featuring 2 master bedrooms, kitchen and bath, oversized garage, full basement, oil heat. Loads of extras included.

HURRY—SEE THIS TODAY!

JAMAICA \$10,990

Detached 30x100 large 5 room house, extra lavatory, featuring 5 private bedrooms, full basement, electric gas heat, 2 car garage. Loads of extras.

VACANT—MOVE RIGHT IN

ST. ALBANS \$10,990

Detached 30x100. Two separate apartments. Ideal for Mother and Daughter set up—full basement, oil heat, 2 car garage—Vacant—Immediate Occupancy.

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G.I. Mortgage at 4 1/2% Available. Hurry, Hurry, Hurry.

Open 7 Days a Week

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LEGAL NOTICE

NOTICE is hereby given that a limited partnership has been formed in pursuance of the Act of 1923 entitled "The Uniform Limited Partnership Act" of the State of New York, as modified.

That the name of the firm is **PFEIFER BROS.** and that the general nature of the business to be transacted is the general metal fabricating business.

That the name and place of residence of the general partner is **H. Whitman Dunstan**, 11 Barry Place, Radburn, New Jersey, and the name and place of residence of the limited partner is **William Pfeifer, Jr.**, 11 Barry Place, Radburn, New Jersey.

The partners have contributed as their share of the capital of the limited partnership, as follows:

H. William Dunstan . . . \$23,736.47
William Pfeifer, Jr. . . . \$23,736.47

That the period at which said limited partnership is to commence is September 1, 1957, and the partnership shall continue for an indefinite term.

That a certificate thereof as required by law was filed for record in the office of Clerk of New York County, on the 14th day of October, 1957.

Dated at New York City in said county on the 18th day of October, 1957.

H. WHITMAN DUNSTAN
General Partner.
WILLIAM PFEIFER, JR.
Limited Partner.

CITATION—The People of the State of New York, by the Grace of God, Free and Independent to the Attorney General of the State of New York, **Ella N. Christo**, **James A. Christo**, and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of **Nicholas A. Christo**, also known as **Nicholas Knastas Christo** and **Koll Tasi Christo**, deceased, if living and if dead, to the executor, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of **Nicholas A. Christo**, also known as **Nicholas Knastas Christo** and **Koll Tasi Christo**, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of **Nicholas A. Christo**, also known as **Nicholas Knastas Christo** and **Koll Tasi Christo**, deceased, who at the time of his death was a resident of 307 West 24th Street, New York, N. Y. **SEND GREETING!**

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

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 19th day of November 1957, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled. In testimony whereof, we have caused the seal of the Surrogate's Court of the Said County of New York to be hereunto affixed.

Witness, Honorable Joseph A. Cox, a Surrogate of our said County, at the County of New York, the 4th day of October in the year of our Lord one thousand nine hundred and fifty-seven.

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

SOCIAL SECURITY news, comment, questions, answers appear regularly in The Leader.

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YOU NAME IT — WE BUILD IT

The name — Independent Builders, Inc., is your guarantee of good workmanship.

HERMAN CAMPBELL — Builder

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33-21 Junction Blvd. (at 94th St. Jackson Heights)

BROOKLYN

\$490 Down

2 FAMILY, BRICK

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3 Hollywood Kitchens, 3 Hollywood Baths, Finished Basement

VACANCY

HY 5-9100

OFFICE PRONTO, 371 Stone Ave. BROOKLYN Open Sunday

FREE CIRCULAR OF LOW-PRICED HOMES \$1,600-\$10,000

With many at \$5,000-\$7,500. Ideal for retirement or low-income folks. Some with land. Cheapest to improve, etc. Write **WALTER J. BELL**, Brkr. Altamont, N.Y. Tel. Union 1-8111. Open weekends.

LEGAL NOTICE

WINER, BEN ZION, also known as **B. HEYWOOD WINANT**, — SUPPLEMENTAL CITATION—The PEOPLE of the STATE of NEW YORK, by the Grace of God Free and Independent, TO: **BETTINA MAKLER WINANT**, also known as **BETTINA MAKLER WINER** and **BETTINA SEGGAY**, Murrayfield Court, Johannesburg, South Africa, individually and as the former Administratrix of the goods, chattels and credits of **BEN ZION WINER**, also known as **B. HEYWOOD WINANT**, Deceased, and his distributees. **UNITED STATES FIDELITY & GUARANTY COMPANY**, 100 William Street, New York, N. Y. **ALFRED J. MARROW**, 870 Fifth Avenue, New York, N. Y.

Upon the petition of **CYNTHIA R. BLACKSBURG**, who resides at 89 Beaver Hill Road, Elmsford, New York, you and each of you are hereby cited to show cause before the Surrogate of New York County, at the Court House, 21 Chambers Street, in the County of New York, on the 14th day of December, 1957, at half past ten o'clock in the forenoon of that day, why the Surrogate of New York County should not take and state the account of the proceedings of Bettina Makler Winant, also known as Bettina Makler Winer and Bettina Seggay, as the former Administratrix of the goods, chattels and credits of Ben Zion Winer, also known as B. Heywood Winant, deceased, whose last residence was at 963 Fifth Avenue, New York, N. Y., and why a decree should not be made and entered judicially settling said account of proceedings, and surcharging said Bettina Makler Winant, also known as Bettina Makler Winer and Bettina Seggay, for the full rental value of cooperative apartment No. 6-B in 883 Fifth Avenue, New York, N. Y., for the periods during which she occupied the same and for the periods during which she stored her own furniture, furnishings and other property therein and for the periods it was not subject because of her failure to use due diligence to keep it sublet and for the subtenants paid by subtenants which she converted to her own use and for which she has failed to account (other than those described in the judgment and decree dated June 18, 1957, made and entered in this Court) and for the value of 50 shares of the stock of Omnibus Corporation or the proceeds of the sale thereof, which she converted to her own use and for which she has failed to account and for the value of any other property of the decedent which came into her possession and which she converted to her own use or for which she failed to account and for any other losses or damage to the estate resulting from her maladministration, negligence, misfeasance and neglect and why the amount of such surcharge should not be set off against her distributive share in the estate of the above named decedent to the extent that said distributive share is sufficient therefor, and why the amount of such surcharge, if and to the extent that it shall exceed the amount of her said distributive share, should not forthwith be paid by her to Cynthia R. Blackburn, as Administratrix De Bonis Non of the above estate and, in default of such payment forthwith and the return of execution against her property unsatisfied, why the surcharge on her administratrix' bond should not be required to pay the same up to the amount of said bond; and for such other, further and different relief as the Court may deem just and proper.

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

(Seal) **WITNESS, HON. S. SAMUEL DE FALCO**, a Surrogate of the said County of New York, on the 1st day of November, 1957.

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

LEGAL NOTICE

BEST BUYS QUEENS VILLAGE COLONIAL MANSION \$17,900

A tremendous value in this under priced home featuring 3 bedrooms, 2 enclosed porches, 5 bedrooms, Center hall entrance, oil hot water heating system, 2 car garage, slate roof. Many extras — Small Cash.

HOLLIS \$15,900

1 family, 7 1/2 rooms, solid brick, 3 extra large bedrooms, Hollywood bath, oil heat, finished basement, garage. Many extras—Small Cash.

HOLLIS \$24,500

This gorgeous 2 family solid brick, detached home, featuring 1-5 and 1-6 room apt, gas heat, wood burning fireplace, 2 refrigerators, garage, storm, screens, blinds & many extras.

Act Quickly!
OTHER 1 AND 2 FAMILIES

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HOLLIS 8-0707 — 0708

LEGAL NOTICE

CITATION—The People of the State of New York, by the Grace of God Free and Independent, to **JAMES ARTHUR BOWMAN**, **ELLEN K. CUTLER** (also known as **Ellen Bowman Cutler**), **ALFRED C. WALTON** as Guardian of the Person and Estate of said **Ellen K. Cutler** the next of kin and heirs at law of **JAMES B. ARTHUR**, deceased, and executors:

Whereas, **GUARANTY TRUST COMPANY OF NEW YORK**, a New York Banking corporation with its principal place of business at 140 Broadway, in the Borough of Manhattan, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date the 7th day of May, 1952, relating to both real and personal property, duly proved as the last will and testament of **James B. Arthur**, deceased, who was at the time of his death a resident of 484 Riverside Drive in the City of New York, the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 25th day of November, one thousand nine hundred and fifty-seven, at half past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property. In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable S. Samuel DeFallo, Surrogate of our said County of New York, at said county, the 10th day of October in the year of our Lord one thousand nine hundred and fifty-seven.

Philip A. Donahue
(Seal) Clerk of the Surrogate's Court

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ST. ALBANS — 6 room brick bungalow. Hollywood bath, oil garage, basement apt. Live rent free.

Asking \$12,900
Monthly Payment \$75

ADDISLEIGH PK. — English Tudor brick, 3 masterized bedrooms, 1 1/2 baths, finished basement with bar, patio, Cadillac sized garage.

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LEGAL NOTICE

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6 Huge Rooms—2-Car Garage — Oil Heat

This is real value! Owner is sacrificing this COMPLETELY DETACHED home due to an emergency. 6 beautiful rooms — 3 masterized bedrooms — tremendous living room — conventional dining room — modernistic kitchen — oversized 2-car garage — automatic oil heat — screen, storm windows, Venetian blinds — plus wealth of extras. AND, all this in a magnificent area, convenient to everything — schools, shopping centers and transportation. This is a MUST TO SEE!

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LEGAL NOTICE

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TERMS ARRANGED

5 1/2 room Co-op Apts. available. Sale or Rent.
Reasonable down payment. \$126 a month pays all expenses

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FALL SPECIAL

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3 Bedrooms RANCH

BRICK & SHINGLE

In beautiful section of St. Albans
Price: \$17,500

ST. ALBANS "EXCLUSIVE"

1 family Brick & Shingle Detached, & garage on 40 x 100 lot, 6 1/2 rooms, 3 spacious bedrooms, with loads of closet space. Beautiful Knotty Pine finished basement with bar. Other fine extras.
Price: \$15,500

SPRINGFIELD GARDENS

Brick Bungalow, detached on landscaped 40 x 100 lot. Gas Heat, 5 rooms, 1 finished room in attic. Finished basement with fine extras included.
Price: \$16,800

Other 1 and 2 family homes. Priced from \$9,000 up.
Also Business Properties.

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THIS WEEK'S SPECIALS

LINDEN MANOR—WHY PAY RENT?—OWN YOUR OWN HOME. \$500 down will buy 2 or 3 bedroom bungalow, nice neighborhood, near school & transportation. Price—\$11,000

ST. ALBANS—2 family, 6-year-old brick and shingle, 3 and 4 room Apts, gas heat, many extras—modern kitchens and baths. Both Apts, vacant on title. Price—\$16,800

Prompt Personal Service — Open Sundays and Evenings

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LEGAL NOTICE

FOR SALE — FLORIDA

OPPORTUNITY KNOCKING for a "Man-and-Wife" team. (40-50-60) **GAS STATION, GARAGE, RESTAURANT, TRAILER PARK and DUPLEX APARTMENT** in N.E. Florida Town.

Make your Florida Dreams come true now. \$5,000 needed to take over a going business. Full details, photos and Maps from Owner. Contact **Wm. H. Peters, Real Estate**, INTERLACHEN, FLA.

QUESTIONS on civil service and Social Security answered.

Address Editor, The Leader, 97 Duane Street, New York 7, N. Y.

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

ACTIVITIES OF EMPLOYERS THROUGHOUT NEW YORK STATE

Albany Tax

Tuesday, October 29, 1957 was Tax Chapter night at the Polish Community Center. Over 400 members and their friends at-

LEGAL NOTICE

At a Special Term, Part II of the City Court of the City of New York, held in and for the County of New York, at the Courthouse thereof, No. 52 Canal Street, Borough of Manhattan, City and State of New York on the 29th day of October, 1957.

PRESENT: Hon. Birdie Amsterdam, Justice. In the Matter of Application of AARON H. DUBINSKY. For leave to assume the name of AARON H. DUBIN. Upon reading and filing the petition of AARON H. DUBINSKY, verified the 29th day of October, 1957, praying for leave to assume the name of AARON H. DUBIN, in the place and stead of his present name; and the Court being satisfied from the said petition that the same is true, and it appearing therefrom that the petitioner was born in New York City on the 28th day of June, 1932, certificate, number 23379, annexed hereto and that there is no reasonable objection to the proposed change of name; and on motion of GERALD J. BAIRE, ESQ., attorney for the petitioner, it is hereby

ORDERED, that the said AARON H. DUBINSKY, born on the 28th day of June, 1932, he and he is hereby authorized to assume the name of AARON H. DUBIN, in place of his present name upon compliance with the provisions of this order and the provisions of the Civil Rights Law; and it is further

ORDERED, that this order and the papers on which it was granted be filed within ten (10) days from the date hereof in the office of the Clerk of this Court; and that a copy of this order shall be published within twenty (20) days after entry thereof, at least once in the Civil Service Leader, a newspaper published in the City of New York, County of New York; and that within forty (40) days from the date hereof, an affidavit of such publication shall be filed and recorded with the Clerk of this Court; and it is further

ORDERED, that within twenty (20) days after entry, a copy of this order and the papers upon which it was granted shall be served upon the local board of the United States Selective Service at which the petitioner submitted his registration and within ten (10) days thereafter, proof of service be filed with the Clerk of this Court; and it is further

ORDERED, that after such requirements are complied with and on and after the 8th day of Dec., 1957, petitioner shall be known by the name of AARON H. DUBIN and by no other name.

ENTER: BIRDIE AMSTERDAM J.C.C.

FOREIGN CARS

See it first at MEZEY THE SAAB-93 Sweden's Quality Aircraft Car ECONOMICALLY PRICED For Civil Service Employees MEZEY MOTORS Authorized Lincoln-Mercury Dealer 1229 2nd AVE. (64 St.) TY: 8-2700

AUTOMOBILES

'57 MERCURYS TERRIFIC DISPLAY—ALL MODELS & COLORS IN STOCK Also Used Car Closeouts '55 DESOTO Firefly esp. power '55 OLDS '88' Sedan Hydra '55 FORD 2-dr Sedan, Mercromatic and many others MEZEY MOTORS Authorized Lincoln-Mercury Dealer 1229 2nd Ave. (64 St.) TY: 8-2700 Open Even

HEADQUARTERS FOR USED CARS

We carry many fine Used Cars ranging from \$99 to \$2199. JACKSON MOTORS CO. Authorized DeSoto-Plymouth Dealer 91-13 NORTHERN BOULEVARD TW 9-1770

FACTORY REP DEMONSTRATORS \$1000 REDUCTION 'L' MOTORS

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LEFTOVER SALE!

Drastic Reduction on New '57 Dodges-Plymouths BRIDGE MOTORS, Inc. 1531 Jerome Ave., Bx. (172 St.) CY 4-1200

tended and believe it or not, it was free.

A name band with a girl singer, valuable door prizes, fortune telling, novelties, noisemakers and refreshments were there. John Powers, President, Harry

Fox, Treasurer, Frank Casey, Field Representative and other employees of the Association attended and had a great time.

George Hayes' one of the instigators of this affair unfortunately was ill and unable to attend, but

TREAT Golden Brown POTATO CHIPS TASTE THE WONDERFUL DIFFERENCE!

EARN EXTRA MONEY! SAVE MONEY! NO INVENTORY! NO INVESTMENT!

FREE NAME BRANDS CATALOG!

OVER 2,000 BEAUTIFULLY ILLUSTRATED ITEMS AT LOWEST WHOLESALE PRICES — FULL OR PART TIME SELLING PREMIUMS — PRIZES — GIFTS!

8 FLOORS OF NAME BRANDS

Table listing various name brands: Watches, Jewelry, Diamond Rings, Typewriters, Hi-Fi Radios & Phonos, Appliances, Housewares, Cookware, Silverware, Lamps, Typical Brand Names include: Eveready, Keroska, A. C. Gilbert, Grundig Majestic, Hoover, Clocks, Hardware, Power Tools, Musical Insts., Cameras, Luggage, Sporting Goods, Bicycles, Toys, Bedding, etc., Stationery, Sewing, Writing-Gar, Wright & Ditson, etc.

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Shoppers Service Guide

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HELP WANTED

WOMEN: Earn part-time money at home, addressing envelopes (typing or longhand) for advertisers. Mail \$1 for instruction Manual telling how (Money-back guarantee) Sterling Valve Co., Corona, N. Y.

PART-TIME: New business opportunity. Immediate income. No invest. Ideal husband & wife team. UNiversity 4-0350.

TYPEWRITERS RENTED For Civil Service Exams WE DELIVER TO THE EXAM ROOM All Makes — Easy Terms MIMEOGRAPHS, ADDING MACHINES INTERNATIONAL TYPEWRITER CO. RE 4-7900 240 E. 86th St. Open till 6:30 p.m.

Help Wanted Male & Female

Part Time agents to sell outstanding Florida retirement properties among civil service employees and others. Opportunity for earnings up to \$100 weekly. Box 1009 Civil Service Leader, 97 Duane Street, New York 7, N. Y.

PIANOS — ORGANS

Save at BROWN'S PIANO MART, Tri City's largest piano-organ store. 125 pianos and organs, 1047 Central Ave., Albany, N. Y. Phone 8-8553 "Registered" Piano Service. Upper N. Y. State's only discount piano store. SAVE. Open 9 to 9.



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UNSURPASSED CLAIM SERVICE wherever you are—whenever you need it. Over 700 professional claim representatives, located in every sizeable city in the U. S. and its possessions.

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Form for Government Employees Insurance Company with fields for Name, Residence Address, City, Age, Occupation, Location of Car, Car registration state, and a table for vehicle details.

MAIL TODAY FOR RATES No Obligation • No Agent Will Call

Rochester

Officers for the coming year were elected at the annual meeting of the Rochester State Hospital Alumni Association. Graduates selected for leadership include Roger Schwingel, president; John Lennertz, vice-president; Nada Mitchell, secretary, and Jacob Mark, treasurer.

At the meeting, all members were urged to active membership in the Association, which is now in the process of planning for the annual Christmas party.

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

General Electric Filter-Flo Fully Automatic Variable Cycle Washer. Only \$229.95. Filters and re-cleans the water as it washes. Filter catches lint! Sand and silt are flushed down drain. Only G-E has it!

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NYC JOBS CONTINUOUSLY OPEN

(Continued from Page 8)
 mal educational or experience requirements for this position. Applicants should report directly to the Commercial Office of the New York State Employment Service, 1 E. 19th st., Manhattan, from 9 except Saturdays and legal holidays, a. m. to 3 p. m., on any weekday, days, where arrangements will be

made for them to be interviewed and scheduled for the required written and performance tests. These tests may be given on the same day the applicants report to the Commercial Office of the New York State Employment Service or within a few days thereafter. (No closing date).

7851. OCCUPATIONAL THERAPIST, \$3,750-\$4,830. Vacancies in the Department of Hospitals and Health. Fee \$3. Candidates must be graduates of an approved school of occupational therapy or registered therapists recognized by the American Occupational Therapy Association. Tests: Performance, weight 100, 70% required.

Candidates will be summoned for the performance tests in groups of not more than 25. A separate list will be established for each group examined and will be certified in order of the date established. Open to all qualified citizens of the United States.

8029. MECHANICAL ENGINEERING DRAFTSMAN, \$4,550-\$5,990; eight vacancies. Fee \$4. Requirements: A baccalaureate degree in mechanical engineering issued upon completion of a course of study registered by the University of the State of New York; or Graduation from a senior high school and four (4) years of satisfactory practical experience in drafting work in a mechanical engineering office, firm,

plant or laboratory; or a satisfactory equivalent combination of education and experience. Test date, December 9. (No closing date).

7850. DENTAL HYGIENIST, \$3,250-\$4,330. Fee \$3. Requirements: Candidates must possess a current registration certificate of a New York State Dental Hygienist's license at the time of filing their application. Candidates will be summoned for the performance test in groups in order of filing. Successive eligible lists will be established for each group of candidates summoned. Candidates must appear for the test on the date summoned; no postponements will be granted. (No closing date).

LICENSE EXAMINATIONS

New York City accepts applications continuously for the following license examinations: install and repair underground storage tanks, to wit: gasoline, diesel fuel oil and other volatile inflammable liquids; master electrician; master plumber; master rigger; master sign hanger; motion picture operator; portable engineer (any motive power except steam); portable engineer (steam); refrigerating machine operator (unlimited capacity); special electrician; special rigger; special sign hanger; stationary engineer, and structural welder.

Apply to the Application Section of the Department of Personnel, 96 Duane Street, New York 7, N.Y.

LEGAL NOTICE

CITATION—E1497, 1957—The People of the State of New York By the Grace of God Free and Independent, To ALTA MARQUETTE SMITH and CORDELLA MARQUETTE, if living, and if dead to their heirs at law, next of kin, and distributees whose names and places of residence are unknown and if they died subsequent to decedent herein, to their executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown, and to all other heirs at law, next of kin and distributees of Mildred Marquette Haviland, decedent herein, whose names and places of residence are unknown and cannot after diligent inquiry be ascertained.

PUBLIC ADMINISTRATOR, County of New York send greeting:

Whereas, CAROL BRANDON BERGERON, who resides at Birch Street, Lake Garda, Connecticut, has legally applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date the 18th day of March, 1957 relating to both real and personal property, duly proved as the last will and testament of MILDRED MARQUETTE HAVILAND, deceased, who was at the time of her death a resident of 408 East 84th Street in the City and the County of New York,

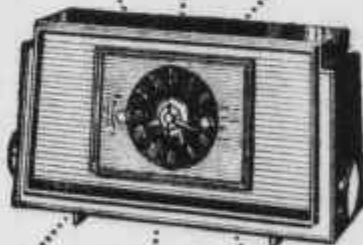
THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 11th day of December, one thousand nine hundred and fifty-seven, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

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

(U.S.) WITNESS, Honorable S. Samuel Di Falco Surrogate of our said County of New York, at said county, the 50th day of October in the year of our Lord one thousand nine hundred and fifty-seven.

PHILIP A. DONAHUE
 Clerk of the Surrogate's Court

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- Outlet for appliances up to 1100 watts
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- Wakes you to music—or buzzer alarm
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Price includes 90-day warranty on both parts and labor.

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- Uni-Dial All-in-one Top Front Controls
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- Dynaglow Channel Markers
- Genuine Mahogany Veneer Cabinet.



TOUCH 'N TUNE

NOTHING FINER

ACTIVITIES OF EMPLOYEES IN STATE

Hornell

About 100 members of the Hornell Chapter of the Civil Service Employees Association, headed by Anthony Montemarano, president, held a business meeting at the Sons of Italy Hall.

Earl LaBarron and Karl Reitnauer, two of the delegates to the state-wide annual meeting held in Albany, New York October 14-15, 1957, gave a report and read the resolutions approved at the meeting.

The State Health Insurance plan was discussed and questions answered.

A. Vaudinne Kinney, social chairman, was in charge of refreshment which were served after

Kings Park

The annual Halloween dance of the Civil Service Employees Association was held at York Hall on October 26th. With more than four hundred guests in one kind of colorful costume or other in attendance, it was a dazzling and highly successful affair. The Long Island Star Lighters orchestra was on hand and the numbers played by this local band helped to make this night one of the most enjoyable ever held at spacious York Hall.

The television set was won by Mrs. Blightenburg of the Kings Park National Bank; Bill Mason was the lucky winner of the door prize.

Get well wishes are extended to Anne Petty who is on the sick list at Huntington Hospital; to John Ryan and Fred Long who are ill on Ward 80. Happy to say that Eleanor Cafaliello, on Ward 80 for the past three weeks, has been discharged. Good luck to you Eleanor.

Halloween was unusually quiet at Kings Park, passing without incident or property damage of any kind. Thanks to the local organizations who arranged entertainment for the kids at the public school and the Legion Hall.

Our sympathy is extended to the relatives of Michael Tyman, staff attendant, at the hospital for the past 21 years, who died on the job Friday and to Anne and Larry Petty, whose baby boy died a few moments after birth at Huntington hospital on Saturday.

Sing Sing

Sing Sing Prison Chapter of the CSEA held its regular monthly meeting on Nov. 5th at the Moose Hall with about 40 members attending.

Prior to the meeting, President Martin Mulcahy called a meeting of the Executive Committee at which time routine business was transacted.

At the regular meeting Jim Adams Chairman of the Membership committee reported to date that 220 members have paid their chapter dues and hopes those who have not paid their dues as yet to do so at an early date. Also the Association has hopes of building its membership from 70,000 to 100,000 this year.

Joseph Pesik chairman of the Social Committee announced that the Chapter is planning a Barn Dance on Nov. 27th at Independent Hose Company on Campwoods Road and asked that the members support this affair. He also asked that the members to tell their friends this affair is open to the public, and tickets may be purchased at the door or from any member of the Chapter.

James O. Anderson 1st Vice President of the Southern New York Conference announced that the workshop of the Metropolitan and Southern Conference will be held on April 20 and 21st at Grossingers instead of the Concord Hotel as there are no open dates at the Concord.

The membership approved that a committee be appointed to seek prices on: Typewriter, Mimeograph Machine and Addressograph machine to be used by the Chapter and report at the next meeting.

Charles E. Lamb, former officer of the CSEA and now a Sargeant at Green Haven Prison was welcomed to the meeting.

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

Psychiatric Institute

The Psychiatric Institute Chapter of the Civil Employees' Association will hold an open meeting on Tuesday, November 19th, at 5 P.M., in the 10 North Classroom. Dr. Lawrence Kolb, the Director, will be the principal speaker. James Casey, the Field Representative of the New York City area will also attend this meeting.

Resolutions that were passed in Albany recently, by the delegates which affect all employees will be discussed at this meeting. Everyone is urged to attend.

Our congratulations to Mr. and Mrs. James Shanks on the recent marriage of their daughter, Jane. A belated engagement congratulation to Mr. and Mrs. Charles Motley on the engagement of their daughter, Joan, who works in our business office. Welcome home mat is extended to Mrs. Dixie Mason on her return from California. Welcome home to Sonya Kogan who just returned from Europe. We are also gratified with the return to duty of our own Dr. Philip Politan (Welcome back Doc). We are very pleased to hear that Mrs. Melvin Davis and Mr. Sam Brown are well on their way to recovery after being hospitalized.

All those interested in joining the Civil Service Employees' Association, please contact Murray Feller, X-ray Department, Chairman of the membership committee or any officer or department representatives.

Rochester State

Mary Sullivan, social service department, has recently been wearing an unusual charm bracelet. The many charms attached represent the various different countries she visited on her last trip to Europe. Other vacationers from a the hospital included Dr. Dmytro Kapitan, physician in the Orleans building; Mrs. Florence Loisy, who toured New England, and Mrs. Elizabeth Haegney, who visited her sister in New York City.

Mrs. Florence Whitlock, Home 5, was another visitor to the New England States.

Employees in the Orleans building welcome Mrs. Frances Lutz back from sick leave and are looking forward to the return of Lillian and Charles Smythe and Francis Burns, who have also been ill. Frank Barnish has returned to the carpenter shop, following surgery, and Kenneth Monkletow, after a short vacation. It is hoped that both were able to be present at the annual clam bake of the maintenance department, held at the East Henrietta Hotel, at which clams, chicken and "what have you" were enjoyed by all.

Several engagements have recently been announced at the hospital: Mary Jane Antonucci to Philip Plane and Mary Maracle to Wilbur McKelvey. Geraldine Fitzgibbon is also wished well on her engagement to Kenneth Zimmer. They expect to be married in early November, and best wishes go to Mrs. Cristine Kates Peterson, who was recently married. Sincere sympathy of the hospital is extended to Edward Ryder, whose father passed away recently and to Mrs. Laura Stonegraber, on the very recent loss of her mother.

ASSN. SUPPORTS RETENTION OF MT. MCGREGOR REST CAMP

The Civil Service Employees Association has gone on record to lend its efforts in retaining Mt. McGregor Rest Camp as a convalescence home for veterans.

The Association approved a resolution submitted by its fifth vice president, Albert Killian, which outlined the need for retaining Mt. McGregor and called on the Association to contact the necessary authorities to seek assurance the camp would continue in existence.

Speaking on behalf of the resolution, Mr. Killian pointed out that not only was the need for such a camp clearly established but also that it had served as a model to other states.

Questions And Answers On Health Insurance

This week The Leader continues a column of questions and answers to aid State employees in understanding the new State health insurance plan and its options.

Questions of general interest will be answered in the columns of this newspaper. Persons wishing direct answers must enclose a self-addressed, stamped envelope. Mail your questions to the "Health Insurance Editor, Civil Service Leader, 97 Duane St., New York 7, N. Y."

Questions and Answers

I am presently covered by Blue Cross and Blue Shield under a family plan. I elected GHI under the new State plan. However, my wife is now pregnant and I would like to know whether or not she will be covered under my old policy with Blue Cross and Blue Shield.

The GHI option includes the new Blue Cross coverage which will provide \$75 toward the hospital expenses for maternity care. However, since you have elected another option, no Blue Shield benefits from your old policy will be available to you after December 3 for this pregnancy.

The booklet we received refers to several "schedules" without printing any. Will you please give these so that the insured may know what the allowances will be.

The surgical fee schedule may be inspected by any employee in his personnel office at any time. These schedules include fees for surgery, doctors visits, anesthesia, radiation therapy, obstetrical care, X-rays, laboratory tests, etc.

Is surgical care rendered by a duly licensed podiatrist in his office covered under Basic Surgical and In-Hospital Medical Care? Is

there a minimum before this coverage becomes effective?

Surgery is covered in the hospital, at home or elsewhere. Surgery by a podiatrist is covered as any other surgery. There is no deductibility on the basic medical-surgical care, or on the basic hospital care for that matter; the deduction applies only to major medical benefits.

Are diagnostic X-rays and diagnostic laboratory procedures covered outside the hospital?

The major medical coverage of the Statewide plan provides benefits for diagnostic X-rays and laboratory procedures when they are not covered by the basic hospitalization part of the plan. These procedures would be covered under the major medical part when they are rendered at such places as a doctor's office, a special laboratory not connected with any hospital, etc.

In order to receive reimbursement for home and office doctor calls, must I be hospitalized first or must hospitalization result from the illness that caused the visit?

No. You need not be hospitalized at any time in order to receive major medical benefits.

HEADS VETERANS' DAY COMMITTEE

ALBANY, Nov. 11 — Edward J. McLaughlin, state director of the Division of Veterans' Affairs, was designated* as chairman of the State Veterans' Day Committee.

ELM DISEASE STUDIED

ALBANY, Nov. 11 — Edwin W. Kirk, director of plant industry for the State Department of Agriculture and Markets, is making a special study of the Dutch Elm disease.

RETIREMENT LUNCHEON



Mrs. Sara Miller of the Department of Audit and Control was honored by fellow employees at a luncheon in Larkin's Restaurant, Albany. Mrs. Miller, who is retiring, will live in California. From left, (seated), Paul Maleski, Mrs. Miller, and Edward O'Connell. Standing, Edward McGlynn, Mary Losewicz, Edward Kearney and Carl Rydberg.

DINNER-DANCE IN SCHENECTADY



About 70 members of the Schenectady chapter, CSEA, attended a buffet supper and dance at the Elks Club, Schenectady. President Jerry Zink and Frank Casey, field representative of the CSEA, outlined the purpose and accomplishments of the Association. From left, Mark Delaney, past president of the chapter; Mr. Zink, Vernon A. Topper, 3rd vice president of the Association, and Mr. Casey.

Question, Please

I AM a City employee working as a cleaner on a per annum basis. I am unhappy in the department where I now work. How do I go about transferring to another department? Would I receive the same salary that I get now, or would I have to start at the entrance salary again? J.F.C.

To transfer, you would have to find another City department that was willing to accept you and then get a release from your own department. You would then have to get the approval of the City Civil Service Commission. The pay rate depends on budget lines, but in general the pay would be the same.

BECAUSE my title and pay are incorrect, I have been signing my New York City paycheck under protest. May an appeal be made

for back pay on the basis of signing under protest? The delay in determining a correct title has been chronic. What is the purpose of signing under protest? H. C.

Any rectification by the City probably would be made effective retroactive to the time of complaint. The reason for signing under protest is to protect one's rights. Without such protest, rights are usually considered in law as being waived.

HOSPITAL HEAD APPOINTED

ALBANY, Nov. 11 — Dr. Seymour S. Bluestone has been named director of the State Rehabilitation Hospital at West Haverstraw by State Health Commissioner Herman E. Hilleboe. Dr. Bluestone succeeds Dr. Austin J. Canning, retired.

PUBLICATIONS EDITOR NAMED IN HEALTH DEPT.

ALBANY, Nov. 11 — Harvey I. Cobert is the new assistant publications editor for the State Health Department. He is former assistant managing editor of the Amsterdam Evening Recorder and reporter for the Albany Knickerbocker News.

LEGAL NOTICE

RUSSELL, ANNA, also known as ANNE RUSSELL—File No. P3263, 1957 CITATION—The People of the State of New York By the Grace of God Free and Independent, To the distributees of ANNA RUSSELL, also known as ANNIE RUSSELL, deceased, and if any of them be dead, their respective husbands, wives, issue, next of kin, heirs at law, distributees, legatees, devisees, executors and administrators and successors in interest, if any, the names of whom and their residences being unknown to petitioners, the next of kin and heirs at law of ANNA RUSSELL, also known as ANNIE RUSSELL, deceased, send greeting:

WHEREAS, Mary Moore, who resides at 30 Westminister Road, Brooklyn, New York and Sidney A. Gold, who resides at 800 Fifth Avenue, the City of New York, have lately applied to the Surrogate's Court of our County of New York to have two certain instruments in writing bearing dates May 5, 1949 and July 5, 1957, respectively, relating to both real and personal property, duly proved as the last will and testament and codicil thereto of ANNA RUSSELL, also known as Annie Russell, deceased, who was at the time of her death a resident of 178 Lexington Avenue, the county of New York.

THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 11th day of December, one thousand nine hundred and fifty seven, at half-past ten o'clock in the forenoon of that day, why the said will and testament and codicil should not be admitted to probate as a will of real and personal property.

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

WITNESS, Honorable S. Samuel Di Falco, Surrogate of our said County of New York, at said county, the 30th day of October in the year of our Lord one thousand nine hundred and fifty seven.

PHILIP A. DONAHUE
Clerk of the Surrogate's Court

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SOCIAL SECURITY news, comment, questions, answers appear regularly in The Leader.

THREE STATE OFFICIALS ADDRESS PA MEETING

ALBANY, Nov. 11 — Three prominent state officials were the speakers at the November meeting of the Capital District Chapter of the American Society for Public Administration. They were: Milton D. Stewart, executive assistant to the counsel to the Governor; John W. Johnson, state superintendent of Public Works and Sharon Mauhs, state conservation commissioner.

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Normal Type Glasses Are The Thing

The fathers who consider themselves somewhat less than matinee idols will be relieved to know that there is no truth to the superstition that a prospective mother can "mark" her unborn child by gazing at an unpleasant sight. Rose-colored glasses may be helpful in seeing only the bright side of life, but it is the normal

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SHAKES, 164 NASSAU STREET, N.Y.C. Secretarial Accounting, Drafting, Journalism Day-Night. Write for Catalog. BE 3-4840.

GENEVA SCHOOL OF BUSINESS, 2201 E-way (82nd St.); Secretarial in English Spanish, French; Typewriting, Bookkeeping, Comptometry. BU 7-3234.

CSEA Membership Over '57 Goal For New High

In his annual report on membership in the Civil Service Employees Association, Vito J. Ferro, chairman of the statewide membership committee, told delegates to the CSEA's annual meeting last month that the Association had surpassed its goal of 70,000 members for 1957.

A new goal of 80,000 members plus is the aim of the Association now, Mr. Ferro said.

Report to Delegates

In reporting to delegates Mr. Ferro declared:

"The total paid membership in The Civil Service Employees Association, Inc. as of September 30, 1957 was approximately 76,488 (this includes 1,600 members on payroll deduction temporarily off the payrolls) compared with 58,779 on the same date a year ago—or an increase during the year of 17,709.

"Membership in the State Division by payroll deduction totals 56,117 plus direct payments of 8,907, total of 64,724 as compared with 47,380 members last year—an increase in the State Division of 17,344.

"Paid membership in the County Division for the year ending September 30, 1957 was 11,764 compared with 11,346 for last year—an increase of 418.

"Headquarters has billed State Division members who made direct payments for the year just closed and urged conversion to payroll deduction of dues and the response is very satisfactory. A high percentage of State Division members who paid direct last year will convert to the payroll deduction arrangement during the new year.

Active Committees Urged

"President Powers has urged all Chapters to establish complete, active Membership Committees and Headquarters has recently furnished our Chapters with material for a complete membership canvass to secure the support of all eligible employees. Through use of machine accounting equipment recently installed at Headquarters, in the near future State Division Chapters will be furnished with payroll deduction authority cards addressed to each non-member which will require only the signature of the employee to consummate CSEA membership.

"County Division membership renewal bills have been sent to all members except those in political subdivisions where payroll deduction of dues is being arranged. Headquarters has furnished all chapters with information relative to establishment of payroll deduction of dues arrangements in the various political subdivisions and will cooperate with each Chapter in assuring a complete canvass of all eligible employees where payroll deduction of dues is established. Complete material for the membership campaign has also been sent to all County Chapters.

"The Statewide Membership Committee met on several occasions during the past year. Recommendations of the membership committee were sent to each chapter president and have been published in the Civil Service Leader.

Personal Touch Needed

"Through years of experience, the only tried and proven method of securing more membership

strength is through personal canvass of non-members and of delinquent members, bringing to their attention the work, service, and program of CSEA. This personal canvass can only be thru a complete, well-informed chapter membership committee, composed of a member in each unit of the chapter. No member of such committee should be responsible for canvass of more than 40 members.

"At the last Annual Meeting this Committee set a minimum goal of 70,000 members by September 30, 1957. This goal was exceeded—in fact during the year growth exceeded 17,344 members. Progress has been good. In the State Division our Chapter Mem-

Two Top Health Dept. Posts Filled

ALBANY, Nov. 11—Two key appointments have been announced by State Health Commissioner Herman E. Hilleboe. They are:

Dr. Anne M. Drislane as acting director of the Bureau of Maternal and Child Health and Alexander Rihm Jr. as executive secretary of the Air Pollution Control Board.

Dr. Drislane replaces Dr. Alfred Yankauer, who has been granted a leave of absence to serve with the World Health Organization as a medical officer in India. Her salary will be \$11,920 a year.

Mr. Rihm has served as acting executive secretary of the agency since July 1957. He will receive a salary of \$11,920 a year.

Dr. Drislane will head the department bureau, which acts as advisor on health programs affecting mothers and children. It cooperates with local health departments and state agencies in establishing programs aimed at improving the health of mothers and children. Dr. Drislane has served as assistant director of the bureau since 1955. She is a graduate of the College of St. Rose in Albany and of Albany Medical College.

The Air Pollution Control Board was established by the Legislature in 1957 and is charged with the responsibility of safeguarding air resources of the state.

Mr. Rihm first entered state service in 1939 when he was appointed a junior sanitary engineer by the Health Department. He is a graduate of New York University.

HARRIMAN APPOINTMENTS

ALBANY, Nov. 11 — Governor Harriman has announced the following appointments:

Mrs. Edna K. Silber of Poughkeepsie to the Board of Trustees of the Dutchess County Community College to succeed the late Herman Bloom.

Robert V. Stapleton of Ellenville as a member of the Board of Trustees of the Senate House Association. He succeeds Richard O. Gruver, resigned.

BOUYEA ON COLLEGE BOARD

ALBANY, Nov. 11 — Governor Harriman has named Leander A. Bouyea of Plattsburgh as a member of the Council of the State Teachers College at Plattsburgh for a term ending July 1, 1968. He succeeds James W. Coddling of Chazy, whose term expired.

Membership Committees will be relieved of the burden of membership renewal of those on payroll deduction and thus extra concentration on the non-members is possible. Our Committee feels confident that thru the reasonable efforts of Chapter Membership Committees thruout the state a total membership in the State Division of 80,000 should be our goal. Thru reasonable efforts of Membership Committees of our County Division, and thru the payroll deduction of dues arrangement that will be established in many political subdivisions, our goal during the coming year should be at least 20,000 in the County Division or, a total goal for the coming year of 100,000.

Membership Is Influence

"As our membership grows, so will CSEA influence and ability to gain fair and just improvements in the work conditions of the public employees our organization represents.

"The Membership Committee thanks our Chapter Officers, Membership Committees and Conference Officers for their efforts and cooperation, also our headquarters staff—without their cooperation CSEA total membership would not have grown to its present strength.

Who Can Join CSEA? Anybody At Anytime

Headquarters of The Civil Service Employees Association steadily receives inquiries concerning who is eligible for membership in CSEA and as to when an employee can join.

Any employee of the State of New York, or any political subdivision thereof, such as counties, cities, towns, villages, school districts, water districts, etc., are eligible for membership in CSEA.

THEY CAN JOIN CSEA ANY TIME.

Any State employee or political subdivision employee (where the payroll dues deduction system is available) can sign a dues deduction authority, and the membership becomes effective when the first dues deduction is taken on payroll (30c bi-weekly or proportionate amount if semi-monthly, monthly or weekly).

CSEA dues are only \$7.50 per year. Employees who desire to pay direct or to whom dues deduction on payroll is not available can also join at any time upon payment of \$7.50 with membership application. New members who join by direct payment, after April 1 in any year, pay only \$3.75 for the balance of the membership year ending on the following September 30.

Retired employees of the State or the political subdivisions have a choice—they can be regular CSEA members at \$7.50 per year—or they can convert to associate membership on the October 1st after their retirement at \$1.00 per year. Associate membership allows the member to continue Group Life Insurance to age 70, but does not include the right to vote or hold office, does not include subscription to the Civil Service Leader, or any dues refund to an organized Chapter. Associate members can, however, arrange for subscription direct with the Civil Service Leader at the same cost. The Leader provides its publication to CSEA members.

MENTAL HYGIENE MEMO

By A. J. COCCARO

Twenty-Five Year's Service

Both private industry and public service have traditionally made the quarter century's service mark one of recognition to the employee. Management knows that it is the veteran worker who has made the company and the service what it is today.

Employees come and go—turnover on all levels sometimes is very large. Training is expensive in both time and wasted material or motion. The veteran employee often does his job so well that he makes a somewhat difficult task look easy to the non-specialized observer.

Many of our leading firms honor their twenty-five year employees by presenting them with gold watches, government bonds, raises in salary, cash bonus or a combination of the above.

The State of New York presently awards their twenty-five year employees a service pin. Our employees get little satisfaction out of this award. They point out that this is hardly a tribute to a loyal servant of twenty-five years.

The service pins are not worn by the men, and I've yet to find the woman who will advertise the fact that she is old enough to have had twenty-five years of service.

Advantage of Extra Increment

The advantage of an additional increment to the employee after twenty-five years service is that it will increase his salary at a time when it will favorably affect his pensions.

In giving the employee an increment to look forward to, it would also improve employee morale and incentive.

An advantage to the State would be that this increment would be an important employee benefit and would cost the State nothing for the first twenty-five years of an employee's service. This increment might be incentive enough to hold a good employee.

Being very familiar with the need of making the twenty-five year service mark more meaningful, your delegates at the last C.S.E.A. convention resolved, that the Association sponsor or support legislation to provide an extra increment after completion of twenty-five years service.

For A Better Tomorrow



Join the Civil Service Employees Assn. to insure these improvements in your career during the coming year. Work through your chapter for a better tomorrow.

40-hour Week with no loss in take home pay
A true increase in salary, in addition
Better retirement.

As the Association grows, so does your future. Last year, through the work of the CSEA, public employees gained Social Security, health insurance and a reduction in work hours, to name but a few of the Association's many accomplishments.

More than 75,000 public employees are now members of the CSEA. Join this army of workers to fight for the future.

Contact any member of a CSEA chapter in your institution and let him tell you how you can work for a better tomorrow for yourself, your family and your job for only 15 cents a week.