

# Civil Service LEADER

America's Largest Weekly for Public Employees

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Eligible Lists

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GARY J. H.

See Page 18

## CSEA Scores On Two Major Goals

# Net Pay Raises Of 7 To 11% Are Proposed By Governor

### How It Would Work In Various Grades

If the Legislature approves the Administration's proposal for improving the salaries and pension plan of State employees, here are some examples of what it will mean to State employees in some representative positions:

#### GRADE 4 — STENOGRAPHER

Sex - Female; Age - 18; Years of Service - 1; Incremental Step - first; Number of Dependents - 1.

	Present Annual Salary	Annual Salary Proposed for Oct. 1, 1964 (excl. effect of annual increments)
Gross:	\$3,420	\$3,530
Total Deductions:	\$880	\$ 810
Take-Home Pay:	\$2,540	\$2,720
Per Cent Increase in Take-Home Pay:		7.1%*

\*4% effective April 1, 1964 plus 3.1% effective October 1, 1964

#### GRADE 4 — STENOGRAPHER

Sex - Female; Age - 24; Years of Service - 6 Incremental Step - sixth; Number of Dependent - 1.

	Present Annual Salary	Annual Salary Proposed for Oct. 1, 1964 (excl. effect of annual increments)
Gross:	\$4,265	\$4,405
Total Deductions:	\$1,152	\$1,066
Take Home Pay:	\$3,113	\$3,339
Per Cent Increase in Take-Home Pay:		7.3%*

\*4.1% effective April 1, 1964 plus 3.2% effective October 1, 1964  
(Continued on Page 18)



GOVERNOR ROCKEFELLER Seen earlier this year at CSEA Annual Dinner.

### State Would Pick Up More Retirement Points; Add New Money In 2-Step Plan

ALBANY, Dec. 23—A combination salary-retirement proposal that would give all State employees a net 7 to 11 percent take-home-pay increase has been made by Governor Rockefeller as a result of Administration negotiations with the Civil Service Employees Assn., informed sources told The Leader late last week.

Under the proposal, the State would assume an additional three percentage points of employee contributions to the State Retirement System, effective next April 1, and, effective the following October 1, employees salaries would be raised from three to eight percent, depending on salary grade.

#### The Cost

The total program for the upcoming State fiscal year, which begins April 1, 1964, would cost \$13,000,000. Total cost of the proposal when fully implemented would be about \$43,000,000, it was estimated.

Joseph F. Felly, CSEA president, told The Leader that the proposal "represents the culmination of an intensive period of negotiation with the Division of the Budget. After all available salary information relating to both private and public employment was fully explored in a scientific manner, it was concluded that an increasing gap existed between salaries paid by the State and those paid by private employment and that there was a definite need for immediate remedial."

Felly said "the proposal made (Continued on Page 20)

### Christmas In Suffolk

## CSEA Wins \$\$ And Health Plan

(From Leader Correspondent)

RIVERHEAD, Dec. 23—The Suffolk County Board of Supervisors — as predicted two weeks ago in the Civil Service Leader — has voted a \$1,200,000 pay raise to Suffolk County employees. The Board also granted approval of a new health insurance plan.

Both measures were approved by the Board at a special meeting last week. The action climaxed a long battle for the benefit by the Suffolk chapter, Civil Service Employees Association.

The pay raise program provides that employees in grades 1-9 will receive increases equal to three grades plus the regular increment. Workers in grade 10 and up will be raised two grades plus a regular increment. There will (Continued on Page 20)

## Governor OKs Equal Vacation Credit Rule

(Special To The Leader)

ALBANY, Dec. 23—Governor Rockefeller has approved an amendment to the State attendance rules which removes inequities governing vacation credits to employees who entered State service since 1957.

Under the amendment, which was requested by the Civil Service Employees Assn., vacation credits for employees with seven or more years of service will be accrued on an equivalent basis with State employees who were employed prior to 1957.

The rule change, which was effective Dec. 10, states:

"During the second through the seventh year of continuous service, credits not to exceed the number of additional vacation credits earned for the previously completed year of service and in (Continued on Page 20)

### Prosalik Promoted

ALBANY, Dec. 23—Herbert C. Prosalik of North Syracuse has been promoted to the position of senior bank examiner, \$9,480 a year, following a civil service examination.

## Seasons Greetings

To people of good will everywhere, the Civil Service Employees Assn. sends sincerest wishes for a happy Christmas and a joyous New Year.

Joseph F. Felly, President Civil Service Employees Assn.

Don't Repeat This!

### Desalinization And Conservation To Be Big Campaign Items

ONE of the heritages of President John Lyndon B. Johnson's legislative days, as well as from the Kennedy Administration, is a strong and vital interest in conservation and desalinization of water.

With the period of political truce now drawing to a close, active jockeying to form issues and deepen the foundation for campaign topics will begin during the next few weeks and these will (Continued on Page 5)

### CSEA No Strike Study Unit Meets

ALBANY, Dec. 23—A special committee of the Civil Service Employees Association, which was appointed to study the advisability of removing from the Association's constitution a 50-year old "No Strike" clause met in a five-hour organization session last week.

Committee chairman William Rossiter of Rochester State Hospital said only that "the committee men, organized and has begun its study. We will meet again in January."

Formation of the committee was approved by the delegates to the Association's annual meeting in New York City last October.

In addition to Rossiter, members of the committee are: Edward G. Sorenson, Salvatore Butero, A. Victor Costa, George De Long, Thomas Ranger, Nicholas Puzifferri, William Cunningham, Ivan Flood, Grace T. Nulty and Henry Shemin.

Also: Irving Flaumenbaum, Marion Murray, Thomas J. Braffand, as consultants, Vernon Tapper and Fred Cave, Jr.

# Your Public Relations IQ

By LEO J. MARGOLIN



Mr. Margolin is Adjunct Professor of Public Relations in the New York University School of Public Administration and is Vice President, Public Relations, of A. J. Armstrong Co., Inc.

The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.

## But Machines Can't Think...

WHEN WE DISCOVER something which can improve the public relations of civil servants, we want everyone to know about it.

AUTOMATION HAS come to legal research via electronic computer!

WHAT THIS MEANS to civil service professionals handling the legal problems of thousands of New York State's government entities—departments of the state, cities, counties, townships, villages, school districts, commissions, authorities, etc. etc.—is incalculable.

MORE THAN 1,000,000 New York case references have been put on magnetic computer tape. At the rate of 120,000 cases per minute, a gargantuan computer tests the relevance of these cases to a specific legal problem.

THE MAGIC IS accomplished by an electronic monster called Univac III. And just to put the icing on the cake, "Prof. Univac" types out all the cases applicable to the problem at breakneck speed. As if this isn't enough, verified cases are printed in full by the automated "professor."

WITHIN 24 HOURS after a subscribing attorney posed his legal problem, the total package—case citations, verified cases, etc.—is mailed out by Law Research Service, Inc., which has its headquarters in the Sperry Rand Building in New York City.

THE BENEFITS TO government are happy to contemplate, since practically all government is law. Elias C. Hoppenfeld, president of Legal Research, declares that "Prof. Univac" will eliminate the tedium of legal research, "but decidedly not the ingenuity and judgment of the civil service professional. A trained lawyer will still have to devise the legal strategy and try the case."

WE WHOLEHEARTEDLY agree with Mr. Hoppenfeld, while sharply disagreeing with one state legislator who seems to think that legal brains can be canned in a machine. This state legislator favors putting state laws on computer tape, but is also quoted as saying:

"WE WOULD NO longer have to depend on the skills and the ambitions of employees."

THIS UNFORTUNATE observation was expressed during a computer demonstration in IBM's research laboratories. The legislator said that all state laws should be put on computer tape, and with that we heartily agree.

BUT WE THINK he's dead wrong when he says we can junk "the skills and ambitions of employees." Either the IBM engineers forgot to tell him, or the legislator overlooked the most important considerations in computer operation:

• **COMPUTERS CAN'T THINK.** Human experts have to tell the computers what to think. The results from the computer can be no better than the facts given the monster. And the facts must come from the human brain, where is stored skill, experience, knowledge and ambition. The value of computers lies in their tremendous speed and in their elimination of such tedious chores as looking through thousands of legal cases for relevant precedents.

A SURVEY AMONG 20 lawyers who read this column, resulted in a unanimous verdict: judgment for Mr. Hoppenfeld.

## USE THIS HANDY COUPON TO LEARN OF CAREER OPPORTUNITIES IN NEW YORK CITY CIVIL SERVICE

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Address .....  
City, ..... Zone ..... State .....

# Cosgrove Promoted To Deputy Director In Youth Division

ALBANY, Dec. 23—James T. Cosgrove has reason to believe in the merit system.

After 18 years as an area representative for the State Youth Division, he has been chosen for promotion to the post of deputy director at \$14,360 a year.

The career appointment was announced by Lawrence W. Pierce, who himself was appointed only recently by Governor Rockefeller.

### Administer Assistance

Cosgrove will administer the Division's program of financial and technical assistance to more than 1,100 municipalities that operate youth projects directed toward the prevention of juvenile delinquency.

For the past 18 years, he has been in charge of the division's Syracuse office.

He is the senior member of the division staff in point of service, having been the first field representative appointed by the former State Youth Commission when it was established in 1945.

Prior to joining State service, he was a caseworker supervisor for the Onondaga County Welfare Department for 11 years and during World War II, he was assistant field director for the American Red Cross.

### Dr. Jacobsen Named

ALBANY, Dec. 23 — Dr. Carlyle Jacobsen, president of the Upstate Medical Center, has been named to the newly-established National Advisory General Medical Sciences Council.

## Newark State Christmas Party

The Newark State School chapter, Civil Service Employees Association recently held its annual Christmas party at the Elks Club. Some 150 members were present at the roast beef dinner which was followed by dancing to Dex Morrison's orchestra. A gift exchange was held as part of the evening's entertainment. Fourth State vice-president and Mrs. Claude Rowell of Rochester were guests of the chapter and were introduced by Hildergarde Carlyle chapter president as were field representatives Jim Powers and Gregory Clark of Ter Bush & Powell.

Al Gallant, chairman, thanked committee members for helping to make the evening a success—Rose Petrone, Marie Donaldson, Harry Kabt, Jean Condit, Mary Moorhead, Dick Mussack, Carolyn Hoely, Dick Sistek, Harry Douglas, Pauline Fitchpatrick, Leona, Manley, Mary Lane, Kate Curtin, Catherine Cook, Louis Kardys, Jim Meath, Harriet Sistek, Cella Felella, Jeannette Roets, Marguerite Collins, Howard Wiebeld, Chuck Miller, Gladys Sweet, Bernice McCaffrey, Esther Ahrens and Joe Costello.

Dinner arrangements were under the supervision of Fred Coomber and the Lady Elks.

## Holiday Message

ALBANY, Dec. 23—The State Motor Vehicle Department issued a special holiday message to New York State motorists that combined "Season's Greetings and the words, "or Grief." Don't drive after drinking, the department warned.

## Members Tour Camp

MASONVILLE, Dec. 23—Members of Delaware Valley chapter, Civil Service Employees Association, toured Camp Loring Brace, youth opportunity camp, in Masonville recently.

Speaker at the meeting after the tour was Thomas A. Dermody of the State Civil Service Department.

Dermody was accompanied to the meeting by Charles E. Lamb, fourth vice president of the State Association, and Harry Albright, Jr., counsel for the Association.

## Women Sergeants

The new total number of applicants who have filed for the position of police sergeant (for women only) is now 160. This total was reached as of the closing of the November filing period for exam no. 8980, according to the New York City Department of Personnel.

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## Housing and Renewal Chapter Urged To Support CSEA Comm.

The first general membership meeting of the Division of Housing and Renewal chapter, Civil Service Employees Assn., was held recently at the Garden Restaurant in New York City. Meyer Poses, chapter president, announced the status of the current salary negotiations between the State and the CSEA salary committee. He urged chapter support of the salary committee's action. Ben Sherman, New York City field representative, was the guest speaker for the meeting.

In another action, the chapter passed a resolution to join the CSEA Metropolitan Conference.

## 144 Applications

There were a total of 144 applications received by the New York City Department of Personnel for the position of fingerprint technician as of November 29.

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**\$750 IDEA** — Arthur Levitt, State Comptroller, right, is shown presenting check for \$750 to Hugh Vaughn who recently perfected a program for improved operations within the State Department of Audit and Control. The check was the highest amount ever granted under the State's employee suggestion award program.

## Watertown In Another Civil Service Hassle

(From Leader Correspondent)

WATERTOWN, Dec. 23—A member of the Watertown city council, who said he has had no reply to his questions on the local civil service situation, has taken another shot at City Manager Ronald G. Forbes on the question.

Councilman Charles W. Hayes mentioned the fact that the police department has been short two sergeants "for some time."

"I'm about to make two provisional appointments in the department," said City Manager Forbes. He said he would make provisional appointments for sergeants "in the absence of an eligible list."

"Can't you get that guy Ward moving?" said Hayes.

### Forbes' Answer

"I have nothing to do with the civil service commission," Forbes countered. "I have no control over them. (The city council appoints the three commission members.)"

Hayes was referring to the secretary of the commission, Attorney Norman F. Ward.

"There's no eligible list in the fire department either," said Hayes.

"I'm not criticizing the commission," said Forbes. "I have good personal relations with them."

"Ward told me that Forbes hadn't asked for lists," said Hayes. "There's something wrong somewhere."

### No Comment

Forbes did not comment further. The city manager explained he had been "busy" with major city problems of late but would get to the police appointments.

By law the civil service commission holds examinations at the request of the city manager and provides eligible lists from which appointments may be made.

## Five Percent Raise And Fringe Benefits Are Won For Glen Cove Employees

GLEN COVE, Dec. 23—A five percent pay raise will be granted to 183 Glen Cove city employees on January 1, 1964, it was announced by Mayor Joseph M. Reilly. The city council also approved a series of employee benefits.

The pay raises, which will cost the city about \$40,000, were praised by Irving Flaumenbaum, president of the Nassau County chapter, Civil Service Employees Assn. Flaumenbaum said, "We are happy to hear the news of the constructive action taken by Glen Cove officials."

Reilly also announced that the city policemen would begin to receive top pay of \$7,400 after five years instead of after 10 years.

Other benefits voted by the city council gave employees:

1. 12 paid holidays a year instead of the current 10, adding Good Friday and election day
2. 14 vacation days a year instead of 12 with an additional day for each year on the job, up to a maximum of 21 working days.
3. Five personal leave days per year.
4. Adoption of general accepted grievance procedure.

## Harlem Employees At Clerical Meet

POUGHKEEPSIE, Dec. 23—Lucy Cutolo, Marion VanKeuren and Claudia Sina, employees of Harlem Valley State Hospital and members of the Harlem Valley State Hospital chapter, Civil Service Employees Association, attended a meeting of institutional clerical employees within the Southern Conference conducted recently at Newburgh.

## Hill Is Selected

ALBANY, Dec. 23—Dr. Joseph K. Hill of Pelham Manor is the acting chief administrative officer for the Downstate Medical Center, a part of the State University.

Dr. Hill also is serving as acting dean of the college during the illness of Dr. Robert A. Moore, who is on sick leave.

## Feily Asks Suspension

# State Health Plan Rules On Transfers Are Called "Restrictive And Unfair"

ALBANY, Dec. 23—The Civil Service Employees Assn. has called for suspension of new rules governing transfers under the State Health Plan until a further review of the new regulations is made.

The CSEA request to Mary Goode Krone, president of the Civil Service Commission, came in the wake of numerous complaints received by the Employees Assn. concerning the changes which went into effect November 1, 1963.

Joseph F. Feily, president of the 116,000-member association, took issue with the implementation of the new rules and said that they are "restrictive and unfair to our members insured under the program."

### Assn. Not Satisfied

Feily said the CSEA is not satisfied with reasons given by the Civil Service Department concerning limitations placed on transfer options. In particular, he referred to a 26-week waiting period following application for transfer and the age limitations governing transfer privilege.

He said, "The CSEA did not even receive a copy of the rules prior to their effective date, and the first we knew of the new rules was the result of complaints we received from our members who feel that they partially support the State Health Plan through the CSEA, to protect their interests." He said, "The new rules became effective before members insured under the plan even saw a copy of the rules."

Feily continued, "We are rather surprised that the same department which is so close to the operation of the State grievance

procedure, would not, in handling the promulgation of these new rules, follow the Governor's executive order relative to grievances which encourages that new rules or amendments in rules affecting employees be discussed with the

employee representative prior to promulgation."

He concluded, "We urge that these new rules . . . be suspended until we have the opportunity to discuss the entire matter with you."

## In Rochester

# Judge Henry Reserves Decision On CSEA Call For Deduction Of Dues

(From Leader Correspondent)

ROCHESTER, Dec. 23—State Supreme Court Justice Clarence J. Henry reserved decision (Dec. 17) in a suit seeking payroll deductions for dues of city employees who are members of the Civil Service Employees Association.

The suit was brought by CSEA President Joseph F. Feily and George D. Clickner, a city worker.

### CSEA Cites Code

CSEA cited a section of the Municipal Code which authorizes the city's fiscal officer (Comptroller Joseph E. Silverstein) to deduct dues from payrolls.

CSEA said it has deduction authorization cards signed by more than 800 employees and that the city already is deducting dues for members of the American Federation of State, County & Municipal Employees, AFL-CIO (AFSCME), the Firefighters Local 1071 and

that to deny this to the CSEA would be discriminatory.

### City Complains On Cost

The city said the dues deductions now taken were entered into contractually and not by Silverstein. The city also said further collections would be too expensive.

CSEA's regional attorney, Thomas R. Remington, represented the association. Deputy Corporation Counsel John Garrity appeared for the city.

## Gibson Is Named

ALBANY, Dec. 23—Supreme Court Justice James Gibson of Hudson Falls is the new presiding justice of the Appellate Division of the Third Judicial Department. He will assume his new duties Jan. 1.

Justice Gibson succeeds Justice Francis Bergan, who has been elected to the State Court of Appeals.

## Grievance Procedure 'Status Quo' Is Assured

ALBANY, Dec. 23—The Civil Service Employees Association has been assured that grievances between the State and its employees will continue to be processed under existing rules until any new regulations are adopted by the new Grievance Appeals Board established this year by Governor Rockefeller.

This assurance came last week from Andrew V. Clements, dean of the Albany Law School and chairman of the new Grievance Appeals Board, following a request for such confirmation by Joseph F. Feily, president of CSEA.

Clements was appointed chairman of the new board, which replaces the one disbanded earlier this year by executive order. The new order is essentially the same as the earlier one except that it provides that no State employee may be a member of the 3-member appeals board.

The new board will hear appeals from employees whose grievances are not settled earlier in the 3-step grievance procedure and it will make determinations and recommendations.

## MHEA Sends Its Holiday Greetings

John O'Brien, president of the Mental Hygiene Employees Association, has asked The Leader to extend, on his behalf, holiday greetings to all members, officers and representatives of the MHEA.



**CHRISTMAS PARTY** — Seven employees of the New York State Family Court and Broome County Probation Department are enjoying themselves at the annual joint Christmas party at the Sheraton Inn, Binghamton. Shown left to right, are: Joseph Gabor, probation officer, Carl Chafee, probation supervisor; Family Court Judges John O'Loughlin and Frank Thomas; Clarence Chase, Broome County Probation Director; and Mrs. James Shaw, wife of a probation officer and soloist and Mrs. Virgil Layton, a senior typist who served as the piano accompanist.

**Keating States Arguments**

**New York Solons Fighting Defense Dept. Order On Military Bases In State**

Since the rumblings first began in the halls of the Pentagon that a military economy cutback would involve the closing of New York State bases, New York legislators have been opposing the action. Led by Senators Kenneth B. Keating and Jacob Javits, these legislators have attempted, and may yet succeed, to halt the Defense Department plans.

Senator Keating summarized his opposition in a recent letter to the New York Times. He said that "a look at many of the installations being closed reveals that either the physical plant or the work being performed is obsolete. However, this is not the case with the two major New York activities to be eliminated."

He further cited "specific studies completed less than six months ago by the Army and the Air Force reviewed the Rome and Schenectady activities and recommended that both be retained. Both of the activities slated to be closed in upstate New York—the one in Schenectady involving 1,700 jobs, the one in Rome involving 3,886 employees—are in areas of labor surplus, eligible for direct Federal assistance under a number of other programs. Since the work now done at these installations is to continue and probably expand somewhere, the decision faced by Defense officials, of course, is whether to close on facility or another."

**Depressed Area**

"In both cases," he stated, "they decided to close an installation in a depressed area and transfer the jobs to installation in areas with plenty of jobs."

Keating pointed out that "... it now costs the Federal Government \$4,230 to re-create a single job for one year in such an area. Yet in arguing the great economy of its moves, the Defense Department took no consideration whatsoever of the additional Federal cost which might result from adding unemployment to unemployment in these particular parts of New York."

**Important Function**

The Senator reported "the activities that are now being performed at Schenectady Army Depot and even more conspicuously at Rome Air Materiel Area are not obsolete activities. At Rome the main work is buying for the Air Force electronic supplies such as radar and radio transmission equipment, one of the most advanced parts of modern defense work."

"Army and Air Force officials admit that the physical plants at Rome and Schenectady are in many respects the best and most up to date possible. In fact, they were only recently re-equipped," added Keating.

He concluded, "... in the long run these economies, at least as far as New York facilities are concerned, are oint to cost United States taxpayers and the citizens of New York many millions of dollars to counteract the devastating economic blow of these transfers. And unless the members of Congress from New York point this out, there is no one else anywhere in the Government who now has specific responsibility of considering such factors."

**Gilday Honored**

OXFORD, Dec. 16 — Cecil Gilday, chief account clerk at the Women's Relief Corps Home was honored Dec. 12 at the annual

**Special Leader Report**

**Army Personnel At Bases Threatened With Closing Will Not Become Jobless**

By MARY ANN BANKS

Although no official word has been given. The Leader learned last week that most of the employees affected by Secretary of Defense McNamara's announcement (regarding the seven military bases in New York State which will be partially or fully inactivated) will not necessarily be rendered jobless. In fact, informed sources report that every effort will be made to relocate these employees in another Government job.

Most important is the fact that the cutback of these particular bases is stretched out over a three and a half year period. Retraining programs will be instituted by the respective agencies. A freeze will be placed on future Government hirings in order to accommodate these affected employees.

In Federal Government transfer of an entire large operation from one area to another is not unusual and certain procedures are already established to relocate effectively employees.

**Absorbing Costs**

One procedure provides that if an employee is offered a Government job in another area, the Government will pay the cost of moving both the employee and his immediate family. All retraining costs are also absorbed by the Government.

The U.S. Civil Service Commission has also established a program called the Separated Career Employee Program which enables enrolled employees to receive appointment priority on both Civil Service Commission and Board of Examiner eligible lists.

In the case of an employee who decides to leave the Federal service at this time, his annual leave will be paid upon termination. No severance pay is provided but Federal employees are, of course, entitled to unemployment insurance.

An employee may also with draw his pension fund at any time but the Government encourages the employee to leave the money on deposit until retirement age since the pension is worth more at maturity.

**Another Consideration**

Another important consideration from the employment point of view is that all seven of the bases are not being completely closed. In fact, the Army overseas supply agency at the Brooklyn Army Terminal is only a tenant agency and employs less than 400 people. The employees could conceivably be absorbed, without transfer, through attrition. The supply agency is first on the list (in New York State) to be closed. It is scheduled for discontinuation by July, 1964.

Next in line is the Army's Miller Field on Staten Island which will be inactivated by June of 1965. The Navy training device center at Port Washington will be completely shut down by December, 1965.

**Three Operations**

Three more operations will be halted by December, 1966. Actually only one of these three, Army's Schenectady-Voorheeville Depot, will be completely inactivated. The Reserve Training

Centers of the other two Army bases, Ft. Tilden on Long Island and Ft. Totten in New Rochelle, will remain open. The Nike sites which are now at Ft. Tilden will be transferred to Montauk Point (Camp Hero) and Lido Beach. Ft. Totten's family housing units will remain in operation.

Last in line for inactivation is the supply mission at Rome's Griffiss Air Force base. The mission will supposedly be relocated by June, 1967.

But remember, much of this action is being opposed in Congress and may not even take place. Only time will tell.

**The Woman's Angle**

By MARY ANN BANKS

City, State and Federal civil servants are urged to contact the Women's Editor of the Leader with news of interest to women in civil service. Deadline for this material is Thursday at noon for publication in the following week's paper.

There have always been plenty of "theories" about female employees but some recent "facts" obtained from special studies made by the U.S. Civil Service Commission for the President's Commission on the status of Women provide interesting retorts.

Theory: Women workers take excessive sick leave in comparison with men workers.

Fact: Active Federal employees (those not separating from the service for disability or other reasons) used an average of 8.3 days of sick leave per employee during 1961. Women employees average a little over one and a half days more sick leave during the year than men employees, but the difference between the two tended to diminish proportionately with age. Up to age 35, women averaged two and a half days more sick leave than men. At age 60 and above, men averaged a half day more than women.

**Quit Jobs Oftener**

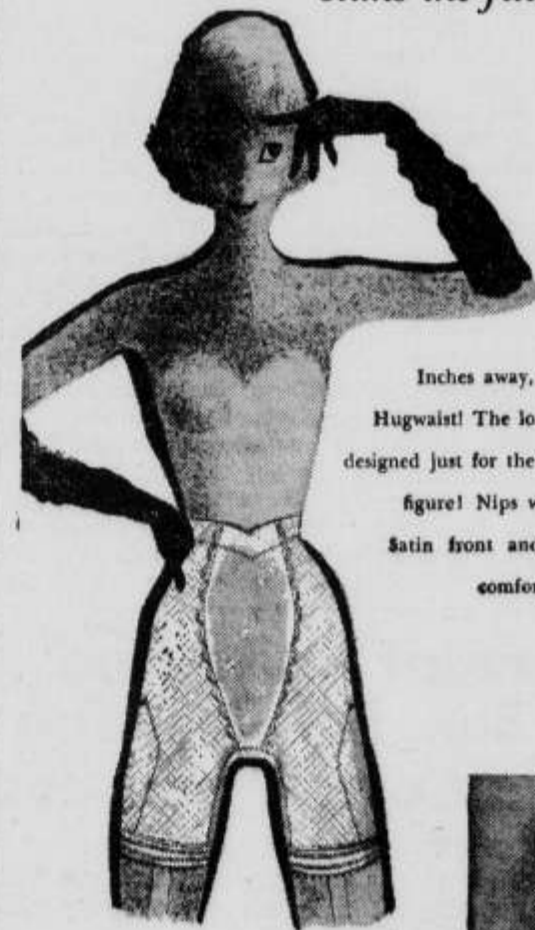
Theory: Women leave their jobs more frequently than men.

Fact: The turnover rates of women employees, by grade, occupation, and age groups, are consistently higher than those for men employees. The greatest variances, however, do not occur between the sexes but rather between different age groups, occupations, and grade levels irrespective of sex. The highest rates of turnover, including those of both men and women, are among the "under 25 years of age" groups, and among men and women in lower grade clerical positions. As employees of both sexes move into more responsible positions at higher grades they are less inclined to leave their agencies. The turnover rates for men and women draw closer together at the higher grade levels of GS-9 and above.

Theory: Women are content to play a minor role in the work environment and involve themselves minimally in activities related to their jobs.

Facts: Grade for grade, from GS-9 and above, women participate in as many, and in most instances considerably more career-related activities as do men. Women have a higher rate of membership professional societies, publish more professional articles, spend more time after hours in job-related activities, and take more special college courses.

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LINGERIE — HOSIERY — SPORTSWEAR

Christmas Party of Oxford chapter 416, Civil Service Employees Association. Members of the home's board of directors also were honored guests.

# DON'T REPEAT THIS

(Continued from Page 1)

include conservation, desalinization and improved use of our natural resources.

Signs in recent days in the halls of Congress already point to strong positions on a number of important national issues. Uppermost throughout 1963 were such issues as civil rights, foreign aid, the tax cut and similar dramatic topics.

Both President Kennedy and President Johnson indicated strong positions on these issues of vital interest both to domestic and international politics. Congress, sensitive to political winds, has been taking its time deciding these pending bills, looking ahead to the national elections in the Fall of 1964.

Early in the New Year, President Johnson will submit the new budget, which will, without a doubt, be subjected to one of the closest and detailed scrutinies ever taken by a United States Congress.

### Ribicoff Amendments

Undoubtedly one item in the budget which will play an important role in the Presidential election next year is conservation. A preliminary indication of what will happen is a little noticed amendment to the tax reduction bill, which the Senate Finance Committee recently discussed behind closed doors.

This amendment, offered by Senator Abraham Ribicoff (D. of Conn.), was backed by one-quarter of the Senate. It would give industries which install air pollution and water pollution control facilities the right to deduct the cost from taxable income.

The amendment—and growing support in both the Senate and House—is a sure indication of a growing concern for conservation and preservation and development of our natural resources.

### "Teddy" Roosevelt View

In this century, conservation

has played a key part in the platforms of both political parties. Of all of Theodore Roosevelt's policies, for instance, that of conservation of the natural resources of the nation was perhaps of the most permanent significance. In his first message to Congress he announced that the forest and water problems were the most vital domestic problems facing the American people.

In his Seventh Annual Message to Congress, delivered on December 3, 1907, TR said:

"Optimism is a good characteristic, but if carried to an excess it becomes foolishness. We are prone to speak of the resources of this country as inexhaustible; this is not so."

These words, delivered more than a half-century ago, could well be the keynote at both political party conventions next summer, just as they led the "Roughrider" to call a conference of governors, congressmen, supreme court justices, members of the cabinet and other distinguished citizens to consider the broad problem of conservation during 1908. The conference adopted a resolution, which in part, reads as follows:

### "Threatened With Exhaustion"

"We agree, in the light of facts brought to our knowledge and from information received from sources which we can not doubt, that this material basis (on which our civilization is based) is threatened with exhaustion. Even as each succeeding generation from the birth of the Nation has performed its part in promoting the progress and development of the Republic, so do we in this generation recognize it as a high duty to perform our part; and this duty in large degree lies in the adoption of measures for the conservation of the natural wealth of the country.

"We recognize in our waters a most valuable asset of the People

of the United States, and we recommend the enactment of laws looking to the conservation of water resources . . ."

Rarely has a political platform been written since without calling attention to these thoughts. And, despite, strong strides forward in developing water resources, these problems are still with us.

### Re-evaluations

Only the other day, the New York Times reported that the Citizens Budget Commission accused the city of an "inexcusable blunder" in the construction of the new reservoir and dam at Cannonville, New York, New York. The group said the city could have turned to the Hudson River as a major water supply source and could have set up the machinery for taking "an inexhaustible supply of pure water" from the Hudson.

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This is but one charge in a growing series of reevaluations of our policies toward our natural resources. Astute politicians, such as President Johnson and Senator Ribicoff, are keenly aware of the nation's sensitivity to such matters as water resources.

In the coming months, as the campaign nears, look for much stronger criticism of states and municipalities who are ignoring their conservation problems and not actively seeking solutions where they already exist.

There is no reason for a city or

town located near substandard water, for instance, to drink brackish water, and wash their clothes in comparatively unpure water. The rust and corrosion of pipes alone make it more uneconomical to rely on this type of source water, than to install equipment already developed under the auspices of the Department of the Interior's Office of Saline Water to purify the water.

Many other examples can be cited—but they all add up to a sensitivity on the conservation

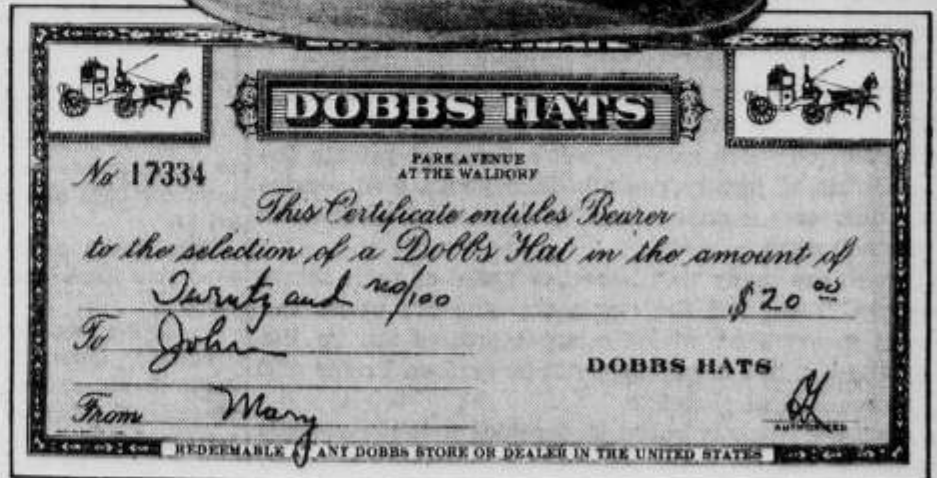
(Continued on Page 16)

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TUESDAY, DECEMBER 24, 1963

## Seasons Greetings

HE was called the Prince of Peace and this is but one of the many reasons why the spirit of Christmas is the spirit of good will.

To all its readers, The Leader wishes to extend its deepest wishes for a Christmas of peace and happiness and to send greetings for a joyous and prosperous New Year.

## Only The First Step

GOVERNOR Rockefeller has proposed a salary and retirement program for State employees that will raise the net pay of all State workers from an average of 7 to 11 percent in two steps. This will be accomplished by the State picking up three more retirement contributions points and adding new money to pay grades.

The proposals were worked out after intense negotiation between the Civil Service Employees Association and the Division of the Budget.

While the plan will not fulfill the highest hopes of State employees it helps them move closer to two stated and much desired goals — a non-contributory retirement system and closing of the gap between private and public pay scales.

Before any undue optimism or criticism arises, it should be noted that while the Governor proposes the Legislature disposes. There is still a big job to be done — by everybody.

## A Job Well Done Deserves Its Reward

A pleasant Christmas present was given to members of the uniformed forces last week when the Mayor announced that pay raises and increased fringe benefits had been ratified by both the City and employee organizations.

But are these salary increases really Christmas presents? They should not be considered so for these employees work hard all year long—for salaries below those of private industry. A spirit of loyalty prevails throughout civil service and these increases should rather be considered as rewards for a "job well done."

But there are many who have not heard of their salary increases yet. These are the employees who are under the Career and Salary Plan whose salary increases are up the Board of Appeals. These hearings will be held on Friday and a decision reached at that time.

We urge the Appeals Board to consider well the appeals of these employees and grant the highest upgrading possible.

## Questions Answered On Social Security

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

"When I reached age 65 in 1956, I was turned down for social security benefits because I had credit for only one year's work under social security. I have not worked since then but want to know if I now can qualify under the new law."

No. The minimum amount of social security credit on which benefits can be paid is still 6

The new law did not change this provision. However, you may qualify if you earn credit for another six months of work under social security.

"My handyman told me he is 65 and receiving social security checks and that I do not have to withhold any more social security taxes. I am still withholding the taxes but he insists that I shouldn't. Who is correct in this matter?"

You are. As long as a person works under social security you are required to report social security taxes for him regardless of his age and even though he gets social security payments.

## LEADER BOX 101

### Letters To The Editor Our Reader Interest

Box 101:  
Please accept my belated thanks for the two very excellent articles which have recently appeared in The Leader about the positions for which I am recruiting. I refer specifically to the article by Mary Ann Banks in her column, The Women's Angle, and to the article in last week's paper about Communications and Records Clerks. The response to both articles has been gratifying, and I want to congratulate you on the reader interest you inspire.

Both articles have been forwarded to the Department of State in Washington, which has expressed its appreciation of your efforts in its behalf.

With kindest regards and best wishes for a very Merry Christmas.

ADELE P. LEE  
New York Representative

### To Contest List For Supervising Steno

Box 101:  
I am a candidate who competed in the promotion test for supervising stenographer on June 30, 1962, and would like to solicit the aid of those other candidates who failed by one or two points for the purpose of bringing legal action with respect to certain questions asked on that promotion test about the new City Charter.

If you would print this appeal I would be very grateful as it is my desire to contact anyone interested in contesting the said questions mentioned above.

I am a constant reader of your paper which is most informative and up to date on current civil service matters and topics of interest to all civil employees.

ALBERT MOSS

### This Week's Civil Service Television List

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31.

This week's programs telecast over New York City's television include:

Tuesday, Dec. 24

9:30 a.m. Career Development—Police Dept. promotional course. "Personnel Management" with Sgt. Ryback.

4:00 p.m.—Around the Clock—Police Dept. training course. "Traffic Safety"

4:30 p.m.—The Big Picture—Army film series.

5:00 p.m.—Nutrition and You—Nutrition Bureau series, with guest.

8:00 p.m.—Nutrition and You—"Holiday Parties and Weight Control" with Barbara Premo.

Wednesday, Dec. 25

1:30 p.m.—Your Lion's Share—N.Y. Public Library series. "The Long Christmas", moderator, Mary Strang.

4:00 p.m.—Around the Clock—Police Dept. training course. "Traffic Safety".

5:00 p.m.—Nutrition and You—Nutrition Bureau series, with guest.

7:30 p.m.—On the Job—Fire Dept. training course. "Direction of Streams"

Thursday, Dec. 26

4:00 p.m.—Around the Clock—



## Civil Service LAW & YOU

By Stanley Mailman

Mr. Mailman is a member of the New York State bar. (The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper or of any organization.)

### Resignation By Intimidation

YOU ARE A public employee. Your personnel officer informs you that he has derogatory information about you and that you should resign.

THE NEXT DAY, upon your denial of the derogatory allegations, the personnel officer warns you that unless you resign then and there, he will immediately institute disciplinary proceedings.

FEARING PUBLICITY and without an opportunity to consult with your family or legal counsel, you sign a form resignation effective a month later. Have you voluntarily resigned or were you effectively fired?

THIS WAS ESSENTIALLY the situation alleged by the employee in *Paroczay v. Hodges*. A week after the "resignation", the attorney for Paroczay, an employee of the Weather Bureau, wrote to the Secretary of Commerce requesting withdrawal of the resignation. Nevertheless, it was treated as final.

THEREAFTER, AN APPEAL was denied by the U.S. Civil Service Commission on the ground that Paroczay had voluntarily resigned and that therefore no adverse personnel action had occurred from which he could appeal.

PAROCZAY THEN sued for a judgment to declare his resignation ineffective and to restore him to his position. He lost in the United States District Court. However, he secured a reversal in the United States Court of Appeals for the District of Columbia Circuit in a significant decision for employees. (297 F.2d 439)

THE COURT HELD that if Paroczay was, in fact told to "sign now" under threat of immediate charges and was refused an opportunity to consult family and friends, his resignation must indeed be considered involuntary. It distinguished this case from *Rich v. Mitchell* (273 F.2d 78, cert. den. 368 U.S. 854) where the employee was given three days to decide.

THE PAROCZAY CASE was returned to the District Court to determine the actual facts. One June 2, 1963, United States District Judge Youngdahl, ordered Paroczay reinstated, finding that his resignation was involuntary and his separation, therefore, an improper discharge.

THE EPILOGUE TO one man's legal battle is not only the establishment of a legal rule but also the promulgation of a new administrative policy.

THE CIVIL SERVICE Commission, this September, issued a memorandum to Federal agencies on the implications of the Paroczay case. It stated that in future appeals, it would look beyond the form of the personnel action to determine whether the separation was, in substance, voluntary or involuntary.

THE PRINCIPLE OF Paroczay will be applied by the Commission to any appeal where an agency has deprived an employee of his freedom of choice. Duress, intimidation and deception impair decision as effectively as denial of reasonable time to make a choice.

ALL OF THESE tactics are condemned, whatever the objective: whether to exact a resignation, an optional retirement or a reduction in rank or compensation.

NOT EVERY CONFRONTATION with unpleasant alternatives signifies coercion. The test is whether the employee is given a real opportunity to make the choice.

WHAT IS A reasonable time to decide will vary with the circumstances. The Commission has suggested certain criteria. Undoubtedly, differences of opinion will occur, with resulting litigation. Complaints will be fewer, however, if agencies abide by the spirit of the Paroczay decisions and the useful suggestions of the Civil Service Commission.

THE SAME PRINCIPLES should be applicable to personnel actions in the civil service systems of New York State.

Police Dept. training course. "Traffic Safety".

7:30 p.m.—On the Job—Fire Dept. training course.

Friday, Dec. 27

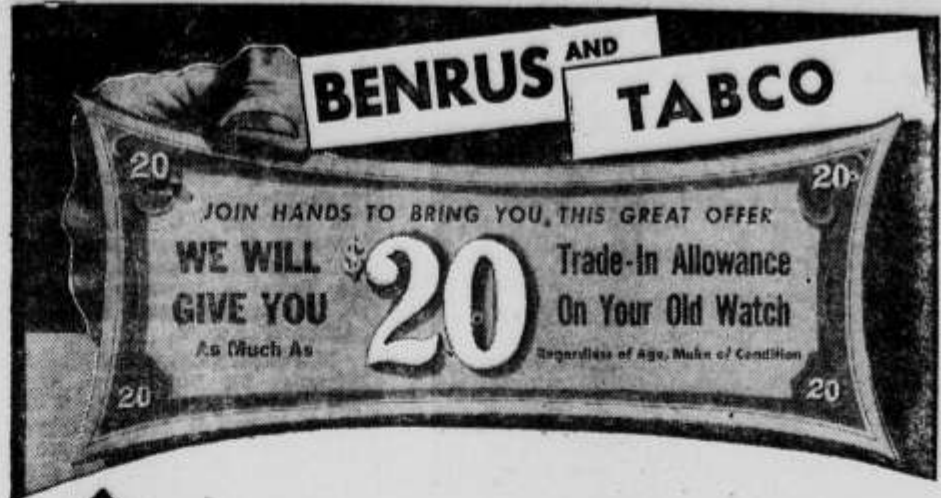
4:00 p.m.—Around the Clock—Police Dept. training program. "Traffic Safety."

5:00 p.m.—Nutrition and You—Nutrition Bureau and guest. "Holiday Parties and Weight Control".

7:30 p.m.—Your Lion's Share—N.Y. Public Library series. "The Long Christmas" with Mary Strang, moderator.

(Continued on Page 19)

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### Executive Chapter Nominating Comm. Has Been App'ted.

ALBANY, Dec. 23—May De Seve, president of the Executive chapter, Civil Service Employees Assn., announced the names of the members of the nominating committee at a recent chapter meeting.

Those appointed were: Joseph Matthews, Division of the Budget, chairman; Mrs. Dorothy Mac Tavish, Commission for the Capital City; David Herbach, Division of the Budget, and Warren Dober, Division of Veterans Affairs.

The committee will prepare the slate of officers for the coming election which will be presented at the January meeting of the chapter.

Pardi; 132, Abraham Fleischman; 133, Raymond J. O'Connor; 134, Joseph M. Gennaro; 135, John T. Schermerhorn; 136, Frank Parriola; 137, Salvatore Palmeri; 138, Richard Kopp; 139, Joseph Dorfman; 140, George J. Binder;

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# 'Succeeding At First', Two Employees Try Again And Win Again In State Awards

ALBANY, Dec. 23—J. Burch McMorran, State superintendent of Public Works, has presented State merit awards to two department employees.

For one employee, Nicholas Barbera, a clerk in the department's Division of Architecture, two separate \$15 awards constituted the seventh and eighth time he had won such recognition.

Walter F. Chovance, an electronic computer tab librarian in the Bureau of Electronic Data Processing, won a \$25 award which was his second under the program.

Both employees were commended by McMorran for their in-

terest in improved procedures and economies.

Barbera suggested use of tinted paper in adding addenda to specification books and use of a new type of locator card for architectural drawings.

Chovance's award was presented for his suggestion that surplus electronic control panels and panel wires be returned to the

Office of General Services for redistribution to other agencies.

### 595 Applications


There were 595 applications received by the New York City Department of Personnel during the September filing period for the position of assistant rent examiner.

"Best American film of the year"  
—Newsweek

"A ringing ode to the whole great surging immigrant wave . . ."—Times

" . . . A story of his forebears that Mr. Kazan is telling, in all the colorful and fierce and bitterly honest terms we have heard from the tellers of tales of our own past . . . A brilliant and powerful film."—Herald Tribune

**ELIA KAZAN'S**  
**"AMERICA AMERICA"**




"AMERICA AMERICA", written, produced and directed by ELIA KAZAN, introducing Stathis Giallelis, with Frank Wolff, Harry Davis, Elena Karam, Estelle Hershey, Gregory Rozakis, Lou Antonio, Salem Ludwig, John Marley, Joanna Frank, Paul Mann, Linda Marsh, Robert H. Harris and Katherine Ballour—music by Marcus Hadjidakis—presented by Warner Bros.

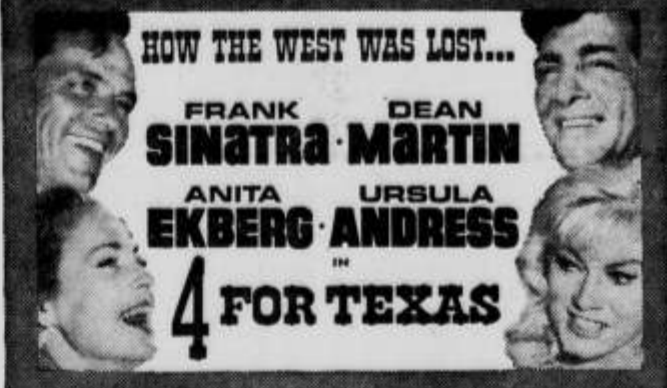


HOW THE WEST WAS LOST...

**FRANK SINATRA** **DEAN MARTIN**

**ANITA EKBERG** **URSULA ANDRESS**

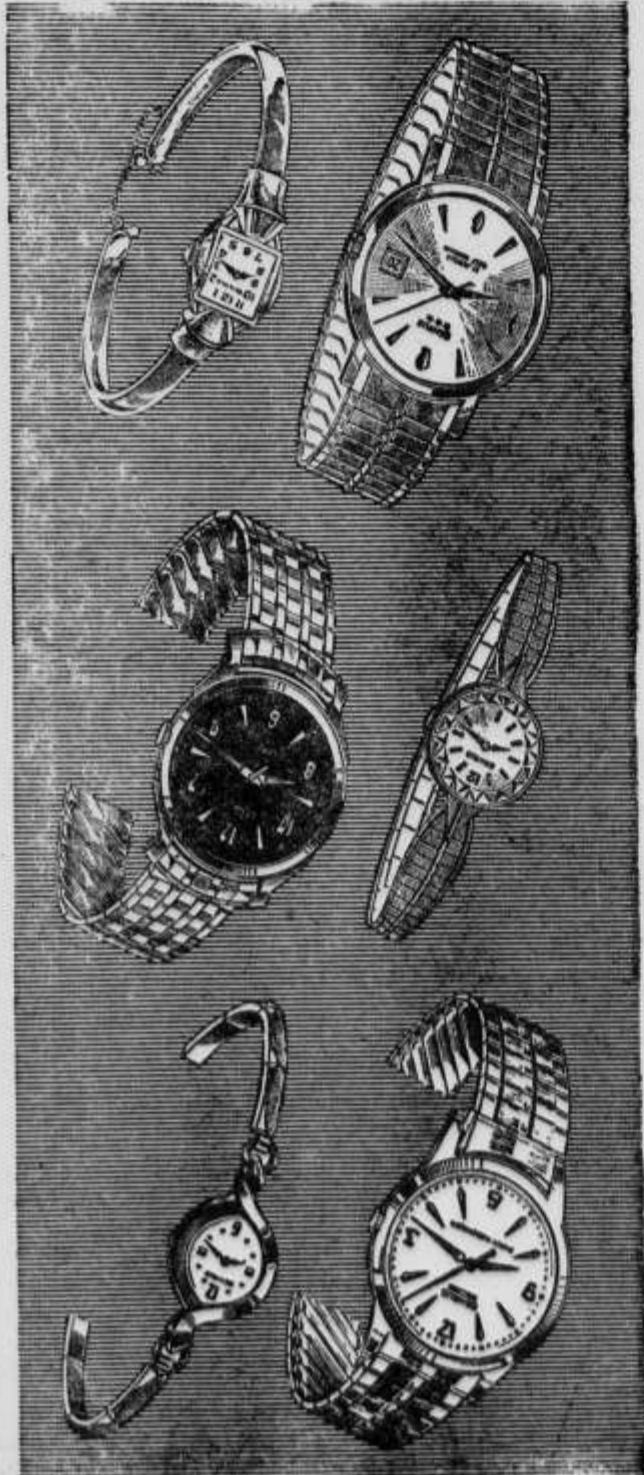
**4 FOR TEXAS**



CHARLES BRONSON VICTOR BUONO THE THREE STOOGES TEDDI SHERMAN ROBERT ALDRICH  
DIRECTED BY ROBERT ALDRICH TECHNICALCOLOR From WARNER BROS.

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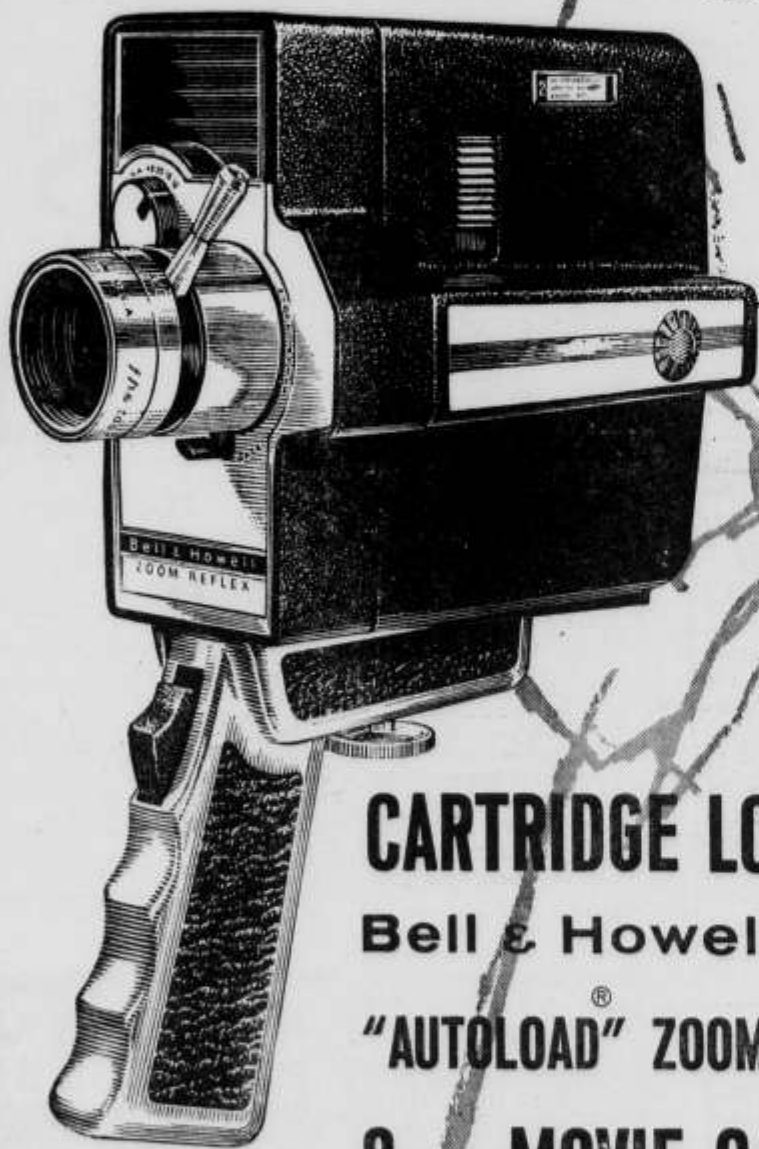
WO 2-1822 25 PARK ROW NEW YORK, N.Y.

A LARGE SELECTION OF ALL TYPES OF JEWELRY

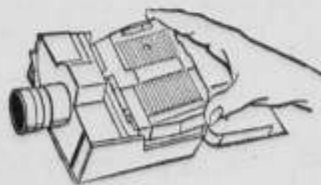
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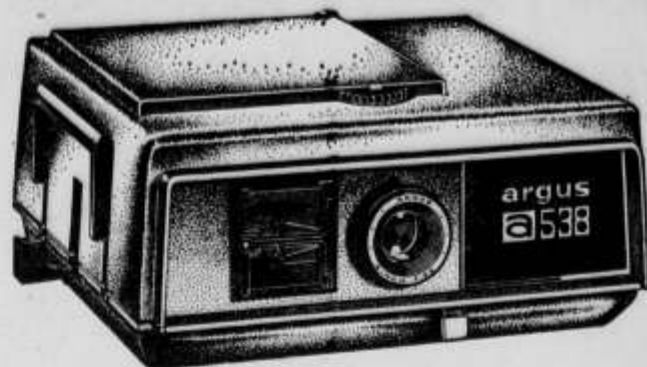
**PENNIES  
A  
DAY**

This smartly styled Bell & Howell camera brings out the expert in you—automatically! Full-time ELECTRIC EYE sets the lens automatically . . . lets you shoot perfectly exposed full color movies with your first, easy-to-load cartridge of film. And because you use regular 8mm roll film, you enjoy big savings. Fast REFLEX VIEWING and a Fast f/1.8 FULL-RANGE ZOOM LENS are other way-out-in-front features that are yours with this wonderful camera!

**WE CARRY A COMPLETE LINE OF  
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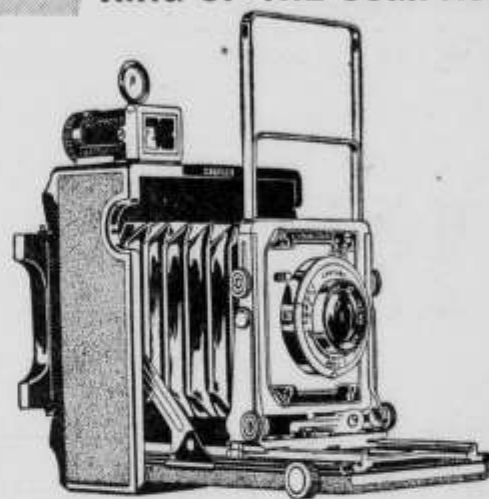
## AUTOMATIC 538 COLOR SLIDE PROJECTOR



Here's a budget priced color slide projector with many features found only in more expensive models . . . universal 4" f/3.5 lens shows all 2"x2" slides in perfect focus . . . brilliant 500-watt illumination gives sparkling pictures . . . single slide editor that permits editing of slides during projection and long-play 60-slide indexed tray for longer shows than any other comparably priced projectors. Add to these: turbo-blower cooling that prevents slides from "popping out of focus" . . . modern self-contained all metal construction with built-in carrying handle, plus focus and elevation controls . . . and here's everything needed for enjoyable action-packed slide shows.

**\$5.95 Down**

## KING OF THE COMPACTS



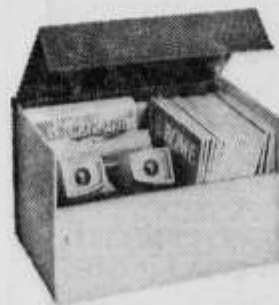
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The larger the negative, the more critically sharp the enlargement! Century Graphic uses a big 2 1/4 x 3 1/4 negative—over four times larger than 35mm negative. Excellent for color. You can use improved, faster film or fine grain high speed black and white film for quality results . . . alternately switch from sheet film to roll film in seconds. In addition, Century Graphic has the same versatility as famous Pacemaker Graphic in a compact size . . . interchangeable lenses, ground glass focusing, double extension bellows, adjustable front standard.

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*Let us show you how economical it is to own and use the Century Graphic*

### VIEW-MASTER® Library Chest



**\$2.25**

Handsome two-toned plastic file for picture packets and viewer. Compact, durable, holds large library of picture reels.



### Rolleicord Vb

A real Rollei at an amazingly low price. Five picture sizes in one camera, from miniature to 2 1/4 x 2 1/4 inches - ideal for colour shots.

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A unique hand-textured finish, *Firenze* brings the luxurious hand detail of the famous Florentine artists to our age.

The "DAWN MIST" pattern is a brilliant wedding of Old World charm and contemporary design, as through the deep-toned richness of *Firenze* the first light of morning glints on stylized leaves.

Four-piece place setting (teaspoon, place knife & fork, salad fork) \$36.25  
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Price includes 10% Fed. Tax

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78 VESEY STREET  
NEW YORK CITY BE 3-3580

### TEST AND LIST PROGRESS — N. Y. C.

Below are the eligible lists from which certifications were made during the past week. A complete listing of all valid eligible lists and the last number certified from them will appear on this page the first Tuesday of each month.

Administrative asst. (IBM), prom., (comptroller), 4 certified Dec. 13	10
Administrative asst., 12 certified Dec. 13	13
Administrative asst., prom., (Comptroller), 3 certified Dec. 10	16
Alphabetic key punch operator, 139 certified Dec. 13	203
Asst. attorney, 37 certified Dec. 10	69
Asst. captain, prom., (Marine & Aviation), 21 certified Dec. 13	21
Asst. electrical engineer, 7 certified Dec. 13	29
Auto machinist, 13 certified Dec. 13	31
Bridge & tunnel officer, 8 certified Dec. 12	95
College office asst. "A", 8 certified Dec. 10	251
Construction inspector, 15 certified Dec. 17	171
Department library aide, 10 certified Dec. 11	143
Dockbuilder, 5 certified Dec. 11	49
Foreman of gardeners, prom., (Hospital), 2 certified Dec. 13	2
Housing inspector, 8 certified Dec. 10	130
Investigator, 28 certified Dec. 12	171
Locksmith, 1 certified Dec. 12	4
Machinist's helper, 13 certified Dec. 13	73
Maintenance man, 47 certified Dec. 16	1102
Management analyst, 3 certified Dec. 17	3
Management analyst trainee, 18 certified Dec. 16	23
Marine oiler, 2 certified Dec. 13	49.5
Medical record librarian, 1 certified Dec. 17	7
Methods analyst, 1 certified Dec. 17	2
Parking meter attendant, (women), 25 certified Dec. 12	519
Policewomen, 31 certified Dec. 11	547
Power maintainer—group B, prom., (TA), 30 certified Dec. 13	30
Oiler, 25 certified Dec. 12	79
Research assistant, 2 certified Dec. 11	9
Sr. civil engineer, prom., (TA), 5 certified Dec. 16	5
Sr. clerk, prom., (Parks), 5 certified Dec. 11	26
Sr. clerk, prom., (City Planning), 3 certified Dec. 13	6
Sr. clerk, prom., (Markets), 21 certified Dec. 13	65
Senior statistician, 5 certified Dec. 16	7
Sr. stenographer, prom., (Hospital), 17 certified Dec. 12	57
Sr. stenographer, prom., (Highways), 5 certified Dec. 12	7
Watchman, 35 certified Dec. 13	373

### Thruway Painters Ride Now As Suggestion Award Program Pays Off Again

ALBANY, Dec. 23—Two State Thruway employees are sharing a \$450 merit award for suggesting a labor and time-saving idea.

R. Burdell Bixby, authority chairman, announced the award of \$225 each had been given Benjamin Hodan of Depew, a welder in the Thruway's Buffalo Division, and Harry Stahl of LeFever Falls, a painter foreman, in the Albany Division.

Both men came up with the same idea but separately, the authority said.

#### Railing Car

They suggested and developed a railing car to be used in painting the outside surfaces of bridge railings. The device eliminates the need for rigging a plank scaffolding as a work platform.

A half-dozen of the cars are in use along the 559-mile superhighway and it is estimated that the device will save the authority \$4,500 a year in maintenance costs.

Stahl entered Thruway service in Oct., 1955, while Hodan joined the authority staff in October 1956.

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*The Maner Vanderbilt Hotel*  
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Every room with private bath, radio and television; most air-conditioned. (IRT subway at door)

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No parking problems at Albany's largest hotel... with Albany's only drive-in garage. You'll like the comfort and convenience, too! Family rates. Cocktail lounge.

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See your friendly travel agent.  
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UNDER THE NEW MANAGEMENT OF SCHINE HOTELS WILL CONTINUE TO HONOR

#### SPECIAL RATES FOR N.Y.S. EMPLOYEES

PLUS ALL THESE FACILITIES

- Free Parking
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**CIVIL SERVICE EMPLOYEES NOW FOR THE FIRST TIME "STAY AT THE BEST FORGET THE REST"**



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1/2 Mile from Thruway Exit #24

OPPOSITE STATE CAMPUS SITE  
ALBANY'S PRESTIGE HOME AWAY FROM HOME

DINING ROOM From 7 A.M. — 10 P.M.

COCKTAIL LOUNGE — WITH ENTERTAINMENT NIGHTLY!

First Run Motion Pictures At Adjacent Holman Theatre on the Premises

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\$700 2 IN A ROOM Per Person

SINGLE OCCUPANCY \$800 Per Person

WRITE OR PHONE 459-3100 FOR RESERVATIONS

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TODAY II "WS" MAN'S WATERPROOF\* \$25 Plus Fed. Tax

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WITH BENRUS**

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FABULOUS PREVIEW ARE:

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**59<sup>50</sup>**

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1, Harold W. Leun; 2, Sebastian Piraneo; 3, Alphonse S. Depresco; 4, Louis Depietro; 5, Nicholas W. Ferri; 6, Jeremiah J. Oriordan; 7, Victor S. Cresci; 8, Charles P. Fanning; 9, Primo Monaldi; 10, Richard I. Iasi; 11, Thomas A. Lipera; 12, Carmine J. Gitto; 13, Henry J. Birk; 14, Louis Spano; 15, Frank J. Magaldi; 16, John H. Seedorf; 17, Conrad T. Trimarco; 18, William J. Barry; 19, Harry G. Syvertsen; 20, Peter C. Petrizzo; 21, Michael Clohosey; 22, William N. Walettsch; 23, Adam J. Wilk; 24, Martin J. aters; 25, Gerhard R. Roerden; 26, Thomas S. DeLuca; 27,

Mario Yadreschich; 28, Fred De Angeleis; 29, John J. Gallagher, Jr.; 30, Alfred J. See; 31, Joseph Spina; 32, Arthur E. Kaye; 33, Roger E. Jensen; 34, Karl H. Klingberg; 35, Stephen P. Urban; 36, William D. Elliot; 37, John H. Horn; 38, Richard J. Levy; 39, Anthony J. Mattia; 40, Herbert A. Lee; 41, ohn Derevanik; 42, Joseph D. Maschio; 43, James Mands; 44, Stanley Plucinski; 45, Gilbert A. Fantoni; 46, Anthony R. Grillo; 47, Anthony V. Befi; 48, John J. Albanese; 49, Paul R. Mc Crea; 50, Guenter K. Kanakowski.

51, Anthony Barone; 52, Joseph J. Troccoli; 53, Nunzio D. Franchi;

54, Charles Savarino; 55, Nicholas J. Mattera; 56, Vincent J. Gatto; 57, John J. Kern; 58, Adolph Abrams; 59, Winfried W. Holdried; 60, Edward D. Gunther; 61, William R. Engler; 62, John J. Sullivan; 63, Samuel Richards; 64, Michael J. Cooney; 65, Salvatore Cardinale; 66, Alfred J. Massaro; 67, Angelo A. Brascia; 68, Robert Svenningsen; 69, Dominic T. Morandi; 0, James J. Gallagher; 71, Dan W. Tarangelo; 72, Ralph C. Knudsen; 73, Ralph L. Portesi; 74, Leo R. Afano; 75, Sigmund W. Jauch.

76, Pasquale Marino; 77, Frank A. Torretto; 78, Patrick J. Casey; 79, Murray Grossgold; 80, Phillip Cohen; 81, Karl S. Larsen; 82, Waller V. Keane; 83, Alfonso F. Sollecito; 84, Robert C. Willets; 85, John Kiely; 86, Rosario Cocozza; 87, Philip Presti; 88, Nicholas Gonelli; 89, Peter Travalin; 90, Gennaro J. Guerra; 91, Vincent J. Caracappa; 92, Eugene T. Cappellini; 93, Nicholas J. Paradiso; 94, Mario P. Calvagna; 95, Alfred Duckfield; 96, Guenter H. Ludewig; 97, Pasquale Cardone; 98, Hans L. Karl; 99, Martin Hanley; 100, Desiderio Nappi.

101, Richard J. Podlovits; 102, Sydney Schneider; 103, John Hradsky; 104, Isadore N. Tricarico; 105, Anthony Zannella; 106, Wayne J. Schoenwandt; 107, Michael O. Mulholland; 108, Francis X. Schweikert; 109, Albert J. Flynn; 110, Arno J. Brinkmann; 111, Anthony Dreuzer; 112, Joseph DeLuca; 113, Clair D. Pohlman; 14, Richard Bruce; 15, Karl K. Lobel; 116, James C. Gadsden; 117, Robert G. Scheublein; 118, Clifford W. Tenzler; 119, Thomas J. Mauffucci; 120, John Branley; 121, Warren A. Schliessman; 122, Patsy A. Dalla; 123, Thomas M. Connolly; 124, William H. Tannhauser; 125, Rudolph F. Kolacinski.

126, James J. Rainsford; 127, Phillip J. Montagano; 128, Jerry R. Mattia; 129, Jacques T. Devreau; 130, Henry E. Rippe; 131, Cosmo D. Grassini; 132, William F. Lachman; 133, Ignazio J. Caruso; 134, William J. Lloyd; 135, Anthony J. Guadagno; 136, Thomas J. Ewald; 137, Alfred Buechel; 138, Ben P. Boudreau; 139, Charles Meineke; 140, Salvatore Socchieri; 141, Frank J. Mannello; 142, Michael J. Ferone Jr.; 143, William J. Glaser; 144, Stephen Mercaldo; 145, John Lacarussa; 146, Frank P. Krauss; 147, Richard W. Lombardi; 148, Henry Wachewski; 149, Ludo Neuser; 150, Richard F. Saturno.

151, Frank L. Besser; 152, Bernard Maxon; 153, George M. Freck; 154, Rudy O. Fehre; 155, Wilbur G. Schneider; 156, Conrad Dombopski; 157, Lawrence J. Gullitti; 158, George Ondrejko; 159, James A. Mc Loughlin; 160, Thomas C. King; 161, August Breitenstein; 162, John J. O'Connor; 163, Joseph G. Benjamin; 164, John Weinberg; 165, Harold H. Lowenstein; 166, Christophe Smith; 167, Gaspere Lamarca; 168, Stefano A. Disanto; 169, Kenneth E. Olsen; 170, Lewis K. Jackson; 171, Arthur S. Firstner; 172, Raymond H. Buttermark; 173, Lars Nordstedt; 174, Edward Greenwald; 175, George S. Willard.

176, Patrick Shanahan; 177, Frank J. Sosnicki; 179, Michael C. O'Sullivan; 180, Blase M. Nocella; 181, John Bertone; 182, Robert Cipriani; 183, Patsy L.

Santoro; 184, Joseph Barry; 185, Robert C. Duerr; 186, Joseph S. Zappulla; 187, Richard Cirillo; 188, John T. McKinney; 189, Raymond C. Peterson; 190, James J. Verga; 191, Kieran Muloon; 192, Lawrence P. Austin; 193, Robert

S. Kates; 194, Eustace S. Burney; 195, Alexander Piccirillo; 196, Mathias J. List; 197, Henry G. Smith; 198, Roy G. Patterson; 199, Joseph A. Aragona; 200, Ciaran Bean.

(Continued on Page 16)

## Shoppers Service Guide

### Help Wanted - Male

LINEMAN, First Class, \$9,700; Village of Freeport, write: Attn. Mr. Charles Whitty, 220 West Sunrise Highway, Freeport, L.I., N.Y.

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PART TIME SALES. Be your own boss. \$300 investment. Sell telephone answering machine. Good commission. IN 9-2900 days: HA 8-6572 evns Mr. Kaye.

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Guaranteed. Also Rem. & Repairs  
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Nothing with such sound quality was ever so compact and convenient before. Or so modestly priced. A complete stereophonic music center in 3 handsome oiled walnut cabinets, designed to fit in anywhere — in any room, home or office.

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# HARMONY HOUSE

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## Bronga and Walck Appointed By Hoch

ALBANY, Nov. 4—Two new regional mental health planning representatives are at work on two-year projects in the State.

They are: Fiore R. Bronga of Camillus, who will serve in the Syracuse and St. Lawrence regions, and Donald A. Walck of Lewiston, who will handle the Buffalo Region.

An additional appointment is expected soon for the New York City area.

The new appointments were announced by Dr. Paul H. Hoch, State Mental Hygiene commissioner.

The new  
**Parker 45**

\$5

A "convertible" Fountain Pen with a 14K gold point



SET IN ATTRACTIVE GIFT BOX \$8.95

1. Slip in giant size cartridge of Super Quink. Overflow ink collector resists leaking.

2. Insert converter in place of cartridge. Fill from ink bottle as you would ordinary pen.

Fills with a cartridge or from an ink bottle

This is a brand new kind of a fountain pen. It's a "convertible" pen... the first of its kind. It can be loaded with a big Super Quink cartridge, and it will write up to 10,000 words before it runs dry.

It's "convertible" because a clever little device takes the place of a cartridge, and lets you fill the 45 from an ink bottle.

## 7 Instantly Replaceable Points

They're all 14K gold. If you damage one it can be replaced instantly, right at the pen counter. The points range from Accountant (extremely fine) to big broad Stub. Trim tapered barrel. Colors: Blue, black, green, red, charcoal and deep blue. Converter and giant cartridge FREE with each pen. Attractive matching pencil \$3.95.

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**JA 3-3377**

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103-09 NORTHERN BLVD.  
CORONA

**IV 9-5800**

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FROM 9:30 A.M. TO 8:30 P.M.

#### LEGAL NOTICE

PS893-1963 — SUPPLEMENTAL — CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, JOSEPHINE MCCARTHY, DORIS FORBES, YVONNE LONG, THE PUBLIC ADMINISTRATOR OF THE CITY OF NEW YORK, THE ATTORNEY GENERAL OF THE STATE OF NEW YORK; and All persons, other than any and all the persons specifically named and described above, who may be or claim to be heirs at law, next of kin or distributees of May Travers Yard, deceased, or who may in some wise be or claim to be interested in this proceeding or in the estate of said May Travers Yard, all of whom and whose names, places of residence, post office addresses and whereabouts are unknown and cannot with due diligence be ascertained by petitioner. YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at the Hall of Records in said County, on January 6, 1964, at 10:00 A.M., why a certain writing dated March 17, 1961 and a First Codicil thereto dated October 25, 1962 and a Second Codicil thereto dated April 18, 1963, which have been offered for probate by Schroder Trust Company, with offices located at No. 57 Broadway, New York, New York, should not be probated as the Last Will and Testament, relating to real and personal property, of MAY TRAVERS YARD, deceased, who was at the time of her death a resident of No. 107 East 67th Street, the City of New York, in the County of New York, State of New York. Dated, Attested and Sealed, November 27, 1963.

HON. JOSEPH A. COX,  
Surrogate of New York County  
Philip A. Donahue,  
Clerk

**Suffolk County, L.I., N.Y.**

BRENTWOOD foreclosure, 3 bedroom ranch, \$9,400, \$200 down, \$79 month. Many others. McLAUGHLIN REALTY, 32 First Ave. (open Sun.), 516 BR 3-8415.

### ROOSEVELT SPLIT LEVEL

BEAUTIFUL builders model, 6 years old, corner property of large 75x100, deluxe recreation room, landscaped professionally, oil hot water heat, modern electric kitchen, all storms, screens and venetian blinds. A steal at \$18,500. Seen by appt. only.

OTHER PROPERTIES IN  
QUEENS & NASSAU

APTS. FOR RENT  
CO-OP APTS. FOR SALE  
MORTGAGES ARRANGED

**HAZEL B. GRAY**  
168-33 LIBERTY AVE.  
JAMAICA  
AX 1-5858 - 9

### SPRINGFIELD GARDENS BRAND NEW

1 Family, 6 Room, 3 Bedrooms, BASEMENT FINISHED, 1 Left, \$21,990. Cash Arranged, Occupancy Before January 1, 1964.

**ADDIE REALTY AX 7-1661**  
114-02 Merrick Blvd., Jamaica

INTEGRATED  
**1-FAM - 6 BDRMS**  
\$14,990

VAN WYCK GARDENS  
**1-FAM - 5 BDRMS**  
\$15,000

SPRINGFIELD GDNS.  
**BUN - 4 BDRMS**  
\$15,900

SO. OZONE PARK  
**1-FAM - 3 BDRMS**  
\$16,000

JAMAICA  
**1-FAM - 4 BDRMS**  
\$15,500

JAMAICA  
**COL'N'L - 3 BDRMS**  
\$18,500

RICHMOND HILL  
**2-FAM - 7 RMS**  
\$16,500

JAMAICA  
**2-FAM - 8 1/2 RMS**  
\$16,500

RICHMOND HILL  
**2-FAM - 9 RMS**  
\$18,500

JAMAICA HILL  
**2-FAM - 8 RMS**  
BRICK \$19,990

RICHMOND HILL

Many Other Homes To Choose From. Brand New 1- & 2-Family Homes Also Available.

**BRITA HOMES**  
AX 7-1440

135-18 LIBERTY AVE.  
Richmond Hill 19, N.Y.  
Rentals also available  
OPEN 9 A.M.-9 P.M.—7 DAYS

MOVE RIGHT IN

## LO CASH TO ALL

**2-FAMILY BRICK**  
\$25 Week  
LAURELTON, 5 down, 3 up finished basement, 2 car garage, wall to wall carpet. \$900 Cash.

**CAMBRIA HGTS.**  
\$22 Week

8 ROOMS, 4 bedrooms, Hollywood kitchen and bath, garage, party basement.  
OWNER LEAVING STATE

**CAMBRIA HGTS.**  
**2-FAMILY** \$17,990  
4 down, 3 up, Stucco, oil heat, modern as tomorrow. Must Be Sold To Settle Estate

**HOMEFINDERS, LTD.**  
FI 1-1950

192-05 Linden Blvd., St. Albans

### SPRINGFIELD GARDENS

Detached solid brick English tudor Ranch bungalow, 6 immense rms, modernistic kitchen, two 2-toned colored tile baths, garage plus Knotty Pine finished basement (divided into 3 rms, could be used as rentable apt). Many extras! Very low cash needed to all!

**LONG ISLAND HOMES**  
168-12 Hillside Av. Jamaica RE 9-1300

RIVERSIDE DRIVE, 1 1/2 & 2 1/2 private apartments. Interracial. Furnished. Telephone 7-4118

**CAMBRIA HGTS. - VACANT**  
DETACHED 6 rooms, finished basement, 1 car garage, wall to wall carpet. \$900 Cash. Owner. FI 1-1950.

**St. Albans Vic. \$13,500**  
G.I. FORECLOSURE

Detached Colonial on a large landscaped plot with shrubs & trees. Garage, large bedrooms, modern kitchen & bath. Move right in. No waiting.

**Richmond Hill \$19,990**  
2-FAMILY SET UP

Detached Spanish Stucco home on a large landscaped lot with a 2 car garage, 5 large rooms plus finished basement for owner and a large 3 room apt. for income.

MANY 1 & 2 FAMILY HOMES AVAILABLE  
G.I. OR FHA \$690 DOWN  
**QUEENS HOME SALES**

170-13 Hillside Ave. — Jamaica

OL 8-7510

CALL FOR APPT.

OPEN EVERY DAY

**Springfld Gdns. \$15,990**  
WIDOW'S SACRIFICE

Dutch Colonial situated on a tree lined street, 6 lge rooms, Expansion attic, ultra modern kitchen & bath, 7000 Sq Ft of landscaped grounds. Garage.

**Cambria Hgts \$18,990**  
SEPARATION SALE

Detached stucco Colonial with 2 separate apts plus finished basement garage. All this on a tree lined street in a choice area. Many extras.

MOVE RIGHT IN

## NO CASH GI'S

**CAMBRIA HGHTS \$14,990**  
Colonial

5 LARGE rooms, modern eat-in kitchen, tiled bath, 2 master bedrooms, professionally finished basement, garage, wall to wall carpet. FHA approved. \$450 cash needed. Move right in. No waiting.

EXCLUSIVE WITH  
**JAXMAN**

169-12 HILLSIDE AVENUE, JAMAICA

**LAURELTON \$16,990**  
Detached Colonial

7 LARGE rooms, modern kitchen, tiled bath, 4 master bedrooms, party basement, garage, large garden. FHA approved. \$700 cash needed. Move right in. No waiting.

EXCLUSIVE WITH  
**AX 1-7400**

INTEGRATED

**2 FAMILY — \$12,000**  
WALK TO SUBWAY

Both apartments vacant, on title, fully detached Colonial, modern throughout, new gas heat, many extras. No. 1335.

### E-S-S-E-X

Take 8th Ave. 'E' Train to Sulphin Blvd. Station. OPEN 7 DAYS A WEEK  
AX 7-7900

**NO SECURITY!!**  
ST. ALBANS VIC.

3 ROOMS — \$99. MODERN  
4 ROOMS — \$100. COUPLE  
6 ROOMS — \$125. CHILD PREFERRED  
HOMEFINDERS, LTD., FI 1-1950

**For Sale - Florida**  
North-West Section Miami

For gracious living or investment, located in a beautiful neighborhood, 3 bedrooms, 2 baths, concrete, brick and stucco, fully furnished plus additional room for extra bedroom or study. Carport you can make additional room 14x24, beautifully landscaped, awnings and sprinkler. Good transportation. Asking \$24,000. Terms. Call CO 6-9120.

**GREAT NECK**

NEW 3 bedroom Hi-Ranch, 60x100 corner plot, corner Summer Ave in Spinner Hill Drive, Great Neck, L.I. By owner, call BA 5-9497 or BA 9-1077.

### ALBANY ATTRACTIVE HOMES

CALL  
**W. F. BENNETT**  
Multiple Listing Photos  
1672 CENTRAL AVE.  
ALBANY UN 9-5378

**Farms & Acreages**  
Orange County

8 ACRES, frontage, barn, farmhouse, heat bath, \$14,700.  
\*FARM HOUSE, 6 1/2 miles, \$7,500.  
Chet Dunn, Bkr, Walden, NY, FR 2-5084

Unfurnished Apts., Brooklyn

**NOSTRAND AVENUE, 488**  
Modern Building

Beautiful newly remodeled 1 1/2, 2, 3-room apartments with corner outside exposure. Embossed inlaid floor covering. Sunken tile bath. Kitchette. Lease 2 blocks from 8th Ave. subway. Nostrand Avenue station.

FREE GAS AND ELECTRICITY

**2-Family - Huntington, L.I.**

FOR SALE two family retirement house in eastern Long Island resort community. \$4,500 cash over mortgage. Let tenant pay for your retirement house.

LEGAL NOTICE

THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To HERBERT WILNER and KARL STRAUSS.

Send GREETING: Upon the petition of IRMGARD STRAUSS, who resides at 715 Park Avenue, Borough of Manhattan, City and State of New York, you and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York on the 17th day of December, 1963, at ten o'clock in the forenoon of that day, why the petitioner should not be adjudged to the owner and an titled to the possession of the securities referred to in Exhibit "B" annexed to the petition or the proceeds of the investment, retention and of any change or sale of said securities including all income received thereon and the sum of \$50,000.00 plus all income and increment on said sum from the executor of the estate of ALFRED B. STRAUSS who, at the time of his death, resided at 140 Riverside Drive, Borough of Manhattan, City and County of New York.

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, Hon. S. SAMUEL DI PALCO, a Surrogate of our county, at the County of New York, the 1st day of November, in the year of our Lord one thousand nine hundred and sixty-three.

Philip A. Donahue,  
Clerk of the Surrogate's Court

**Don't Repeat This**

(Continued from Page 5)  
theme that will have to be reckoned with on all levels of government in the next year. Congress

and the Federal Executive have already exhibited an awareness of this national mood.

Concern for a water and other resources, therefore, will soon filter

down to state and local levels and is expected to assume a growing importance in gubernatorial and mayoralty elections in the coming years.

**DeVeneau Promoted**

ALBANY, Dec. 23—George DeVeneau of the State Thruway Authority has been promoted

provisionally as supervisor of office services, pending an examination. DeVeneau formerly was assistant accountant in the Bureau of Finance.

# CORLAINE suggests Flowers and Flatteries

## by Vanity Fair



Slip, \$6.95. Sizes 32 to 42.

One luscious lace poeny applique after another blooms in this bouquet of matched nylon tricots. In colors worth their weight in compliments, the effect is absolute luxury but the upkeep is practically nil. That's because it all flicks in and out of the laundry without a care in the world!



\$5.95



Brief, \$2.50. Sizes 4 to 7.

Scalloped embroideries blossom at the bodice and at the hem of this wonderfully becoming slip. Exactly what you want in at least two colors—and why not? The price is so nice, and the upkeep is nothing because nylon tricot flicks in and out of the suds without a care in the world! Sized 32 to 42 in Short, Average and Tall.

Pettiskirt, \$3.95. Sizes Small, Medium and Large.



CORLAINE SHOPS, INC.  
501 Madison Avenue  
New York, New York

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Zone ..... State .....

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## BRENDA SHOP, LTD.

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(Roosevelt Hotel)

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SPORTSWEAR



# BENRUS WATCHES



**BENRUS AND TABCO**

20 20

JOIN HANDS TO BRING YOU THIS GREAT OFFER

**WE WILL GIVE YOU \$20** Trade-In Allowance  
As Much As Regardless of Age, Make or Condition On Your Old Watch

20 20

GIVE A *Fine Watch*



INCLUDED IN THIS FABULOUS PREVIEW ARE:

- Self-Winding Watches
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Priced from **\$59<sup>50</sup>**

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**BENRUS**

**BENRUS** EVERY BENRUS WATCH MOVEMENT MUST PERFORM PROPERLY FOR 3 FULL YEARS OR BENRUS WILL REPAIR OR REPLACE IT FREE

UNCONDITIONALLY GUARANTEED **3 YEARS**

Your Choice of A **\$59<sup>50</sup>** Benrus Watch  
When You Get **\$20<sup>00</sup>** For Your Old Watch  
**You Pay Only \$39<sup>50</sup>**



**NEW OFFICERS** — Newly elected officers of the Gowanda State Hospital chapter, Civil Service Employees Assn., are shown with various officers and officials of the State Assn. at the installation ceremonies. Seated in the front row (from left to right) are: Robert Carpus, treasurer; Carolyn Gdula, secretary; Victor New, president; Joseph Paulucci, vice president, and Celeste Rosenkranz

and Vito Ferro, delegates. Others at the ceremonies standing were (in the same order): Roy Lee, president of the West Seneca State chapter; Jack Hennessey, State treasurer; Henry Gdula, CSEA field representative; Robert Colburn, business officer at Gowanda; George DeLong, president of the Western Conference; William Rossiter, Rochester Hospital chapter president, and Noel McDonald, Southwestern Conservation chapter president.



**RECEIVES PORTRAIT** — Dr. Louis Carp, president of the Board of Visitors at Rockland State Hospital, is shown receiving a portrait which was painted by Mrs. Edwina Bruggeman (standing) at a reception and dinner for 25-year employees. Seated at right is Mrs. Clarence Low, wife of the former president of the Board of Visitors. At right is Mrs. Charles Halley, secretary of the Board.

# Eligible Lists

## PRINCIPAL STATIONARY ENGINEER—INTERDEPARTMENTAL List 'A'

- 1 Zatzwornicki, M. Witton .....1015
- 2 Scott, J. Isip .....1008
- 3 Houston, R. Elmira .....1004
- 4 Weber, N. Cirt Isip .....980
- 5 DeVoe, L. Wallkill .....972
- 6 Kiefer, G. Albany .....971
- 7 Reynolds, G. Utica .....967
- 8 Scott, R. Hohnouth .....965
- 9 Fene, H. Poughkeeps .....950
- 10 Vandenberg, H. Attica .....924
- 11 Retanion, A. Albany .....921
- 12 Schaeffly, J. Poughkeeps .....909
- 13 Wood, D. Poughkeeps .....908
- 14 Hale, G. Bedford Hl .....906
- 15 Downey, R. Dansville .....904
- 16 Deppan, D. Warnes .....899
- 17 Cawley, K. Wassaic .....898
- 18 McAllister, R. Brentwood .....897
- 19 James, W. Marcy .....890
- 20 Brucze, D. Wassaic .....886
- 21 Holland, R. Middletown .....880
- 22 Madlock, W. Hamburg .....863
- 23 O'Berst, C. Saranac Lk .....860
- 24 Furia, W. Sayville .....857
- 26 Chrapowitsky, J. Ossining .....853
- 27 Hunt, R. Buffalo .....845
- 28 Flanagan, E. Romulus .....840
- 29 O'riely, J. Sta Isl .....839
- 30 McQuady, A. Genesee .....831
- 31 Timon, E. Sta Isl .....830
- 32 Murphy, T. Pearl River .....830
- 33 Springssteen, J. Utica .....829
- 34 McGonigal, J. Oneonta .....826
- 35 Haviland, L. Pawling .....824
- 36 Williams, A. Norwood .....823
- 37 Brosky, G. Livonia .....820
- 38 Johnston, N. Gowanda .....815
- 39 Vantassell, E. Willard .....815
- 40 Hunt, L. Windsor .....815
- 41 Jones, W. Cortland .....815
- 42 Kinnthob, H. Vestal .....812
- 43 Phillips, E. Denyter .....810
- 44 Darnacher, A. Oswego .....810
- 45 Fernandez, J. Masspith .....801
- 46 Smith, E. Haverstr .....799
- 47 Terpening, K. Fulton .....799
- 48 Sheehy, T. K .....795



**RETIREMENT TEA** — Shown at a recent retirement tea held in his honor at the Letchworth Village is James Barr (third from left) receiving a commemorative gift from Elsie McKiernan, supervising therapist at the hospital. Others at the tea included Mrs. Barr and Dr. Isaac Wolfson, senior director at the hospital. Barr retired after 39 years of State service as an occupational therapist.

- 1 Murphy, W. Lancaster .....930
- 2 Silliman, C. Auburn .....922
- 3 Huttie, L. Cirt Isip .....918
- 4 Pysher, C. Horseheads .....914
- 5 Monroe, W. Beacon .....899
- 6 Estus, D. Perysburg .....891
- 7 Stevens, L. Freeville .....881
- 8 Garrand, M. Plattsburg .....879
- 9 Story, H. Ogdensburg .....855
- 10 Quinn, B. E. Isip .....855
- 11 Perron, A. Huntington .....852
- 12 Bowers, G. Rome .....849
- 13 Dickson, J. Bay Shore .....839
- 14 Marcano, E. Newark .....837
- 15 Higgins, A. Sta Isl .....836
- 16 Farmer, W. Marcy .....836
- 17 Williams, C. Lodi .....823
- 18 Reith, J. Albany .....815
- 19 Donohue, M. Sta Isl .....811
- 20 Hoffman, R. Hudson .....811
- 21 Chimey, A. Stony Point .....810
- 22 Decker, G. Wallkill .....807
- 23 Peck, C. Biorhanston .....795
- 24 Jensen, N. Plattsburg .....790
- 25 Cox, W. Medford .....784
- 26 Koenig, W. Sta Isl .....781

## POLICE SERGEANT — POLICE DEPTS. — TOWNS AND VILGES. — WEST CO.

- 1 Yancy, J. Tuckahoe .....950
- 2 Corran, F. White Plains .....941
- 3 Buckhout, W. Irvington .....905
- 4 Teague, W. Tuckahoe .....896
- 5 Small, W. Hastings .....895
- 6 Crawford, W. Elmford .....893
- 7 Bartoluzzi, D. Ossining .....882
- 8 Berninger, J. Pleasantvl .....875
- 9 Temple, P. Ossining .....875
- 10 Raimond, N. Ossining .....860
- 11 Weaver, M. Pleasantvl .....860
- 12 Comito, F. Tarrytown .....863
- 13 Taubenskraut, J. Ossining .....861
- 14 See, H. Ossining .....858
- 15 Roke, W. Ossining .....845
- 16 Rose, V. Pleasantvl .....843
- 17 Hunter, D. Chappanna .....834
- 18 Cavallieri, S. Ossining .....819
- 19 Mondelli, J. Irvington .....815
- 20 Sec, H. Ossining .....813
- 21 MacDonald, M. Thornwood .....808
- 22 Arnold, F. Tarrytown .....799
- 23 Jackson, R. Bedford Hl .....792
- 24 Smith, R. Ossining .....770

## PARK MAINTENANCE SUPERVISOR — EAST HUDSON PARKWAY AUTHORITY

- 1 Lusher, J. ....792
- 2 Musgrave, G. Yonkers .....770

## ASSISTANT WATER MAINTENANCE FOREMAN, WEST JOINT WATER WORKS, WEST CO.

- 1 Soriano, N. Mamaroneck .....879
- 2 Gabriele, P. Mamaroneck .....824

# Examples Show How Proposal Would Work

(Continued from Page 1)  
**GRADE 5 — ATTENDANT**  
Sex - Male; Age - 20; Years of Service - 1; Incremental Step - first; Number of Dependents - 2.

	Present Annual Salary	Proposed for Oct. 1, 1964 (excl. effect of annual increments)
Gross:	\$3,580	\$3,700
Total Deductions:	\$721	\$ 644
Take-Home Pay:	\$2,859	\$3,056
Per Cent Increase in Take-Home Pay:		6.9%*

\*3.7% effective April 1, 1964 plus 3.2% effective October 1, 1964

**GRADE 5 — ATTENDANT**  
Sex - Male; Age - 28; Years of Service - 6; Incremental Step - sixth; Number of Dependents - 2.

	Present Annual Salary	Proposed for Oct. 1, 1964 (excl. effect of annual increments)
Gross:	\$4,465	\$4,615
Total Deductions:	\$976	\$ 880
Take-Home Pay:	\$3,489	\$3,735
Per Cent Increase in Take-Home Pay:		7.0%*

\*3.8% effective April 1, 1964 plus 3.2% effective October 1, 1964

**GRADE 8 — SENIOR ACCOUNT CLERK**  
Sex - Male; Age - 21; Years of Service - 1; Incremental Step - first; Number of Dependents - 2.

	Present Annual Salary	Proposed for Oct. 1, 1964 (excl. effect of annual increments)
Gross:	\$4,220	\$4,375
Total Deductions:	\$909	\$ 822
Take-Home Pay:	\$3,311	\$3,553
Per Cent Increase in Take-Home Pay:		7.3%*

\*3.8% effective April 1, 1964 plus 3.5% effective October 1, 1964

## New Meeting Place For Nassau Chapter

WESTBURY, Dec. 23 — Irving Flaumenbaum, president of the Nassau County chapter, Civil Service Employees Assn., has announced that the chapter will change its regular meeting place for fu-

ture chapter meetings. The new location will be the Westbury Manor at Karl Hoppl's, Jericho Turnpike and Guinea Woods Rd. (near the Red Coach Grill) in Westbury, L.I. The next regularly scheduled chapter meeting will be held January 15, 1964

# Rockland State Honors Dr. Carp With Portrait

(From Leader Correspondent)

ORANBURG, Dec. 23—At a reception and dinner recently at the Rockland State Hospital, employees who have completed 25 years of service with the Department of Mental Hygiene were honored.

Dr. Louis Carp, president of the Board of Trustees, received a portrait by Mrs. Edwina M. Bruggeman, a member of the board, for "his years of devoted service to the department." Dr. Carp has been a member of the Board of Visitors for 27 years and its president since October, 1952.

**Honored Guests**  
Employees receiving 25-year pins from Dr. Alfred M. Stanley, director of the hospital, were Louise Barkley, Francis Brickwood, Millie Bryan, George Bull,

Stephen Bullis, George Celentano, Mrs. Aurelia F. Chaplin, Mrs. Mae Dittmer, William Donovan, Mrs. Grace Drew, Nicholas Durantino, Mrs. Adele Fiedler, Arthur Gifford, Mrs. Helen Gregory, Thomas A. Brown, Bernard Grubbs, Harry Harrigan, Miss Helen Hoban, Mrs. Margaret James, Mrs. Clara Keller, Home Leroux, Mrs. Anna Moore, Herbert Pratt, Nicholas Puzifferri, George Slater, Harvey Tremper, Howard Van Ness, Ernest R. Womack, Virgil Woodward and Ivan Cunningham.

## GRADE 8 — SENIOR ACCOUNT CLERK

Sex - Male; Age - 27; Years of Service - 10; Incremental Step - sixth; - Number of Dependents - 2.

	Present Annual Salary	Proposed for Oct. 1, 1964 (excl. effect of annual increments)
Gross:	\$5,225	\$5,420
Total Deductions:	\$1,189	\$1,077
Take-Home Pay:	\$4,036	\$4,343
Per Cent Increase in Take-Home Pay:		7.6%*

\*3.9% effective April 1, 1964 plus 3.7% effective October 1, 1964

## GRADE 11 — CORRECTION OFFICER

Sex - Male; Age - 27; Years of Service - 1; Increment Step - first; Number of Dependents - 4.

	Present Annual Salary	Proposed for Oct. 1, 1964 (excl. effect of annual increments)
Gross:	\$5,000	\$5,200
Total Deductions:	\$843	\$ 737
Take-Home Pay:	\$4,157	\$4,463
Per Cent Increase in Take-Home Pay:		7.4%*

\*3.6% effective April 1, 1964 plus 3.8% effective October 1, 1964

## GRADE 11 — CORRECTION OFFICER

Sex - Male; Age - 33; Years of Service - 10; Incremental Step - sixth; Number of Dependents: 4.

	Present Annual Salary	Proposed for Oct. 1, 1964 (excl. effect of annual increments)
Gross:	\$6,140	\$1,003
Total Deductions:	\$1,131	\$6,385
Take-Home Pay:	\$5,009	\$5,382
Per Cent Increase in Take-Home Pay:		7.4%*

\*3.7% effective April 1, 1964 plus 3.7% effective October 1, 1964

## GRADE 14 — PRINCIPAL ACCOUNT CLERK

Sex - Male; Age - 29; Years of Service - 1; Incremental Step - first; Number of Dependents - 5.

	Present Annual Salary	Proposed for Oct. 1, 1964 (excl. effect of annual increments)
Gross:	\$5,910	\$6,180
Total Deductions:	\$933	\$ 815
Take-Home Pay:	\$4,977	\$5,365
Per Cent Increase in Take-Home Pay:		7.8%*

\*3.6% effective April 1, 1964 plus 4.2% effective October 1, 1964

# Engineering Background Leads To State Positions

The engineering and drafting aide titles, which offer annual salaries of \$3,536, are now open for filing with the New York State Department of Civil Service. These titles will remain open for filing until Jan. 6, 1964. The exam for these positions will be open-competitive.

The title also offers five annual increments up to \$4,420. Most of the positions are open in the ten district offices of the Department of Public Works with more than 200 of them potentially open.

For further information and application forms contact the department at 270 Broadway, New York City or at the State Campus, Albany.

## Mrs. Marie Peterson Honored At Dance

WEST COXSACKIE, Dec. 23 — Mrs. Marie Peterson was recently honored at a retirement dinner-dance for her more than 20 years of State service at Red's Seafood Restaurant here. Attending the dinner were more than 80 friends and co-workers almost all from the State Division of Parole at the State Vocational Institute. She was senior stenographer for this institution at the time of her retirement.

Mrs. Peterson was given a ring and a purse by her co-workers. The presentation was made by James Wood, senior parole officer, who also served as chairman for the dinner. Toastmaster for the dinner was William J. Baker, assistant director of Institutional Parole Services.

## Del Vecchio Named

ALBANY, Dec. 23 — Dr. Grant Rockefeller has designated Supreme Court Justice Frank Del Vecchio of Syracuse as an associate justice of the Appellate Division, Fourth Department. He succeeds Justice Robert E. Noonan, named recently to a full-five year term on the appellate bench.

Give a "SHOW OFF" radio



MODEL SR-H437  
Written Warranty

This Micronic Ruby Eight is a new precision 8 transistor receiving set. Beautiful tone, remarkable volume . . . even distant stations. With gift case \$39.95.

# DRAKE BROS.

114 FULTON STREET  
New York WO 4-8450 - 1 - 2

## TV Column

(Continued from Page 6)

Saturday, Dec. 28

3:30 p.m.—Where In the World —N.Y.S. Education Dept. series on Social Studies—Austria

7:30 p.m.—On the Job—Fire Dept training course.

9:00 p.m.—The Big Picture—Army film series.

Sunday, Dec. 29

6:00 p.m.—Where In the World —N.Y.S. Education Dept. series on Social Studies—Netherlands

7:00 p.m.—The Big Picture—Army film series.

8:00 p.m.—Adventure In Living —Documentary film series.

Monday, Dec. 30

4:00 p.m.—Around the Clock—Police Dept. training course. "Traffic Safety".

6:30 p.m.—Air Force Story—Film series on U.S. Air Force.

7:30 p.m.—On the Job—Fire Department training course. "Arson".

## LEGAL NOTICE

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent — TO: LESLIE ROBERT FIELD and RICHARD GORDON FAIRBAIN, as Executors of the Will of Alfred Field, Deceased; ROBERT W. JOHNSTON; PAULINE C. SCHOCK; ROLF GUENTHER SCHOCK; HUGO KOHLMANN and JESSE KNIGHT, as Executors of the Will of Teresa M. Johns, Deceased; ST. ROSE'S SETTLEMENT OF THE CATHOLIC UNION OF THE STATE OF NEW YORK; LENOX HILL HOSPITAL; INSTITUTE OF THE FRANCISCAN MISSIONARIES OF MARY; H. DUNSCOMBE COLT, EDNA P. HOPKINS and HENRY PURETZ, as Executors of the Will of Harris D. Colt, Deceased Trustee; being the persons interested as income beneficiaries, remaindermen, appointees or otherwise in the Trusts under the Last Will and Testament of CAROLINE H. FIELD, deceased, who at the time of her death was a resident of London, England, which Will was duly admitted to probate in the Surrogate's Court of New York County on June 4, 1931. SEND GREETING:

Upon the petition of Eugene W. Goodwillie, who resides at 304 Highland Avenue, Montclair, New Jersey, and Dudley E. Brossel, who resides at Bedford, New York.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 17th day of January, 1964, at ten o'clock in the forenoon of that day, why the Final Account of the Proceedings of the Petitioners as Surviving Trustees and of Harris D. Colt, deceased Trustee of the Trust for the benefit of Alfred Field under Paragraph Fourth of said Will and the Third Intermediate Accounts of the Proceedings of said Trustees as Trustees of the Trusts for the benefit of Pauline C. Schock under Paragraph Sixth and of Robert W. Johnston under Paragraph Eighth of said Will, through September 30, 1963, should not be judicially settled; why a determination should not be made of the construction and effect of the provisions of Paragraph Fourth of said Will and of the persons to whom the proportions in which the balance of the principal of the Trust for the benefit of Alfred Field, now deceased, should be distributed; why leave should not be granted Petitioners to abandon as worthless certain securities listed in Schedules B-1, Parts II and III of said Third Intermediate Accounts; why the compensation of Petitioners' attorneys should not be fixed pursuant to S.C.A. §285-a in the amount of \$35,000 plus their necessary disbursements in this proceeding in addition to the amounts heretofore paid to them out of income from time to time with the approval and consent of the income beneficiaries, including the \$850 and \$500 shown in Schedules C-2, Part II and III, as paid to them on July 29, 1963 and why such other and further relief as the Court may deem just and proper should not be granted. In Testimony Whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

(Surrogate's Seal) WITNESS, HONORABLE S. SAMUEL DI FALCO, a Surrogate of our said County, at the County of New York, the 6th day of December, in the year of our Lord one thousand nine hundred and sixty-three.

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

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

## Carpenter

(Continued from Page 14)

201, Philip J. Stark; 202, William A. Lehmann; 203, Raffaele C. Ruggiero; 204, William Whelan; 205, Leonard J. Daszenski; 206, Pedro M. Rodriguez; 207, John L. Burgund; 208, Peter J. Stazzone; 209, Werner Vonderheide; 210, William E. Bubel; 211, James M. Brewington; 212, Dominick Petracco, Sr.; 213, Noel G. Fitzgerald; 214, Vincent J. Abbott; 215, Robert C. McPoland; 216, Joseph A. Cucinotta; 217, Daniel Dennehy; 218, Henry W. Erickson; 219, Ivan W. Simpson; 220, Raymond J. Kunchick; 221, Andrew Gay; 222, Kenneth J. O'Keefe; 223, Henry C. King; 224, Rudolf J. Platzer; 225, Thomas Hanrahan; 226, James Murphy; 227, Patrick M. Kissane; 228, Phillip J. Ptero; 229, Daniel M. No'an; 230, Thomas J. Brian; 231, Joseph O. Horan; 232, Walter A. Weng; 233, Franz Edelmann; 234, Charles H. Lehman; 235, Harold Knutsen; 236, Sydney Grossman; 237, Daniel J. Hourihan; 238, Joseph Vertschitsch; 239, Joseph C. Findlay; 240, Stephen F. Groarke; 241, Patrick J. Hughes; 242, Conrad Carlson; 243, Gerard McLoughlin; 244, James McGuinness; 245, Patrick Maotnn; 246, John D. DeMartino.

## Kaley To 3 Committees

ALBANY, Nov. 25—Dr. Grant S. Kaley, Albany, director of the Division of Animal Industry for the State Department of Agriculture and Markets, has been named a member on three important committees of the United States Livestock Sanitary Association.

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# Governor Makes 2-Step, Combination Proposal

(Continued from Page 1)  
by the Governor is fully supported by myself, by Solomon Bendet, our Salary Committee chairman, and his entire committee; by our negotiating committee and by the presidents of our regional conferences."

## How It Works

The CSEA president stated further that the proposal, "in essence, means almost all State employees' net salaries will be raised 7 to 11 percent."

The retirement portion of the proposal would increase the State's assumption of employees contributions to a full eight percent from the five percent previously absorbed three years ago as the result of CSEA legislation. Approximately two-thirds of all members of the State Retirement System are now contributing at least three percentage points toward retirement. This group, therefore, would receive the full benefit in take-home-pay from

these three points. Because of tax savings, however, the actual take-home-pay is about three percent in net salary.

In any case, members who are contributing less than three percentage points to the Retirement System at the present time would have the pension portion of their retirement allowance increased by the amount of difference between what they are contributing and the three percent the State would assume under the proposal.

## Could Be Permissive

The retirement program, taken with the salary increase, would provide a total salary adjustment of from 7 to 11 percent for all State employees. It is assumed that the legislation necessary for this proposal would provide a permissive clause for local government.

## Bendet Calls Meeting

The Leader also has learned that Bendet has called for a full meeting of his Salary Committee, the negotiating committee and all CSEA conference presidents for this Thursday (Dec. 26) in Albany.

## "Bosses Night" Held By Niagara Chap.

LOCKPORT, Dec. 23—More than 120 guests, including State and Niagara County officials, attended the annual "Bosses Night" held in Fieldston Manor by the Niagara County chapter, Civil Service Employees Assn.

Assemblyman Harold H. Altro of Lockport was the honored guest together with Stanley Brzezinski, chairman of the Niagara County Board of Supervisors, County Clerk Frank Woock and County Judge Henry P. Smith.

Henry Gdula of Silver Creek and James Powers of Rochester, CSEA field representatives, also attended. Mrs. Gladys Weber was chairman.

## Suffolk Victory

(Continued from Page 1)  
be only a few exceptions to this pattern.

## 'We Have Won'

Thomas Dobbs, president of chapter, said immediately after the Board acted, "We have won our fight. I am really elated. It is time that the supervisors recognized the need of public employees. We think it is a fine Christmas present."

Dobbs added that the new pay check for county workers would arrive during the second pay period on January 15. The health plan, approved at a cost of \$300,000, will go into effect July 1, 1964.

## First in Three Years

The pay increases, which are the first to be given to County workers in three years, were recommended by both County Executive H. Lee Dennison and the Suffolk County Civil Service Commission.

The pay raises, averaging about nine percent, will be largest in the categories where the County has difficulty in recruiting workers, such as clerk-typists and stenographers. The Civil Service Commission said it was necessary to make County pay scales more competitive with other municipalities and private industry.



**RETIRES** — Cecil F. Gilday, head account clerk at the Woman's Relief Corps Home, Oxford, N.Y., who retires January 7, after more than 41 years of service to the State, was honored recently at the Christmas Party of Oxford chapter CSEA. A letter of congratulations was given by John M. Maginn of Central Office in Albany who represented the Commissioner of Social Welfare, and Joseph L. Marso, superintendent of the home was the main speaker and presented Gilday with a gift. In the picture are left to right, Maginn, Mrs. and Mr. Gilday and Allan R. Winans, president of Oxford Chapter.

## Toys Instead Of Parties Is State Employee Theme For Christmas This Year

State employees in the State Office Building at 80 Centre Street in New York City have reversed the pattern for Christmas parties this year. This year they are giving parties to others, in this case underprivileged children, instead of celebrating in the usual fashion.

## Oneida Christmas Party Draws 200

The annual Christmas Dinner-Dance of the Oneida County chapter, Civil Service Employees Association was held last week at the Twin Ponds Country Club. Some 250 members and guests attended, according to Joseph Matthews, chapter president.

Included among the guests at the affair were: Mayor Frank M. Dulan, of Utica; Leonard Nowak, Utica Comptroller; Oneida County Executive Charles Lanigan, District Attorney Arthur Darrigrand and Frank Senior, County Clerk.

Serving on the committee were: Rober Solimando, general chairman; Mrs. Ruth Mann and Mrs. Julia Gertz, co-chairmen; Mrs. Edna Fredericks and Josephine Manze, dinner; Virginia Moskal, and John Polera, program; Mrs. Mary Leonard and Thomas McCarthy, reception; Mrs. Beatrice DeSantis and Mrs. Marion Dersherl, decorations; Carmen Graziانو and Mrs. Donato Brosen, entertainment; Mrs. Vincenza Gigliotti and David Townsend, prizes; William Collins and Mrs. Jean Coluzzi, city.

Toys are piling up in a section of the 8-story building's main floor as employees of all departments contribute to a concerted drive to provide toys and games for the children at the Center, at E. 104th St. operated by the New York City Welfare Department.

"Some divisions in State Service have dressed dolls and made similar collections of toys in former years," Dorothy O'Brien, senior administrative assistant in the State Labor Department, said "When President Kennedy was assassinated all the units in our Department cancelled their Christmas parties and we decided that we would like to do something for the underprivileged."

## Idea Mushroomed

The plan mushroomed and the Labor Department personnel got together with employees in the Department of Motor Vehicles, Law, Taxation and Finance and the building maintenance personnel of the Office of General Services.

"The idea just seemed to catch fire," Miss O'Brien said. "Our building superintendent, Paul Guy, has been most cooperative. He set up a special section near the main floor elevator bays and provided us with shelves. The toys are coming in thick and fast and we feel quite sure we will have a fine collection for the Center."



**PARKWAY OFFICERS** — New officers of the Long Island State Parkway chapter of the Civil Service Employees Association are shown at the recent installation at the Bethpage Clubhouse. The officers (from left to right) are: Richard Borchers, treasurer; George Koch, vice president; Philip Ferrato, secretary, and Barney Aversano, president.

# State Offers 5 Promotion Exams

The New York State Department of Civil Service has announced that five promotional exams will be offered until January 6, 1964. The exams, the relating departments, the salaries and the titles are listed below:

Associate personnel administrator; exam no. 1157; Interdepartmental; \$9,480 to \$11,385.

Associate in Educational Testing; exam no. 159; Department of Education (exclusive of the New York State School for Blind); \$9,980 to \$11,960.

Head janitor; exam no. 1174; Executive Department, Office of General Services; \$5,000 to \$6,140.

Senior unemployment insurance hearing representative; exam no. 1138; Labor Department, Division of Employment; \$6,590 to \$8,000.

Head janitor; exam no. 1173; State University; \$5,000 to \$6,140.

For further information and application forms contact the Department at 270 Broadway, New York City; or the State Campus, Albany.

## Long Island State Park Holds Party

The Long Island Inter-County State Park chapter, Civil Service Employees Assn., held its annual Christmas party and raffle last week. The honored guests were Mr. and Mrs. John Powers, Mr. and Mrs. John Corcoran and Mr. and Mrs. Fred Busse. "This annual party was a gala one and a good time is had by all," said Ethel Strachan, chapter secretary.

## Eastern Barge Elects Officers

The Barge Canal Eastern chapter, Civil Service Employees Assn., has elected its officers for the coming year at a meeting held recently at the OCA Club, Cohoes.

Those elected were: Edward Malone, president; Lauren V. Brown, vice president; James Wager, secretary; George Rock, treasurer; Fred Godfrey, delegate, and Brown, again, as alternate delegate.

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## Vacation Rule Is Equalized

(Continued from Page 1)

proportion to the number of pay periods served during the current year, may be advanced to an employee to cover necessary absences where no other credits are available. Compensation shall be granted for these credits in the event of lay-off, military leave or death of an employee."

The amendment states further, "After the anniversary date on which an employee had been credited with seven days of additional vacation credits he shall thereafter earn vacation for completed bi-weekly pay periods at a rate which will equal 20 days for 26 such pay periods."

## Drive Started Last Year

CSEA started its drive for improvement in the rules last year when it wrote to the Civil Service Commission claiming that the rules, when adopted in 1957, "reduced the annual vacation of State employees hired after that year from 20 working days to 13, plus one additional day for each year of service to a maximum of 20 days."

The Employees Assn. claimed that, under the old rules, the Civil Service Department "interpreted the regulations to the effect that if an employee leaves the service or dies, vacation credits beyond 13 days accrued during the first seven years of service, cannot be included in the lump sum payment for unused vacation if the employee dies before his anniversary date of employment."

After receiving the CSEA protest the Civil Service Commission took it under advisement and recommended a change in the rules. The amendment then was transmitted to the Governor for approval.