

Civil Service LEADER

America's Largest Weekly for Public Employees

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STATE ELIGIBLE LISTS

THOMAS M. COYLE, PRESIDENT
NCH ASSN. OF CIVIL SERV.
EMPLOYEES ASSOC., INC.
8 ELM ST.
ALBANY, N.Y. 12207

See Page 22

Merit System Compromise Charged To CS Commission

Taconic Park Aides Denied Overtime; Illegal Says CSEA

ALBANY, Nov. 20—Park superintendents and caretakers of the Taconic State Park Commission have been removed from 40-hour work week status and denied overtime compensation without any authority on the part of the Conservation Department to do so, the Civil Service Employees Assn. has charged.

In a letter to Conservation Commissioner Harold G. Wilm, the CSEA noted that a memorandum had been issued on August 4 stating that the above employees were to be eliminated from the right to earn overtime, except overtime which occurs during the recreation season when the park superintendent and caretaker works on his normal day off or on a holiday.

The memorandum was issued by H. J. Dyer, an assistant general manager. The basis of its contention for removing the overtime qualification was that these men are compensated by being provided quarters and maintenance.

The Employees Association declared, however, that when these men were hired they had quarters and maintenance and overtime, all as conditions of employment. The CSEA then avowed that there was no way of changing these employment conditions without making proper requests to the State Director of the Budget and the Department of Civil Service.

Commissioner Wilm informed the Association he was investigating the issue, it was learned at Leader press time.

J. Earl Kelly To Address Capital Conf.

ALBANY, Nov. 20 — J. Earl Kelly, Director of Compensation and Classification for the State Civil Service Department, will be featured speaker at the dinner-meeting of the Capital District Con-



J. EARL KELLY

ference, Civil Service Employees Association, scheduled for Monday evening, November 27, at Jack's Restaurant, Albany.

Deloras Fussell, Conference president, urged all Capital District CSEA members—including any who do not attend the dinner—to participate in this meeting.

Mr. Kelly will discuss classification and salary determination pol-

(Continued on Page 24)

Feily Cites 'Glutted' Commission Calendar; Hits Broad Approvals

By PAUL KYER

ALBANY, Nov. 20—A charge of compromising the true spirit of the Merit System has been laid at the door of H. Elliot Kaplan, president of the State Civil Service Commission, by the Civil Service Employees Association.

Basis of the charge is a recent Commission calendar that the CSEA says was "glutted" with requests for placing State positions in the exempt or non-competitive class, followed by Commission approval of most of the requests.

While the CSEA has fought behind the scenes for months on this score, its president, Joseph F. Feily, determined last week to use recent Commission actions on change of status requests to publicly air the deep differences in opinion between CSEA and the Civil Service Commission on how best to promote a true Merit System.

CSEA Philosophy

The CSEA viewpoint, in essence, is that every single position in State service should be first considered for placement in the competitive class. The Civil Service Commission, under the leadership of Mr. Kaplan, it charges, is retreating from the spirit of the Merit System in the face of a "frontal attack" on the System. The retreat comes by placing an unwarranted number of positions in the exempt or non-competitive

class without even considering them for competitive status, said the CSEA. Except for veterans and volunteer firemen, persons in the exempt or non-competitive class have no job protection. To continually approve the placement of a large number of persons in obviously patronage-type positions is hardly strengthening or protect-

(Continued on Page 22)

Full Airing Set On Sing Sing's Major Grievance

A long-standing grievance directed at unsanitary facilities at Sing Sing Prison guard posts is expected to go before the full state Grievance Board in a short time, counsel for the Civil Service Employees Association revealed last week.

The grievance, which was part of a group grievance involving Sing Sing, Clinton Prison and Eastern Correctional Institution, was formally instituted more than a year ago by correction officers at the institutions through the CSEA.

Following a successful hearing in November, 1960, before Deputy Commissioner William E. Leonard of the Correction Department, at which the correction officers were represented by CSEA Counsel Harry W. Albright, the conditions at Clinton Prison and Eastern Cor-

(Continued on Page 3)

Tax Dept. Art Show Opens For 2 Days Nov. 30 In Albany

ALBANY, Nov. 20 — Daniel O'Connell of Troy, has been named a member of a committee sponsoring an exhibit of painting and sculpturing by employees of the New York State Tax Department in Albany. The exhibit will be on display for the public in the Alfred E. Smith Office Building, Albany, on Nov. 30 and December

The art exhibit, which is being sponsored by the Civil Service Employees Association of the Tax Department will represent leisure time activities of the civil servants. It is expected that at least thirty works will be on display. Certificates of merit will be awarded by a panel of judges headed by Mrs. Christine Tarbox, president of the Albany Artists' Group.

Any employee of the Tax Department is eligible to enter the show. Miss Anne Warren of Al-

(Continued on Page 24)

Suffolk Joins Metro Conference

Suffolk County chapter of the Civil Service Employees Association has announced it will affiliate with the New York Metropolitan Conference of the Association. The Leader learned last week.

Earlier, Nassau County chapter joined the Conference.

Solomon Bendet, Conference president, informed The Leader he was pleased at the latest addition to the organization and declared it created a "solid front of civil servants from New York City to the end of Long Island."



GOOD WILL FUND — The State Department of Social Welfare's Good Will Fund celebrated its 20th Anniversary recently. Pictured above are five retired members, who attended the event with Commissioner Raymond Houston. Left to right, they are Sam Borchard, William Stoddard, Commissioner Houston, Mrs. Harold Davis. Also attending

the luncheon were Deputy Commissioner Robert Shulman, James Sullivan, personnel director and Frank Casey, CSEA supervisor of field representatives. An anniversary scroll giving the history of the fund was given to each of the 130 guests attending. The chapter is continuing its plans for a benefit sale to aid the Association for the Blind. This year's sale will take place on Dec. 1 and has a goal of in excess of \$200.

At Thanksgiving

In a country as blessed as America has been, it is more than appropriate that a day of Thanksgiving should be set aside each year. We, as Americans, have much to be thankful for, but it is not enough that this day should be one in which we should only count our blessings. Let it be a day of wishing for peace, of wishing well to the less fortunate, of rededication to keeping America strong, well and prosperous.

JOSEPH F. FEILY, President
Civil Service Employees Assn.

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 a vice-president of the public relations firm of Martial & Company, Inc.)

Annual reports are the best showcases for any government agency. Through the window offered by these reports, the agency's public can have a clear look at the agency's achievements.

This is the time of the year when all agencies should be planning their annual report.

What will the cover be like? What should go into the report? What should the Commissioner's message state? How many photographs, drawings, graphs should be used? Who will write the copy? What is the deadline for the report? What is to be the issue date?

Hundreds of business organizations, whose fiscal years coincide with the calendar year, are already working diligently on their annual reports. Artists are busily drawing up roughs, and professional writers are busy scribbling drafts of material.

The annual report should be attractive, factual and interesting. Government executives who consider their agency's annual report as "a necessary evil" are making a serious mistake. Their an-

nual report can be their best public relations for the Executive Department, for legislative groups, and, through the newspapers, radio and television, for the public.

The annual report of the City of New York has become an impressive document, which is eagerly sought by citizens, students of government, and by the newspapers. The latter find it productive of news stories, as well as excellent reference material to which they can refer time and again after issuance and for many years to come.

From the public relations standpoint, the impact of an annual report lingers on for a long, long time after it is published.

One most important dividend from an annual report for any agency is the pride the agency's accomplishments generate among all members of the staff. No one likes to feel he or she is working at a job equivalent to tilting a windmill.

Everyone likes to feel a sense of achievement, and the annual report does that better than any other public relations vehicle.

Rangers Rescue Man From Bay; Second Man Dies

Two Forest Ranger members of the Civil Service Employees Association participated in a rescue and a tragedy last week in the Adirondack Park Region.

Supervising Forest Ranger R. E. Richards was notified by a hunter on Saturday, November 11 while in the Stillwater Reservoir area that a man was calling for help in one of the reservoir's bays. Assisted by a local resident and also one of the employees of the Conservation Department, Robert Griswald, Richards pushed a boat through the fast freezing bay. They were able to rescue Terry Walker of Beaver Falls, Lewis County, whom they found clinging to a capsized rowboat.

His companion, Andrew Lehman of Croghan, Lewis County, had unfortunately drowned by the time the rescuing party arrived.

The next day Lehman's body was rescued by Ranger William Marleau of Big Moose, Herkimer County, who was working with the State Police.

Biochemist Needed At Brooklyn VA Hospital at \$5,490

The Veterans Administration Hospital in Brooklyn has a vacancy now for a biochemist at \$5,490 to \$6,435 a year to start, depending on experience. The job is in medical research, with special emphasis on coagulation. Required are at least a bachelor's degree and six months of experience. To apply, telephone Mrs. F. Baron or Mr. W. Anderson at TE 6-6600, Ext. 389.

The Serviceman's Counselor

By FRANK VOTTO

Dir., N.Y.S. Div. Vet's Affairs

Questions on veterans' and servicemen's rights will be answered in this column or by mail by the State Division of Veterans' Affairs. Address questions to Military Editor, The Leader, 97 Duane Street, New York 7, N. Y.

The New York State Soldiers' & Sailors' Civil Relief Act which is in full force and effect, provides protection to any New York State resident who is called into service by suspending the enforcement of civil liabilities such as debts, mortgages or other liabilities which he may have and is unable to pay as a result of his military service.

The purpose of the act is to provide for adequate representation of the person in service during his absence or to authorize the postponement of certain proceedings and transactions until his return. A stay of action or other relief may be for the period of military service plus 60 to 90 days, or any part thereof, depending on the nature of the case. The courts have wide discretion in enforcing the provisions of this act and generally, the test of whether a serviceman is entitled to protection under this act is governed by whether or not a serviceman's ability to meet his obligations is impaired by reason of his being in service.

General Provisions

A serviceman is entitled to protection in any court proceeding in

which he is a defendant. This law requires a special court order for judgment against a serviceman. It also requires a court, if necessary, to appoint an attorney to represent a serviceman before such an order is made.

In any case where a judgment is entered against a serviceman while he is in service or within 30 days thereafter and it appears to the court that such serviceman has a valid defense and that he was prejudiced in making such a defense by reason of his military service, the case may be reopened within 90 days after his separation from military service.

Postponement of any action or proceeding occurring during military service of either a plaintiff or defendant or within 60 days thereafter provided that an application for such postponement is made by the serviceman or someone on his behalf and provided the ability of the serviceman to maintain the case is materially affected by reason of his military service.

Relief against fines and penalties: When an action for compliance (Continued on Page 8)

Parties of Four Can Save Money On March Caribbean Cruise

While the lowest-cost space aboard the S.S. Atlantic, which will carry civil servants and their friends to the Caribbean March 16 is gone, the Civil Service Travel Club, Inc., announced a formula last week by which travel savings could still be affected.

Any four men or four women who wish to share a four-berth cabin may save money in the following manner. Two persons will be charged the full rate for the space and two persons will be charged the minimum rate of \$350. Between them, the overall price may be averaged out and shared.

While a good selection of space is still available, those planning to take this sunshine cruise are advised that immediate application is needed to get the type of cabin they want.

Reservations and bookings may be made by writing to Civil Service Travel Club, Inc., Time & Life Bldg., New York 20, N.Y. Bookings also may be made in the

Albany are by contacting Hazel Abrams, 478 Madison Ave., Albany, telephone HE 4-5347, and in the Long Island area by contacting Irving Flaumenbaum, P.O. Box 91, Hempstead, L.I.

Best Season

This two week cruise leaves at the most desirable time of the year and will visit six colorful Caribbean ports. These include San Juan, Puerto Rico; St. Thomas in the Virgin Islands; Port de France, Trinidad, Curacao, and Kingston, Jamaica.

Four members will receive their land tours free of charge. Shipboard activities will include a "Welcome Aboard Party," swimming, dancing, parties and sheer leisure.

Those in the New York Metropolitan area wishing telephone information may call JU 2-3616.

St. Lawrence County Has Job Open for Case Supervisor

The St. Lawrence County Department of Social Welfare has a vacancy for a case supervisor, Grade A, public assistance. Both men and women can apply and the salary is open. Contact the St. Lawrence County Department of Welfare, Canton, N. Y.

Monroe Yule Party Dec. 7

Monroe Chapter, CSEA, Christmas Party will be held at the Triton Party House, 1443 Main St., E., Rochester, New York, on Thursday, December 7, 1961 at 6:30 p.m. Choice of either lobster tail or beef tenderloin dinner. Priced is \$3.25 per person. Everyone is invited to attend.

Reservations must be in by December 1, 1961. Contact either Ellen Davis, County Social Welfare Department, BRowning 1-5500 or Alma Muhs, City Finance Department, BAKER 5-3200, Ext. 223 for reservations.

CIVIL SERVICE LEADER
America's Leading Newsmagazine for Public Employees

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NOTE:

Applications and reservations may be had also in the following areas:

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LONG ISLAND — Contact Irving Flaumenbaum, P.O. Box 91, Hempstead.

6 PORTS

ITINERARY	ARRIVE	DEPART
New York	Mar. 16, 10 PM	Mar. 16, 10 PM
San Juan	Mar. 20, AM	Mar. 21, AM
St. Thomas	Mar. 21, AM	Mar. 21, PM
Port de France	Mar. 22, AM	Mar. 22, PM
Trinidad	Mar. 23, AM	Mar. 23, PM
Curacao	Mar. 24, PM	Mar. 24, Midnight
Kingston	Mar. 26, AM	Mar. 26, PM
New York	Mar. 30, AM	

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Raises for 9,000 Nassau Aides Must Get Budget OK

(From Leader Correspondent)

MINEOLA, Nov. 20 — Nassau County's 9,000 employees will share in a \$7,000,000 appropriation for increased salaries in 1962, according to proposed county budget submitted by retiring County Executive A. Holly Patterson.

The \$7,000,000 will be the full-year cost of the pay raise program which went into effect last July 1. It was the first overall pay raises to be granted in Nassau since 1954. The \$7,000,000 appropriation, which includes new increments for 1962, will bring total Nassau salaries to \$64,000,000.

Included in the \$64,000,000 are 1,349 new county positions to help maintain and increase services in various county agencies and institutions.

A public hearing on the budget will be held Nov. 29.

Election Changed Things

Under normal circumstances, the budget as prepared by Patterson would be adopted intact by the Republican-controlled Board of

Supervisors. Patterson is a Republican.

In the recent elections, however, the post of county executive was won by a Democrat, Eugene H. Nickerson, who will take office Jan. 1. However, the Board of Supervisors will remain under GOP control.

The Republican supervisors have invited Nickerson to air his views on the budget. Although he has disclaimed any responsibility for the preparation of the budget, he said he would make a statement after studying it.

Nickerson faces a tricky political problem since the budget calls for a 25 per cent tax boost and most of the tax increase is represented by salary costs for rank-and-file workers and a \$274,000 pay boost for 50 top county officials. It is not likely that the Democrats, who advocated pay raises for employees for some years, would now object to them. Yet he is pledged to work for lower taxes.

In his budget message, Patterson praised county workers as "dedicated" and said "they are entitled to the benefits they have received."

Batavia Continues Outside Residency

BATAVIA, Nov. 20 — The Batavia Common Council by a 5 to 3 vote Nov. 13 defeated a proposed ordinance which would prevent persons living outside this city from becoming policeman. The ordinance also would have frozen policeman now living outside of the city in their present rank.

Suffolk Sets Biggest Exam Schedule Yet

RIVERHEAD, Nov. 20—The Suffolk County Civil Service Commission is now midway through the most ambitious examination schedule in the county's history.

The program, running from Oct. 1 to Dec. 16, calls for 92 open competitive and promotional examinations covering a broad range of county positions. The main purpose of the unusual examination drive is to qualify workers now holding provisional status. By Jan. 1, according to David Zaron, executive secretary of the Suffolk commission, lists probably will be established for all positions held by provisionals. The net effect, he said, will be to reduce the number of provisional workers from 400 to less than 100.

Praise From CSEA

The heavy examination schedule, biggest in the county's experience, follows the general reclassification of Suffolk jobs, completed by Zaron's staff early this fall. "We had to wait for the results of our reclassification," Zaron said, "before we could line up our examinations." He said that response had been "pretty good" to the testing program. It includes a continuous recruitment for clerks, typists and stenographers. All tests are held in the commission's special exam room in the new Suffolk County Center, Riverhead.

John J. Cocoran Jr., Long Island regional representative of the Civil Service Employees Association, praised the Suffolk Commission's program. He said, "We know this will be a good thing. We feel that the provisional workers should take examinations and achieve status. Without such status, they were also denied opportunities for promotion."

Binghamton Toy Drive Is Dec. 12

BINGHAMTON, Nov. 20—Binghamton Chapter, Civil Service Employees Association, will hold its annual "Toys for Tots" Christmas party on Dec. 12 at Danceland in nearby Kirkwood.

Proceeds from the party will be used to buy toys and other gifts to be distributed at Christmas-time to needy children.

Erie CSEA Fights For Pay Boosts At Budget Hearings

(From Leader Correspondent)

BUFFALO, Nov. 20 — The Erie County Board of Supervisors, now studying the \$79,500,000 budget advanced by County Executive Edward A. Rath, has received a clear-out exposition of the needs of county workers.

The Erie County, Civil Service Employees Association, "carried the ball" for all county workers Nov. 16 in a hearing conducted by the board's Finance Committee.

The chapter's views were presented by Alexander T. Burke, president; Frank Hanavan, president of the welfare unit, and Henry Galpin, CSEA assistant executive director.

Galpin Made Points

Mr. Galpin was chief spokesman for the group. He made these points for county workers:

- 1 — Erie County employees definitely need a wage increase, with 5 percent advanced as an acceptable minimum.
- 2 — The county should immediately adjust mileage allowances for workers who use their own automobiles from 8 cents to 10 cents per mile.
- 3 — That the county should adopt a program of longevity wage increases, in two increments, for workers who have occupied maximum pay posts for five and 10 years.
- 4 — That the CSEA should be given an opportunity to discuss wage inequities with any group named by the legislative body to study such matters.
- 5 — That the board should approve forthwith the budget proposal that earmarks \$1,000,000 for wage increases.
- 6 — That the board approve a

proposal to spend \$6,500 for an immediate survey of wage and salary inequities.

Hanavan Cites Examples

Mr. Hanavan, questioned by committee members, cited senior case workers and general duty nurses as examples of groups needing wage adjustments.

He noted that the senior case worker newly added to the payroll currently receives as much money as one who has faithfully performed his duties for three years.

Mr. Galpin praised the Erie Chapter for supplying him with full statistical detail of current chapter thinking before his appearance before the legislative group. He had consulted before the session with Mr. Burke, Mr. Hanavan, Michael Faust, Meyer Memorial Hospital unit head, Edwin Stumpf, chapter first vice president, and Frank Faso of the probation officers group.

Rochester CSEA Plans Discussion On Oral Exams

The Rochester Chapter of the Civil Service Employees Association will hold its second fall meeting on Wednesday, Nov. 29, at 8 p.m. at the 40 & 8 Club, 933 University Ave. in Rochester.

After a short business meeting, there will be panel discussion on "The Examination Process — Oral and Written." The panelists will be: Nelson Hopper, Shearman Angelo Cardarelli and Arnold Silverberg.

A question and answer period will follow the discussion, and after the meeting, there will be refreshments and a social hour.

Full Airing Set

(Continued from Page 1)

recreational institution were corrected by the Department.

CSEA is carrying the Sing Sing grievance to the full state Grievance Board on the grounds that, despite surveys by various state departments and requests for budgetary approval, the Correction Department has not as yet taken the necessary remedial steps to eliminate the unsanitary conditions.

Correction officers at Sing Sing charge that only stop-gap measures have been proposed, which they deem unsatisfactory. The officers also feel that the figures advanced by the Correction Department and the Department of Public Works as to the cost of a satisfactory solution to the problem are high.

At the hearing in 1960, it was brought out that in addition to the lack of plumbing facilities at the Sing Sing wall posts, officers were required to eat their meals at the posts during 8-hour shifts and were supplied with one thermos jug of drinking water and a bucket of water for washing purposes.

Training Sessions Of Albany Motor Vehicle Unit Are Instant Success

ALBANY, Nov. 20 — The first training sessions sponsored by the Department of Motor Vehicles CSEA Chapter here brought an overwhelming response with over 200 employees in attendance. Encouraged by this acceptance the Chapter immediately began classes in preparation for the recent November 13 Senior Stenographer examination.

Dictation records were purchased. The classes were conducted during lunch hours in each of the five buildings of the Department. Bernice LaRosa, Temporary Chairman of the Chapter's Education Committee, is now seeking other fields of endeavor in which Chapter training would be beneficial to its members.

Started On Trial

Initial classes were conducted only on a trial basis. They were held in preparation for the October 21 Senior Clerk examination. Instruction in Supervision and Mathematics was offered. Bernice LaRosa and Alfred Castellano taught classes in Supervision while

Charles Bostic and Marcus Ribbach guided the mathematics seminars. The instructors, who are Chapter members, have all had many years of experience in their fields.

Chapter membership has shown significant increases since the institution of these training programs. Interest in these activities has developed not only among prospective members, but also among existing members.

Albert D. Schuler, Chapter President has stated that he considers such classes to be an essential Chapter function. Approval of his efforts in this endeavor have been voiced by the Executive Council, Chapter members and the Department's administrative officials. In sponsoring programs of this nature, the Chapter is fulfilling its responsibility to its members as well as to the State. Members benefit by this assistance in increasing their qualifications for better positions, and the State benefits by having more and better qualified applicants for the positions it seeks to fill.



CSEA MENTAL HYGIENE MEET

— Representatives of the Civil Service Employees Association met with Department of Mental Hygiene officials recently to study and discuss a wide range of problems. Attending the session were, standing, left to right, Mrs. Margaret M. Farrar, Director Mental Health, Education & Information; Daniel Carr, Administrative Assistant; Peter Pearson, Central Islip State Hospital, CSEA Mental Hygiene Committee; Joseph M. Goewey, Director Institute Safety Services, Department Mental Hygiene; Paulus Fitchpatrick, Newark State School, CSEA

Mental Hygiene Committee; Dr. Charles E. Niles, Assistant Commissioner, Department Mental Hygiene; Joseph D. Lochner, Executive Director, Civil Service Employees Association. Seated are Arnold Moses, Brooklyn State, CSEA Mental Hygiene Committee; Grandvill Hills, Director Personnel Administration; Emil Bollman, Rockland State Hospital, Chairman, CSEA Mental Hygiene Committee; Dr. Paul H. Hoch, Commissioner Department Mental Hygiene; Joseph F. Felly, President, Civil Service Employees Association; Ann Bessette, Harlem Valley State Hospital, CSEA Mental Hygiene Committee; William Rossiter, Rochester State Hospital, CSEA Mental Hygiene Committee.



DISTINGUISHED SERVICE — Five career public servants have been selected to receive the 1961 Rockefeller Public Service Awards for distinguished service to the Federal government. They are, from left, Dr. Robert Hanna Felix, director, National Institute of Mental Health, Department of Health Education and Welfare; Livingston T. Merchant, United States Ambassador to Canada; Dr. Thomas Brennan Nolan, director, U.S. Geological Survey, Department of the Interior; Elmer B. Staats, deputy director, Bureau of the Budget; and Colin F. Stam, chief of staff, Joint Committee on Internal Revenue Taxation. The fund for the awards is administered as a national trust by the Woodrow Wilson School of Public and International Affairs at Princeton University. It was originally established by John D. Rockefeller 3rd.

CSC Establishes Executive Boards In Ten Regions

In line with a recent Presidential memorandum, the Civil Service Commission has issued orders to the ten regional headquarters to establish Federal Executive Boards.

The Boards are designed to make possible better coordination of Federal activities for public service at the regional level. The ten regional headquarters are: Boston, New York, Philadelphia, Atlanta, Chicago, St. Louis, Dallas, Denver, San Francisco and Seattle.

The Boards are designed to help broaden understanding among agency heads of interrelated ob-

jectives and activities in such fields as natural resources and urban development. They will make it practical to arrange for briefings by headquarters personnel on programs that cut across agency lines.

Bragalini Named Columbia P.O. Man of Year

George M. Bragalini was the recipient of the annual "Man of the Year" award of the Columbia Association of the New York Post Office.

Mr. Bragalini, a native New Yorker, was given the award on the unanimous recommendation of the Board of Officers of the 5,000

member Association for "His unflagging efforts in the fight against discrimination and prejudice and his devotion to the promotion of harmony and understanding among the diverse groups that make up the population of the City of New York." Mr. Bragalini was Postmaster in 1952-1953.

Clerk Awarded \$100

Dorothy A. Berrien, of Manhattan, an editorial clerk in the First U. S. Army G-2 (intelligence) Section, was presented an "outstanding employee rating", and a "sustained superior performance" award accompanied by \$100, at Governors Island last week.

She was similarly honored last year.

She was assigned to the U. S. Army, Japan, from March 1955 to May 1958. Upon her return to this

country she was employed in the First Army Adjutant General's Section and became a member of the First Army G-2 Section in April 1959.

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And when you think of all the jobs it does for you, electricity is more of a bargain than ever.

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Peace Corp Test To Be Held in City On Nov. 28 & 29

Examinations for entrance into the Peace Corps will be held in New York City on Nov. 28 and 29. Persons who have not yet filed applications with the Peace Corps office will be able to take the test merely by going there.

It will be given at the Federal Building, 641 Washington S., New York 14, N.Y., at 8:30 a.m.

There are no specific experience or education requirements, but candidates will be expected to have some "skill," such as teaching, agricultural experience or a trades background.

Special tests will be given to applicants who have college degrees and who intend to teach. Teachers are needed in mathematics, biology, physics, chemistry and English.

Applicants for the teaching posts need not be accredited teachers. They will be tested for their knowledge of the field they choose to teach.

Usually, applicants are expected to be under 30 years of age, but exceptions can, have been, and will be made.

Although anyone can take the test, priority will be given to those who have already submitted a Peace Corps questionnaire. To do so, write to the Peace Corps, International Cooperation Administration, Washington, D.C., and ask for the form.

Other Requirements

Applicants must be single or, if married, both husband and wife must be applying. Couples with children are not eligible. Good health, emotional maturity and exemplary personal conduct are required and will be determined through references, tests and interviews.

Volunteers must be willing to serve for at least 24 months, where ever they are assigned, without salary.

All applicants should have good knowledge of American history, government, economic structure and society in order to communicate an understanding of this country to people in other countries.

Examinations for the Peace Corps will continue to be given, at the rate of about four a year. It is suggested that persons interested in taking a later test write to the Peace Corps now for its questionnaire.

Continuous City Tests Open

New York City has numerous exams that are open for the filing of applications on a continuous basis.

Below are the titles and salary ranges.

Assistant architect, \$6,400 to \$8,200 a year.

Assistant civil engineer, \$6,400 to \$8,200 a year.

Assistant mechanical engineer, \$6,400 to \$8,200 a year.

Assistant plan examiner (buildings), \$6,750 to \$8,550 a year.

Civil engineering draftsman, \$5,190 to \$5,590 a year.

College office assistant A, \$3,700 to \$5,100 a year.

College secretarial assistant A, \$3,700 to \$5,100 a year.

Dental hygienist, \$3,500 to \$4,850 a year.

Junior civil engineer \$5,150 to \$6,590 a year.

Junior electrical engineer, \$5,150 to \$6,590 a year.

Occupational therapist, \$4,250 to \$5,000 a year.

Patrolman, \$6,133 to \$7,816 a year.

Public health nurse \$4,850 to \$6,290 a year.

Recreation leader, \$4,550 to \$5,990 a year.

Social Investigator Trainee, \$4,850 a year.

Social case worker, \$5,450 to \$6,890. Open until further notice.

Stenographer, \$3,500 to \$4,580 a year.

Typist, \$3,250 to 4,330 a year.

X-Ray technician, \$4,000 to \$5,080 a year.

Trackman Test Key Answers

The New York City Department of Personnel has just released the following key answers for the trackman examination held last Saturday, Nov. 18. The test was taken by 3,045 candidates. Protests must be submitted in writing to the Civil Service Commission no later than Dec. 7.

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

City Offers Prom. To Supervising Personnel Examiner

A New York City examination for promotion to supervising personnel examiner (classification) will be open for the filing of applications until Nov. 29, the City has announced.

The job pays from \$8,600 to \$10,700 a year, and is open to employees of the Department of Personnel who have worked for at least six months in the titles supervising personnel examiner (all specialties) and senior personnel examiner (all specialties).

To apply, contact the Applications Section of the Department of Personnel, 96 Duane St., New York 7, N. Y.

Metro Columbia Association Plans Christmas Parties

The Metropolitan Area Columbia Association of New York State Employees held a meeting recently, at which Commissioner Darby M. Gaudia was honored for his outstanding dedication to and cooperation with the Association.

Joseph M. Ajello, president-elect, presented Mr. Gaudia with an engraved cigar humidor and a huge birthday cake. Outgoing president, Pasquale Longarzo announced that arrangements had been made for a Christmas party for Dec. 12, to be followed by a Christmas party for children of members on Dec. 17.

File For Coast Guard Academy Entrance Exam

Applications are now being accepted for the Coast Guard Academy entrance exam. The tests will be held on Feb. 19 and 20, 1962. Filing deadline is Jan. 16, 1962.

The examination is open to all unmarried men who will have reached their 17th but not their 22nd birthday on July 1, 1962, and who are or will be high school graduates with 15 units by June 30, 1962. Three units of English, two units of algebra and one unit of plane geometry are required.

For further information about the test and requirements write to Commander, Third Coast Guard District, Room 129, Custom House, New York 4, N. Y. or phone HANover 2-5700.

Clerk Pool Set For Dec. 11

The New York City Department of Personnel will hold a clerk pool, for appointment to various City departments, on Dec. 11. Persons on the clerk eligible list will be certified for the pool.



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PATROLMAN - \$7,615 After Only 3 Years

ANOTHER EXAM WILL BE HELD SOON!

Application may be procured and filed now. Men who are appointed will be required to live in N.Y. City, Nassau or Westchester Counties but there is no residence requirement at time of application. Minimum Height: 5 ft. 8 in., Inquire for complete details.

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TUESDAY, NOVEMBER 21, 1961

Something to Remember On Thanksgiving Day

OVER the years, the public service has progressed from a system of strict political patronage toward a competitive employment system that has brought innumerable benefits to both civil servants and the citizenry.

This week, when public employees count their blessings on Thanksgiving Day, gratitude toward an enlightened society that seeks to protect its civil servants should rank high on the list.

The civil service has not reached a Utopian state. But every step forward is another blessing to count.

Health Plan Choice

THE New York City Board of Estimate will conduct hearings within the next few weeks on the practicality of offering a choice of four health plans to city employees and their families.

This move is only to give a choice to the city's employees. It does not cast any reflection on the service rendered in the past by the present Health Insurance Plan.

The choice is necessary because an individual's medical problems are different, as is the person's ability to pay. The four plans offered, as reported exclusively in the Leader earlier, differ in cost, service and coverage. We urge all city employees to get a comparison of the plan, take it home and discuss it with his family and debate it in his organization.

We further urge the Board of Estimate to grant this choice and hear part of the cost to retired employees.

The Welfare Police

WELFARE patrolmen are still awaiting an answer from the Mayor's office on their request for a review of their status and salary. Their claim that they are policemen and that their duties are the same as other departmental police has merit. Their injury statistics are the same as Housing Officers and Transit Police. Their pay, however, is much less. Their peace officer status is left in the locker with their uniforms. They are never armed.

It is up to the City to determine whether or not these men are policemen. If they are, arm them and give them full peace officer status. We are sure the results of such a study would show that they deserve more pay.

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.

I employ a part-time maid and pay her \$12 a week. She says she does not want me to withhold social security taxes from her salary. Must I pay the employer's share of the tax anyway?

Yes. As the employer you are responsible for paying all of the tax due. If you do not withhold her share from her salary, you must pay all of the tax yourself.

I am a woman 63 years old. I worked for several years during the war but I was told last year

that I had not worked long enough to qualify for benefits. Does the new law help me in any way?

Under the new law you may be entitled to benefits. Formerly you needed a little more than four years of work to qualify. Now you can qualify with about two and a half years of work. You should get in touch with your social security office again as soon as possible.

My husband reports me as his dependent on his income tax return. Since he is getting disability payments, why can't I get benefits as his dependent?

For you to receive benefits you must be at least 62 years old or have in your care a child entitled to benefits. If you meet either of these conditions, you should contact your local social security office.

LETTERS TO THE EDITOR

Letters to the editor must be signed, and names will be withheld from publication upon request. They should be no longer than 300 words and we reserve the right to edit published letters as seems appropriate. Address all letters to: The Editor, Civil Service Leader, 97 Duane St., New York 7, N.Y.

Lauds Proposed Mandated Grievance

Editor, The Leader:
Your recent news item that grievance procedures would be mandated comes as good news. Indeed, only a procedure that is supported by law can be of any real value to the civil servant.

In many areas of employment—particularly police departments—the method of handling grievances is along the old lines of paternalism. Paternalism—or let's take care of it in the family—was one of the worst of the pre-civil service evils in public employment. It still prevails, sadly enough, in many areas.

Let us hope, however, that the next Legislature will have the courage to mandate grievance machinery right down to the smallest political subdivision.

A LOCAL POLICEMAN
WESTCHESTER COUNTY

No Thanksgiving For Welfare Police

Editor, the Leader:
Most civil servants of the city will have something to be thankful for on Thanksgiving Day but not the N.Y.C. Welfare Patrolmen or their families. This small group of loyal law enforcement officers still continues to perform their conditions endured by no other police group. To make matters worse, if that is possible, these officers are paid the same scale as city cleaners which is only \$3500-\$4580. This is not "equal pay for equal work".

It is ironic that over a year ago Welfare Commissioner James R. Dumpson, at the Mayor's request, issued a departmental evaluation on the needs of the Welfare Patrolmen. Among the issues involved, it was stressed that these officers be placed on a par at least with the N.Y.C. Housing Police force who perform similar policing duties and are paid in relation to their job, a pay of \$4973-\$6298 plus city recognition of their status.

Commissioner Dumpson has done what no other commissioner has ever done, admit that Welfare Patrolmen have suffered years of inequities for themselves and their families. The city should be red faced and hang their heads in shame for the shabby treatment of these loyal men.

AN ONLOOKER
NEW YORK CITY

Asks Why He Failed

Editor, the Leader:
I read the Civil Service newspapers every week, but I am tired of reading about the post office exams I took two examinations and failed. I know that I received good marks for addresses and sorting scheme. I know the sorting scheme so well, I came out 100 percent, but when it comes to the two hour examination, I do not know how well I made out.

I worked for the post office in 1946, for a year, and I know the work so well I cannot see why I didn't pass. I am a family man, a good worker but it is disgusting; two examinations, and I still do not know why I didn't pass.

I also applied twice for chauffeur



Civil Service LAW & YOU

By HAROLD L. HERZSTEIN
Mr. Herzstein is a member of the New York bar
(The views expressed in this column are those of the writer and not necessarily constitute the views of this newspaper or of any organization.)

School Days

Part Three

IN THE LAST installment, I suggested aggressive action by county civil service commissions against school district boards of education to make them live up to the Civil Service Law and standards. Just as the State Education Department makes the boards toe the mark on teaching personnel, so should the county civil service commissions make them toe the mark on non-teaching personnel.

TO SMOKE THE BOARDS out, the commissions should require periodic filings by boards of education in commissions' offices of the entire non-teaching and non-supervisory rosters, giving opposite the names, the positions, salaries, dates of appointment, civil service classifications, and other related data. Interested persons could then know just what is going on. That would be a grand start. Section 20 of the Civil Service law gives the county commissions power to adopt rules requiring such filings; and they should use it for the purposes mentioned.

THE BOARDS OF education should be obliged to fill competitive positions from regularly established civil service lists. That simple requirement, now in our law for more than a half century, is violated continuously and substantially. It reached its height in a case in the Supreme Court a couple of months ago. A board of education had hired a man without examination. While he was working for that board he passed an examination for his job and made the eligible list. The board refused to appoint him from the list. Later, it dismissed him without a hearing, and in the letter informing him of the dismissal, it stated that he had no tenure because he was not appointed in accordance with the Civil Service Law. In plain words, the board tried to take advantage of its own wrongful act. The employee was voluntarily reinstated by the board after he brought the lawsuit.

THERE ARE insufficient promotional opportunities because of trick titles, "phony" residential restrictions, "misplaced" application forms and other abracadabra. When Section 52 of the Civil Service Law discusses "filling vacancies by promotion", it means legitimately and so as to encourage the career service. The shenanigans should be ended.

THE TITLE "Custodian" is in the competitive class, the title "Cleaner" is in the labor class. Cleaners get less but do the same work. In many districts, the boards hire cleaners so that they do not have what they consider civil service "troubles". The commissions should close those and similar gaps.

MANY BOARDS have a requirement that competitive employees, must live within the districts. Because of the smallness of many districts, such residential requirements frequently eliminate competition. That's particularly true in the financially strong suburban districts. I recently heard of a case where a board member in one of those districts resigned and took a custodian's job. Then, in a very short time, a promotional examination was set up for Superintendent of Buildings and Grounds. Because of the residential requirement he was the only candidate. Actually, what this man did was to transfer from a position of board member at no salary to that of Superintendent of Buildings and Grounds at a substantial salary, through perversion of the Civil Service law. The county commissions have the power to make county residence the requirement, and should do so to avoid civil service tricks.

I AM GRATEFUL to Edward Perrott, (a leader in the movement to bring civil service to non-teaching personnel) for our many fruitful discussions on some of the subjects I have mentioned.

I HOPE THAT this series of articles will cause immediate corrections.

(End of a 3-Part Series)

four positions. I have a chauffeur license, clean record, having no accidents and one ticket in 18 years.

Why?

THEODORE NOWIERSKI
BROOKLYN, N.Y.

Give Status To Welfare PD

Editor, The Leader
Election time has come and gone and the N.Y.C. Welfare Patrolmen are still waiting as usual for a solution of their problem. The Mayor can easily prove to his former "bosses" he is running the city, once and for all, by enacting the recommendations of Commissioner Dumpson which were submitted a year ago. These recommendations stressed the urgent need for clarification of "police status" for his patrolmen,

and the need of correction of years of inequities and abuse.

I am sure the Mayor will not have to be urged to do what is "right" and put a final end to the political merri-go-round these men have been on. It is more than just a decent police salary for these men who are paid only \$3500-\$4580, but to regain the human dignity due all city employees.

If the city administration sincerely feels these men do not warrant their commissioner's recommendations, these men should not be required to suffer the burden of police responsibilities without the benefits of policemen. I respectfully urge the Mayor to remedy this mess before 1962.

C.U.
THE BRONX

U. S. Offers Jobs in Film Processing

Motion picture negative cutters, printers, sensitomitrists and chemical mixers are needed now by the Federal government in installations throughout New York and New Jersey.

Entrance salaries range from \$2.30 to \$3.10 an hour, \$4,784 insurance, life insurance, paid vacations, cash awards and a retirement plan, are offered.

Applications for all of these titles will be accepted until further notice.

The official announcement, No. 2-33-5(1961), contains complete information on requirements and application procedure.

It is available from the Board of U.S. Civil Service Examiners, Army Pictorial Center, 35-11 35th Ave., Long Island City, and from post offices in the area (except the main post office in Manhattan). Information is also available from the Second U.S. Civil Service Regional office, 220 East 42nd St., New York 17, N. Y.

TA Station Dept. Dinner Termed Success

The first Annual Dinner-Dance of the station department of the New York City Transit Authority was held last week at Rovnak's Banquet Room in Brooklyn.

Over 200 TA employees and their friends heard Station Supervisor Bernard Hyman pay tribute to the committee for its untiring efforts in making the affair the outstanding social event of the season.

The success of the Dinner-Dance was due in no small measure to the untiring work and enthusiasm of chairman Garry Roach and his committee consisting of Connie Walsh, Bob Tamburo, James Maguire and Arthur Kenniff. The committee has already made its plans for next year, and is looking forward to doubling the attendance.

Architectural Engineer Needed by Brooklyn Army Terminal; \$7,560

The Army Transportation Terminal Command in Brooklyn is

seeking an architectural engineer, grade GS 11 at \$7,560 a year.

A degree in engineering plus three years of experience of which one year must have been in development and writing of speci-

fications or estimating costs for construction is required.

Additional information and applications forms are available at the Civilian Personnel Division, Brooklyn Army Terminal, 1st Ave.

and 58th St., Brooklyn, N. Y. Telephone number is GE 9-5400, Ext. 2111.

FOR FINE HOMES HOMES — SEE PAGE 11

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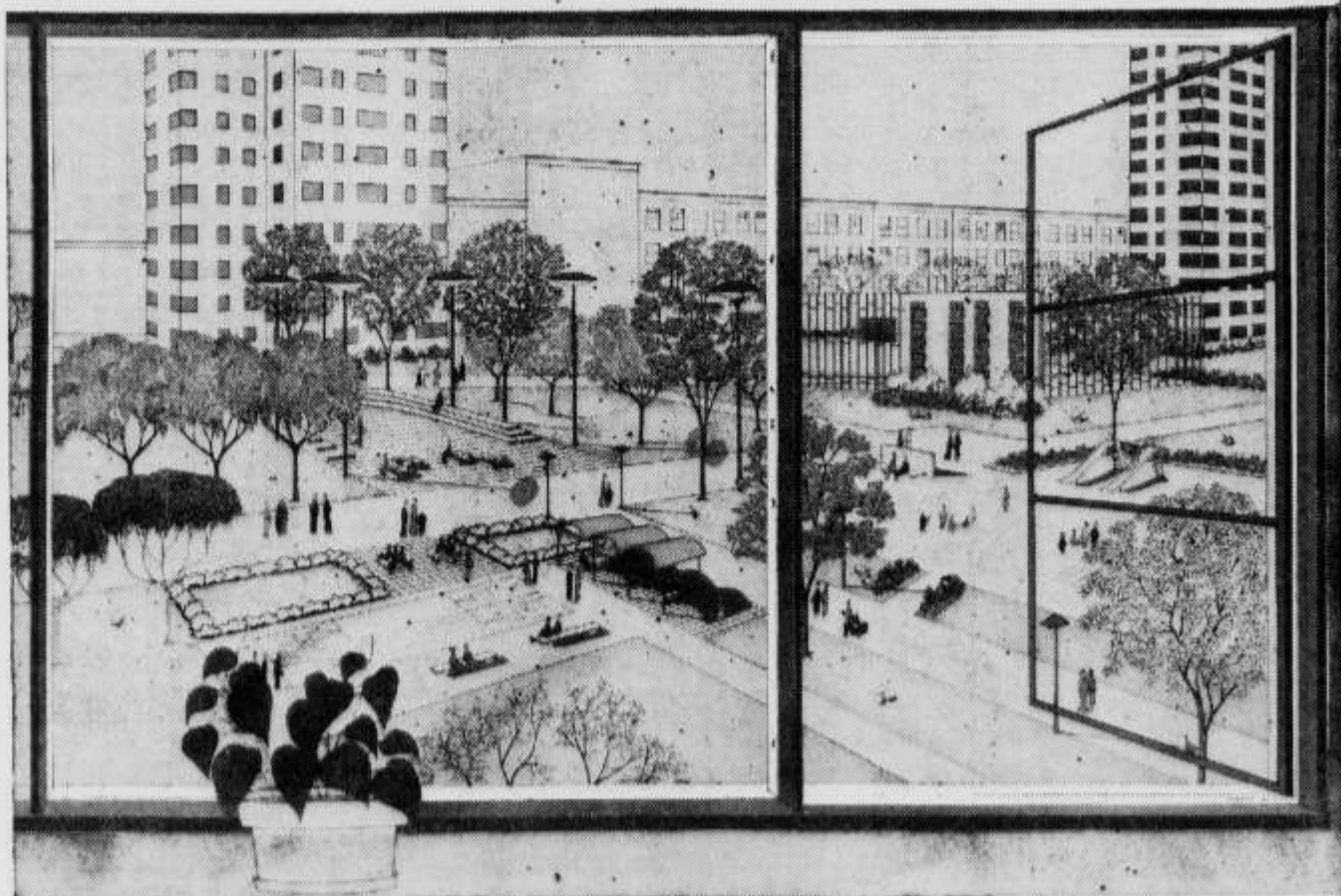
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Legislators Hear Ulster CSEA Goals

The legislative goals of the Ulster Chapter of the Civil Service Employees Association were discussed last week with State Assemblyman Kenneth L. Wilson and Jesse McHugh, Majority Leader of the Ulster County Board of Supervisors.

Among the major points considered at the meeting in Kingston were the variable minimum plan, under which starting rates for county positions that are difficult to fill would fluctuate; a grievance procedure patterned after that used by the State of New York; adoption of the State Health Plan for county employees; tenure for non-competitive and labor class employees, which would create job security after five years' continuous county employment; and a minimum pay raise of 12 per cent for all county employees.

Representing the Ulster Chapter, CSEA, at the meeting were James P. Martin, president; Albert Ochner, of the Ulster Highway Department; and Thomas Brann and Patrick C. Rogers, members of the CSEA field staff.

Two Engineer Position Open In City Planning

The New York City Planning Commission has openings for an assistant civil engineer at \$7,100 a year and for a New York State licensed civil engineer at \$8,600 for work on the City's arterial highway program.

Applicants must have been city residents for the last three years. Preference will be given to those with experience in highway route planning and acquisition of right of way.

Telephone Mr. David Caplan at TR 6-9700 for information.

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SERVICEMAN'S COUNSELOR

(Continued from Page 2)
ance with the terms of any contract is stayed pursuant to this act no fine or penalty shall accrue by reason of failure to comply with the terms of such contract during the period of such stay, and in any case where a person fails to perform any obligation and a fine or penalty for such non-performance is incurred a court may, on such terms as may be just, relieve against the enforcement of such fine or penalty if it shall appear that the person who would suffer by such fine or penalty was in the military service when the penalty was incurred, and that by reason of such service the ability of such person to pay or perform was thereby materially impaired.

Continuance of stay: A stay of any action, proceeding, attachment, or execution ordered by any court under the provisions of the act, may be ordered for the period of military service and 3 months thereafter or any part of such period, and subject to such terms as may be just, whether as to payment in installments of such amounts and at such times as the court may fix, unless the serviceman's interest is unaffected by military service.

Next week, evictions, mortgages, installment contracts, leases and liens taxes, real estate, insurance and re-employment rights will be discussed.

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Utica Hears Lasch On Grievances

UTICA, Nov. 20—Frank J. Lasch, assistant CSEA counsel from Albany, spoke on grievance procedures recently at a meeting of Utica Chapter, CSEA.

Lasch described the nature of a grievance and also outlined the steps a state employee must take in the event he had a grievance. He also told chapter members that they would be eligible for legal assistance in the event of a group grievance.

Jesse Sweeting, the chapter's grievance chairman from the State Labor Department section, reported that building repair work was undertaken after employees had complained recently about conditions in the labor department office.

Phillip Caruso, the chapter's

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HOTEL Wellington
DRIVE-IN GARAGE
AIR CONDITIONING • TV
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.

136 STATE STREET
OPPOSITE STATE CAPITOL
See your friendly travel agent.
SPECIAL WEEKLY RATES FOR EXTENDED STAYS

social chairman, announced that a CSEA dinner dance would be held Nov. 21 at the Elks Club here.

A question period followed Lasch's talk.

SPECIAL RATE For N. Y. State Employees

\$7* single room, with private bath and radio.

in NEW YORK CITY
the *Manor Vanderbilt*
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in ALBANY
the *Manor DeWitt Clinton*
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New.. Modern..
Mac Donald Circle
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3 1/2 Room Apt. \$100
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Whenever folks talk turkey, A&P's grand birds get plenty of praise. And they deserve it! The special care taken in raising them assures you they'll be temptingly plump and tender... gives them extra fine flavor. The low price makes them marvelous money-savers, too! They're U. S. Gov't. Inspected Grade A.

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GET THE SIZE AND WEIGHT YOU DESIRE
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We're Ready for Christmas

Make it a Wife-saver Christmas **give**



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GENERAL ELECTRIC
10 CU. FT.
DIAL-DEFROST REFRIGERATOR

FULL WIDTH FREEZER CHEST

REMOVABLE ADJUSTABLE DOOR SHELVES

MODEL TA-241V
10 Cu. Ft. Net Storage Volume

DELUXE FEATURES AT BUDGET PRICE

- Full-width chiller tray for additional low-temperature storage
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- Magnetic Safety Door—opens easily, closes silently, securely
- Butter Compartment
- TWO egg racks

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Famous General Electric Dependability! 6 Million G-E Refrigerators in Use 10 Years Or More.

NO FROST EVER

in the 1961 GENERAL ELECTRIC Frost-Guard Refrigerator-Freezer!

Messy Defrosting Banished Forever in BOTH Refrigerator AND Freezer!



Lowest Price Ever!

No frost ever forms—and no frost means no defrosting EVER in the G-E Frost-Guard Refrigerator-Freezer. And just look at all these other G-E conveniences: big 2.8 cu. ft. food freezer with separate door—holds up to 98 lbs.; handy freezer door storage; two refrigerator door shelves—one adjustable; two porcelain vegetable drawers; butter compartment; removable egg rack; two mini-cube ice trays; straight-line design—no coils in back, no wasted space at side for door clearance.

Model TB-403V
12.9 Cu. Ft.
Net Storage Volume

Now Only **\$324⁹⁵**
NO DOWN PAYMENT!
Easy G.E.C.C. Terms.



1961 General Electric 10 Cu. Ft. Dial-Defrost Refrigerator with FULL-WIDTH FREEZER

- Adjustable Door Shelves!
- Magnetic Safety Door!
- Chiller Tray!
- Egg Shelves!
- 10 cu. ft. Net Storage Volume!

\$179⁹⁵ EASY TERMS

MODEL TA-211V

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WASHERS

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Automatic Cooking at a Budget Price!

1961 GENERAL ELECTRIC AUTOMATIC RANGE



Automatic Oven Timer

Turns oven on and off automatically. Set time to start on top dial, time to stop on bottom dial.

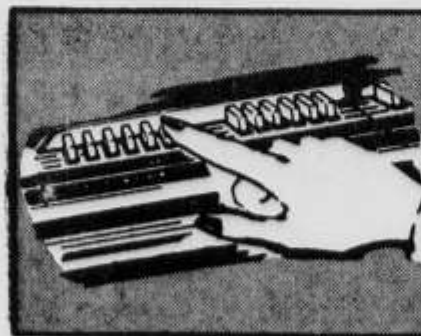
Spacious 23" Master Oven

Holds four pies on one shelf, roasts a huge turkey...

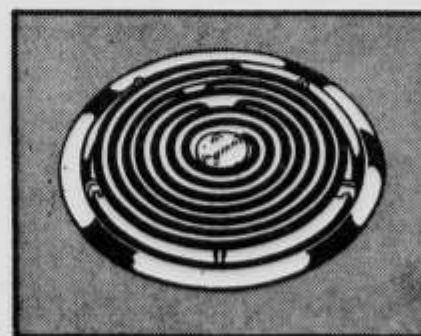
Model J412

Big 40" Range with 3 Roomy Storage Drawers

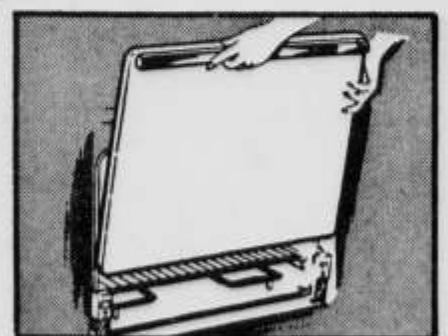
Cooks your dinner, even while you're out! Just set time to start and time to stop — your roast is ready when you come home. Surface units give you fast, controlled heat — for cleaner, speedier cooking.



Pushbutton Controls—Surface units flick on and off at a touch. Calrod® units respond instantly. You get the exact heat you want every time.



High-Speed Calrod Units—General Electric cooking is fast cooking. Calrod® surface units heat up with amazing speed, cool off fast.



Removable Oven Door—Entire door lifts off easily for fast oven cleaning. No-stretch cleaning, even for oven corners!

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OF 1961



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Christmas Special!

New 1961



**12lb. 2-CYCLE
FILTER-FLO®**

*for the price of an
ordinary 9 or 10 lb.
automatic washer!*



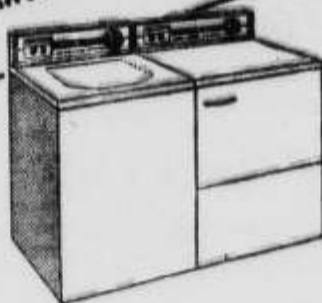
\$192

**NO EXTRAS!
FULL YEAR
SERVICE
BY G-E FACTORY EXPERTS
Plus 4 years of Additional Protection
on the Sealed-in Transmission
INCLUDED!**

washes
**12 lbs.
really clean!**

*So Compact, It Fits
Like a Kitchen Built-in!*

Ask
for the
WA-450V



**New Matching
G-E HIGH-SPEED DRYER**
High-speed drying at safe,
low temperatures! Dries big
washer load. Easy-to-use con-
trols. Fits like a compact
built-in. Model DA-420V.

**First BIG CHANGE in
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G. E. Invented FILTER-FLO—
Features Totally New
Washing System!**

Amazing new washing system—including not just a bigger washbasket, but a completely redesigned washbasket, narrower, deeper, more efficient—a more powerful, heavy-duty motor that produces the turnover necessary to get all the clothes in its 12-lb. load thoroughly clean—a new spiral design activator that gives 81 per cent more wash flexings than previous models—and a new washing action with shorter, faster strokes for gentle, efficient cleaning action. This new G-E 12-lb. Filter-Flo® saves time, work, hot water and detergent . . . and you have a choice of hot or warm wash water temperatures.

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Only Authorized G-E Dealers can issue a written G-E Service Policy and Warranty, properly filled out, at time of purchase. It is not packed inside the carton—so be sure to ask for it!

New! WASHES A GIANT 12-lb. LOAD
50% More than Most Washers in Use Today

New! IMPROVED FILTER-FLO SYSTEM
Operates at Any Water Level! Removes Lint, Sand, Soap Scum

New! FITS LIKE A KITCHEN BUILT-IN
Counter High, Counter Deep, Flat Against the Wall



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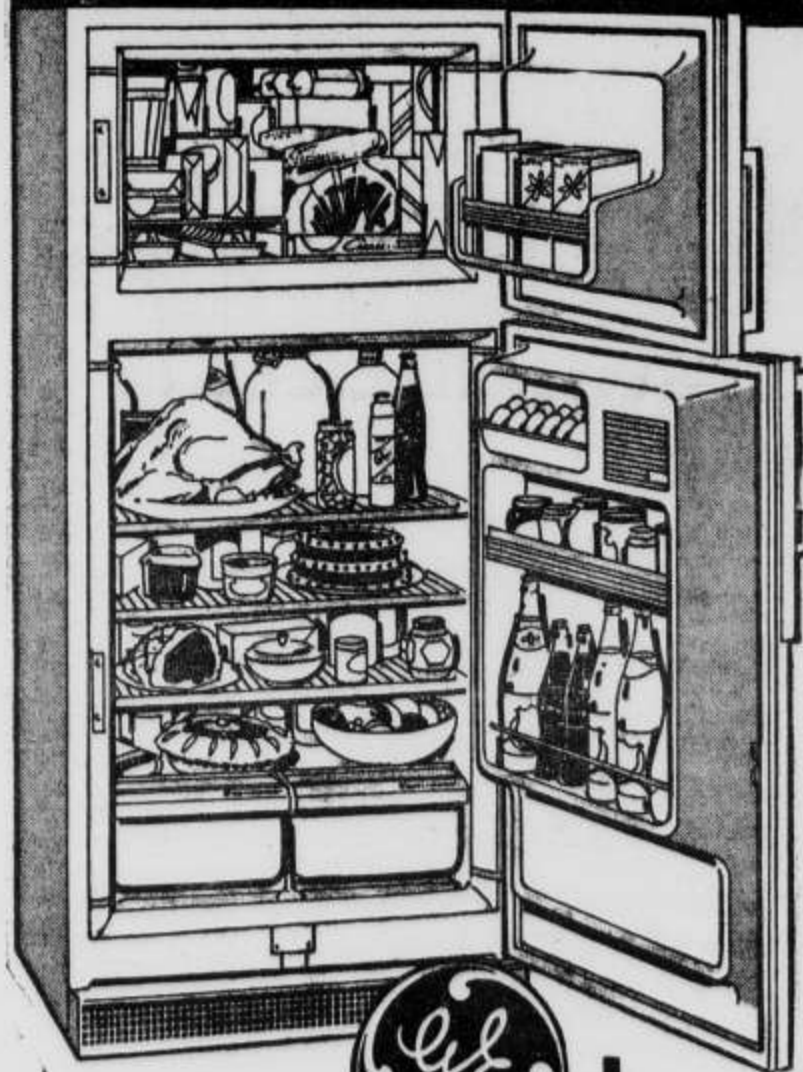
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for the best selection!
OF THE LATEST MODELS
OF

**BUY
YOURS
FROM
THE
DEPENDABLE
AUTHORIZED
DEALER**

GENERAL ELECTRIC 13.2 CU. FT. REFRIGERATOR-FREEZER



2-DOOR CONVENIENCE

ZERO DEGREE FREEZER

BIG 3.1 CU. FT. CAPACITY
Store up to 108 lbs. of frozen foods safely - cut shopping trips.

AUTOMATIC DEFROSTING REFRIGERATOR SECTION

Ends messy refrigerator defrosting.

3 SLIDE-OUT SHELVES

SPACE-SAVING STRAIGHT-LINE DESIGN

No door clearance needed at side. Fits flush at rear - lines up with cabinets in front.



**ONLY PENNIES
A DAY**

MODEL TB-314V
13.2 Cu. Ft.
Net Storage Volume



PLUS

- Butter Keeper
- Removable Egg Rack
- Twin Porcelain Vegetable Drawers
- Magnetic Safety Door



Famous General Electric Dependability! 6 Million G-E Refrigerators in Use 10 Years Or More.

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Perfect CHRISTMAS GIFT!

THE
PERFECT
GIFT
FOR
MOTHER,
WIFE
AND
DAUGHTER



AUTOMATIC BUILT-IN MODEL with NEW SWING-DOWN DOOR

SD-302

WASHES SERVICE for 15!



AUTOMATIC MOBILE MAID PORTABLE with LIFT-TOP RACK Needs No Installation

SP-402

WASHES SERVICE for 15!

1962 General Electric Dishwashers Wash Up...Down...and All Around!

THE
PERFECT
TIME SAVER
FOR ALL
THE
FAMILY
AT

POWER TOWER
WASHES UP!



POWER SHOWER
WASHES DOWN!



POWER ARM
WASHES
ALL AROUND!



Exclusive 3-way washing action gives sparkling results — most thorough action known!

NO MORE HAND RINSING OR SCRAPING! Flushaway Drain liquefies and flushes away soft food particles. SELF-CLEANING! No filters or screens to clean!

LARGEST CAPACITY! SD302 and SP402 Wash Service for 15—SD-402 Washes Service for 16 (NEMA place settings) truly clean!

3-CYCLE PUSHBUTTON CONTROLS! (1) for fine china (2) for utensils, pots, pans (3) for mixed loads.

Buy Any 1962 Mobile Maid. Try for 30 Days.

MONEY BACK SATISFACTION GUARANTEE Offer expires Dec. 31, '61.

Low-Priced Special!
You Can Own a G-E Mobile Maid for as little as **\$149⁹⁵**

- Power Scrub Action
- Washes, Rinses, Dries
- Liquefies food particles, flushes them down exclusive Flushaway Drain
- Takes big NEMA Service for 12

SP-102

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MAKE THE WIFE AND FAMILY HAPPY THIS CHRISTMAS

GIVE



PRODUCTS

New 1961 General Electric RANGE FASTER & FLAMELESS



BIG 23" AUTOMATIC OVEN!

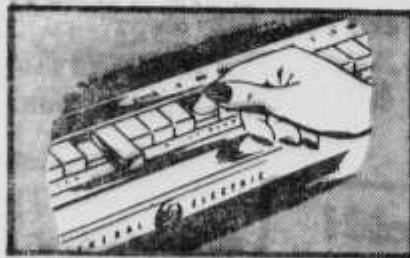


PENNIES A DAY

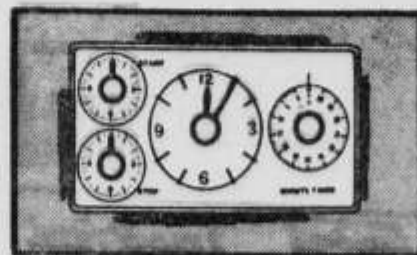
Model J403
Big 40" Range
with roomy storage drawers

Economical to own—and to operate! Gives you clean, *controlled* heat for effortless cooking . . . plus deluxe features you never expected to find at this low price!

- Automatic Oven Timer
- Keyboard Controls
- Timed Appliance Outlet
- Oven Floodlight
- Fluorescent Lamp



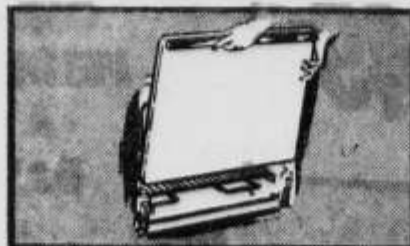
Convenient Keyboard Controls—Wide, easy-to-use keys give you instant control at a touch. You get the exact heat you want, every time.



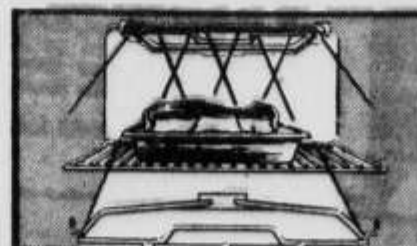
Easy-Set Oven Timer—Turns oven on and off, automatically. Set time to start on top dial, time to stop on bottom dial.



Extra High Speed Calrod Unit—3000-watt Calrod unit heats extra fast, starts cooking extra fast! Other units are 2050, 1600 and 1250 watts.



Removable Oven Door—Entire door lifts off easily for fast oven cleaning. No-stretch cleaning, even for oven corners!



Focused Heat Broiler—Saves electricity because intense radiant heat is focused right on meat—not diffused in oven. You get charcoal-broiled flavor!



Removable Broiler Reflector—slips out easily and fast, to be washed at the sink.

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Smart Santas give **APPLIANCES**

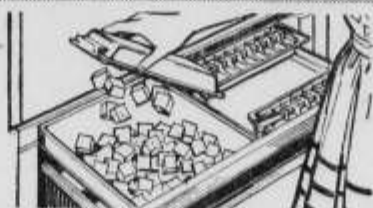
YOU'LL NEVER DEFROST AGAIN...
GENERAL ELECTRIC *Frost Guard*
REFRIGERATOR-FREEZER



MODEL TC-464V
 13.6 Cu. Ft. Net Storage Volume



FROST NEVER FORMS ... not even in the big **ROLL-OUT** Freezer. Labels stay easy-to-read ... packages don't freeze together ... No defrosting ever!



FREEZE-N-STORE ICE SERVICE Just flip over ice trays to eject cubes into big container at convenient level. Refill trays right in place.

3 SWING-OUT SHELVES hand you the food ... adjustable even when loaded. Solid for easy cleaning.

STRAIGHT-LINE DESIGN

No coils on back. Needs no door clearance at side.

PLUS ... Swing-Out Vegetable Bins, Butter Conditioner and Egg Tray. Adjustable, removable door shelves. White and Mix-or-Match colors.

Famous General Electric Dependability! 8 Million G-E Refrigerators in Use 10 Years Or More.

**PENNIES
 A DAY**



From These

ALL NEW



APPLIANCES

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WASHERS

OVENS

ETC.

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BREAKTHROUGH!

General Electric Solves
Your Space
Problem!



18.8^{cu. ft.}

Refrigerator-Freezer
fits in the space
of yesterday's

10

...yet provides
8.8 cu. ft. more
storage space!



SPACEMAKER
FROST-GUARD
MODEL
TC-469V

AUTHORIZED
DEALER
GENERAL ELECTRIC
MAJOR APPLIANCES

NO DEFROSTING EVER!

- FROST GUARD! No defrosting in refrigerator or freezer, because FROST NEVER FORMS!
- New THIN-WALL insulation, for 88% more storage space!
- Mobile Cold keeps meats fresh up to 7 days or more!
- Exclusive Roll-Out Freezer opens with foot pedal!
- Straight-Line Design, no coils on back!

NOW! Easier than Ever to Own!



Faster and Flameless BUILT-IN DOUBLE OVENS



JC28V Custom Double
Oven; JP85V Cooktop
and Hood.

A Complete BUILT-IN Automatic Cooking
Center for Your "Dream Kitchen"!

Now — the General Electric Automatic BUILT-INS you've always wanted — yours at an amazingly low price! Newest advanced design, faster than ever for '61. Bake, roast or broil in either oven, or BOTH at the same time. New Dinner Dial® lets you dial your dinner and walk away... Eye-level Controls, Oven Timer, Focused Heat Broiler, Automatic Rotisserie, Electric Meat Thermometer. Starlight Grey porcelain interior, removable doors, for easy cleaning. Single oven models available.

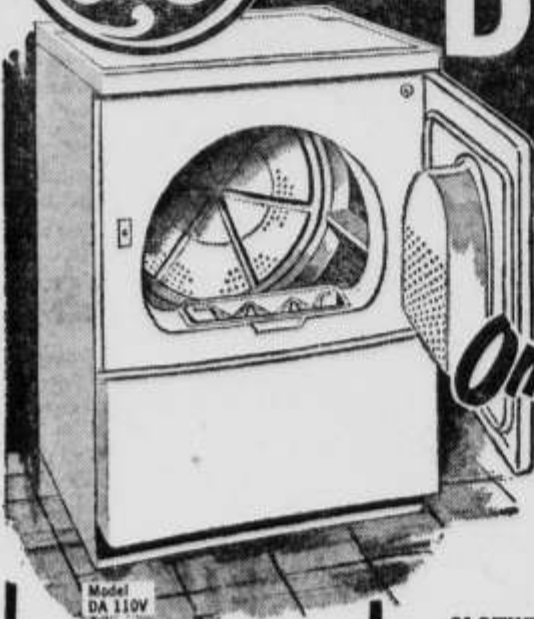
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PENNIES
A
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*Based on G.E.C.C. Terms
• CUSTOM AUTOMATIC COOK-
TOP AND HOOD with new
Super Sensi-Temp™ makes
all pots and pans automatic
intensity. Deluxe features in-
clude 4 fast-heating cooking
units, ventilating hood with
eye-level pushbutton controls,
2-speed dual-blower exhaust
fan, full-length fluorescent
light.

Price Break-Through!



1961 GENERAL ELECTRIC 110-VOLT AUTOMATIC DRYER



PLUGS INTO ANY
APPLIANCE OUTLET
Needs no expensive 220 volt re-wiring

Only \$**99⁹⁵**

on G.E.C.C. Terms

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FAMOUS WRITTEN
PROTECTION PLAN

CLOTHES COME OUT SUNSHINE FRESH!

Counter High! Counter Deep! Fits flush against the wall like a kitchen built-in. Only 27 inches wide. Big Capacity! New Airflow System tumbles clothes in smooth porcelain drum, dries them with currents of warm, clean air. Automatic Timer Control, Metal Lint Trap. Safety Start Switch.

Limited Time Only!

General Electric 12-lb. 2-Temp. FILTER-FLO

Counter-High, Counter-Deep,
Fits Flat Against the Wall!



washes
12 lbs.
really clean!

ONLY
\$188

So Compact, It Fits
Like a Kitchen Built-In!

New Easier Credit Terms! NO CASH DOWN!

New G-E Filter-Flo® features an amazing new washing system — bigger, deeper washbasket; more powerful heavy-duty motor; new spiral design agitator; shorter, faster strokes for gentle, more thorough cleaning action; choice of hot or warm wash water temperatures.

WA-404V

Now Matching
G-E HIGH-SPEED DRYER
Dries big washer load.
Easy-to-use controls. Fits
like a built-in. Model
DA-420V.

New!



WASHES A GIANT 12-lb. LOAD — 50% More than Most Washers in Use Today!

New!



IMPROVED FILTER-FLO SYSTEM — Operates at Any Water Level! Removes Lint, Sand, Soap Scur!

New!



FITS LIKE A KITCHEN BUILT-IN, Counter High, Counter Deep, Flat Against the Wall!

To be certain of satisfaction, insist on your
G-E SERVICE POLICY WARRANTY
Be sure to ask for your copy of General Electric's written warranty. Only factory-trained service experts fulfill General Electric's obligations under the warranty. It is not packed inside the carton — so be sure to ask for it.

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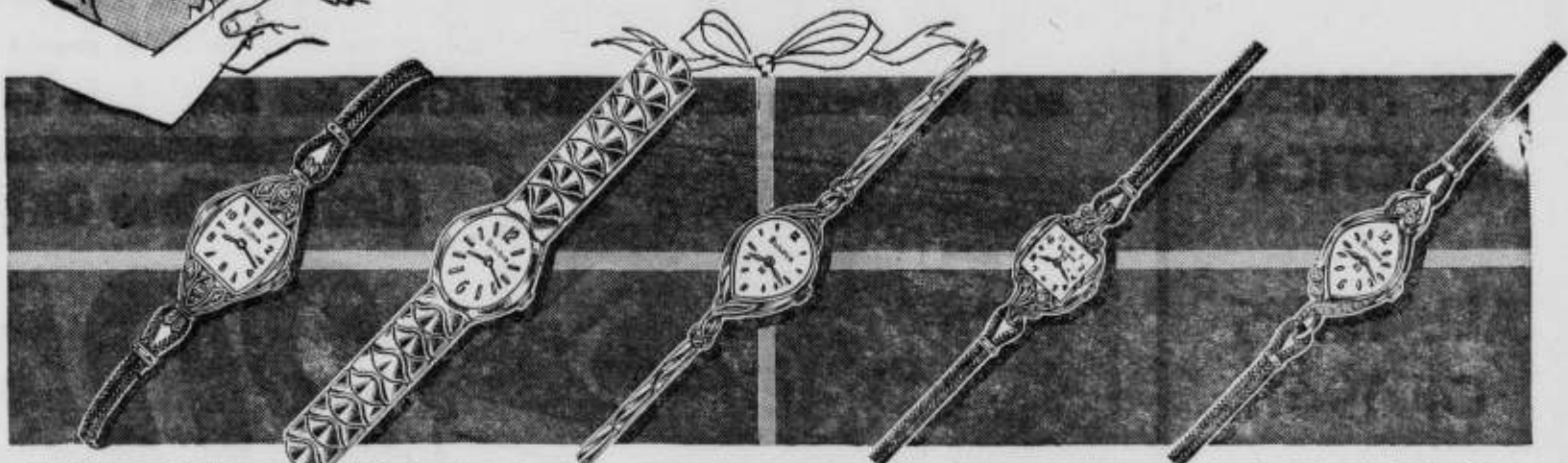
SAMUEL C. SCHECHTER'S

Next to the Tree

BULOVA

says 'Merry Christmas' best!

Capture all the excitement of Christmas with the one gift that says "I love you" best . . . a fine quality Bulova . . . a watch that will be treasured and worn with pride for many many years.



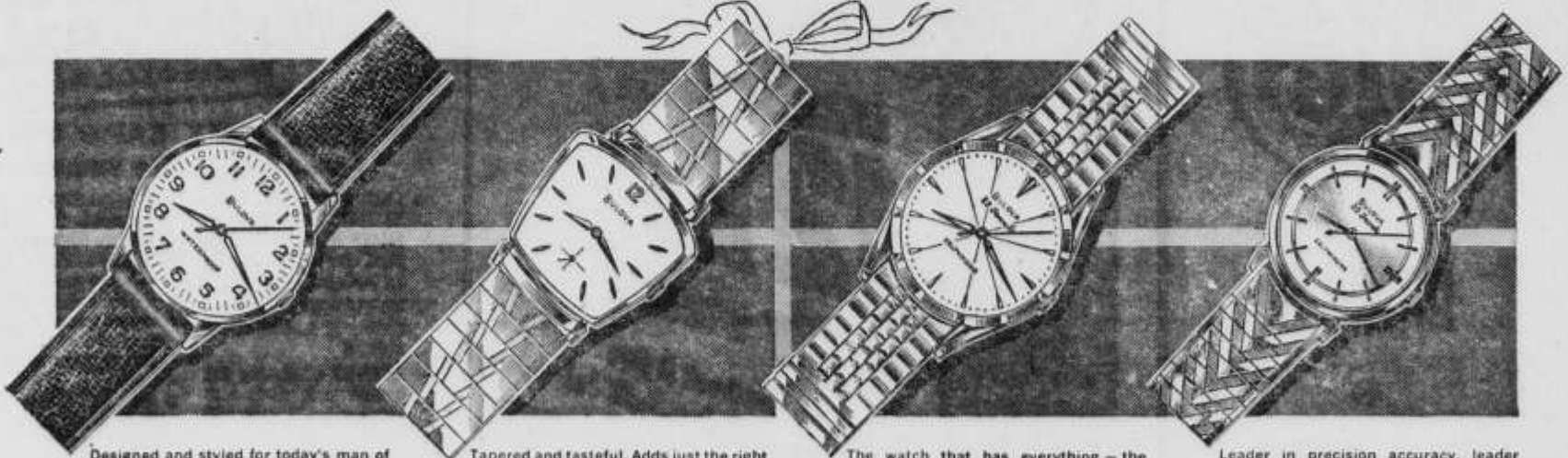
Exquisitely carved end pieces hold two shimmering diamonds. The **DIAMOND DREAM**. 17 jewels. **\$39.95**

High fashionable oval motif bracelet and watch ensemble at a popular price. The 17 jewel **CRESCENDO**. **\$49.50**

Graceful, feminine teardrop design. The **FIRST LADY** has 23 jewels for flawless performance and matching expansion bracelet. **\$59.50**

From America's most exquisite diamond fashion collection. **BULOVA DIAMOND LA PETITE**. 4 diamonds, 23 jewels. **\$75.00**

Sophisticated! Exciting! The **BULOVA DUCHESS**. 10 fiery diamonds, 14 karat gold case, 23 jewel movement. **\$135.00**



Designed and styled for today's man of action. The slim, trim **SEA KING** is certified waterproof*, shock resistant, has luminous hands and dials. **\$39.75**

Tapered and tasteful. Adds just the right modern touch. The **AMERICAN EAGLE** with 17 jewels and expansion band. **\$49.50**

The watch that has everything — the famous **BULOVA 23**, 23 jewel movement, self-winding, certified waterproof*, shock-resistant, luminous hands and dial. **\$65.00**

Leader in precision accuracy, leader in watch styling. This is the **BULOVA "30"**. The movement has 30 jewels, is self-winding and shock-resistant and the Bulova "30" is certified waterproof*. **\$95.00**

YOU CAN GIVE A PRECISION-CRAFTED BULOVA

FOR AS LITTLE AS **\$1** AS A WEEK



Give her the **ELIZABETH** . . . modern, youthful styling—precision Bulova quality throughout.

Give him the **MINUTEMAN** . . . a fine 17 jewel dress watch with famous Bulova quality and craftsmanship. Shock resistant. Unbreakable mainspring.

Your Choice Only **\$24.75**

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Each and every Bulova Waterproof watch is tested and certified waterproof by the United States Testing Co., Inc. *Waterproof as long as case, crystal and crown are intact. All prices plus tax.

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HOME
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THE FINEST
SELECTION
OF
ALL TIMES
OF 1961



RANGES

WASHERS

REFRIGERATORS

**DELUXE FEATURES
ECONOMY PRICED!**



2-SPEED, 2-CYCLE, 12-POUND GENERAL ELECTRIC FILTER-FLO® WASHER

with the Amazing NEW WASHING ACTION that Startled the Industry!



Model WA-730V

Limited Time Only!

\$205

NO DOWN PAYMENT
Based on G.E.C. Terms

**BIG FAMILY CAPACITY!
Top-of-the-Line Features!**

- **FILTER-FLO WASHING SYSTEM WITH NON-CLOG FILTER** that removes lint, sand, soap scum . . . acts as Detergent Dispenser!
- **EXTRA-LARGE CAPACITY**—washes 12-lb. load of dry clothes!
- **BUILT-IN LOOK**—fits flat against wall, flush with counters . . . only 25" deep!
- **2 WASH CYCLES**—normal for cottons, linens; short for silks, synthetics!
- **2 WASH SPEEDS**—normal for regular loads, slow for delicate fabrics!
- **2 WASH TEMPERATURES**—hot or warm!
- **WATER SAVER CONTROL**—3-load selector provides proper amount of water for small, average or large loads!
- **NEW ACTIVATOR® WASHING**—cleans clothes thoroughly, gently with 3-zone washing action!
- **PORCELAIN TOP, WASH-BASKET AND TUB!**

5-YEAR PROTECTION PLAN. 1-Year warranty against defective materials and workmanship on entire washer; 4-years additional on sealed-in transmission system. Ask your dealer for personalized written warranty with details.



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HOMES

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CHARMING, little home, situated on 50 ft. plot, fully approved by Veterans Administration. No down payment. Pay like rent. Only \$63.24 monthly for all.

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277 NASSAU ROAD
ROOSEVELT
MA 3-3800

SPLIT LEVEL GI \$290 \$15,990

MAGNIFICENT 5 year old, modern home on lovely 1/4 acre plot, featuring full dining room, cabinet lined kitchen, Hollywood bath and beautifully finished recreation room. Low down payment to Civilian.

17 South Franklin St.
HEMPSTEAD
IV 9-5800

THANKSGIVING SPECIAL

CELEBRATE the holiday weekend by grabbing this beauty "A BIRD IN HAND." Gorgeous 2-family, 12 rooms, centrally located home, provides 6 rooms suburban apt. for buyer, plus income from other 6 room apt. Terrific Deal.

\$15,000 — \$450 DOWN
135-19 ROCKAWAY BLVD.
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DETACHED brick and shingle, 6 rooms, features 3 large bedrooms, with walk-in closets, cabinet lined kitchen, Hollywood bath, full basement, automatic heat. Owner leaving State.

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OIL HEAT, garage. Extras include aluminum screens and storm windows, also Venetian blinds.

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Includes refrigerator, storms, screens, Venetian blinds. New automatic heating unit. Plus 2nd apartment, plus 2 car garage, bonus 2nd apt; modern kitchen, new bathroom, copper plumbing, throughout.

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\$15,200

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6 ROOM bungalow, garage, full basement, oil.

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2-FAMILY, 5 and 3, 2 car garage, finished basement.

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4 rm village home, mod. impvs., 200 ft. rd front, near town, \$3,500.
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10 acres, 10 rooms, all impvs., brook, good location, \$7,000.

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New cottage, 3 bedrooms, 2-car garage, Deluxe \$13,500.

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Farms - Ulster County

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Year round retirement or vacation Lake Site and Mt. View with Easy Terms

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Spring Glen, N.Y. Tel. Elco 104

MHEA Backs Levitt's Plan For Wholly-Paid Pension

ALBANY, Nov. 20—The Mental Hygiene Employees Association announced today it will support proposed legislation for a non-contributory State retirement system. The announcement followed a recent meeting between representatives of the association and State Comptroller Arthur Levitt and Deputy Controller Leon Braun.

A number of retirement matters were discussed at the meeting among which disability retirement, vesting rights, interest rates and death benefits come in for particular attention. Merits of the variably annuity plan were explored at some length and the association urged that if such a system were ever adopted that it should be on an optional basis.

Variable Annuity

A variable annuity program involves the investment of a portion of each participating member's contribution in common

stocks and other securities which may appreciate in value. The retirement allowance is then based in part on a fixed amount from regular contributions and in part on a varying amount from investments. This method of retirement compensation has gained favor in certain private industries as a method by which pensioners can be protected against the loss of purchasing power due to inflation.

Concerning a non-contributory pension system, the association representatives were told by the Comptroller that he would submit a non-contributory plan at the coming session of the Legislature. He referred to the present 5% contribution by the State as a first step toward this objective of a system completely paid for by the employer.

MHEA Seeks Formula

In commenting on present means of communicating information on retirement matters to members, the association asked for a simplified formula for computing pension allowances. The representatives praised the recent booklet issued by the Retirement System, but indicated that improved methods of communication were under continuing study and intends to devote a special study to this problem.

The association members present expressed their appreciation for the opportunity to meet with members of the Comptroller's Retirement staff and said they see better understanding and closer harmony of interest as a result. The meeting was one of a series being held by the staff of the State Employees Retirement System with member organizations.

Typist Pool Held for 130 Jobs

Last week 337 typist eligibles, in groups one through nine, were certified for a typist pool that was held on Friday, Nov. 17.

There were approximately 130 vacancies, in 26 different City departments and units, and it was expected that anywhere from 110 to all 130 would be filled. All appointments from the pool will be made at \$3,250.

Pools are held for titles in which there are many vacancies in different departments. Representatives of all departments concerned are present the day of the pool to interview interested eligibles.

Ordinarily, three years of continuous City residence are required for appointments from the pool. Departments not subject to the requirement are the Board of Education, Bronx Community College, Housing Authority and Transit Authority.

Another typist pool will be held in a month or two, and The Leader will carry full information on it.

GET THE ARCO STUDY BOOKS ON TEACHER'S LICENSE TRAINING TEXTS

.... 647 ATTENDANCE TEACHER.....	\$4.00
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.... 791 ENGLISH, H.S., & J.H.S., SUBSTITUTE.....	5.00
.... 789 ENGLISH, J.H.S., REGULAR.....	5.00
.... 809 GENERAL SCIENCE, J.H.S.....	4.00
.... 818 HEALTH EDUCATION, H.S.....	4.00
.... 817 HEALTH EDUCATION, J.H.S.....	4.00
.... 816 MATHEMATICS, H.S.....	4.00
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.... 541 PRINCIPAL, ASSISTANT-TO-PRINCIPAL, JR. PRINCIPAL.....	5.00
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City State

LEGAL NOTICE

CITATION—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent.
TO: JOSEPHINE E. ELVERSON; LEWIS HENRY ELVERSON, JR., an infant under 14 years of age; CATHERINE E. ELVERSON, an infant under 14 years of age; SARA-JO ELVERSON, an infant under 14 years of age; CATHERINE E. MOORE; HELEN B. CAMPBELL; DORIS W. FOSTER; TAD S. FOSTER, an infant over 14 years of age; JEANNE ELIOT FOSTER, an infant under 14 years of age; LYNNETTE FOSTER, an infant under 14 years of age; MARJORIE W. DEW; LINDA DIAN DEW, an infant under 14 years of age; GEORGE P. DEW, JR., an infant under 14 years of age; DONNA HELEN DEW, an infant under 14 years of age; AUSTIN L. WOLFF; LEZLIE WOLFF, an infant under 14 years of age; KATHRYN B. LIMBURG; A. MYLES LIMBURG; KAREN ANN LIMBURG, an infant under 14 years of age; FRED RAYMOND LIMBURG, an infant under 14 years of age; WILLIAM ESTES LIMBURG, an infant under 14 years of age; PHYLLIS A. LIMBURG, being persons interested as beneficiaries, remaindermen or otherwise in the trusts created under Articles NINTH (a), NINTH (b), NINTH (c) and NINTH (d) of the last will and testament of HENRY BERNHARD, deceased, who at the time of his death was a resident of New York County.

SEND GREETING:

Upon the petition of FREDERICA BERNHARD, residing at 475 Vermont Avenue, Berkeley, California, CHARLES H. MEYER, residing at 135 East 54th Street, New York, N. Y. and FIRST NATIONAL CITY TRUST COMPANY, a National Banking Association having its principal office at 55 Wall Street, New York, N. Y.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 19th day of December, 1961, at half-past ten o'clock in the forenoon of that date, (i) why the Second Intermediate Accounts of Proceedings of FREDERICA BERNHARD, CHARLES H. MEYER, and FIRST NATIONAL CITY TRUST COMPANY as Trustees of the trusts created under Articles NINTH (a), NINTH (b), NINTH (c) and NINTH (d) of said will should not be judicially settled; (ii) why said Trustees should not be granted permission to abandon as worthless the assets listed in Schedules B-1 of their said accounts; (iii) why the payment of legal fees in the sum of \$2,500.00 in each of said trusts should not be approved; and (iv) why said Trustees should not be granted such other and further relief as to the Court may seem just and proper.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.
WITNESS, S. SAMUEL DI PALCO
(Seal) a Surrogate of our said County at the County of New York, the 23rd day of October, in the year of our Lord one thousand nine hundred and sixty-one.
PHILIP A. DONAHUE
Clerk of the Surrogate's Court

'59 CHEV BATES

Authorized Chevrolet Dealer
GRAND CONCOURSE at 144 ST., BK.
OPEN EVENINGS AND SATURDAYS

Shoppers Service Guide

Help Wanted

GUARDS—Part-Full Time, Must have pistol permit. Retired police officers, preferred. Inquire Veteran Detective Bureau, Inc., 4197 Park Ave. Bx 66, 11 AM to 7 PM.

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Sales & service: record. Refrigs, Stoves, Wash Machines, combo stoves. Guaranteed TRACY REFRIGERATION—CY. 2-5900
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RETIRED, N.Y. City Policemen and ex-Firemen for selling of furniture, experience not necessary. We will train! High Commission Call UL 2-5201, after 4 P.M. ask for Mr. Rocco.

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National franchise available to responsible people. Invest \$22.50 for sample earn \$17-\$54 an hour. Full or part time. Call nights N1 8-0448 or write, H. Brooker Specialty Co.—1001 West End St. Bklyn, 23, N. Y.

TO BUY, RENT OR

SELL A HOME — PAGE 11

INSTRUCTION

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for a lifetime of pleasure—whichever one you choose...

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The infinite purity of the first lovely star of evening... now resplendently ready to brighten your table—forever! It's our newest heavy sterling pattern by Towle... exquisitely crafted, most delicately balanced—the ultimate in contemporary design. Come see Vespera, today... we'll show it with great pride!

6-Pc. Place Settings:
Vespera, plain \$39.75 Vespera, engraved \$44.25
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NO WAITING! Join our Sterling Silver Club Plan—Arrange a complete set of sterling on your table tonight! Pay as little as 33¢ weekly per place setting. prices include Fed. tax

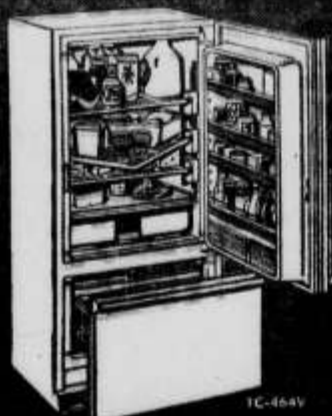
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- NO FROST to defrost in refrigerator or freezer
- Roll-Out Freezer
- 3 Swing-Out Shelves—adjustable
- Pedal Door Opening
- Swing-Out Vegetable Bins
- Freeze-N-Store Ice Service
- Straight-Line Design, No coils on back
- Mix-or-Match Colors, or White

13.6 cu. ft. FROST-GUARD Refrigerator-Freezer



IC-424V

- NO FROST to defrost in refrigerator or freezer
- Roll-Out Freezer
- Slide-Out Shelves
- Swing-Out Vegetable Bins, Butter Condenser
- Straight-Line Design, No Coils on back
- Mix-or-Match Colors, or White

12.9 cu. ft. FROST-GUARD Refrigerator-Freezer



TB-402V

- NO FROST to defrost in refrigerator or freezer
- Freezer with Separate Door
- Freezer Door Storage
- 3 Porcelain Vegetable Drawers
- Adjustable Door Shelves
- Straight-Line Design, No Coils on Back

Net Storage Volume



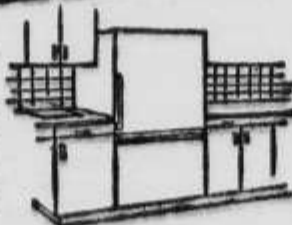
18.8 cu. ft. Refrigerator-Freezer



Model IC-469V 18.8 cu. ft. net storage volume

FITS LIKE A KITCHEN BUILT-IN!

Straightline design gives the new G-E refrigerator that custom built-in look of luxury... fits flat to wall, flush to counters. No coils on the back.



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See Your Nearest Authorized G-E Dealer for G.E.C.C. Terms.

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Be sure to ask the dealer for your copy of General Electric's written warranty. Only factory-trained service experts fulfill General Electric's obligations under the warranty. It is not packed inside the carton—so be sure to ask for it.

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fits in the space of yesterday's 10... yet provides 8.8 cu. ft. more storage space!

NEW! THIN-WALL INSULATION... G.E.'s new foamed plastic insulation is twice as efficient as ordinary insulation, so requires only half the thickness. This—plus capacity gained in interior height, width and depth—plus other General Electric improvements in last decade—results in 88% more storage space in same size cabinet!

NO DEFROSTING EVER! Never in the Refrigerator! Never in the Freezer!

No frost to defrost, in BOTH refrigerator and freezer—because FROST NEVER FORMS! Packages won't freeze together, labels are always readable, ice trays needn't be pried loose. FROST-GUARD ends messy defrosting forever!

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- G-E Exclusive Roll-Out Freezer brings everything out front with a touch of the foot pedal. 8.8 cu. ft. capacity!
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- More than 6 million G-E refrigerators have been in use 10 years or longer... lasting proof of lasting quality, service and performance.

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CALL MU 3-3616

Charges Merit System Is Being Compromised

(Continued from Page 1)
ing the spirit of the Merit System, said Mr. Feily.

The Employees Association also, in an exchange of letters between Mr. Feily and Mr. Kaplan, pressed its chagrin at the method pressed it chagrin at the method by which hearings on classification requests are held.

Calendar Procedures

Although not saying so directly, the CSEA indicated that public hearings on Commission calendar items were nothing more than mere form. As an example, the Commission replied to a CSEA request to give in writing the reasons for placing a number of titles in the exempt or non-competitive class, but held a "special meeting" and approved the requests before the CSEA had time to study the Commission's reasons for action. Neither did the CSEA have an opportunity to be heard at this "unadvertised" special meeting, said Mr. Feily.

The differences of opinion—and they are strong differences as far as the Employees Association is concerned—can best be illustrated, said Mr. Feily, by the Commission reasonings on granting requests for classification changes and the CSEA reply to the Commission's actions.

Following are the Civil Service Commission explanations for reclassifying certain positions and—immediately after in bold-faced type—the Employees Association's views on the Commission actions:

Item 1.158 - Labor Management Practices Investigator, Supervising Labor Management Practices Investigator, Department of Labor.

There is need in this extremely sensitive and potentially explosive area of investigative work for the utmost finesse and competence. The Labor Management Investigator is required to make especially difficult and complex field investigations, principally of an undercover nature and frequently in the face of willful effort to deceive or evade responsibility. The methods of investigation are much like those of a Special Agent of the F.B.I. Recruitment of men of the caliber needed for such type of work is extremely difficult.

Item 1.158. The reasons given for exempt classification of the Practices Investigator appear to us to be very good legitimate reasons for putting this position in the competitive class. With the proper salary to attract qualifying citizens to compete for this position, we are certain that the state will secure the ablest and best qualified persons to carry out the responsibilities of this position. It would be an advantage to persons in this position to be in the competitive class, and thus absolutely free to perform the duties of this position in an impartial manner rather than to depend upon political favor to be appointed to or continued in such position. The true competitive examination, which is the backbone of the civil service merit system, is the means by which the best qualified persons can be obtained to fill this type of position, and to place this position in the exempt class or allow it to remain in that class would be an admission of the failure of the merit system for the purposes that it is established in the State Constitution.

Item 1.174 - Dairy Plant Opera-

tor, State University. The duties of this position are basically to operate the Dairy Plant at the State University unit at Farmingdale. This involves the cleaning and maintenance of equipment, the pasteurization of milk and milk products, the sale of milk and milk products, and the manufacturing of milk by-products such as ice-cream, cheese, buttermilk, sour cream, etc. Similar positions involved in the agricultural programs have previously been placed in the non-competitive class.

Item 1.174. The reasons given for this position of Dairy Plant Operator being in the non-competitive class are not sound, we believe. The Civil Service Department should be able to devise an adequate competitive test to secure the best qualified persons to serve in this position.

Item 1.175 - Senior Boys' Supervisor, Division for Youth.

Reasons for requesting non-competitive classification were not advanced. However, similar positions in Social Welfare institutions are already in the non-competitive class.

Item 1.175. The reason given that similar positions in Social Welfare Institutions are already in the non-competitive class is an extremely poor reason for placing the position of "Senior Boys' Supervisor, Division for Youth" in the non-competitive class—in fact, no reason at all. It has been our belief that the best reason for placing the positions outside the competitive class is the impracticability of holding competitive examinations for same. We have no doubt whatsoever that the State Civil Service Department should be able to prepare and conduct an adequate competitive examination to fill this position.

Item 1.177 - Civil Defense Communications Operator, NYS Civil Defense Commission.

Operators are not paid a very high salary but must be assigned a great deal of responsibility. If they fail to follow instructions, on a moment's notice, many lives could unnecessarily be lost.

Employees must be handpicked, responsible people. They are called upon to work nights. This raises the question of whether they will stay awake, panic in the event of a natural disaster or a national emergency, or will be able to assume responsibility until supervisory personnel arrive to take over. A previous resolution placing three full-time and two part-time positions of Civil Defense Communications Operator in the non-competitive class is pending approval by the Governor.

Item 1.177. The position of Civil Defense Communications Operator should be in the competitive class. Your department should be able to prepare and conduct an adequate competitive examination to fill these positions. We note the comment in the letter - "employees must be handpicked, responsible people". That is the type of people we believe come out on the top of an eligible list as a result of an adequate competitive examination, preferably written. Adequate loyalty checkups can be run on applicants for this position if that is necessary. We do not know of any better method of se-

lecting responsible employees than by real competitive examination. Placing this position in the non-competitive class indicates to us that the agency involved, or the state administration, has a better way of securing responsible employees than by civil service competitive examinations, and thus we would like your advice as to how and by whom employees are to be recruited that will guarantee a more responsible type of employee than through the civil service merit system.

Item 1.178 - Secretarial Stenographer, NYS Civil Defense Commission

Other positions of Secretarial Stenographer in the Civil Defense Commission are in the non-competitive class.

Although not advanced as a reason, this title is in the non-competitive class in other agencies in which it exists.

Item 1.181 - Secretarial Stenographer, Public Service Commission

This position exists in the Secretary's office in Albany and performs top level, important and confidential secretarial duties for the Secretary to the Commission. In addition, the incumbent functions in a liaison capacity with executive personnel throughout the Commission and with a variety of other officials inside and outside government service. The duties require that the individual have an unusual knowledge of regulatory matters and an aptitude for growth in this respect.

Also see note above relating to this title generally.

Items 1.178 and 1.181. The letter referred to from your department does not give sound reasons for placing positions of Secretarial Stenographer in the non-competitive class. Vacancies in this type position can be filled by promotion of qualified persons from within the service on the basis of a suitable examination. If a loyalty checkup of applicants to fill this position in certain agencies is required, it could be cared for. There is no reason whatsoever for placing Secretary-Stenographers, who serve Directors of Bureaus and Division, outside of the competitive civil service class. We can understand to some degree that a department head should have some latitude in selecting his own Secretary, but even then some qualifying examination should be required.

Item 1.184 - Senior Field Representative (Commission Against Discrimination), State Commission Against Discrimination

No specific reasons advanced by agency. All other positions in this title are presently in the non-competitive class.

Item 1.184. Here again, relative to Senior Field Representative in the Commission against Discrimination, the only reason advanced for putting this position in the non-competitive class is that other similar positions are so classified. There should be a field for promotion to fill this position and if the other Field Representative jobs in the State Commission against Discrimination are not in the competitive class, they should be put therein. Your department should be able to prepare and con-

duct an adequate competitive examination for this position and similar positions which are now outside the competitive class.

Item 1.185 - Housing Recreation Aide, NYC Housing Authority

Appointees are used in summer recreation programs at ten to twelve project locations where the Authority has not yet found sponsoring agencies to conduct the programs. The Authority is continually trying to find sponsoring agencies, but in the interim it is necessary for it to operate its own programs and hire its own recreational staff.

Item 1.185. Because of the temporary and seasonal nature of this position, we can understand the difficulty in filling this position on a competitive permanent basis.

Item 1.188 - Assistant Public Relations Officer, Department of Public Works

The Public Works Department points out that it believes this position should be in the exempt class due to the large amount of confidential and policy material with which it will be concerned. One other position of Assistant Public Relations Officer with related duties is presently in the exempt class.

Item 1.188. The position of Assistant Public Relations Officer in the Department of Public Works, or in any other agency, should be in the competitive class. We do not believe that the confidential and policy material, with which an incumbent of this position would deal, is a valid reason for putting the position in the exempt class. The other position having this same title already in the exempt class should be reclassified to the competitive class.

Item 1.188. The position of Assistant Public Relations Officer in the Department of Public Works, or in any other agency, should be in the competitive class. We do not believe that the confidential and policy material, with which an incumbent of this position would deal, is a valid reason for putting the position in the exempt class. The other position having this same title already in the exempt class should be reclassified to the competitive class. In the reason for exempting this position contained in the letter received from your department, there is an inference that citizens who come out on top of eligible lists, as result of competitive examinations, might normally not be trusted to handle confidential and policy material. If the Commission decides to exempt this position, it must be because the state has a better method to secure persons who can be trusted with such material and who are qualified, and we would like to be informed as to what method will be used to secure qualified candidates for appointment to this position.

Asks Determined Effort

Wrote Mr. Feily to Mr. Kaplan: "All in all, we do not feel that the reasons given in the letter from your department dated October 24th with one exception as noted herein, are valid or sufficient reasons for placing these positions outside the competitive civil service class.

"We believe there is a philosophical difference between what you are doing and what we believe you should be doing. The premise from which you should operate, we believe, is that all positions should be considered first for the competitive class, and only when it is abundantly clear that the position may not be examined for, should you consider any classification less than the competitive class. We believe that many positions which you are classifying as non-competitive should have

Tioga Adopts New Pay Plan

OWEGO, Nov. 20— A 1962 salary plan, calling for annual increments ranging from \$80 to \$150 for some 40 clerical workers, has been adopted by the Tioga County Board of Supervisors.

The new salaries will range from the \$2,600 - \$3,000 paid to clerks and typists to the \$4,900 - \$5,650 paid to senior case workers in the County Welfare Department.

Also instituted by the supervisors was an additional increment to be paid to each employee after 10 years of service.

Eligibles

SUPERVISING PAROLE OFFICER - PAROLE

1. Woods, N., Canton1098
2. Morris, J., NYC903
3. Healy, J., Pt. Wash907
4. Lewis, M., Hicksville905
5. Feldman, H., Bayside928
6. Casavan, H., Altamont951
7. Kinn, J., Waterlithet949
8. Gould, G., Elmira946
9. Hanly, J., Lawrence946
10. Halloran, R., White Plains941
11. Miller, L., Mt. Vernon937
12. Barnwell, W., Yonkers933
13. Erb, E., Syracuse933
14. Greenspan, I., Whitestone930
15. Horowitz, G., Bklyn927
16. Fox, D., Syracuse925
17. Gingras, D., Ossining917
18. Hendler, M., Hudson910
19. Voght, D., Tonawanda914
20. Gardner, J., Elmira908
21. Shivery, G., S. Ozone Pk899
22. Mensing, A., Wantagh887
23. Sturzer, R., Scarsdale895
24. Schrader, E., Pleasantvl861
25. Andralis, P., Rochester831

SENIOR PAROLE OFFICER - PAROLE

1. Lewis, J., Katonah1093
2. Datsheim, S., Coxsackie957
3. Yelich, S., Tonawanda951
4. Weinstein, W., NYC943
5. Klopfer, J., Kenmore943
6. Wahl, V., Rhinebeck941
7. McClay, R., Woodbourne934
8. Sabie, G., NYC930
9. Yanchitis, E., New Paltz928
10. Allen, D., NYC928
11. White, N., Peekskill925
12. Sokoloff, I., Flushing923
13. Giacomello, G., Staten Isl920
14. Fitzjames, R., Amsterdam919
15. Reilly, R., Buffalo918
16. Johnson, R., Hollis915
17. Sheridan, E., Morrisoni912
18. Cashel, W., Levittown909
19. Hicker, I., Franklinvl905
20. Kubler, W., Syracuse904
21. Ludinsky, M., Bklyn904
22. Kennedy, A., Bklyn904
23. Markle, H., Staatsburg904
24. Olgiati, E., NYC896
25. Nelson, S., Levittown893
26. Clark, J., Whitestone891
27. Woodroff, E., Jamaica887
28. Fowler, R., Bronx884
29. Harris, M., NYC880
30. Schuman, J., Bklyn879
31. Gunther, M., Bklyn875
32. Molinar, J., NYC874
33. Morganselli, R., Bklyn873
34. Schwartz, A., Bklyn870
35. Schneider, M., Huntington870
36. Levey, I., Rochester868
37. Kearney, K., Clinton867
38. Harris, C., NYC863
39. Ferris, N., Putisford860
40. Sklar, R., Bronx859
41. Geoghegan, J., NYC857
42. Cold, J., Elmhurst855
43. Curry, J., Bronx855
44. Bittner, B., Yonkers854
45. Real, R., Central Sq853
46. Connelly, J., Bronx851
47. Martin, W., Levittown851
48. Maguire, J., Elmira850
49. Clair, L., Rochester845
50. Decker, T., Staten Isl845
51. Spahn, J., Elmira845
52. Fitzgerald, P., Wappinger Fl843
53. Allen, J., Auburn840
54. Holson, E., NYC839
55. Edelsberg, L., Bklyn838
56. Mintz, A., Queens Vlg833
57. Savatano, G., E. Meadow833
58. French, F., Bklyn829
59. Dunsay, I., Plainview828
60. Skobel, S., Bklyn818
61. Brown, R., Bklyn815
62. Lindsay, S., Bronx815
63. Mundweiler, K., Schtady819
64. Richman, M., Bklyn809
65. Geoghegan, J., NYC807
66. Cid, A., Syracuse806
67. Molinari, D., Queens Vlg805
68. Jackson, R., Jackson Hts799
69. Hill, H., Bklyn798
70. Dubow, E., NYC795
71. Simon, A., Scarsdale794
72. Wakman, S., Bklyn785
73. Cassino, G., Far Rockway775
74. Waterson, C., NYC769
75. Evaraley, J., Jamaica765
76. Clubb, S., Bronx765
77. McKeon, J., NYC764

PUBLIC BUILDINGS MAINTENANCE SUPERVISOR, EXECUTIVE DEPARTMENT - OFFICE OF GENERAL SERVICES

1. Labella, J., Schtady921
2. White, J., Buffalo921
3. Ervers, J., Roubk Lake893

NASSAU COUNTY Stenographic Secretary - Health Department

1. Francouchetti, M., Valley Stream 90.99
2. Jaeger, C., Westbury90.20
3. Babum, A., Mineola89.499
4. Battell, G., Mineola85.399

been classified in the competitive class. It is hoped that the Civil Service Commission, of which you are President, will make a more determined effort to prevent positions being placed outside the competitive class."

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| <input type="checkbox"/> Auto Engineman \$4.00 | <input type="checkbox"/> Meter Attendant \$3.00 |
| <input type="checkbox"/> Auto Machinist \$4.00 | <input type="checkbox"/> Motor Veh. Oper. \$4.00 |
| <input type="checkbox"/> Auto Mechanic \$4.00 | <input type="checkbox"/> Motor Vehicle License Examiner \$4.00 |
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| <input type="checkbox"/> Attendant \$3.00 | <input type="checkbox"/> Nurse Practical & Public Health \$4.00 |
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| <input type="checkbox"/> Chemist \$4.00 | <input type="checkbox"/> Park Ranger \$3.00 |
| <input type="checkbox"/> C. S. Arith & Voc. \$2.00 | <input type="checkbox"/> Parcel Officer \$4.00 |
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| <input type="checkbox"/> Claims Examiner (Unemployment Insurance) \$4.00 | <input type="checkbox"/> Playground Director \$4.00 |
| <input type="checkbox"/> Clerk, GS 1-4 \$3.00 | <input type="checkbox"/> Plumber \$4.00 |
| <input type="checkbox"/> Clerk, NYC \$3.00 | <input type="checkbox"/> Policewoman \$4.00 |
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| <input type="checkbox"/> Fire Lieutenant \$4.00 | <input type="checkbox"/> Railroad Porter \$3.00 |
| <input type="checkbox"/> Fireman Tests in all States \$4.00 | <input type="checkbox"/> Real Estate Broker \$3.50 |
| <input type="checkbox"/> Foreman \$4.00 | <input type="checkbox"/> Refrigeration License \$3.50 |
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| <input type="checkbox"/> Resident Building Superintendent \$4.00 | <input type="checkbox"/> Social Supervisor \$4.00 |
| <input type="checkbox"/> Housing Caretaker \$3.00 | <input type="checkbox"/> Social Worker \$4.00 |
| <input type="checkbox"/> Housing Officer \$4.00 | <input type="checkbox"/> Senior Clerk NYS \$4.00 |
| <input type="checkbox"/> Housing Asst. \$4.00 | <input type="checkbox"/> Sr. Clk. Supervising Clerk NYC \$4.00 |
| <input type="checkbox"/> How to Pass College Entrance Tests \$2.00 | <input type="checkbox"/> State Trooper \$4.00 |
| <input type="checkbox"/> How to Study Post Office Schemes \$2.00 | <input type="checkbox"/> Stationary Engineer & Fireman \$4.00 |
| <input type="checkbox"/> Home Study Course for Civil Service Jobs \$4.95 | <input type="checkbox"/> Steno-Typist (NYS) \$3.00 |
| <input type="checkbox"/> How to Pass West Point and Annapolis Entrance Exams \$3.50 | <input type="checkbox"/> Steno Typist (GS 1-7) \$3.00 |
| <input type="checkbox"/> Insurance Agent & Broker \$4.00 | <input type="checkbox"/> Stenographer, Gr. 3-4 \$4.00 |
| <input type="checkbox"/> Investigator (Criminal and Law) \$4.00 | <input type="checkbox"/> Steno-Typist (Practical) \$1.50 |
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| <input type="checkbox"/> Investigator's Handbook \$3.00 | <input type="checkbox"/> Structure Maintainer \$4.00 |
| <input type="checkbox"/> Jr. Accountant \$4.00 | <input type="checkbox"/> Substitute Postal Transportation Clerk \$3.00 |
| <input type="checkbox"/> Jr. Attorney \$4.00 | <input type="checkbox"/> Surface Line Op. \$4.00 |
| <input type="checkbox"/> Jr. Government Asst. \$3.00 | <input type="checkbox"/> Tax Collector \$4.00 |
| <input type="checkbox"/> Janitor Custodian \$3.00 | <input type="checkbox"/> Technical & Professional Asst. (State) \$4.00 |
| <input type="checkbox"/> Laborer - Physical Test Preparation \$1.00 | <input type="checkbox"/> Telephone Operator \$3.00 |
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The Job Market

A Survey of Opportunities
In Private Industry

By A. L. PETERS

Dressmakers are needed, women experienced on made-to-order ladies' dresses, at \$65 a week and up, depending on experience. Apply at the Manhattan Apparel Industries Office, 238 West 35th Street.

Orderlies

There are jobs in Queens for hospital orderlies, men who will be trained in routine bedside care of patients. Must be American citizens and have checkable references. The jobs pay \$3,250 a year plus paid vacations. There are hospital orderly jobs in Manhattan too. Men are needed to wheel and lift patients. Should be high school graduates and be able to pass strict physical examination. Must be at least 18 years old with checkable references in some occupation. \$47.50 a week. Apply at the Manhattan Service Industries Office, 247 West 54th Street.

In Queens

In Queens there is a job for an experienced brake operator to set up and operate a power brake to bend sheet metal to size. Must have experience on office equipment. Job pays \$1.75 an hour and up depending on experience. Also wanted is an experienced belt polisher to polish aluminum of all are wanted, women with at least an hour and up, depending on experience. An arc welder is needed to weld steel plate to reinforce steel. Must be a certified welder on structural steel. \$3.20 an hour. Apply at the Queens Industrial Office, Chase Manhattan Bank Building, Queens Plaza.

Manhattan

In Manhattan, carbon collators are wanted, women with at least three years' experience in assembling and gathering paper and carbon in sets. Jobs pay \$55 a week and up, depending on experience. Also wanted are gang stitch feeders, women with at least two years' experience, to feed signatures to a Christensen gang stitch-

er. Jobs pay \$60 to \$70 a week and up

Paper cutters are needed, men who can set up and operate a Seybold paper cutter. Must have at least four years of recent pamphlet bindery cutting experience. Jobs pay up to \$100 a week.

Apply at the Manhattan Industrial Office, 255 West 55th St.

Brooklyn Jobs

In Brooklyn, there are jobs for men and women experienced in hand decorating on glass. Jobs pay \$50 a week and up, depending on experience.

Cylinder pressmen are wanted to make ready and operate Miehle Vertical press on fine register work, both black-and-white and color. \$100 a week.

Also needed are plumbers with experience on jobbing and alteration with New York City contractors — \$2.50 an hour and up. Apply at the Brooklyn Industrial Office, 590 Fulton Street.

Medical

There are many opportunities today for medical secretaries. Positions are open in offices of psychiatrists and other specialists. Must know stenography and typing and also act as receptionists. Pay \$75 to \$90 a week.

Wanted in all boroughs are physicians' assistants to do complete blood counts, basal metabolism rates, blood sedimentation rates and other clinical tests — \$75 to \$90 a week.

Dentists' assistants are also needed in all boroughs to do reception work, typing and chair-side assisting, at \$65 to \$90 a week.

Dental hygienists are wanted, women licensed in all boroughs and suburbs. Some job openings

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Tioga CSEA To Donate Food

OWEGO, Nov. 20 — Members of Tioga County Chapter, Civil Service Employees Association, will contribute food for the needy at their annual Christmas party on Dec. 13.

John B. Elower, chapter president, explained that each member has been asked to bring canned goods to be given to the newly organized Christmas League of Owego.

The annual party will be at 8 p.m. in the VFW clubrooms in Owego. New officers will be nominated.

SCHOOL DIRECTORY

MONROE SCHOOL—IBM COURSES Key Punch, Tab Wiring, SPECIAL PREPARATION FOR CIVIL SERVICE IBM TESTS. (Approved for Vets.) switchboard, typing. Day and Eve Classes East Tremont Ave. Boston Road, Bronx, KI 3-5500.

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SHOPPING FOR LAND OR HOMES
LOOK AT PAGE 11 FOR LISTINGS

require some assisting at the dental chair — \$75 to \$95 a week. Apply at the Nurse and Medical Placement Office, 444 Madison Avenue, New York.

Engineers Sought By FAA at \$8,955

The Federal Aviation Agency is recruiting now to fill two vacancies. They are: aeronautical design evaluation engineer and aeronautical power plant design evaluation engineer (engines). Both pay \$8,955 a year to start.

For further information, write to the Executive Secretary, Board of U.S. Civil Service Examiners, Federal Aviation Agency, Federal Building, New York International Airport, Jamaica.

City Exam Coming Jan. 6 for

AUTO MECHANIC

250 days — \$7,280
Applications Open Nov. 1-21
INTENSIVE COURSE COMPLETE PREPARATION
Class Tuesdays 6:30 to 8:30
Write or Phone for Full Information

Eastern School AL 4-5029
721 Broadway, N.Y. 3, (near 8 St.)
Please write me free about the AUTO MECHANIC class.

Name _____
Address _____
Boro _____ PZ _____ L7

City Exam Coming Jan. 6 for

AUTO MACHINIST

250 days — \$7,280
Applications Open Nov. 1-21
INTENSIVE COURSE COMPLETE PREPARATION
Class Tues. and Thurs. 6:30-8:30
Write or Phone for Full Information

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City Exam Coming Soon For

PAINTER

Union Rates - Year Round
INTENSIVE COURSE COMPLETE PREPARATION
Class meets Thursday, 7 to 9
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Please write me free about the PAINTER course.

Name _____
Address _____
Boro _____ PZ _____ L12

Earn Your High School Equivalency Diploma
for civil service for personal satisfaction
Class Tues. & Thurs. at 6:30
Write or Phone for Information

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Please write me free about the High School Equivalency class.

Name _____
Address _____
Boro _____ PZ _____ L4

GOP Makes Surprise Move To Merge Rochester And Monroe CS Commissions

(From Leader Correspondent)

ROCHESTER, Nov. 20—A public hearing on a proposed merger of city and county Civil Service Commissions will be held at the next session of City Council, 8 p.m., Nov. 28.

In a surprise move last week, lame duck Republicans introduced legislation which would abolish the Municipal Civil Service Commission and transfer its responsibilities to the county commission.

The merger, in the offing for several months, was expected to be delayed still further after the Nov. 7 election which gave Democrats control of City Council, the Board of Education and City Court.

GOP Still Controls

Republicans now have the majority necessary to force the transfer. After Jan. 1, Democrats will have the majority.

While the election gave Democrats city control for the first time in 24 years, the county and the Board of Supervisors remained Republican.

See Long Range Effects

Political observers here say the proposed transfer could have long range political effects. Both the municipal and county commission are Republican dominated.

Control of the municipal commission could pass to the Democrats as the terms of two of its three members expire in the next two years and Democrats are appointed to replace them.

Vice Mayor Joseph Farbo, who lost his council seat in the election, introduced legislation for the transfer.

Democrats 'Not Pleased'

Democratic County Chairman

Westfield Wins Thruway Award For Maintenance

ALBANY, Nov. 20 — The 20-man maintenance crew of the State Thruway Authority's Westfield Section of the superhighway has the honor record for the past year.

The employees won the fifth annual maintenance award after four inspections of the 559-mile Thruway with a score of 8.61 points out of a possible ten.

Each of the Thruway's 20 sections were rated on general appearance.

Last year the Berkshire Section was first, with Westfield second. The Berkshire employees took second place this year, with third place honors going to the Harriman Section.

The winners were honored at an Authority dinner in Fredonia recently, attended by General Manager Holden A. Evans Jr.; Chief Engineer Conrad H. Lang and Superintendent of Maintenance Marhlon G. Dapson.

The Westfield Section had no deductions for equipment damage or lost time accidents.

Tax Art Show

(Continued from Page 1)

bany, chairman of the Tax Department CSEA Chapter, is in charge of arrangements. Other members of the committee are Mrs. Marjorie Ryer of Delmar; and Miss Louis Scarsella of Watervliet.

H. F. Garrahan Dies; Was Rent Administrator

Employees of the Brooklyn Rent Office mourned the loss of their Local Rent Administrator, Harold F. Garrahan, who died suddenly at his home, 150 Burns Street, Forest Hills, New York.

He had been the Local Rent Administrator since 1950, when rent control came under state jurisdiction. From 1943, when controls started, until he came to Brooklyn, he was area rent director on Long Island.

In a statement of tribute, State Rent Administrator Robert E. Herman said, "His career typified all that was fine in public service. In administering the Brooklyn Rent Office for so long a time he always displayed excellent judgment and kindness in handling the many difficulties of that office."

Mr. Garrahan was graduated from Columbia College and Columbia Law School. He had attended the Wharton School of Finance at the University of Pennsylvania.

Robert O'Brien expressed surprise at the move and Democratic Councilman John Bittner said he was "not particularly pleased with it."

O'Brien said if the move was designed to benefit the city it should have been left to "the people who will have the responsibility for operating the city after Jan. 1."

The Municipal Commission has the responsibility for supplying qualified men and women for many jobs in city government. The commission tailors examinations to select the best qualified and it prescribes rules for promotions, layoffs, transfers, reinstatements, and may classify new jobs or abolish old ones.

Democrats are expected to energetically oppose the transfer at this time.

Oneida CSEA Petitioning For Health Plan Coverage

(From Leader Correspondent)

UTICA, Nov. 20—A petition asking the Oneida County Board of Supervisors to adopt the CSEA-backed medical insurance program is being circulated by the County Chapter, CSEA.

Mrs. Ruth Mann, president of the chapter, said that as of Nov. 15 there were more than 500 signatures on the petition.

Earlier last week, Harry G. Converse, supervisor from the Town of Kirkland, recommended that the Board of Supervisors give "serious consideration" to adoption of the health insurance plan.

Converse is chairman of the board's ways and means committee which presently is drafting the 1962 county budget.

Pay Requests 'Set Aside'

Converse took the occasion to say that all requests for salary increases for county employees would be "set aside" by his committee. He suggested that a lump sum be included in the new budget for possible use for increases in the event the supervisors approve pay increases after the first of next year.

Mrs. Mann said she also would 500 signatures had been obtained for the health insurance plan even though the county's largest departments were not yet canvassed.

The petition calls on the supervisors to adopt the plan effective next Jan. 1.

See Retired Aides Coverage

It explains some of the major provisions of the program and also lists the costs. The cost to an individual is \$1.71 bi-weekly, with the county paying an equal amount. A family head pays \$5.08 while the county pays \$3.53.

Mrs. Mann said she also would urge the supervisors to make the program available to retired employees. "They are the ones who need it because their income is lower," she said.

The plan was explained to supervisors last July by Thomas McCracken, a representative of the State Civil Service Commission from Albany.

At that time, McCracken said he believed the county could establish the program for about 1,000 employees for approximately \$80,000 a year.

Last week, Converse did not say how much he thought it would cost the county.

Kelly To Speak

(Continued from Page 1)

icy and procedures, and will be available during a special question-and-answer period.

Mr. Kelly, who entered State service in 1932, has also been active in the Civil Service Employees Association. He has served as president of the New York City Chapter and as vice president of the statewide organization. A member of the New York State Bar, he graduated from Holy Cross College and received graduate degrees from Fordham University and Brooklyn Law School. He was formerly chairman of the Eastern Regional Conference, Public Personnel Association.

Named Consultant

ALBANY, Nov. 20 — Vincent J. Moore of New Hartford in Oneida County has been named a planning consultant for the Office of Regional Development. His salary will be \$10,000 a year.



RETIRING — Dr. H. W. Abrahamer, assistant director of Marcy State Hospital, and Mrs. Abrahamer, director of nursing services at the hospital, are shown at a tea held recently at the Crestwood Golf Club in honor of their retirement from State service. Over 200 friends and fellow employees attended and presented the Abrahamers with gifts, among which was a portable television set.

MENTAL HYGIENE MEMO

By WILLIAM ROSSITER

CSEA Mental Hygiene Representative

(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).

An Important Meeting

THE SPECIAL MENTAL Hygiene Committee of CSEA met with Dr. Paul H. Hoch, Commissioner, New York State Department of Mental Hygiene and his staff on October 30, 1961 in Albany.

THE AGENDA, containing matters that principally affect mental hygiene employees was a lengthy one.

SOME OF THE items consisted of:

1. **BETTER PROMOTIONAL** opportunities for attendants and other related positions.
2. **CONSIDERATION OF** establishing the 37½ hour work week for institutional clerical workers.
3. **CONSIDERATION OF** equipment furnished institution Safety Officers.
4. **MORE ADEQUATE** salaries for nurses.
5. **IMPROVEMENT IN THE** service record rating system.
6. **PROMOTION** opportunities for non-competitive employees and promotion for food services employees.
7. **DETAILING OF** attendants to non ward activities.
8. **INCREASE EMPLOYEE** - patient ratio.
9. **CONSIDERATION** of laundry workers being placed in the competitive class.
10. **STATE PAY COST** of uniforms in the Department of Mental Hygiene.
11. **PERSONELL OFFICER** in each institution.
12. **LOCKERS BE PROVIDED** for all employees in the Department.

CONSIDERABLE TIME was spent on the establishment of better promotional opportunities for attendants. The Department supports this very strongly and has recommended to the Division of the Budget that 2495 senior attendant positions be created. This new position would be competitive and would be 2 grades higher than the attendant. It would shape up as follows:

- Attendant - Grade 5 (remains the same)
- Senior Attendant - Grade 7
- Staff Attendant - Grade 9

IF THIS PLAN IS APPROVED (cost about \$500.00 a position) it would necessarily move up such positions as practical nurses, staff nurses, head nurses, etc.

MUCH STUDY, TIME and energy has been devoted in the attempt to find ways to give our attendants opportunities for promotion. Let's hope Dr. Norman Hurd, Budget Director, can find ways to give this fiscal support. We feel that it is long overdue. In discussing this subject, Dr. Hoch said "We want to have our attendants make a career in State service."

THE DEPARTMENT was most helpful and cooperative in discussing the aspects of various items on the agenda.

COMMISSIONER HOCH suggested that more meetings be held between CSEA and the Department. This would consist of progress reports and would eliminate a long agenda.

REPRESENTING THE Department in addition to Dr. Hoch, were Dr. Charles E. Niles, Deputy Commissioner, Granville Hills, Director of Personnel, Mrs. Margaret M. Farrar, Director, Office of Mental Health Education and Information, Daniel A. Carr, Personnel Assistant, Joseph M. Goewey, Director of Institutional Safety Service.

REPRESENTING THE CSEA was Joseph F. Feily, president, CSEA, Joseph D. Lochner, executive director, CSEA; Emil M. R. Bollman, chairman, Rockland State Hospital; Mrs. Ann Bessette, Harlem Valley State Hospital; Mrs. Pauline Fitchpatrick, Newark State School; Arnold Moses, Brooklyn State Hospital; Peter Pearson, Central Islip State Hospital and this writer.