

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XVIII — No. 33 Tuesday, April 24, 1956 Price Ten Cents

CSEA Court Reports

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IWS

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'PSARCH' BRINGS MONEY FOR CHARITY: Checks totaling \$1,270.80 contributed by Agricultural and Markets employees for "PSARCH," a combined charity drive, are presented to A & M Commissioner Daniel J. Carey. From left are Catherine M. Cosgrave, Garrish L. Dillon, Commissioner Carey and Anne V. George (See story on Page 3.)

Preller Group Kayoed, Is Asked to Continue Work

ALBANY, April 23—Governor Harriman has vetoed a bill to extend the life of the "Preller Commission," set up to revise the Civil Service Law. He said the commission had worked six years without producing results.

Assemblyman Fred W. Preller, after whom the commission, technically known as the Temporary State Commission to Study and Revise the Civil Service Law, was named, promptly volunteered to continue his studies without state funds.

In vetoing the commission's appropriation the Governor said:

"Governor's Veto Message"

This bill would extend the life of the Temporary State Commission to Study and Revise the Civil Service Law for another year and provides an appropriation of \$35,000 for its activities.

The Commission was originally created upon the recommendation of the State Civil Service Commission which was embodied in a resolution adopted by the State Commission in October, 1949, pointing up the need for a complete revision of the present Civil Service Law. That recommendation was conveyed to the Legislature by my predecessor in his annual message in 1950. At that time, the Civil Service Department had high hopes and expectations that a greatly improved, more workable law, geared to the modern needs of the public service, would result. Six years passed and no such improved new law has been produced and none is in the offing. During those six years, the Commission has not been responsible for the enactment of a single piece of legislation.

I am advised that following the introduction of its bills this year,

the Commission, upon being informed of the defects and objectionable features in its main revision bill, requested of the legislative leaders that its bill be disapproved and that the Commission be extended for another year in order to hold public hearings, make corrections in the bill, and reconsider provisions to which objection may be made. This is the same request that the Commission made in 1955.

To date, a total of \$270,000 has been appropriated to the Commission to carry on its work. Now an additional \$35,000 is requested. I am firmly convinced that the Commission cannot and will not make any progress, and that the extension of its life and the expenditure of the additional sums appropriated would serve no use-

ful purpose but would be a needless waste of public funds.

In a wire to members of the commission, Mr. Preller said:

"Despite governor's unwarranted criticism and veto of our Commission's one year extension and his complete ignorance of our accomplishments, for which we have had numerous commendations from civil service groups I believe we can and should give civil service workers and people of State a law to which they are entitled along lines of my amended revision bill introduced 1955 session where passage delayed pending further hearings and possible modification.

"I therefore propose to continue our work on an unofficial and voluntary basis. I earnestly request

(Continued on Page 16)



QUARTER CENTURY OF SERVICE HONORED: John E. Kneuer, second from left, transfer agent for Industry State Agricultural School, was honored for his 25-years of service recently. At a banquet in Rochester he received a plaque marking the event. Pictured during the presentation are, from left Joseph Louchiem, Deputy Commissioner of the Department of Welfare; Mr. Kneuer; John B. Costello, Industry School superintendent; Peter Domiano and Ernest Tiford of the parole department.

Social Security Bill Is Vetoed

ALBANY, April 23 — The Social Security bill was vetoed by Governor Averell Harriman. He said there was an agreement between the Republicans and the Democrats to postpone action until next year, because of the complexity of the subject. His memorandum seemed to indicate that he felt the bill had been slipped through to embarrass him.

The Governor hailed the idea of Social Security for members of the State Employees Retirement System, with no reduction of their present benefits under that System, and spoke hopefully of a referendum in which System members would register their choice of methods of uniting the dual benefits. Then, he said, the State would be ready to sign an agreement with the Federal government.

The bill would have authorized the state to proceed with a plan of supplementation. The State Pension Commission opposed the bill as poorly drawn and wanton in some ways. Local governments would have been permitted to enact their own system, said the Commission.

Even though passage of the bill proved a surprise, proponents of supplementation, includ-

ing the Civil Service Employees Association, recommended that the governor sign the bill.

The Governor vetoed the bill to allow State employees to work at harness racetracks, but saw merit in the idea, and hoped a practical bill would be passed next year.

Shemin Won't Be A Candidate For Re-Election

Henry Shemin, chairman of the New York Metropolitan Conference of the Civil Service Employees Association, has announced he will not seek another term of office.

The affable, urbane Labor Department employee said his "adieu" to members of the CSEA Executive Board at their meeting April 19.

Mr. Shemin said family and business matters were too pressing for him to continue his Association activities at present.

He was warmly applauded at the finale of his farewell speech.

Many Resign Over Low Pay

ALBANY, April 23—Higher salaries are needed, so that the Department of Labor can retain experienced employees, and recruit competent new employees, said Commissioner Isidor Lubin.

In transmitting his annual report to Governor Averell Harriman, Commissioner Lubin wrote:

"A major factor in the successful discharge of the department's obligations is the cooperation of the civil servants who do the work of the Department. The personnel of the department merits deep appreciation, not only for this fine cooperation but for the loyalty which many have shown to the State in remaining in its service when comparable positions in Federal or municipal service, as well as in private industry, pay appreciably more.

"That this loyalty can be tested too long and too hard has been demonstrated on several occasions during the past year, however.

More Discouraging Examples

"In the Department's Division of Bedding, for instance, all five junior chemists resigned from the laboratory to accept better paying jobs. Attempts to recruit replacements failed until civil service authorization was

obtained to offer the third level increment salary as the starting pay.

"The Division of Employment reports a 50 percent turnover among its payroll examiners for the last five years. A check on the reasons for such resignations showed that one-half of those answering went to Federal jobs, 34 percent to private industry, 12 percent to other State departments, and 6 percent to New York City. All made the move because of higher salary offers.

"A recent drive by New York City to recruit auditors in its sales tax division has attracted a large number of our examiners to compete for the positions, and the loss of another 20 or 30 people from the Division in the near future is probable.

Asks for Action

"Over a period of 29 months, 29 industrial investigators in the Division of Industrial Relations resigned. Low salary was the cause in all but perhaps one or two instances. Entrance salary for this job is \$3,500.

"I submit that it is unsound and unwise from the State's standpoint to let such inequities continue. Positive steps should be taken to bring the pay into line with that available elsewhere."

Five Major Bills Signed by Harriman

ALBANY, April 23—Five major pieces of civil service legislation have been signed into law by the Governor Averell Harriman.

Approved were bills calling for:

1. Elimination of fees on promotion exams.
2. Saturday closing of State offices.
3. Payment of at least one full increment upon promotion.

All three measures had the strong approval of the Civil Service Employees Association.

The first bill authorizes the State Civil Service Department, with Budget approval, and any municipal civil service commission, with approval of local legislative bodies, to waive application fees for candidates in promotion examinations.

Comment By Harriman

In commenting on the bill Governor Harriman said:

"For many years career employees taking examinations for promotion have been required, by law, to pay a fee. The payment of a fee to obtain an opportunity for promotion seems to be out of line with the concept of a career civil service. However, since application fees represent a source of revenue, the bill does not abolish them on a mandatory basis, but gives each jurisdiction discretionary authority to elect to waive fees in promotion examinations.

The second bill eliminates Statutory requirements that State offices remain open on Saturday mornings. The Governor gave his approval with the comment "Since it is extremely rare that the public seeks service on Saturday mornings, little business was ever transacted, and the use of . . . skeleton forces . . . largely a waste."

Minimum of One Increment

The third bill provides for an increase of at least one increment upon promotion. Formerly, many State employees received no immediate pay rise upon promotion. Instead, salary increases were deferred, to be earned only through the regular annual increment process over a period of years in the higher grade position.

Governor Harriman signed the measure with the comment that such a policy was unheard of in private industry, clearly undesirable and discouraging to employees.

Other Bills Signed

Governor Harriman also signed two other major bills, one of which would open the age 55 plan of the New York State Retirement System for a year while another al-

lows supplemental pensions for retired aides and teachers to a maximum \$1,302.

Both of those bills were sponsored by the Civil Service Employees Association, representing the majority of state workers. Assemblyman Malcom Wilson introduced the 55-year bill and Assemblyman Thomas Runfoia the supplemental pension bill.

In signing the pension bill the Governor declared:

"I am glad to approve this measure which will permit an increase in the supplemental pensions for state and local retired employees and teachers.

"Last year I was privileged to approve a bill making permanent the previous supplement allowance and this bill will afford additional aid to our retired employees in their efforts to meet the higher cost of living.

"I am deeply conscious of our obligation toward those who have served faithfully and well over the many years. As I said in my message to the Legislature on the problems of the aged 'We should not allow our former civil servants and teachers to live out the remainder of their lives in mean poverty.'"

Saturday Closing

He also signed the Saturday closing bill.

Under the present provisions of Section 62 of the Public Officers Law, State offices are required to keep open on all days except Sundays and holidays and half-holidays (Saturday afternoons). This in effect requires that State offices be kept open on Saturday mornings. The new law amends Section 62 to require that State offices be kept open on all days other than Sundays, holidays and Saturdays (not required the full day Saturday), and thus eliminates the requirement that such offices be kept open Saturday mornings.

This amendment will not take effect until July 1, 1956.

The new law does not mandate the closing of State offices on Saturdays, but merely eliminates the present statutory mandate that they be kept open on Saturdays. Some offices will be required to remain open, necessary to maintain essential government functions.

To determine which offices will close and which must remain open on Saturday mornings after July 1, it will be necessary for the Administration to work out, prior to that date, a pattern for the implementation of the new law.

Law Cases

Sidney M. Stein, counsel, reported to the New York City Civil Service Commissioner on these judicial decisions by Special Term, Supreme Court, New York County:

Galasso v. Kennedy. The facts show ample grounds for the action of the Police Commissioner in passing over the petitioner. The application to compel his appointment was denied.

Hayward V. Schechter. The petitioners seek an order directing that they be given maximum service credit for seniority on the examination for promotion to lieutenant in the Fire Department. Each of the petitioners resigned and were reinstated during the 10 years immediately preceding the date of the examination, and was not given credit for time out of service, but each has more than 10 years total service. The court (Lynch, J.) held that the Commission's interpretation of regulation 37 is reasonable, logical and of long standing, and is designed to place a premium on uninterrupted service "immediately preceding" the date of examination, and accordingly denied the application.

Jackson v. Schechter. This proceeding was brought to restrain the employment of persons other than those who have qualified for the position of surface line dispatcher for the performance of certain duties. The petitioners are surface line operators and claim that other surface line operators have been assigned to do the work of surface line dispatchers. After reviewing all the facts the court (McNally, J.) held that the persons complained of are not performing the duties of dispatcher and have no supervisory duties such as are within the category of surface line dispatcher, and dismissed the petition.

Schoen v. Schechter. Petitioner held position of chemist in the Housing Authority. Because of a threatened abolition of his job he obtained a position in the Department of Purchase in the same title and transferred to that department. He now attempts to compel the transfer of a promotion list on which his name appeared in the former agency to the Department of Purchase. The Court (Saypol, J.) held that had his transfer been involuntary, as the petitioner claims, he would have had such a right under the law, but since he signed his consent which establishes the transfer as voluntary he contradicts his own contention and consequently has no right to relief.

Mr. Stern reported on the following proceedings instituted:

Conrad Lowell Burke v. Schechter. Petitioner alleges that after he was certified on the list for patrolman, he was marked not qualified by the Commission un-

Pension Transfer Bill Vetoed by Harriman

ALBANY, April 23—A bill that would make membership in one pension system retroactive upon another to which an employee transfers was disapproved by Governor Averell Harriman. He saw merit in the idea, however, and advised proponents to confer with representatives of the State Employees Retirement System and the New York City Employees Retirement System, to devise "an unambiguous bill" that could carry out the principal purpose.

"In its present form the bill is impractical and unsound," the Governor wrote in his veto memorandum.

Cites Different Interest Rates

"It would cause many compli-

cations due to various terms and provisions of the different retirement systems, particularly in relation to the rate of interest paid on contributions; it could lead to confusion as to interpretation and as to administration, and to numerous litigations.

"The State Comptroller, the Attorney General, the Director of the State Budget and the Mayor of the City of New York oppose the bill."

Police Contribute \$7,500 to Charities

Police Commissioner Stephen F. Kennedy, on behalf of the Police Department Charity Fund presented checks to the following:

Fire Commissioner Edward F. Cavanagh, Jr., chairman, Municipal Employees Division, American Red Cross, \$5,000; Council Majority Leader Joseph T. Sharky, chairman, Governmental and Civil Service Division, United Jewish Appeal, \$500; John Reed Kilpatrick, president, New York Cancer Committee, \$1,000; the Rev. Rowland Hill Kimberlin, Protestant Council, \$1,000.

The Charity Fund is supported by voluntary contributions from members of the department.

der Section 14 Civil Service Law. He seeks to compel reinstatement to the list.

DECISION

Appellate Division Decision.

D'emidio v. Adams. Petitioner was dismissed from position of probationary patrolman after he had been found guilty on charges in a departmental trial. Special Term ordered a trial to determine whether the action of the Police Commissioner was arbitrary. The Appellate Division reversed the lower court and dismissed the petition on the ground that there was substantial evidence before the commissioner to justify the termination of probationary employment.

Special Term Decision

Horvath v. Paterson. Certain motormen in the Transit Authority were suspended for from five to seven days and placed on probation for six months as the result of the "sick strike" on the subways on October 3, 1955. They complain that they were not accorded hearings pursuant to Section 22 of the Civil Service Law. The Court (Brener, J.) dismissed the petition against the civil service commission, but ordered the Transit Authority to answer, since, while the petitioners have no right to appeal a suspension of 10 days or less, here the suspension was coupled with probation and involves a threat of removal.

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40-Hour Police Bill Signed by Governor

ALBANY, April 23 — Governor Averell Harriman signed the bill providing for a 40-hour maximum work-week for police. State and park police are not affected.

The Governor said:

"This measure provides that every city, county, town and village having a police force of four or more members should limit police service to a maximum of 40 hours of duty during any seven consecutive day period. The small

communities having police forces of less than four members are exempt. The bill also continues to

CIVIL SERVICE LEADER
American Leading News Magazines
for Public Employees
LEADER PUBLICATIONS, INC.
97 Duane St., New York 7, N. Y.
Telephone: BEekman 3-6010
Entered as second-class matter October
8, 1939, at the post office at New
York, N. Y. under the Act of March
3, 1879. Member of Audit Bureau of
Circulations.
Subscription Price \$3.50 Per Year
Individual copies, 10c

safeguard the public in the event of emergencies, such as strikes and riots, and also permits a longer tour of duty on Election Day. Moreover, the provisions of this bill do not go into effect until July 1st of next year, thereby giving the communities ample time to rearrange their police service."

However, he vetoed the park police bill.

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THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



Coming: Story on How a Bill Is Processed

Recently a member wrote asking that the Civil Service Employees Association prepare an outline on how a bill is processed through the New York State Legislature. This will be done, and published soon in *The Leader*. It will be good for the membership to know something about the problems of bill-passing as our annual legislative program is of importance to all of us, whether State, or local government employees.

It will be relatively easy to outline the mechanics of the procedure. The difficulty will be to describe the process with all its flavor — the work and importance of the lobbyist, the decisions and maneuvering reflecting political party policy, the efficient care necessary to keep track of the legislation, particularly during the last weeks of the session.

The legislative process in itself is not difficult to understand but to guide each bill, from the time it is drafted until its final destination on the Governor's desk.

On the subject, an excellent outline was prepared by the League of Women Voters. The book is called, "The Clerk's Manual of the Legislature."

Harriman Kills Bill On Allocation-Classification

ALBANY, April 23—An act to amend the Civil Service Law in relation to applications for review and change of classification and allocation has been vetoed by Governor Averell Harriman.

In his veto message Governor Harriman declared:

"The President of the Civil Service Commission, in opposing this measure, states as follows:

"It has been the long-standing practice of the Director to state his reason for the denial of an application for a change in the classification and allocation of positions, to the extent of answering the facts and refuting the arguments advanced in support of such application.

"This was not done, however, in connection with applications for review and changes of allocations made pursuant to Chapter 307 of the Laws of 1954, because of the enormous volume of such

applications. Since the law places no burden of proof upon the employee or appointing officer, the Director in his statement of the reasons for his determination required under this bill could not confine himself to the adequacy and validity of any facts and arguments which might be submitted by the employee or appointing officer, but would have to substantiate his determination in terms of all of the consideration in fixing the titles and salary grades of positions.

"It is readily evident that this requirement would be wholly impracticable and unreasonable, and would seriously impede the efficient administration of the State's classification and salary plan."

"The objections appear reasonable. Moreover, no facts have been presented indicating any arbitrary or unjust action that would make this legislation necessary."

Mental Patients Are Fewer

ALBANY, April 23—Reporting to Governor Averell Harriman on mental hospital population at the close of the fiscal year, Commissioner Paul H. Hoch said that for the first time since World War II the records of the State Department of Mental Hygiene show a decrease in the number of mental hospital patients.

While there has been no essential change in the number of admissions, the Commissioner said, there has been a sufficient increase in the number of releases during the past fiscal year not only to offset the admissions but to effect a slight decrease in the net population. For the past 10 years the resident population of the mental hospitals has been increasing by an average of 2,000 patients each year. On March 31, 1956, however, the resident population (92,916 patients) was actually 500 less than it was on March 31, 1955. The difference lies in the fact that during this period there was an increase of 2,600, or 23 per cent, over the previous year in the number of patients released. Dr. Hoch explained.

The improvement in release rates was attributed by the Commissioner to intensified treatment including more extensive use of the new tranquilizing drugs. There may be other factors, he said not measurable at this time. Building Program Still Needed

"While these statistics are most encouraging," Dr. Hoch warned, "it is too soon to know whether they represent an actual alteration in the rising trend or merely a temporary fluctuation. Certainly the decrease is insufficient to have any validity at this time as an indication of complete reversal. There is more reason to hope that we may be able just to hold the line—that is, to balance releases against admissions—so that as time goes on we will no longer be faced with the appalling necessity of building the equivalent of a new institution every year to accommodate the additional patients. Instead we would be able to use our resources for more treatment, training and research.

"It is still imperative that we continue our present building program. The institutions are still 30 per cent overcrowded.

The Mystery of 'PSARCH,' Or How to Aid Charity

By FOSTER POTTER

A gimmick coupled with a lot of hard work enabled employees of the Department of Agriculture and Markets to combine four charity drives into one and come up with 238 more than separate campaigns for the same charities netted a year ago.

The gimmick was "PSARCH." Two hundred signs bearing that word appeared mysteriously on walls throughout the Department's Albany office several days before the combined drive got under way. "PSARCH" translated stands for Polio, Salvation Army, Red Cross and Heart.

The "PSARCH" signs appeared in corridors, stairways, offices, on

bulletin boards, over drinking fountains and even invaded the rest rooms. The teasers were followed by bulletin board drawings of a wrapped gift package. Then came canvassers with slips of paper by which contributors designated the amount donated for each agency.

After two days of personal solicitations, the Department's 250 Albany employees baked cakes and pies, or had their wives do it, and made salads and cooked hot dogs and advertised a "PSARCH" lunch throughout the State Office Building. The luncheon added \$290 to the cash donation obtained by teams in each bureau.

Chairman Garrison L. Dillon of Emergency Food Supply Services assisted by co-chairmen Katherine M. Cosgrave of Publications and Anne V. George of the Coordinator of Labor's Office, announced that the total amount raised was \$1270.80. Polio received \$295.60 of the total with 0223.-70 going to the Salvation Army, \$476.10 to Red Cross and \$275.40 to Heart.

PSARCH Sets Example

Success of "PSARCH" is causing Agriculture and Markets officials, besieged by repeated requests for charity drives, to consider similar combined campaigns in the future.



ONE OF HOSPITAL'S FIRST EMPLOYEES RETIRES: John Schirmer, center, who has worked in Mount Morris Tuberculosis Hospital since its opening in 1936, recently announced his retirement. Fellow employees honored him with a dinner and a gift. Nicholas Tennant, left, made the gift presentation as Philip Lopez looked on. Mr. Schirmer's home is in Leicester.

Annual Meeting Oct. 10 and 11

ALBANY, April 23—The annual meeting of the Civil Service Employees Association will be held Oct. 10 and 11, with registration on Oct. 9.

John F. Powers, Association president, announced the meeting dates at a session of the CSEA Executive Board April 19.

Plans for the meeting will be announced at future dates, Mr. Powers said.

Nyegaard Resigns State Labor Post

The resignation of Deputy Industrial Commissioner Edward A. Nyegaard after 10 years service was announced by Industrial Commissioner Isador Lubin.

Mr. Nyegaard has returned to an executive position with organized labor. He has long been active in the International Photo-Engravers Union and the State Federation of Labor.

During World War II, Mr. Nyegaard served the War Production Board. He was regional labor representative and regional manager for New York and northern New Jersey.

Answer Sought To Claims Filed on Maintenance Tax

ALBANY, April 23—The U. S. Internal Revenue Department has been asked to give a prompt decision in the case of 8,000 New York State civil service workers who have filed claims for refunds on income tax paid for maintenance in 1952 and 1953.

John F. Powers, president of the Civil Service Employees Association which processed the claims for the workers, declared that judicial and legislative decisions supported the claims.

In a letter to the U. S. Commissioner of Internal Revenue in Washington, D. C., Mr. Powers said:

Powers' Letter

"We still have not been advised by your office as to any ruling made with respect to acquiescing in the determination in the *Diamond v. Sturr* and *Bruen v. Sturr*, 231 Fed. (2d) 264.

"We have just completed filing over six thousand claims for refund totalling almost seven hundred thousand dollars. These refunds are due State employees for taxes paid on maintenance for the convenience of the employer, the State of New York

during 1952-53. In view of the fact that the Court of Appeals for the Second Circuit has settled a law for the four district courts of New York State, it seems completely ridiculous to put your staff, the four Federal District Courts in this State, and the thousands of employees involved to the unnecessary expense of commencing litigation on all of these claims. There could be no defense to such claims which would have any merit in the district court since the Court of Appeals decision is binding on the district courts.

Inequity Recognized

"There has also been complete legislative recognition of the intention to exempt such maintenance from taxation on income as is clearly evidenced by the wording of Section 119 of the 1954 Act and the conference report of the Senate and House conferees. They illustrated the reason for the clarifying amendment by specific reference to cases identical to those of our State employees.

"We again request an early and favorable ruling in this respect to avoid the necessity for further expensive litigation."

Two Titles Upgraded; Six Pay Appeals Denied

ALBANY, April 23—Two titles have been reallocated upward, effective April 1, 1956:

Director of State parks, from grade 36, \$12,870 to \$15,210, to grade 38, \$13,300.

Orthoptic technician, from grade 8, \$3,020 to \$3,880, to grade 11, \$3,840 to \$4,790.

Salary appeals affecting six State titles were denied.

Temporary Increases

The minimum salary has been increased temporarily for the following, also effective April 1, 1956, to the amounts shown: all statewide, except supervising medical social worker, Erie County:

Employment interviewer, \$4,228.

Payroll examiner, \$4,426.

Social worker medical, \$4,220.

Supervising medical social worker, \$6,374.

Supervisor of mathematics education, \$8,554.

Unemployment insurance claims examiner, \$4,228.

Only Titles Changed

The following title changes have been made, retroactive to April 1: Principal local assessment examiner to associate local assessment examiner, Grade 23, \$6,890 to \$8,370; associate local assessment examiner to senior local assessment examiner, grade 20, \$5,940 to \$7,270; senior local assessment examiner to local assessment examiner, grade 16, \$4,830 to \$6,030, and local assessment examiner to property sales examiner, grade 10, \$3,660 to \$4,580, all without grade change.

Additions to State Titles

The following titles have been added, effective April 1, 1956:

Administrative director of municipal affairs, G-33, \$11,330 to \$13,440.

Associate in americanization and adult elementary education, G-23, \$6,890 to \$8,370.

Associate in art education, G-23, \$6,890 to \$8,370.

Associate in music education, G-23, \$6,890 to \$8,870.

Associate securities accountant, G-23, \$6,890 to \$8,370.

Canal traffic agent, G-23, \$7,600 to \$9,190.

Chief of unemployment insurance liability review, G-25, \$7,600 to \$9,190.

Junior engineer, G-15, \$4,650 to \$5,760.

Principal securities accountant, G-27, \$8,890 to \$10,100.

Senior marketing investigator, G-15, \$4,650 to \$5,760.

Senior mechanical equipment inspector, G-18, \$5,390 to \$6,620.

Senior narcotic investigator, G-18, \$5,390 to \$6,620.

Senior unemployment insurance accounts supervisor, G-28, \$8,820 to \$10,590.

State lands assessment examiners, G-14, \$4,430 to \$5,500.

Supervisor of adult education, G-25, \$7,600 to \$9,190.

Supervisor of instrument development, G-23, \$6,890 to \$8,370.

Supervisor of medical illustration and photography, G-18, \$5,390 to \$6,620.

Supervisor of parole placement, G-21, \$6,240 to \$7,620.

Titles Eliminated

The following titles have been eliminated: dog licensing agent, junior electric engineer, junior gas engineer, junior hydraulic engineer, junior telephone engineer, junior transportation engineer, junior valuation engineer.

In addition, title changes have been made in the following cases with grades unchanged: Assistant director, antitoxin, serum and vaccine laboratories, to assistant director laboratories for biochemistry and immunology; director, bureau of business promotion, to director, bureau of industrial development; museum technical apprentice, to museum technician.

Six Appeals Denied

Appeals have been denied by the Director of Classification and Compensation for the following titles: chief real estate appraiser, civil service district representa-

tive, principal real estate appraiser, traffic and park corporal, traffic and park officer, and traffic and park sergeant.

10 Gains Made Final

Reallocations previously made by the Director of Classification and Compensation and now approved by the Director of the Budget, follow:

Dictating machine transcriber, from grade 3, to grade 4, \$2,750 to \$3,490.

Director of nursing (TB), from grade 18, to grade 19, \$5,060 to \$6,040.

Stores clerk, from grade 3, to grade 4, \$2,750 to \$3,490.

Final Action Favorable

Reclassifications previously made by the Director of Classification and Compensation and now approved by the Director of the Budget follow:

Blind typist, grade 3, to dictating machine transcriber, grade 4, \$2,750 to \$3,490.

Office machine operator (calculating), grade 3, to calculating machine operator, grade 4, \$2,750 to \$3,490.

Office machine operator (offset printing), grade 3, to offset printing machine operator, grade 4, \$2,750 to \$3,490.

Office machine operator (printing), grade 3, to printing machine operator, grade 4, \$2,750 to \$3,490.

J. Earl Kelly, Director of Classification and Compensation, made the announcement.

Hearings on NYC Titles

Four public hearings on reclassification of titles have been scheduled by the City Civil Service Commission for Tuesday, April 24, Room 712-A, 299 Broadway, Manhattan. The opening hearing at 9:30 A. M. will be on the proposal to include the title of student aide Community College, in the non-competitive class. At 9:45 a resolution to increase the number of superintendent (maintenance of way) positions from three to four in the non-competitive class for New York City Transit Authority will be heard.

The establishment of titles of building repairman, senior building repairman, secretary to the president, and junior building custodian in New York City Community College non-competitive class will be heard at 10, followed at 10:15 by a hearing on the resolution to classify additional positions in the Youth Board in the Career and Salary Plan.

New Rates Approved For Bridge-Tunnel Job

A resolution increasing the salary range for four bridge and tunnel titles was approved by the City Civil Service Commission after a public hearing on April 12. The new salary proposals for these employees, who are not covered by the Career and Salary Plan, were made by the Triborough Bridge and Tunnel Authority. The resolution now awaits the approval of the Mayor and the State Civil Service Commission.

Under the resolution, the salary for bridge and tunnel officer will be increased from \$3,150-\$4,980 to \$3,500-\$5,300; for bridge and tunnel sergeant from \$4,986-\$6,080 to \$5,301-\$6,300; for bridge and tunnel lieutenant from \$6,081 to \$6,301 and over, and for bridge and tunnel captain from \$6,081 to \$6,301 and over.

CORRECTION CORNER

This column is for employees of the State Correction Department. It is written by Jack Solod, himself an employee of the department with intimate knowledge of worker problems in his agency. Mr. Solod has been given a "free hand" in writing his material, and his views are his own. Members of the department who would like Mr. Solod to discuss matters of especial importance to them are urged to write him in care of the Civil Service LEADER, 97 Duane Street, New York City 7.

BY JACK SOLOD

Appoint Guards Near Home

Memo to the Civil Service Commission: To help in recruiting prison guards, it would be a good idea to appoint men to the institution nearest their home wherever possible. Generally, a man from the Auburn district winds up in Sing Sing, and so on.

This situation creates undue hardships, moving of the family, leaving home ties, taking children out of school, and waiting sometimes years to transfer back. If an effort were made to locate new appointees nearer home, many more men would accept appointment and be much happier in their work.

Some prisons all ready to make temporary guard appointments from men taking the exam, just waiting for the O.K. from Albany . . . How are they setting up the new R. D. O. schedule in your institution? Most popular seems to be one day off the first week, two days off the second week, on a rotating plan.

Appeals Board turned down guards' request for reallocation to the B-14 grade. Correction Conference will draw new plans for the most comprehensive appeal ever taken for presentation to the Classification Board.

V. F. W. Post at Woodbourne running a dance and entertainment at the fabulous Concord Hotel May 3rd. Gv. Harriman will be there, but on May 23.

Notes on Music and Poetry

(Aside to Charlie Lamb: That M. C. is Davey Carr, write to Ralph Singer, Entertainment Bureau of America, on W. 42nd St.)

A car caravan drove to Albany last week, prison guards trying to help the 40-hour week bill. Very glad to see so many young men taking an active interest in employee affairs. Keep it up; you fellows will have to carry the ball in the near future . . . Some brass muttering under their breath — Elmira is getting all the experienced officers by transfer, while new men replace them in other prisons . . .

State Teacher Pension Bill Signed

ALBANY, April 23—Governor Averell Harriman has approved Assembly Bill No. 421 to amend the Education Law in connection with the State Teachers Retirement System. It provides for an increase in the retirement allowance received by state teachers after 25 years of service. New York City teachers are not covered by the bill's provisions.

The cost of the new retirement allowance will be bore partly by the teachers and partly by the school districts. A very small portion will be paid by the State. The measure enables the teacher to help himself in some respects to gain additional living income.

TWO CHANGES MADE IN ASST. FOREMAN KEY

Final changes in tentative key answers for the assistant foreman promotion exam held March 16 have been announced by New York City. Item 12 has been changed from A, to A or C, and item 19 from B, to B or C.

More than 50 candidates took the test for this Transit Authority title. There were five letters of protest, with 12 items protested.

CITY EMPLOYEES HOLD INTERFAITH BREAKFAST

The Employees' Welfare Association of the New York City Department of Marine and Aviation held its eleventh annual interfaith breakfast at the Hotel Edison. More than 200 Catholic, Protestant and Jewish employees attended. The Catholics assisted at Mass at St. Malachy's Church, the Protestants at Trinity Church.

At the breakfast Commissioner Vincent A. G. O'Connor and the three department chaplains alone. The chaplains are the Rev. John Cunningham, the Rev. Dr. Charles Bridgeman, and Rabbi Alexander Burnstein.

Fire Fatality Fund Reaches \$25,000

President Arthur Dresdner of the St. George Association, New York City Fire Department, announced that Dr. Frederick Sutter, president of the Board of Wagner College, has granted Christine Hanson, age 8, a full scholarship. She is the daughter of Arthur G. Hanson, one of the firemen who lost their lives at the Bronx on April 4.

A \$500 collection, taken at the cooperate communion received by the members at the Church of the Incarnation, was added to Commissioner Edward P. Cavanaugh Jr.'s fund for the children of the firemen who lost their lives. The Commissioner has about \$25,000 already.

The Rev. R. A. Brown presented a check to Mr. Polter from the Federation of Protestant Welfare Agencies.

PUBLIC WORKS GROUP TO RECEIVE COMMUNION

The New York City Department of Public Works Holy Name Society will receive annual corporate Communion on Sunday, April 29, at St. Andrew's Roman Catholic Church.

Breakfast will be eaten at the Hotel Statler. Speakers will include Chief City Magistrate John M. Murtagh and the Monsignor Charles Brennan. Joseph Maher will sing.

Charles Murphy is president, and Harry W. Seabold chairman of the committee, assisted by Michael Polito.

AIR FORCE MAKES AWARDS

Three Air Force personnel at the Wright-Aeronautical Division, Wood-Ridge, New Jersey, received sustained superior performance awards. Charles J. Litowf, \$500; Patrick A. Milanese, and Sarah Waxerg, \$200 each.

WANTED! MEN—WOMEN

between 18 and 55 to prepare now for U.S. Civil Service tests in New York, New Jersey, and many other States. During the next twelve months there will be many appointments to U. S. Civil Service jobs in many parts of the country.

These will be jobs paying as high as \$377 a month to start. They are well paid in comparison with the same kinds of jobs in private industry. They offer far more security than is usual in private employment. Many of these jobs require little or no experience or specialized education.

BUT, in order to get one of these jobs, you must pass a Civil Service test. The competition in these tests is intense. In some tests as few as one out of five applicants pass! Anything you can do to increase your chance of passing is well worth your while.

Franklin Institute is a privately-owned firm which helps many pass these tests each year. The Institute is the largest and oldest school of this kind, and it is not connected with the Government.

To get full information free of charge on these Government jobs fill out coupon, stick to postcard, and mail at once—TODAY. The Institute will also show you how you can qualify yourself to pass these tests. Don't delay—act NOW!

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Rush to me, entirely free of charge (1) a full description of U. S. Civil Service jobs; (2) free copy of illustrated 36-page book with (3) partial list of U.S. Civil Service jobs; (4) tell me how to prepare for one of these tests.

Name Age

Street Apt.

City Zone State

Coupon is valuable. Use it before you mislay it.

Demand for Stenos And Typists Still High

The Federal, State and New York City governments' anxiety to hire stenographers and typists continues unabated. Apply until further notice.

For Federal jobs, apply in person, by representative, or by mail to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. If applying by mail, do not enclose return postage.

For State jobs, apply in person to the New York State Employment Service, 1 East 19th Street, New York City.

For New York City jobs also apply in person to the NYSES at the 19th Street address.

At the NYSES candidates are examined fast. The NYSES screens candidates. Those found suitable are sent to the New York City Personnel Department, 96 Duane Street, or the State Civil Service Department, 370 Broadway, depending on which government branch they want to work for, and are given a card entitling them to file an application blank.

Stenographers and typists are needed also by Federal agencies in the Washington, D. C. area. Most stenographer positions start at \$66 a week and most typist positions at \$61. Apply to the U. S. Civil Service Commission, Washington 25, D. C. The minimum age is 17 for Washington jobs. Applicants from outside the Washington area, however, will not be certified or appointed until 18.

Following is a comparative pay table:

	STENOGRAPHER		TYPIST	
	Start	Maximum	Start	Maximum
Federal	Annual \$2,960 Week \$56.90	\$3,685	Annual \$2,690 Week \$51.70	\$3,200
State	2,898 55.50	3,490	2,620 50.00	3,340
NYC	2,750 52.90	3,650	2,750 52.90	3,650

Spotlight On Labor Dept.

By BERNARD J. FEDERGREEN

The State Fund, officially known as the New York State Workmen's Compensation Insurance Fund, is part of the Labor Department under an Act of the Legislature passed in 1914.

The State Fund is a quasi-public organization. Originally established and set up with money granted by the Legislature, it is now a non-profit, self supporting Division of the State. The State covers its employees for compensation insurance in the State Fund, and pays the Fund a premium as if the Fund were a private company.

Although self-supporting, the Fund is rigidly controlled by the Civil Service Department and the Budget Director's office.

In its everyday operations the Fund is treated by other State Departments like a private company. It is examined periodically by the State Insurance Department. It submits reports and is subject to the rules of the Workmen's Compensation Board. The premiums it charges to policy-holders are based on rates set up by the Compensation Insurance Rating Board.

The writer thanks Moe Brown of the State Fund for his contribution to this column.

Excelsior Lodge Installs Officers

Excelsior Lodge B'nai B'rith 1910, installed its officers at the Floridian Restaurant in New York City. The lodge is composed exclusively of State employees. It was one of the founders of the Annual Brotherhood Luncheon. The Benjamin Potokor Memorial Award, named for a past president of Excelsior Lodge, is presented annually to an outstanding state employee.

The retiring president is Henry B. Greenman, district field audit supervisor of the Division of Employment, Department of Labor. He is succeeded by Edward M. Blutreich of counsel's office, Division of Employment.

The principal speaker was Jack Garrel, a member of the Workmen's Compensation Board. The arrangements committee, with Theodore R. Ayervals and Harry Himber, as joint chairmen, arranged a social hour featuring Harry Jay, comedian.

The other officers are Isidore Schechter, 1st vice president; Harry Himber, 2nd vice president; Henry Shemin, 3rd vice president; Alexander Adams, treasurer; Samuel Tannenbaum, financial secretary; Theodore Ayervals, secretary; Henry B. Greenman, Chaplain; Fred Baum, warden; and Elias A. Isler, trustee.

EMPLOYEE NEWS

Tompkins

Just returned from a winter vacation are County Hospital employees Mrs. Mabel Broadhead, Mrs. Marjorie Hamilton and Frank Whelpley.

Dr. Robert Broad, County Health returned to work part time.

Mrs. Goldie Jones of the nursing staff of the Hospital has returned to work after a recent illness.

Newark State School

Capt. Henry Jensen, director of the Rochester Police Athletic League, will be guest speaker at the annual banquet on April 30 at Caruso's Restaurant. Mrs. Pauline Fitchpatrick, president, appointed the following: Mrs. Bernice McCaffry, chairman of the dinner; Mrs. Hazel Berger, decorations; Mrs. Edna VanDeVelde, tickets.

Attorney George Parsons of Sodus will be toastmaster. The Rev. John Connolly, Catholic chaplain at the school, will give the invocation. Tickets are \$2.50 each.

Claude R. Rowell, president of the Western Conference, and his wife, Ben Roberts of Ithaca, field representative, are expected guests. Dancing will follow dinner.

All employees extend sympathy to Mrs. Hazel Martin, head nurse at the Boys' Hospital, and her family on the loss of her mother, Mrs. Alice Snyder. Mrs. Snyder retired in 1943. She was a very valued and much loved employee and will be greatly missed by her family and friends.

Mr. and Mrs. Carl West spent their vacation visiting friends and relatives in Akron, Ohio.

Mrs. Frances Howard is visiting sisters in Buffalo, Phelps and Syracuse.

Helen Whalen, retired employee in food service, received a handbag and money from friends and co-workers. She now resides in Olean, with her niece.

Mrs. Alice Odit and Evelyn Baker spent a few days sightseeing in New York City.

Mr. and Mrs. John Porter are visiting in Florida.

Mrs. Nellie Jones, "G" employee, returned with her daughter, who has been visiting here, to her home in Nyack. While on the return trip to Newark Mrs. Jones passed through New York City's severe snow storm.

Mr. and Mrs. Charles Lohman spent the week-end in Ludington, Mich., visiting relatives.

Congratulations to Mrs. Meryl Baker, account clerk, and John Reed of Clifton Springs, who were married April 14.

Also to Marilyn Robeson, food service, and Donald Shaffer, both of Lyons, married at St. Michael's Church. A reception was held at the American Legion Home. They will be at home to their friends on Leach Road, Lyons.

Congratulations to Kenneth Holley on the birth of a son, Rickey Lee.

Willis Axtell and family are visiting their daughter and family at Alexandria, Va., and in Washington, D. C.

Angelo Pizzirusso and family are visiting friends in Carbondale, Pa. Clayton Greene got his driver's license.

Ronald Feeney spent a few days in New York City.

Claude Clair, B.H. 1, is on leave and is recuperating in Florida.

Welcome to Evelyn Muskett, food service, again on duty after recovering from injuries suffered in a fall last month.

Clifford Abbott, school farm, has

(Continued on Page 12)

Opportunity for Career Jobs With U. S. Remains Open

More than 8,000 jobs are open nationally in various Federal agencies.

More than 800 applications have been received for the next Federal service entrance examinations to be held Saturday, May 5. Applications received or postmarked after the closing date of April 19 were held for the next test, set for July. Persons interested in applying may still do so, in time to take the test in July. Rating is now underway for the April 7 test taken by 884 candidates.

ENGINEERS TO HEAR JARVIS

The April meeting of the Municipal Engineers of the City of New York to be held Wednesday, April 25, at 8 P. M. at 39 West 39th Street. Robert B. Jarvis will discuss unforeseen subsol conditions.

The starting salary ranges from \$3,670 to \$4,525.

Apply to the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., by mail, or in person, or by representative.

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FIREMAN APPLICANTS - IMPORTANT!

11,182 have filed applications for this exam BUT NOT MORE THAN 2,500 can hope for appointment! Competition will be extremely keen and only those well-prepared for BOTH THE WRITTEN AND PHYSICAL TESTS CAN HOPE TO PASS WITH AVERAGES HIGH ENOUGH FOR EARLY APPOINTMENT!

Our Preparation has An Unequaled Record of Success!

Over 80% of N. Y. City's Firemen Are Delehanty Graduates

In preparing for the written exam, our students attend 2 class lectures each week. Lectures are given by instructors with many years of successful experience in training Firemen for entrance and promotion exams. Each session is of about 1 1/2 hours duration. Quizzes are conducted at each lecture and written trial exams are given at intervals. Physical training classes are conducted twice weekly in our gymnasium which is completely equipped for this specialized instruction.

Convince Yourself! Be Our Guest at a Class Session

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Applicants for positions in Civil Service who need an Equivalency Diploma, and other adults who realize the value of a High School diploma may take advantage of this opportunity. Moderate fee may be paid in instalments.

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MASTER ELECTRICIAN

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PATROLMAN CANDIDATES

All who passed the written exam should begin immediately to prepare for the physical examination, which is a severe test of AGILITY, ENDURANCE, STRENGTH and STAMINA. Few men can pass this test without SPECIALIZED TRAINING. You may be called for the official test sooner than you expect . . .

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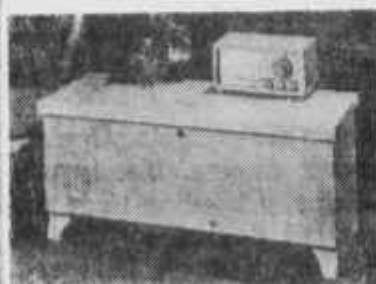
MANHATTAN: 115 EAST 15th STREET — GR. 3-6700
JAMAICA: 90-14 SUTPHIN BOULEVARD — JA. 6-8200

OFFICE HOURS: MON. to FRI. 9 A.M. to 9 P.M. — SAT. 9 A.M. to 1 P.M.

HAVEN IS PROVIDED FOR HAY FEVER VICTIMS

The National Hay Fever Relief Association maintains at Bethlehem, N. H., an institution for the care of hay fever sufferers, as well as a boys' camp for underprivileged children suffering with the ailment. Those who cannot afford to pay are accepted free. Apply to the association at 320 Broadway, New York City.

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America's Largest Weekly for Public Employees

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Published every Tuesday by

LEADER PUBLICATIONS, INC.

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

BEckman 3-6010

Jerry Finkelstein, Publisher

H. J. Bernard, Executive Editor

Paul Kyer, Associate Editor

N. H. Muger, Business Manager

10c Per Copy. Subscription Price \$1.82½ to members of the Civil Service Employees Association. \$3.50 to non-members.

TUESDAY, APRIL 24, 1956

Ducking Issues No Aid To Labor Relations Amity

ESTABLISHING a labor relations policy for the New York City government must be proving to be an even more difficult task than originally imagined, because the Permanent Code has been so long coming. True, the City government is operating a labor relations program under an experimental interim order issued by Mayor Robert F. Wagner on July 21, 1954, and amended on March 14, 1955. The original order provided a step-by-step procedure and as a means of assuring promptness and fairness, called for the creation of joint labor relations committees, composed of employees and departmental representatives. It is an earnest effort to cope with a complex and difficult problem.

The whole object is to bring order out of chaos, for the past labor relations of the City government, if they can be called that, were hit-and-miss, with many more misses than hits.

Check-Off Is on the Way

So far, check-off of union dues has been approved, as the fastest and least expensive means of determining to what extent an organization represents employees of a department. By check-off, dues are to be deducted from salary, on a voluntary basis.

The City has the benefit of the long experience of the Transit Authority and its predecessors regarding check-off. Next no doubt will come more elections, and ultimately perhaps some legal form for providing that the victorious organization shall have exclusive collective bargaining privileges for the mass of employees, although without any individual employee being prevented from appearing on his own behalf, a point unions may be expected to oppose. Under the law, union membership cannot be made a condition of employment.

Recognition of unions is an acknowledged fact in the City government, unlike in the Federal government, and collective bargaining probably will be openly recognized, too, since it exists in fact, though under names deliberately disguised to meet the spurious argument that it represents illegal abdication of authority.

There is the touchy question of unionization of the uniformed police force. Shall it be permitted? At present it is forbidden. Even the interim order setting up model rules of procedure, and progressive steps for grievance adjudication, "shall not be deemed to affect the Police Department in this regard." In all respects that department appears to require, in the opinion of City officials, special treatment.

The Police and "Outside" Unions

The City Administration has evidently decided to handle the labor relations policy for the Police Department with kid gloves, or to allow that department to remain aloof from the general trend. How well such a resolve will succeed is doubtful, in view of the policemen's restlessness, to describe it mildly, and the overtures made by policemen to "outside" unions to come in and take over, in the hope that enduring grievances will at last be remedied.

The City Labor Department has been issuing reports and memoranda that contain arguments on both sides of controversial issues, but in reading between the lines, and discerning notes of emphasis, one can tell in what direction the wind is blowing. For instance, in a preliminary report to Mayor Robert F. Wagner, the Labor De-

Question, Please

DID NOT the United States Supreme Court, in a recent case involving a teacher employed by the New York City Board of Education, hold that Section 903 of the New York City Charter, requiring employees to answer questions, was unconstitutional?

C. J. M.

Answer—No. The employee pleaded the Fifth Amendment to the United States Constitution, as justifying his refusal to answer a question as to whether he had been a member of the Communist Party in 1942, and the court held that he could refuse to answer. The employee refused before a Federal committee. That inquiry did not deal with the property, affairs, or government of the City, nor with official conduct of a City employee. The Charter section is intended to compel City employees to answer questions regarding their official duties, and their qualifications for performing them in the best public interest. The penalty for violation can be dismissal. A new test is to be made, in which the employee will be asked the same question, at an inquiry by the Board of Education relating to subjects covered by Section 903. The final, official finding will be obtained if the issue is brought again to the United States Supreme Court as a result of refusal to answer under the new and different circumstances. The question whether the Charter section is inconsistent with the Fifth Amendment has been argued back and forth for years. However, the majority opinion of the highest court set forth: "It is one thing for the City authorities themselves to inquire into (the employee's) fitness but quite another for his discharge to be based entirely on events occurring before a Federal committee."

partment (not then headed by the same individuals as now), said: "The argument is that such (union) membership might expose the members of the force to dual and possibly conflicting allegiance in the event of labor strife which they are called on to police."

That argument puts a policeman in a decidedly poor light, as if he rates union membership as transcending his allegiance to his department, perhaps even his country's flag, and prompts him to violate his oath of office. Also, it puts unions in a poor light, by making them appear to encourage such perfidy, although their own best interests lie in recognizing that responsibility to the public always comes first. Actually, police are members of international unions in various municipalities, in some of which the cities have entered into signed agreements with them on wages, hours, and working conditions. None of the bugaboo has eventuated. Moreover, New York City is soon to sign its first contract with an employee group, although not in the Police Department.

The Lesson Taught by Industry

The Uniformed Firemen's Association and the Uniformed Fire Officers Association are both locals of the Association of Firefighters, AFL, and do their fine work in fire-prevention and fire-fighting regardless of any labor problems, even their own.

Official preference and opinion are not going to make any labor code work with utmost success. Merely consulting employees, without sufficiently heeding their recommendations, only postpones the day of satisfactory and amicable labor relations. Though much improved, those relations now fall far short of perfection, and there is reason for concern over how much of the gap will be closed by the Permanent Labor Relations Code.

A franker and broader acceptance of the principles that have been the successful standard in private industry is needed.

MODERN PUBLIC ADMINISTRATION

Home Rule Growing, Violations Watched

John R. Kerstetter, associate director of the American Municipal Association, in an article in Public Management, notes that in the last 10 years constitutional provisions for home rule have been adopted in New Jersey, Rhode Island, and Tennessee, initiated in Connecticut, and were slated for Alaska. Eligibility for home rule was extended from a single city to all cities in Louisiana and Maryland. Georgia adopted a home rule amendment but has not yet passed an enabling act. Home rule proposals have made progress in legislatures of half a dozen other states.

In New York, a study of possible encroachments is being made by a special Governor's commission. Concern over whittling into home rule has been expressed also in Ohio, Michigan, Minnesota, Oregon, Texas, Wisconsin, and Rhode Island.

Nineteen states have home rule for all or a significant number of their cities, and 10 other states make some provisions for home rule.

Cure Sought for High Turnover

Turnover of City employees of Philadelphia has risen in the last four years.

The Bureau of Municipal Research and the Pennsylvania Economy League recommended that city department heads talk to the employees who quit their jobs and find out their reasons. "Exit interviews" they are called. The Civil Service Assembly thinks such interviews would help the City pinpoint places where personnel policies brought dissatisfaction, so that future resignations could be prevented by personnel policy reforms. "Quits" mean costly recruiting for vacancies, and training new workers, besides the loss of qualified personnel, the Assembly points out.

Although the number of voluntary resignations has been declining in Philadelphia lately, it still accounts for about half of the turnover. Other important causes are temporary nature of appointments, firings, and retirement.

The City's pay scale is in line with that of private business, the City has a liberal pension plan, and offers other benefits, says the Assembly.

Vice Helps to Pay Cost of Virtue

The yearly yield from the sale of unusable materials runs from between \$150,000 and \$200,000 in Philadelphia, the American Public Works Association reports. Among the items up for sale are garbage grease, used manila rope, old metal beds and springs, and scrap metal. Police Department vice raids bring in items sold at public bidding, including clocks, pinball machines, radios, and movie projectors.

New York City Sanitation Commissioner Andrew W. Mulrain sold 132 unclaimed vehicles at three auctions. Passenger cars, a trailer, two panel trucks, and a station wagon were sold.

Most of the vehicles had been abandoned. There were no 1956 Cadillacs in the lot.

LETTERS TO THE EDITOR

WANTS REMAINING 60% OF RETROACTIVE RAISE Editor, the LEADER:

When New York City employees finally received 40 percent of their back pay for the first year under the Career and Salary Plan, nothing was said about payment of the remaining 60 percent. How can an employer raise salaries and yet pay only 40 percent of such an increase? ANXIOUS.

LIST OF TITLES AND GRADES JUST WHAT HE WANTED

Editor, the LEADER: As a state competitive employee I have tried unsuccessfully to get a list of the titles, grades and pay of New York City employees under the Career and Salary Plan, so I could make comparison with state pay. I was exceedingly gratified when the LEADER published the complete list in its April 17 issue. Thanks and congratulations!

MORRIS JACOBS
State Labor Department
New York, N. Y.

DENTAL ASSISTANTS VOTE THANKS TO LEADER Editor, the LEADER:

On behalf of the dental assistants, New York City Department of Health, I extend deepest
(Continued on Page 7)

There's Still Time To Obtain U. S. Jobs Overseas

Opportunities for U. S. overseas jobs continue. Apply until further notice.

Office jobs and skilled trades jobs are open in Air Force stations in the Azores, England, France, Germany, Greece, Greenland, Iceland, Japan, Korea, Libya, Morocco, Newfoundland, Okinawa, Panama Canal Zone, Philippines, Saudi Arabia, Spain, and Turkey.

The office jobs are: Personnel officer and assistant, position classifier, training officer (general fields) administrative officer and assistant, \$5,440 to \$7,570 a year.

Organization and methods examiner, \$8,990.

General supply clerk and officer, \$3,670 to \$10,320.

Supply requirements and distribution officer, \$4,525 to \$8,990.

Property supply clerk and officer, \$3,670 to \$7,570.

Supply cataloger, \$5,440.

Surplus property and disposal officer, \$4,525 to \$6,390.

Aircraft Trades

Hourly pay rates ranging from \$1.05 to \$2.21 to start apply to the skilled trades jobs. The titles are aircraft electrical systems repairer, aircraft sheet metal worker, aircraft propeller mechanic, aircraft mechanic, aircraft jet engine tester, aircraft hydraulic systems mechanic, aircraft piston engine mechanic, aircraft welder, aircraft instrument systems mechanic, aircraft quality control inspector, aircraft overhaul inspector, and aircraft power unit assembler.

Extra payment is made for quarters and post differential.

The government pays transportation expenses.

For information on differentials, living quarters, educational facilities and the like, consult the Air Force's Overseas Employment Branch, 111 East 16th Street, New York, N. Y.

Apply to U. S. Civil Service Commission, 641 Washington St., New York 14, N. Y.

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Key Answers

TRAIN DISPATCHER
(From.), Transit Authority
Tentative key answers for Part I of written test held April 14.
1, D; 2, B; 3, C; 4, C; 5, A; 6, D; 7, D; 8, A; 9, C; 10, B; 11, B; 12, B; 13, C; 14, A; 15, D; 16, C; 17, B; 18, D; 19, C; 20, B; 21, C; 22, D; 23, A; 24, C; 25, B; 26, A; 27, D; 28, B; 29, C; 30, C; 31, D; 32, B; 33, C; 34, D; 35, A; 36, C; 37, A; 38, D; 39, B; 40, D; 41, D; 42, B; 43, C; 44, B; 45, D; 46, C; 47, A; 48, D; 49, C; 50, B; 51, A; 52, C; 53, B; 54, B; 55, B; 56, A; 57, D; 58, B; 59, A; 60, A.
Last day to protest to the City Civil Service Commission, 299 Broadway, New York 7, N. Y., is Thursday, May 3.

SHE'S BETTY GASSNER
The No. 1 eligible on the previously published College Series eligible list is Betty Jane Gassner, the last name having been misspelt in The LEADER.

Bacteriologist Jobs Offered

The U. S. needs bacteriologists. The jobs pay \$3,670 to \$8,990. Positions are in the United States and Alaska with the United States Public Health Service. Applicants must have a B.A. degree in bacteriology or in a biological science; or 20 semester hours of college level study plus additional experience or education which will total four years education and experience. Additional specialized experience will place the applicant in a higher salary level.

Apply until further notice to the U. S. Civil Service Commission, 641 Washington St., New York 14, N. Y. in person, by representative or by mail.

The examination is No. 57. Give serial number and title when applying.

Coyle Appointed To U.S. Tax Post

The appointment of Eugene C. Coyle, Jr., as District Director of Internal Revenue at Buffalo was announced by Alfred W. Fleming, Regional Commissioner for New York.

Why Tax Yourself?

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'56 FEDDERS Air Conditioners

If you're looking for a bargain, come right down to our store. FOR 0 DAYS ONLY we are selling '56 FEDDERS Air Conditioners — finest ever built by the world's largest maker of room air conditioners at special install-it-yourself prices! Each new FEDDERS unit guaranteed for 5 years.



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Choose from a wide variety of models and sizes in decorator colors.



TERMS ARRANGED

DELANCEY SALES CO.
224 DELANCEY STREET

New York

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Letters

(Continued from Page 6)

Thanks to the LEADER for publishing our appeal for upward reallocation.

We congratulate The LEADER on its initiative and enterprise in setting forth in detail the titles, grades and salaries of the New York City positions under the Career and Salary Plan.

DOROTHY KNIGHTS

56

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With Financing, Insurance and Many Important Extras Included.

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Excellent Service!
408 W. 57th

Questions answered on civil service. Address Editor, The LEADER, Page 14.

Find REAL ESTATE buys. See Page 14.

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**DIVIDENDS CREDITED
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—interest is compounded and added to your account at the end of every quarter four times a year on all balances of \$5 or more.

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EVERY MONTH!**

At Emigrant you get the maximum number of extra dividend days!

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A dividend for the quarter beginning April 1st, 1956 at the annual rate of **2 3/4%** plus extra dividend of **1/4%**

TOTAL 3%

is anticipated based upon continuation of present favorable earnings

Stop in at the nearest Emigrant office today and open your account. If you'd like to do your banking by mail, Emigrant pays the postage both ways.

106 Years of Uninterrupted Dividends

EMIGRANT
Industrial
SAVINGS BANK

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Open Mon. and Fri. to 6 P.M.

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Open Mon. to 7 P.M., Fri. to 6 P.M.

7th Ave. & 31st Street

PENN STATION ZONE

Open Mon. and Fri. to 8:30 P.M.

MEMBER FEDERAL DEPOSIT INSURANCE CORPORATION

\$65 Apprentice Jobs Offered by Navy Yard

The Federal government seeks apprentices, 4th class, at \$12.12 a day, \$65.60 a week, to start at the New York Naval Shipyard. Competitors must take a written examination consisting of questions designed to measure aptitude for learning and performance of the duties.

Apply to the Board of U. S. Civil Service Examiners, New York Naval Shipyard, Naval Base, Brooklyn 1, New York; or the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., until Tuesday May 1.

Four-Year Apprenticeship

The normal length of apprenticeship is four years. The beginners receive instruction through the Apprenticeship School and mechanical shop assignments in the rudiments of trade tasks, technical shop subjects, and machinery and materials of the trade. Apprentices also perform very elementary trade tasks under supervision of a shop instructor or artisan, and perform other tasks incidental to mastery of trade fundamentals.

The minimum age is 16. There is

Police Lieutenant Test Rating Ends

The New York City Department of Personnel has completed the ratings of the police lieutenant written test. The list is expected by mid-May.

The computations of the essay part of the test, together with the averaging of Parts I and II, will take until the middle of next week. Record and seniority ratings are next on the agenda.

One Change in Key Of Policewoman Test

Final key answers for the New York City examination for policewoman have been adopted, there was one change in the tentative answers. Item 28 was changed from C to B, C or D. The test, given January 28, was taken by 1,072 candidates. There were 26 letters protesting 53 items.

no maximum. Both men and women may apply.

Applicants must be physically able to perform efficiently the duties of the position. A physical examination will be made by a Federal medical officer before appointment. Persons who are offered appointment must pay their own expenses in reporting for duty.

Five points are added to the earned rating of the applicant who

attains a passing grade and is a veteran who claims active service in the armed forces during any war. A disabled veteran, a wife of a disabled veteran, a widow of a deceased ex-service man, or the widowed, divorced, or separated, mother of a deceased or disabled veteran will receive 10 points preference.

The examination is No. 2-1-3 (56).

Refrigeration Mechanics And Roofers Needed by U. S.

Refrigeration and air conditioning mechanics at \$17.60 a day, and roofers at \$16.80 are needed by the New York Naval Shipyard, Naval Base, Brooklyn 1, N. Y. Jobs are open also at other Naval installations in New York City.

Refrigeration and air conditioning mechanics must have completed an apprenticeship of four years in the occupation mechanics must have completed an apprenticeship of four years in the refrigeration mechanic or electrician trade, or have had four years of experience in the trade sufficient. Applicants whose apprenticeship or experience has been in the electrician trade must have in addition at least two years of experience in the installation, adjustment, maintenance, and repair of all types of refrigeration equipment.

All applicants must have at least six months' experience on modern air-conditioning equipment.

Applicants for roofer must show at least two years of experience in the occupation, or two years of building trades apprenticeship which included maintaining, repairing and relaying all types of roofs.

Apply to the Civil Service Examiners, at the shipyard, or the

U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., until further notice.

The examination is No. 2-1-2 (56).

Transit Sick Leave Bill Is Enacted

The drive conducted by the Transit Patrolman's Benevolent Association to take transit police out of the General Schedule Leave Rules that cover other Transit Authority employees resulted in Governor Averell Harman's signing of the sick-leave bill. The new law, Chapter 604, gives the Transit Authority the power to institute the same sick-leave privileges for transit police as obtain in the City Police Department.

President John R. Martin and Vice President James Rooney headed the drive. Transit Police in service at least six months get half pay for the first three days of sick leave and full-pay thereafter, up to one year.

Police Give \$8,870 More to PAL

Commissioner Stephen P. Kennedy, of New York City, on behalf of the Police Department Charity Fund, presented a check for \$8,870 to the Police Athletic League, a part payment on \$23,870.

The Charity Fund is supported by voluntary contributions from department members.

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Party Service for Any Occasion
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Albany 3-2179 Delmar 9-2212
Over 100 Years of
Distinguished Funeral Service
ALBANY, N. Y.

Bi-Lingual Escorts of Foreign Dignitaries Needed For Domestic Culture Towns

Want to tour the United States with foreign dignitaries?

If so, the U. S. State Department may have a job for you, the New York State Employment Service, State Labor Department, announced.

U. S. State Department representatives will be at the Employment Service's professional office, 119 Fifth Avenue, until Monday,

May 8, to interview candidates for positions as escort-interpreters. Salaries range from \$16 to \$20 a day, plus free transportation and \$12 a day for hotel, meals and other expenses.

Nature of the Work

Escort-interpreters accompany foreign leaders on their travels in this country under the various educational exchange programs. Candidates must have broad educational backgrounds and be fluent in English as well as any one of the following languages: French, Spanish, Italian, Portuguese, German, Dutch, Danish, Swedish, Finnish, Norwegian, Greek, Rumanian, Chinese, Japanese, Korean, Malayan, Indonesian, Viet Nameese, Cambodian, Siamese.

U. S. citizenship is preferred, but not essential, if there is no legal restriction against earning money in this country.

Not a Soft Spot

Because of long, strenuous periods on train and air travel scheduled, candidates must be in excellent physical condition. Assignments are generally intermittent, lasting one to three months. No previous interpreting experience is necessary. An oral test will be given.

39 Clerk Jobs Filled by State

Nine appointments to clerk positions and 30 to file clerk jobs at \$2,620 resulted from the State clerk pools held April 17. Vacancies in both titles will be filled in State offices in Manhattan.

The last number reached on the August 15, 1955 file clerk list was 2167. That list had previously been exhausted, but since the \$300 increase in State salaries the Department of Civil Service had canvassed those who had declined jobs and, in many cases, effected restorations. Those who were once eligible on that list and have not requested restoration may still do so. The next pool will be held Wednesday, May 16 at 270 Broadway, for those who receive mailed notices.

PASTEUR GUILD COMMUNION

Sydenham chapter of the Pasteur Guild, New York City Department of Hospitals, will receive its first corporate Communion on Sunday, May 6, at Saint Joseph's Roman Catholic Church, West 125th Street at 8 A.M. Breakfast will be eaten at the Hotel Theresa.

The **McVEIGH FUNERAL HOME**
208 N. ALLEN ST.
ALBANY, N. Y.
2-9428

Yankee Travel Club to Asbury for the Ceramic Show May 5 Weekend

Bus leaves Troy (Congress St. & Third) 6:30 A.M., Albany (Plaza) 8:30 A.M. Stay Monday P.M. in Asbury Park's Berkely-Cartaret Hotel. All the time you want to visit the 4th Annual Ceramic Show at the big Convention Hall. Two gala days and a night of fun in Jersey's coastal resort. Full information write YANKEE TRAVELER TRAVEL CLUB R.D. 1, Rensselaer, N. Y. Phones: Albany 62-3851, 4-5798 4-6727; Troy Enterprise 9813.

RITZ SHOE OUTLET — Famous name brands in men's shoes. 10% Discount to CSEA members. 19 S. Pearl St., Ritz Theatre Bldg., Albany, N. Y.

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JACK'S PAINT & WALLPAPER, Dupont, Dura Paints, Paint & Painters' Supplies, 10% Discount, Wallpaper, 20%. All C.S. employees. Free Parking. 93 S. Pearl St., Albany, N. Y. 4-1974.

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ARCO CIVIL SERVICE BOOKS and all tests
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380 Broadway Albany, N. Y.
Mail & Phone Orders Filled

Where to Apply for Public Jobs

U. S.—Second Regional Office, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (Manhattan). Hours 8:30 to 5, Monday through Friday; closed Saturday. Tel. WATKINS 4-1000. Applications also obtainable at post offices except the New York, N. Y. post office.

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

NYC—NYC Department of Personnel, 96 Duane Street, New York 7, N. Y. (Manhattan) two blocks north of City Hall, just west of Broadway, opposite the LEADER office. Hours 9 to 4, excepting Saturday, 9 to 12. Tel. CORTLANDT 7-8880. Any mail intended for the NYC Department of Personnel, should be addressed to 299 Broadway, New York 7, N. Y.

NYC Travel Directions

Rapid transit lines for reaching Civil Service Commission offices in NYC follow:

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

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

Data on Applications by Mail

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

NYC does not issue blanks by mail or receive them by mail except for nationwide tests and for professional, scientific and administrative jobs, and then only when the exam notice so states.

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

NEW YORK STATE JOB OPENINGS

STATE Open-Competitive

4050. SOCIAL WORKER (Medical), \$3,540 to \$4,490. One vacancy at Woman's Relief Corps Home in Oxford, one at Roswell Park Memorial Institute in Buffalo, one at Onondaga Sanatorium. Requirements: bachelor's degree; and either (a) 2 years of full-time paid experience (within the last five years) in social casework with social agency, preferably in supervised medical social work or (b) one year of graduate study in a recognized school of social work or (c) equivalent combination. Examination, Saturday, June 9. Fee \$3. (Friday, May 11).

Open-Competitive

COUNTY AND VILLAGE

4468. INTERMEDIATE MEDICAL SOCIAL WORKER, Westchester County \$3,640 to \$4,640. One vacancy in Department of Health. Bachelor's degree and either (a) two year course in approved school of social work with courses and field work in medical social work, or (b) two years of recent full-time paid experience in social casework with a social agency including one year in medical socialwork or (c) equivalent combination. Examination, Saturday, June 9. Fee \$3. (Friday, May 11).

4469. INTERMEDIATE PSYCHIATRIC SOCIAL CASE WORKER, Westchester County, \$3,540 to \$4,640. One vacancy in Department of Welfare. Bachelor's degree with specialization in sociology, psychology, or allied social sciences; and either (a) two years graduate study in a recognized school or (b) two years full-time paid experience with a social agency specializing in cases presenting psychiatric problems (c) equivalent. Examination, Saturday, June 9. Fee \$3. (Friday, May 11).

STATE Promotion

3040. SUPERVISING CORPORATION TAX EXAMINER, Department of Taxation and Finance, \$5,640 to \$6,970. One year as Senior corporation tax examiner. Examination, May 26. Saturday. Fee \$5. (Friday, April 27)

3041. SENIOR CORPORATION TAX EXAMINER, Department of Taxation and Finance, \$4,830 to \$5,020 in five annual salary increases; one vacancy in Buffalo. One year as corporation tax examiner, or income tax examiner, or commodities tax examiner, or truck mileage tax examiner, or stock transfer tax examiner, or estate tax examiner, or part-mutual examiner. Examination Saturday,

Friday, May 26. Fee \$4. (Friday, April 27)

3042. CORPORATION TAX EXAMINER, Department of Taxation and Finance, \$4,130 to \$5,200 in five annual salary increases; nine vacancies in New York City, two in Albany, one in Syracuse, one in Utica, one in Rochester. One year as junior tax examiner. Examination Saturday, May 26. Fee \$4. (Friday, April 27)

3043. HEAD MOTOR VEHICLE LICENSE EXAMINER, Department of Taxation and Finance, \$5,640 to \$6,970 one vacancy in the New York Office. One year as Supervising motor vehicle license examiner or two years as investigator. Examination Saturday, May 26. Fee \$5. (Friday, April 27)

3044. SUPERVISING MOTOR VEHICLE LICENSE EXAMINER, Department of Taxation and Finance, \$4,350 to \$5,460. Only general list established as result of examination. One year as motor vehicle license examiner or investigator. Examination, Saturday, May 26. Fee \$4. (Friday, April 27)

3045. SENIOR INSPECTOR OF MOTOR VEHICLE LICENSING OPERATIONS, Department of Taxation and Finance, \$4,580 to \$5,730. One vacancy in Albany Office of Bureau of Motor Vehicles and Traffic Commission. One year preceding date of examination in a position allocated to salary grade 11 or higher. Examination, May 26. Fee \$4. (Friday, April 27)

3046. INSPECTOR OF MOTOR VEHICLES LICENSING OPERATIONS, Albany Office, Bureau of Motor Vehicles and Traffic Commission, Department of Taxation and Finance; \$3,920 to \$4,950. One year in a position allocated to salary grade 7 or higher. Examination, Saturday, May 26. Fee \$3. (Friday, April 27)

3045. SENIOR MILK AC-

COUNTS EXAMINER, Department of Agriculture and Markets, \$5,090 to \$6,320; one temporary vacancy Niagara Frontier Milk Marketing Area. Candidates must be permanently employed in the competitive class in the Department of Agriculture and Markets and must have served continuously on a permanent basis in the competitive class for one year preceding the date of examination as milk accounts examiner. Examination, May 26, Saturday. Fee \$5. (Friday, April 27)

3035. PRINCIPAL CLERK, Long Island State Park Commission, Department of Conservation, \$3,540 to \$4,490 one vacancy in Babylon, N. Y. Candidates must be permanently employed in the competitive class in the Long Island State Park Commission, Bethpage Park Authority, one Beach State Parkway Authority, Department of Conservation and must have served continuously on a permanent basis in the competitive class for one year preceding the date of appointment from the eligible list in clerical positions now allocated to grade 7 or higher. Examination Saturday, May 26 Fee \$3 (Friday, April 27)

3036. PRINCIPAL STORES CLERK, Division of Standards and Purchase, Executive Department; \$3,730 to \$4,720 one vacancy in Albany. Candidates must be permanently employed in the competitive class in the Division of Standards and Purchase, Executive Department and must have served continuously on a permanent basis in the competitive class for one year preceding the date of examination in positions now allocated to grade 7 or higher. Examination Saturday, May 26. Fee \$3. (Friday, April 27)

3037. ASSOCIATE SANITARY ENGINEER, Department of Health (exclusive of the Division

of Laboratories and Research and the Institutions); \$8,090 to \$9,800 in five annual salary increases; two vacancies; appointments statewide subject to assignment. Candidates must be permanently employed in competitive class in Department of Health and must have served continuously on a permanent basis in the competitive class for one year preceding the date of appointment from eligible list as senior sanitary engineer. Examination, Saturday, May 26. Fee \$5. (Friday, April 27)

3038. SENIOR SANITARY ENGINEER, Department of Health (exclusive of the division of Laboratories and Research and the Institutions); \$6,590 to \$8,070 in five annual salary increases; two vacancies, appointments are statewide subject to assignment. One year as assistant sanitary engineer. Examination, Saturday, May 26. Fee \$5. (Friday, April 27)

3039 ASSISTANT SANITARY ENGINEER, Department of Health (exclusive of Division of Laboratories and Research and the Institutions); \$5,360 to \$6,640 in five annual salary increases; four vacancies, two additional anticipated. Candidates must be permanently employed in the competitive class in the Department of Health and must have served continuously on a permanent basis in the competitive class for one year preceding date of appointment from eligible list as Junior Sanitary Engineer. Examination, Saturday, May 26. Fee \$5. (Friday, April 27)

3051. SENIOR TABULATING MACHINE OPERATOR — IBM, Interdepartmental, \$3,020 to \$3,880. One year in positions allocated to grade 3 or higher. Fee \$3. (Friday, May 11).

3052. TOLL SECTION SUPERVISOR, Department of Conservation, \$3,730 to \$4,720. One year

as toll collector or supervising toll collector. Fee \$3. (Friday, May 11).

3053. SENIOR BACTERIOLOGIST, Department of Health, \$5,090 to \$6,320. One vacancy in Albany. One year as bacteriologist. Fee \$5. (Friday, May 11).

3054. BIOCHEMIST, Department of Health, \$4,130 to \$5,200. Two vacancies in Albany. One year as junior biochemist. Fee \$4. (Friday, May 11).

3055. PRINCIPAL TABULATING MACHINE OPERATOR — IBM, Department of Labor, \$3,730 to \$4,720. One vacancy. One year as senior tabulating machine operator. Fee \$3. (Friday, May 11).

3056. PRINCIPAL SCHOOL OR NURSING, Department of Mental Hygiene, \$5,090 to \$6,320. One vacancy in Kings Park, one at Orangeburg. One year as assistant principal, school of nursing. Fee \$5. (Friday, May 11).

3061. ASSISTANT ARCHITECT, Department of Public Works, \$5,360 to \$6,640. Eleven vacancies in the main office. One year as junior architect. Fee \$5. (Friday, May 11).

3076. PRINCIPAL STENOGRAPHER, Teachers' Retirement System, \$3,840 to \$4,790. One vacancy in Albany. One year as senior stenographer. Fee \$3. (Friday, May 25).

3065. JUNIOR LAND AND CLAIMS ADJUSTER, Department of Public Works, \$4,350 to \$5,460. Nine vacancies throughout the State. One year as senior draftsman or senior engineering aide. Fee \$4. (Friday, May 11).

3058. HEAD ATTENDANT, Department of Mental Hygiene, \$3,920 to \$4,950. One vacancy in Wassaic. One year as supervising attendant, or three years as staff attendant. Fee \$3. (Friday, May 11).

MEMORANDUM:

VERY IMPORTANT

**TO: STATE EMPLOYEES
FROM: GROUP HEALTH INSURANCE, INC.
RE: HEALTH INSURANCE FOR STATE EMPLOYEES**

A recent bill provides a health insurance program for State workers paid, in part, by the State. Details of the plan are to be worked out by a new commission, but there is general agreement on one important principle.

"EMPLOYEES SHOULD PARTICIPATE IN THE DEVELOPMENT OF THE PROGRAM"

This means that you and your organizations can play an important part in getting the kind of protection you want for yourself and your families. But to do this, you must know the FACTS about available plans. We want you to have the Facts about GHI (Group Health Insurance, Inc.). We want you to know why so many residents of the New York Metropolitan Area have chosen GHI in preference to other plans. Here are some of the reasons:

- Extensive PAID-IN-FULL benefits—benefits that pay the entire doctor's bill.
- Free choice of doctor.
- More such PAID-IN-FULL benefits than any other free-choice plan operating in the 17 southern counties of the State.
- No limitations on benefits because of income.
- No commissions or dividends—entire premium available for benefits except for minimum amount required for administration—GHI is a non-profit community service organization.
- Plans range in scope from surgery only to the comprehensive "Family Doctor Plan"—at varying premiums, of course.
- The oldest and fastest-growing, non-profit health insurance plan in the northeastern United States.

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To get ALL the facts on how the various GHI plans can go to work for you and your group, just fill out the coupon at the right.

GROUP HEALTH INSURANCE, INC.
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I am interested in learning more about the various GHI plans.
PLEASE SEND, WITHOUT OBLIGATION,
 Representative To Meet With My Group,
 Complete Information

If you wish a representative to speak to your group, please specify,

_____ at _____ Time _____
Day and Date _____
Your Name _____
Group Name _____
Address _____
Your Title (if any) _____
City _____ Zone _____ State _____
Your Phone No. _____

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FINISH YOUNGER
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Study Material for May 26 Fireman Test

(The following installment continues the questions and answers in the last fireman (F.D.) test given by New York City. The next will be held on Saturday, May 25.)

42. An agency whose chief official is appointed by the Mayor of the City of New York is the (A) Commission Against Discrimination (B) Division of Placement and Unemployment Insurance (C) Department of Internal Revenue (D) Department of Marine and Aviation (E) Court of Appeals.

43. The right of the City of New York to collect taxes is granted by the

(A) people of the City (B) Board of Estimate (C) five counties that comprise the City (D) State of New York (E) U. S. Government.

44. The one of the following who is elected by the voters of the City is the

(A) Director of the Budget (B) Comptroller (C) City Treasurer (D) President of the Tax Commission (E) Corporation Counsel.

45. The relationship of the Charter to the City is most closely like the relationship of

(A) a constitution to a state (B) an annual report to a corporation (C) legislation to Congress

(D) licenses to a City department (E) a summons to a court.

46. During 1952, a strike involving over half a million workers and lasting nearly two months occurred in the industry producing

(A) lumber (B) aluminum (C) rubber (D) textiles (E) steel.

47. Surveys of financial, educational, hospital, health, personnel, fire and other aspects of the City's government have recently been made for the Mayor's Committee on Management Survey by

(A) the U. S. Dept. of the Interior (B) special committees appointed by New York State (C) the New York City Department of Investigation (D) private firms and individuals (E) special committees of the City Council.

48. Truce talks in Korea have been held at

(A) Panmunjom (B) Inchon (C) Pusan (D) Changjin (E) Seoul.

49. The Olympic Games in the Summer of 1952 were held at

(A) Oslo (B) Copenhagen (C) Helsinki (D) Stockholm (E) Prague.

50. A widely known consumers' price index to indicate the cost of living is issued by the U. S.

(A) Bureau of Labor Statistics (B) Federal Trade Commission (C) Internal Revenue Bureau (D) Social Security Administration

(E) Production and Marketing Administration.

Items 51 to 60 are based on the following paragraphs:

"Air conditioning systems are complex and are made up of several processes. The circulation of the air is produced by fans and ducts; the heating is produced by steam, hot water coils, coal, gas or oil fired furnaces; the cooling is done by ice or mechanical refrigeration and the cleaning is done by air washers or filters.

"Air conditioning systems in large buildings generally should be divided into several parts with wholly separate ducts for each part or floor. The ducts are then extended through fire partitions. As a safeguard, whenever ducts pass through fire partitions, automatic fire dampers should be installed in the ducts. Furthermore the ducts should be lined on the inside with fire-resistant materials. In addition, a manually operated fan shut-off should be installed at a location which will be readily accessible under fire conditions.

"Most air conditioning systems recirculate a considerable portion of the air and when this is done an additional safeguard has to be taken to have the fan arrange to shut down automatically in case of fire. A thermostatic device in the return air duct will operate the shut-off device whenever the temperature of the air coming to the fan filters are frequently coated with oil to help catch dust. Such oil should be of a type that does not ignite readily. Whenever a flammable or toxic refrigerant is employed for air cooling, coils containing such refrigerant should not be inserted in any air passage."

51. According to the preceding paragraphs, fan shut-offs in the air conditioning system should be installed

(A) near the air ducts (B) next to the fire partitions (C) near the fire dampers (D) where fires may start (E) where they can be reached quickly.

52. On the basis of the preceding paragraphs, whenever a fire breaks out in a building containing an air conditioning system which recirculates a portion of the air

(A) the fan will shut down automatically (B) the air ducts will be opened (C) the thermostat will cease to operate (D) the fire partitions will open (E) it will be extinguished.

53. The preceding paragraphs state that on every floor of a large building where air conditioning systems are used there should be

(A) an automatic fire damper (B) a thermostatic device (C) an air filter (D) a manually operated fan shut-off (E) a separate duct.

54. From the preceding paragraphs, the conclusion can be drawn that in an air conditioning system flammable refrigerants

(A) an automatic fire damper cautions are observed (B) should be used sparingly and only in air passages (C) should not be used under any circumstances (D) may be more effective than other refrigerants (E) may be less effective than other refrigerants.

55. According to the preceding paragraphs, the spreading of dust by means of the fans in the air conditioning system is reduced by

(A) shutting down the fan automatically (B) lining the inside of the air ducts (C) cleaning the circulated air with filters (D) coating the air filters with oil (E) cooling the circulated air with refrigerants.

56. According to the preceding paragraphs, the purpose of a thermostatic device is to

(A) regulate the temperature of the air conditioning system (B) shut off the fan when the temperature of the air rises (C) operate the fan when the temperature of the air falls (D) assist the recirculation of the air (E) operate the air duct automatically in case of fire.

ANSWERS

42. D; 43. D; 44. B; 45. A; 46. E; 47. D; 48. A; 49. C; 50. A; 51. E; 52. E; 53. E; 54. A; 55. C or D; 56. B;

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ber. Each item ends with that number. Send filled-out form to the office mentioned in the announcement you will receive.

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Aircraft Trades Positions, \$1.98 to \$2.80 an hour. — Announcement 54 (B).

SOCIAL AND EDUCATIONAL
Clinical Psychologist, \$6,390 to \$11,610. — Jobs are with the Veterans Administration. 430 (B).

Clinical Psychologist (Vocational), \$6,390 to \$10,230. — Jobs are with the Veterans Administration, Washington 25, D. C. 17 (B).

Counseling Psychologist (Vocational Rehabilitation and Education), \$6,390 and \$7,570. — Jobs are with the Veterans Administration, Washington 25, D. C. 362.

\$4,525. — For duty in the Bureau of Indian Affairs in various States and in Alaska. 390.

Instructor (Guided Missiles-Radio-Wire-Radar-Photography), \$3,670 to \$5,440. — Jobs are at the Signal School in Fort Monmouth, N. J. Announcement 2-21 5 (1953).

Instructor (Trade Shops, -Voca-

tional Agriculture, Industrial Arts or General Shop, Related Trades, General Education), \$4,080. — Jobs are in Federal penal and correctional institutions in various States throughout the country. 9-14-4 (54).

Research Psychologist, \$6,3290 to \$11,610. — 39.

Social Worker, \$4,525 to \$5,440. — Jobs are in the Washington, D. C., area. 14.

Social Worker, \$4,525 to \$6,390. — Positions are with the Veterans Administration. 352.

Social Worker (Parole), \$4,525. — Jobs are in Federal penal and correctional institutions. 9-14-3 (54).

Social Worker (General), \$4,525 to \$7,570; (Child Welfare), \$4,525 to \$6,390. — Jobs are with the Bureau of Indian Affairs in Western States and in Alaska. 48 (B).

Training Instructor (Communication), \$3,670 and \$4,525. — For duty at Scott Air Force Base, Ill. 7-45-4 (51).

Training Officer (Military Science), \$5,440 to \$7,570. — For duty at Fort Washington, New York, and at various locations throughout the country. 2-3-2 (55).

STENOGRAPHY AND TYPING
Shorthand Reporter, \$4,080 to \$5,

440. — Jobs are in the Washington, D. C., area. 434.

TRADES
All trade jobs are in the Washington, D. C. area.)

Automobile Mechanics, \$1.98 to \$2.23 an hour. — 286.
Bookbinder (Hand Work)—Bookbinder (Machine Operations), \$2.70 an hour.—354.

STATE EMPLOYEE

(Continued from Page 5)

Just returned from a vacation touring Glens Falls, New Hampshire, Vermont and Connecticut.

Albert Martin, farm manager, is ill at his home on Marbletown Road.

Inez Briggs, R.N., of Boys' Hospital, is on vacation.

Roy Pullin, George VanTassel, Angelo Pizzurro and Douglas Cooley motored to Theresa for a shotgun.

Congratulations to Mrs. Marion Shaffner, employee in P.T., seven, now working 12 to 8 A.M. as staff attendant in Girls' Infirmary I.

Welcome to Mrs. Hazel Thomas, who will be working midnight to 8 A.M. in the P.T.

Sympathy to Mrs. Lillian Brown on the loss of her brother, John E. Melborne, in a highway accident.

Welcome back to Kate Curtin, on duty after a recent injury.

Abram DeSmith is resting at his home in Sedus. Roy Pullin plans a trip to Pennsylvania.

Welcome to the following new employees: Mr. and Mrs. Dayton Wood, Bonita Strong, Junior Shaulis, Ralph Swick, Leona Robertson, Catherine Benedickier, Bertha Sears, Steven Robertson, Leonard Butler, Ruth Moon and Robert Furman.

Creedmoor

An executive meeting of the Creedmoor chapter, CSEA, formulated a program for the coming year. Mrs. Helen Peterson, president, asked that members of the board of directors take over as chairmen of committees: Joseph Anderson, Peter Sweeney, Frank McManus, John Murphy, Edward Sotlong.

We were sorry to hear about the hard luck that Jack and Marge Duffy had on their vacation. We understand they were in an auto accident in Florida and both suffered injuries. At this writing they are on the road to recovery and will return to Creedmoor by plane.

Congratulations to Rita and Curt Ferguson on the birth of a girl, born at Queens General Hospital, Margaret Clark, housemother at Creedmoor for many years, has retired. We all will miss her.

At the meeting of the Creedmoor War Veterans the members voted Jim McLaren as the new commander. He was former adjutant of the organization. We wish him the best in his new job. The next meeting will be held in the social room on May 14. We urge all members to attend to plan for Memorial Day services.

Ralph Osman of the business office is in the sick bay. We hope to see him up and about soon.

Our sympathy to Mr. and Mrs. Thomas Feeney of Bldg S, on the death of Mrs. Feeney's father.

Harmon Miller, Bldg S, is on a leave. Mr. Miller is recovering from a bout with the doctors.

Dr. Pomerantz now working with Dr. Brice in Bldg S.

Congratulations to Norma Liebovitz on her promotion to head accounts clerk.

Gratwick

The Medical Technicians at RPAI have recently been hostess to the Medical Technologists of Niagara Frontier Assoc. They have set up a scholarship fund for future technicians and held a fashion show and card party to help finance it.

Best wishes to Marie Tromba, R.N. who plans to marry on May 2. She was honored by a party on March 12, 1956. Mickey Kosack (Business Office), who will marry on April 7. Alice Fritz (Housekeeping) who retired last month.

Sympathy was extended to: Margaret Rauh (Housekeeping) on the death of her husband and Michael Stando (Laundry) on the death of his father.

STOP SAYING

"I CAN'T AFFORD TO RETIRE"

By NORMAN D. FORD

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

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

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

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

If You Like an Island

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

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

Do You Prefer the Theatre and Music?

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

What About Florida?

Where do you get the most sunshine in Florida, the friendliest towns, the lowest prices? Which is the still unknown section, where you can still buy Florida property at reasonable prices? Where do you find the best chances to pick up extra income? Which are the best Florida communities if you want a job with a future or a busi-

ness of your own? Which are the best towns for a short vacation or a few weeks' rest? What's the one easy way to cut your vacation costs in the town you chose?

Do You Prefer the Southwest?

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

or America's Pacific Coast?

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

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

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

WHERE TO RETIRE ON A SMALL INCOME

THIS book selects out of the hundreds of thousands of communities in the U.S. and its island territories only those places where living costs are less, where the surroundings are pleasant, and where nature and the community get together to guarantee a good time from fishing, boating, gardening, concerts, or the like. The book never overlooks the fact that some people must get part-time or seasonal work to pad out their incomes. It covers cities, towns, and farms throughout America — from New England south to Florida, west to California and north to the Pacific Northwest. It includes Hawaii, Puerto Rico, and the American Virgin Islands. Some people spend hundreds of dollars trying to get information like this by traveling around the country. Frequently they fail—there is just too much of America to explore.

Where to Retire on a Small Income saves you from that danger. Yet the big 1955 edition costs only \$1.

WHERE WILL YOU GO IN FLORIDA?

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

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

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

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

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

HOW TO EARN AN INCOME WHILE RETIRED

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

Few people know all their rights under Social Security and how much they are entitled to receive. One big section of *How to Earn an Income While Retired* details how you can guarantee receiving the largest possible income.

Thus, every plan in this big book considers your own special circumstances—whether you want a job or a small part-time business of your own, whether you want to earn an income from a hobby, if you have a social security income, etc. Price, only \$1.50.

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City & State

800 More Local Employees Covered by Social Security

ALBANY, April 23 — State Comptroller Arthur Levitt announced a considerable widening of Social Security coverage for employees of governmental units in the State.

The City of Albany and the counties of Chenango and Oswego are among the 22 units newly covered, about 800 employees are affected.

Nearly 110,000 non-federal employees in the State, now have Social Security coverage under State pacts.

11 Towns Included

Eleven of the 22 units covered in the State are towns. They include Brookhaven, in Suffolk County; Deposit, Delaware County; Hamptonburgh, Orange County; Java, Wyoming County; Lebanon, Madison County; Oppenheim, Fulton County; Wells, Hamilton County; Fallsburgh, Sullivan County; Machias, Cattaraugus County; Coventry, Chenango County and Lincoln, Madison County. Not all services are covered in every town.

The following six school districts have also been brought into the System: Central School District 30, Brookhaven, Suffolk

County; General School District 2, Towns of Middlebury et al, Genesee County; Common School District 3, Walkkill, Orange County; Union Free School District 1, Huntington, Suffolk County; Union Free District 3, Southampton, Suffolk County; and Common School District 9, Towns of Patterson and Kent, Putnam County.

In addition, the Village of Fort Ann in Washington County and the Village of Nissequoque in Suffolk County were brought into the Social Security System.

VOLUNTARY FIREMAN BILL SIGNED BY HARRIMAN

ALBANY, April 23 — Governor Averell Harriman has approved Senate Bill No. 1888 providing for financial and other benefits to the families of volunteer firemen killed or injured in the line of duty.

Designed to extend the coverage of Workmen's Compensation, the new system will be administered solely by the Workmen's Compensation Board, eliminating confusion and allowing for greater uniformity of construction and application of the law.

Engineers Promoted By Public Works

ALBANY, April 23 — John W. Johnson, State Superintendent of Public Works, has appointed district engineers and assistants in five of the Department's 10 engineering districts.

Effective May 10, Joseph C. Federick has been promoted to fill the vacancy left by the retirement of Frank W. Donovan as district engineer of District 9, with offices in Binghamton.

Mr. Federick's vacated post of assistant district engineer in District 3, Syracuse, will be occupied by Earl E. Towison. Mr. Towison has been serving in Utica.

The District Engineer's post in Rochester, left vacant by the shifting of Elmer G. H. Youngmann to the Buffalo office, will be taken over by Bernard A. Lefevre. Mr. Lefevre is director of the bureau of highway planning, and acting director of the bureau of research and statistics in the main office at Albany.

In District 8, with offices in Poughkeepsie, Kurt G. Rauer has been elevated from assistant district engineer to acting district engineer. As of May 10th, he will

take the place of James S. Bixby, who is retiring on May 1.

Edward W. Dayton on May 10 will take over the position of assistant district engineer in the District 1 office at Albany. Mr. Dayton has been director of Public Works civil defense, working out of New York City.

Salaries for these posts are subject to adjustments in the light of recent directives. Maximum salary for a district engineer is \$15,210, for an assistant district engineer, \$12,510.

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Sanitation Hopper

By JOHN W. RUSSELL

Pat Benedetto scouting Brooklyn East for softball talent. Pat has his eyes on Districts 42 and 43.

The oldtimers in District 40 claim that they can beat the youngsters any time. Anyone interested in umpiring these games should consult Pat Benedetto.

Garton Del Savio, Brooklyn Borough office, former shirtstop of the Sanitation baseball team, is building a bungalow at Long Beach.

Sanitation men Del Vecchio, Ed Kavanaugh and Alfred Di Bioso, District 22, Bronx, were on collection near South Boulevard. An explosion occurred in a building. They assisted the occupants to safety. They threw

flaming men to the ground to put out the flames and disregarded their own safety. This sort of act typified the assistance the men of this department render in emergencies. Never does a day go by that a Sanitation employee or a piece of equipment is not utilized in an emergency capacity.

For what candidate for Assemblyman on Staten Island was Mrs. Orlando Signoriello securing petition signatures? She did a good job.

All the boys in the main office express gratitude to Joe Bazzone.

Sorry to hear that Pete O'Neill passed away.

Pick the twin contest, Joe Carney and guess who?

Is Eddie Cook the horse shoe

pitching champ of the Elmhurst shop?

Friends of Matthew Sherlock dined him at Colon Council on his retirement.

Ed Fennell recently posted an 86 at Salisbury golf course, with two caddies holding his eyes open. What did he post for the second nine? Charlie Humphry wants proof. Result, a tentative match is scheduled.

The highly rated Sanitation bowling team, captained by Curly Al Cipriano, District 50, is vying for first place in the Mayor's Municipal Bowling League. Majority of members agree that the handicap system is a detriment and should be abolished.

Director of Training John E. Tyrell reports that almost 2,500 men have enrolled for the in-service training course that began on April 19, at Julia Richmond High School.

Glad to see Mike Keanery, Snow and Control office, back at work, fully recuperated.

Michael Figuloli, sergeant in the inspectional force, lost his father.

Borough Superintendent Schmidt, Bronx, off to see his son Jack at Langley Field, Va. Jack is in the Air Force.

Mike O'Gara, Bronx Borough office, a dad again anyday now. Mike will be shopping around for a station wagon. This will be number four.

POWER MAINTAINER KEY ANSWERS UNCHANGED

There are no changes in the tentative key answers for the New York City promotion examination to power distribution maintainer (No. 7627). The test, held March 10, was taken by 367.

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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Industry Chapter

Dr. Lawrence Nacy, the school's nose and throat specialist for the boys, recently retired from service. He began his services at the School in 1925.

Industry Chapter sponsored Cub Scout Pack No. 210 participated in the Scout Capades at the Rochester War Memorial January 20-21st.

Eugene Barker, neighborhood Grocer and Supervisor of the Town of Rush from 1932-36 passed away February 10th. He was at one time Butcher at the school.

Mr. and Mrs. Dayton Wood resigned as Cottage Parents after seven years of service. Mr. Wade McManis, Senior Stores Clerk retires May 1, 1956. He began service in 1926. He will be replaced by Mr. Clyde Brignall who, at present, is Temporary Senior Stores Clerk until May 1st. A dinner will be given for Wade Tuesday, May 1st, at the Walnut Inn at 6:30.

A very successful Chapter Dance was held April 6th for the purpose of raising funds for the Sunshine and Flower Fund. Over \$100. was obtained for the fund. President Bill Hickey headed the arrangements committee. The success of the dance was due to the efforts of the following: Tickets—Ralph Offen, Obelene Arthur, Jesse Funt, Refreshments—Arlene Callahan and Alta Adams, Decorations—Mr. and Mrs. Clayton Ormand.

Samuel Buckstein, Tailor Shop Instructor, recently became a U. S. citizen. He and his family were born in Poland and were refugees of the war. Congratulations, Sam.

Mrs. Van Volkenburgh resigned after 13 years as Housemother. Mr. Pan Volkenburgh has continued as a Boys' Supervisor.

Mr. Anthony Catalano is again chairman of the Red Cross Community Chest this year.

President Bill Hickey and Mr. Ed. Davies represented Industry Chapter at a meeting with 12 other chapters from Buffalo to Newark. They met recently at the Hotel Seneca in Rochester with Governor Harriman's representative to discuss and urge the passing of the Social Security Bill No. 2508.

Deputy Commissioner Joseph G. Louchheim visited Industry April 11 to attend the monthly meeting of the Board of Visitors. He met with various groups and in the evening he addressed the Staff at the closing session of the In-Service Training Program in the School auditorium. Refreshments were served after the meeting at the Service Cottage.

Congratulations to the proud parents of recent new arrivals. Mr. and Mrs. Merwin Graubart, a son Wayne Baker, a son born Dec. 31st, 1955; Mr. and Mrs. Stanley born January 9th; Mr. and Mrs. Hart, a son born March 17th; Mr. and Mrs. George Bowling, a son born Feb. 7th; Mr. and Mrs. Robert Ely, a son born April 9th. What happened to the girls?

Recent new employees, Mr. and Mrs. Young, houseparents; Mr. La Verne Whitmore, Mr. Anthony Onquaghiato, Jr., Mr. Charles Davis, Mr. James Rothrock, Mr. Loren Bennett, and Mr. James Dunn, Boys' Supervisors; Leslie Dell, Power Plant Operator; Bernard Deale, Stores Clerk; Cecelia Finley, Dictaphone operator.

On the sick list at the present time is Mrs. Jessie Dedrick, Mrs. Alta Adams, and Mrs. Haegney. We wish them all a speedy recovery.

Richard A. Barron
Chapter Reporter

Compensation Group
Receives Communion

ALBANY, April 23—Representative Leo W. O'Brien, Congressman and television news commentator and the Rev. Raymond D. Butts, Professor of English and Director of Athletics at Mater Christi Seminary were the principal speakers at the fifth annual Communion breakfast of the Employees of the New York State Workmen's Compensation Board.

Communion was at the nine o'clock Mass in St. Mary's Church and was followed by breakfast in the Empire Room of the Ten Eyck Hotel. The toastmaster was George J. Syrett. Vocalists from the College of St. Rose and Vincentian Institute participated in the program.

Joseph H. Brunelle was the General Chairman, assisted by Sophie V. Kavanaugh, Katherine E. Connell, Agnes Hogan, Betty Proctor, Eva DuBols, Frances Foley, Mary E. Wylie, Emma Shea, Mary V. Mohally, Mary B. McKeon and Grace F. Myers.

State Fund, NYC

Audit and Review—Our deepest sympathies go out to Rita Rubin, whose mother passed away. James P. Gannon was married and given a luncheon at Longchamps.

Claims—Salvatore Arena was feted at a luncheon at Longchamps on his forthcoming marriage.

Executive—Welcome to the two new deputy executive directors of The State Fund: Anthony J. Graziano and Rene A. Carreau. A testimonial dinner will be given to Mr. Graziano at the Concourse Plaza Hotel on Tuesday, April 24.

Payroll Audit—Condolences to Helen Loos on the passing of her father in Florida. Freida Sailer will be married on April 28. Marguerite Allen will be leaving soon to await the arrival of the blessed event.

Planning—Dorothy Carlyle (nee Kleber) gave birth to a baby boy.

Safety Service—The Commissioners have provisionally appointed Lawrence L. Christopher as director of Safety Service. Before coming to The State Fund Mr. Christopher was safety manager of the Alexander Smith Carpet Company in Yonkers. William Dillon was given a testimonial dinner at the Hotel Sheraton-Astor on his promotion to assistant director of Safety Service. Elmer Bekassy and Dorothy Ahearn were married recently. Lots of happiness to the newly-weds. The following are convalesced after operations and have our wishes for a speedy recovery: William Sellar, Jim Stack, Ann Ellis and Kathryn D. Moses. Ann and Kathryn are back to work. Kathryn was ill a long time. Ella Becker is vacationing in Miami.

Underwriting—Elaime Smith left us to accept a permanent position department. She will replace Kay Schwarz, who has accepted the as underwriter in the actuarial assistant examiner's post in planning. Victor Troy's son, Steven, has just won another scholarship. This one is to St. John's Prep School. He also won full scholarships to Brooklyn Prep, Xavier, and Rice schools. The next meeting of the Executive Board will be held on Wednesday, April 25, at 5:00 P.M., in the waiting room of the medical department.

We welcome the following new members into The State Fund chapter: Edna Clarke, Mary Frisbie, Matilda Goldstein, Catherine Driscoll, Nils N. Riis, Ben Dissin, Emanuel Wax, Joseph Zyborow, Margaret Dougherty, Rhoda Elkin, Evelyn L. Garoner, Mary Linzey, Fannie R. Way and Lawrence L. Christopher.

Essays submitted by the employees' children are being considered by the committee and the winners will be announced shortly.

Westchester Unit

As a special service to local chapter groups and to members of the Westchester County Competitive Association, Charles R. Culyer, Field Representative of the State Association, will be in the Chapter office (Room 421,

County Court House, White Plains) Fridays of each week. Anyone desiring to confer with Mr. Culyer should contact Mrs. Phyllis Brown, Association Secretary, for an appointment. Mrs. Brown is in the office each weekday from 9:30 to 1:30 p.m.—telephone White Plains 9-1300, Ext. 319—this should provide an opportunity for local groups to strengthen their membership and to have Mr. Culyer assist them in the many matters which call for attention.

J. Ellis Grell, well known as a monologist, will assist Joe Cappello in providing entertainment for the Spring Supper Party-Dance to be held at Holiday Inn, Thursday, April 26, Scarsdale.

Mrs. Helen Turner, Reservation Chairman, reports a good sale of tickets. Departmental reservations will close Wednesday noon.

25-year Service Certificates are to be presented to all County Employees eligible. Distinguished guests include John F. Powers, President of the State Civil Service Association, County Department Heads and County Supervisors.

Richard Flinn, for many years with the Children's Court, and Anne H. McCabe, of the Health Department, two past presidents, are to be honored at the party.

Brooklyn State

The game night sponsored by the Nurses' Alumni was very successful. The chairman, Henry A. Girouard, R. N. wishes to thank everyone for their fine cooperation.

Congratulations to the following attendants who were promoted to Staff Attendant: Elizabeth Magerl, Bridget Doherty, Kathleen Wagenmann and Steven Abrahamson. To Daniel Catalano—Motor Vehicle Operator, James Mutari—Maintenance Man, James Bell—Painter, Maurice Kanning, Wm. Garr and James Campbell promoted to Assistant Cook. Our good wishes go to Mrs. Roslyn Richmond on her promotion to Supervisor in the Social Service Department.

We are very happy to have back with us Mrs. Mary Mescla from her recent illness.

Our sincere sympathy to the family of the late Miss Mary O'Connor who died recently. Miss O'Connor was a graduate of the School of Nursing at Brooklyn State Hospital. Our sincere sympathy to Mrs. Josephine Kelly on the recent death of her mother, Mrs. Mollie Streisand on the death of her brother, To Mrs. Lillie Harris on the death of her sister, To Mr. Fitzhugh Rakestraw on the death of his mother-in-law, To Mr. and Mrs. Rubin on the recent demise of Mr. Rubins mother.

Employees making a good recovery in the Sick Bay are: Madge Labonte, Mrs. Nellie Greenwood, Martin Myhre.

Good luck to Mrs. Maizie Morris and Andrew Trivento who recently resigned from the hospital.

The Brooklyn State Hospital Nurses' Alumni are holding their Spring Dance on Saturday, May 19, 1956 in the Assembly Hall. We hope to make this a successful affair and anyone interested in tickets should contact Joseph Munn.

Rehabilitation

The thirteenth annual dinner-dance of the New York State Rehabilitation Hospital chapter, CSEA, was held at Bear Mountain Inn. There were 114 members and guests. Music was played by Jimmy Rist's orchestra.

Chapter President Margaret O'Neill was toastmaster. The program was opened with an invocation by the Rev. Claude Stent, rector of Trinity Episcopal Church, Garnerville.

Miss O'Neill presented 25-year pins to Margaret Bryson, John H. McBride, Fred Malone, and Salvatore Prestipino.

In appreciation of her service as chairman of the social committee, Katherine Glass was given a purse. Miss O'Neill also expressed appreciation for Helen Dickinson's excellent work as chairman of the membership committee and Mary Mullen and Mrs. Adelaide Bauer's as members of the social committee. Bryan Person, retiring in June, was honored for 39 years of service as a hospital employee.

He was given a bond. Miss O'Neill voiced the gratitude of the members for Mr. Person's outstanding service to the chapter since its organization and as a friend to all employees of the hospital.

Miss O'Neill was remembered by the chapter with the presentation of a pen and pencil set.

A telegram of regret was read from John F. Powers, president of the CSEA, at his inability to attend the dinner. Ambrose Donnelly, Association field representative, spoke in Mr. Powers' place. Mr. Donnelly discussed legislation. He stated that the Association had been more influential and successful in backing bills in favor of the employee during this year's session than ever before in its 41 years. Mr. Donnelly also mentioned the fact that the association is the largest and strongest State civil service organization in the country and that its services to the public employee are outstanding.

Installation of the following officers for the ensuing year was made by Charles Lamb, president of the Southern Conference and 5th vice president of the Association: Margaret O'Neill, president; Edward O'Keefe, vice president; Helene Lummus, treasurer; Helen Trimble, secretary; Agnes Flinn, delegate; Mary Mullen, alternate delegate; John H. McBride, Grievance Board representative.

The program closed with benediction offered by the Rev. William Tucker, assistant pastor, St. Peter's Church, Haverstraw. Dancing followed.

Ruth E. Whitten is chairman of the publicity committee.

Suffolk

Arrangements have been completed for Suffolk Chapter's Annual Installation Dinner which this year will include an added attraction in the form of a raffle drawing. The prizes, 5 in all, will be as follows:

1. G. E. Automatic Washing Machine, Emerson 21" or Console T. V. Set.
2. Black Angus Rotisserie.
3. Automatic Record Changer.
4. Regina Floor Waxer.
5. G. E. Clock Radio.

The Installation Dinner is being held on Saturday evening, May 26, 1956 at Broncho Charlie's Restaurant, Oakdale, New York.

This year the election of officers will be for a two year term rather than one year. This change in tenure was requested by the Suffolk Board of Directors in February 1956 and was subsequently approved by the State Association's Board of Directors in Albany. The slate of officers for the coming election has not yet been completed but will be reported as soon as it is.

St. Lawrence

The Annual Meeting of St. Lawrence Chapter was held on April 10th at the Court House, Canton, New York.

Marion C. Murray, Case Worker, Department of Social Welfare, was elected President to succeed Yale Gates of the Village of Gouverneur. Other Officers elected were:

Frederick R. Woodruff, 1st Vice President; Mary Manning, 2nd Vice President; E. Stanley Howlett, 3rd Vice President; Mariene R. Morrow, Secretary, and Roland L. Watson, Jr., Treasurer.

Directors are Carl E. Burns, Ceylon Allen, Virginia Aldous, John M. Loucks, Yale Gates, Dr. Robert T. Rogers, Lewis W. Padlock, Glenn W. Miller, Joel M. Howard and Jane Murphy, Motor Vehicle Dept.

Weithia B. Kip, Past president, was elected to succeed herself as Executive Representative.

Delegate and Alternate elected were Yale Gates and E. Stanley Howlett respectively.

The installation of officers will take place at the Annual Dinner to be held at Gran View, Ogdensburg on Wednesday evening, May 23rd. Mr. Joseph Lochner, Executive Secretary, will be the principal speaker. Miss Virginia M. Aldous, Chairman of the Social Committee, is in charge of the arrangements for the Annual Dinner.

Mrs. Mabel Burt, Case Supervisor, Welfare Department, has returned from a two weeks vaca-

tion spent in Wilmington Delaware with her son and family.

Mrs. Ruth Venier, Former Child Welfare Supervisor and Miss Margaret Westbrook former Nurse, City of Ogdensburg, are making a survey of all Physically Handicapped cases in the Department of Public Welfare for the Northern New York Rural Rehabilitation Survey.

Mrs. Janet Emerson is taking a leave of absence from her duties as stenographer in the Welfare Dept.

Insurance Dept.

The newly elected officers and delegates for 1956, CSEA Albany Chapter, Insurance Department are as follows:

Doris Riddick, President; Francis X. Conron, Vice President; Dorothy Johnson, Secretary; Samuel Molmot, Treasurer; Lillian Campion, Delegate; and Nelson Berninger, Delegate.

The appointments to the standing committees are as follows:

Education Committee Ann Ives, Chairman; Employee Relations Jack Hart, Chairman; Audit Committee Douglas Graham, Chairman; Membership Committee Elsie Miller, Chairman; Social Committee Frank Seeberger, Chairman, and Regina Pryor, Co-Chairman.

A list of the Councilors and alternates elected for the four divisions of the Department are as follows:

Policy - Actuarial—Jessie Noulan, Council, and Winne Slutsky, Alternate.

Statistical, Executive, General Office, General Files, Examination—Ruth Lewis, Councilor, and Dorothy Lazaroff, Alternate.

Accounts, Supplies, Qualifications, Complaint, Machine Room, Personnel—Frank Seeberger, Councilor, and James Martinetti, Alternate.

Licensing—Hazel Avery, Councilor; Marion Colville, Councilor, and Joann DeGloria, Alternate.

Glad to see Agnes Pringle and Kathryn Daley back to the fold after their recent extended illnesses. Sorry Arline Rice is among the missing due to a broken leg.

We are happy to welcome to our Albany Office Alfred W. Haight, Attorney and Judge, of Syracuse, N. Y., as Deputy Superintendent. A recent transfer from our New York office in the person of Mr. Harry DuBris is extended a cordial welcome.

We want to thank the outgoing officers and members of various committees for their efforts in behalf of the Chapter during their term of office.

Gratwick

The Executive Committee met March 27. Reports from the various committees were given. It was resolved to initiate a Gratwick Chapter Credit Union and arrangements are being made to contact a Federal Representative for consultation. This resolution will be put to vote at the next general meeting.

The Central Supply Department with Ethel Chandler, Director of Nursing, and Marion Render, her assistant, was hostess for one day to the delegates of the Central Service Institute, a national convention held in Buffalo from March 26 to 29.

The entire Central Supply Room staff was justly proud of its equipment and facilities, as they received many compliments. Eva Noles, Roswell Park Memorial Institute delegate received 1st prize for the most useful gadget displayed at "Gadget Night" session and also a high rating for her Procedure Book Manual presented at another session.

New diamonds for: Dorothy Nowak (Adm.), Theresa Lusik (Adm.), Ruth Dodge (Social Service), Carol Steward (Record Room), Joan Schumm (Record Room), Carol Leighbody, R. N., Patricia Wilby, R. N., Janet Nowablski (Bus. Office), Kathy Sorthing (Bus. Office), Josephine Kubers (Photography) who plans to marry Eugene Siciowski, Mail Clerk, Donna Halloran (Experimental Biology).

The carriage trade: For Mrs. James Parker (Bertha) of the Bus. Office—a girl on 4/3/56. For Dr. Lasser, Diag. X-ray, a girl on 4/2/56. Bob Nowatchik, Maintenance, a boy.

Dr. Ast Gets Dental Honors

ALBANY,—April 23. Dr. David Ast, Director of the State Health Department's Bureau of Dental Health, has received the Worcester District Dental Society's Hanrahan Award presented biennially to the individual contributing the most to organized dentistry.

The award has been made since 1948 in memory of two Worcester dentists, Dr. Timothy Hanrahan and his son, Dr. Raymond B. Hanrahan. Doctor Ast is the first man outside the Worcester District to receive the award. He was selected unanimously on the basis of his "untiring and successful efforts on behalf of the fluoridation program, not only in New York State but throughout the country."

Doctor Ast was the featured speaker at the Society's annual dinner meeting when the presentation of the award was made. He reviewed in detail the results of the 10 year test of fluoridation at the Newburgh, N. Y., as against Kingston, N. C. He said the facts uncovered during the study lead inevitably to the conclusion that fluoridated water at the recommended concentration is both effective and safe.

Leslie Sote Appointed

Leslie Sote has been named senior management consultant (management reports) with the Division of Administration of the Mayor's office, at \$13,100 a year. He position is in the non-competitive class.



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Dina B. Rosenfeld Honored on Retiring

On April 11 a luncheon was tendered to Dina B. Rosenfeld, Head Stenographer of the New York State Banking Dept., at Gasners Restaurant, Duane Street, New York City, upon her retirement.

Miss Rosenfeld came to the Banking Dept. in 1912 through the liquidation of the Industrial Savings and Loan Association and has served continuously up to the present time as Head Stenographer and Secretary to several Superintendents.

Over fifty of her co-workers of New York Office were present when Deputy Superintendent of Banks Edward H. Leete presented her with a gift and best wishes of all for good health and a long happy life.

Former Superintendent of Banks, Joseph A. Broderick, now Chairman of Board of East River Savings Bank, was an honorary guest. Miss Rosenfeld served as his Secretary over a period of years which included the trying days of the Bank Holiday of 1933.

FIRE DEPT. MERIT SENIORITY TO BE SIFTED AT PARLEY

The New York City Department of Personnel has referred to Secretary Frank A. Schaefer a recommendation to amend the method of computing record and seniority for praiseworthy voluntary duty acts by the uniformed forces of the Fire Department.

Officials of the Fire Department and Personnel Department will confer on the proposed amendment.

QUESTIONS of general interest are answered in the interesting Question Please column of The LEADER. Address the Editor

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

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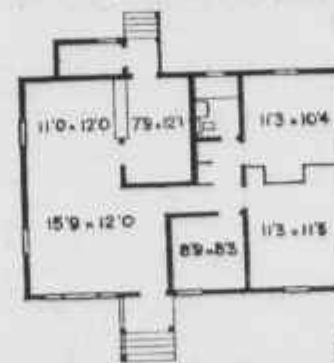
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Main Office: 60th and Riverside Rd., East Flies, Md. Field Office: 114A St., Copeland Park, Newport News, Va.

Upgrading Sought By Sanitarians

Public health sanitarians, formerly known as health inspectors, grade 3, New York City Department of Health, are seeking Slot 12.

Represented by Attorney Samuel Resnicoff, the group claims that for years an injustice was inflicted when grade 2 inspectors were promoted to grade 3, without exam-

ination. The group contends that when a promotional examination was held for grade 4, the duties described were identical with those of grade 3.

The men say that their work is comparable to that of purchase inspectors in the Comptroller's office, who, prior to reclassification, were known as food inspectors, grade 3.

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LEGAL NOTICE

CITATION—The People of the State of New York By the Grace of God Free and Independent. To FRANCIS PIERRE MILON, the next of kin and heir at law of Eugene Lemoine, also known as Angele Lemoine and E. Angele Lemoine, deceased, and greeting:

Whereas, the Public Administrator of the County of New York, who has his office in the Hall of Records, 31 Chambers St., the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing, bearing date, Month, July 30, 1947 relating to both real and personal property, duly proved as the last will and testament of Eugene Lemoine, also known as Angele Lemoine and E. Angele Lemoine, deceased, who was at the time of her death a resident of 1158 Third Avenue, the County of New York,

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

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable George Francher, Surrogate of our said County of New York, at said county, the 2nd day of April in the year of our Lord one thousand nine hundred and fifty-six. (L.S.) PHILIP A. DONAHUE, Clerk of the Surrogate's Court

DANIELS Joseph E.—In pursuance of an order of Honorable George Francher, Surrogate of the County of New York, NOTICE is hereby given to all persons having claims against Joseph E. Daniels late of the County of New York, deceased to present the same with vouchers therefor, to the undersigned at his place of transacting business at the office of Melrose & Gamble his attorneys at 861 Fifth Avenue in the Borough of Manhattan City and State of New York, on or before July 10th, 1956 (Eased) New York January 3, 1956

RAYMOND E. MICHELSON, Executor, MELROSE & GAMBLE, Attorneys for Executor 861 Fifth Avenue, New York 17, N.Y.

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

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

Inside Story of Assn. Legislative Campaign

COUNSEL'S REPORT

An exciting and fruitful session of the New York State Legislature recently ended. During the days the State's lawmaking body sat in Albany, the Civil Service Employees Association worked with great energy and skill to promote the welfare of civil servants.

To date, The LEADER has reported on legislative action as it occurred. To show further the CSEA activities, and their results, John J. Kelly, Jr., Association associate counsel, in this issue begins an interesting and stimulating report on what happened during the session and explains what it means to civil service employees.—The Editor.

By JOHN J. KELLY, Jr.

It is most refreshing in opening a report of the 1956 session to be able to state that the Legislature this year approved a greater number of important measures affecting Civil Service employees favorably than in any single year in our memory. More important than the number of bills passed is the fact that the legislation covered a wide range of areas in which the Association has long sought major improvements.

At this writing, bills have either been signed or are before the Governor providing for salary increases, a reduction in the work week, a Health Insurance program with part payment by the State for public employees, doubling the ordinary death benefit for members of the Retirement System and reopening of the 55 Year Plan, as well as authorizing overtime compensation for employees in local governmental units, payroll deduction of dues for employee organizations and other benefits in many other fields which will be discussed in more detail in this report.

Legislative Summary

The Association legislative program, as of the close of the session, was published in The LEADER on April 10th and April 17th. Summarizing briefly, the Legislature convened on January 4, 1956 and had introduced prior to adjournment 7,458 bills in both Houses; 1,091 bills were left in the hands of the Governor at the conclusion of the legislative session and the Governor had signed 187 bills and vetoed 10 bills which had been sent to him during the session.

The Association program included 87 measures which were either drafted by and introduced at the request of the Association, sponsored by the Administration or Legislative Committees after conferences with the Association, or introduced by others and endorsed and supported by the Association. Of these 87 measures, 40 were passed by both Houses of the Legislature and went to the Governor. Of the remaining 47 bills, three were passed by one House of the Legislature but failed to pass in the other House. The rest of the bills were either defeated or held in Committee and did not reach the floor of either House for a vote.

Historically it is a fact that the Association has consistently made its greatest gains when there has been a division of political control between the two Houses of the Legislature or between the Legislative and the Executive branches of the government.

It is our intention in the first portion of this report to outline in some detail those bills which have been enacted into law. This report will be continued in subsequent issues of The LEADER

to cover the final action of the Governor on all our program bills passed by the Legislature.

Salary Increase

Chapter 135 of the Laws of 1956 embodies the salary increase program proposed by the Administration as part of the Executive Budget. Representatives of the Association first met with the Governor's representatives and the Budget Director concerning the 1956 salary increase on October 24, 1955, shortly after the Annual Meeting of the Association, and presented at that time the substance of the Association resolution requesting a salary increase. Negotiations continued during November and early December and were intensified during the period from December 16th to January 10th on which date the Governor announced his recommendations.

The legislation itself provides for an increase of 15% on the first \$2,000 of salary for all State employees except employees of the Legislature and Judiciary, armory employees and those employees whose salaries are in excess of \$12,000 and are not governed by the Feld-Hamilton salary grades. Per diem employees and those paid on other than an annual basis are also covered by the legislation and receive a salary increase which is equivalent to 15% on the first \$2,000 of salary. Although the judiciary employees were excluded from Chapter 135, they were covered by a separate bill drafted by the Association which became Chapter 386 of the Laws of 1956 and provided an identical salary increase for judiciary employees receiving less than \$12,000 per annum.

Increase in Salary

The legislation also grants a \$300 increase to those persons whose positions were downgraded in 1954 and who, pursuant to Chapter 307 of that year, continued to receive the higher salary of the old "G" grade. In its earlier stages and as initially drafted the bill would have excluded such persons from the \$300 increase. It was, however, amended at our request before final passage to insure that such employees will also receive the \$300 increase.

The Association during the negotiations and since the introduction and passage of the legislation has been and is critical of the amount and the manner of distribution of this salary increase. It was the feeling and contention of the Association, supported by studies which the State itself conducted, that an increase of at least 10% across the board was required. The adoption, for all practical purposes, of a flat amount of \$300 is the first step toward a distortion of the relationship between salary grades and fails to take into consideration the fact that employees in the middle and upper brackets are entitled correspondingly to larger salary increases when compared to the barometer of comparable salaries in private industry and other leading governmental jurisdictions.

Despite these reservations, it is a cold, hard fact that the salary increase and the reduction of hours legislation, which will be discussed below, calls for an expenditure of many more millions of dollars than have ever previously been spent by the State in a single year for salary and hour liberalizations.

Reduction in Hours

Chapter 108 of the Laws of 1956 embodies the reduction in hour legislation recommended by the Administration in the Executive Budget.

How the Reduction Works

As outlined above, the negotiations with the Budget Director from October 24 to January 10 were also directed principally toward the companion problem of a reduction in hours for institution workers. The Association's resolution adopted in October requested the adoption of a mandatory five-day, 40-hour week and delegate action in the Association requested that such reduction be without loss of present compensation. The ultimate objective of the 40-hour week has not been realized, but the first major reduction in hours in many years has been authorized by Chapter 108.

Basically, the legislation reduces the overall permissible work week from 48 to 44 hours by amending both the Labor Law and the Civil Service Law in that respect. It also provides that any employee who worked, on a year round basis, a fixed number of hours in excess of 40 and who has received overtime compensation during the past fiscal year, shall have his hours of work reduced. If he has worked in excess of 44 hours per work week in the past fiscal year his hours on April 1 shall be reduced to 44. If he has worked 44 hours or less during the past fiscal year his hours shall be reduced to 40.

Coupled with the reduction in hours is a provision guaranteeing the employee that his total salary for this fiscal year shall not be less than it was last year. It should again be emphasized that the so-called "no loss provision" applies only to those employees who held the position on March 31, 1956 and who on that date had been required on a year round basis to work a fixed number of hours over 40 per week and who received overtime compensation for such excess hours. If the employee meets these qualifications, then the no loss provision applies to him. The guarantee basically is that the employee's base salary for this year plus his actual overtime earnings for the hours he works this year shall not be less than his base salary plus overtime for last year, so long as he is in the same or a similar position and is working the reduced work week. If the employee is entitled to an increment or an additional increment he will receive it in addition to the no loss guarantee.

Once the "no loss" amount is determined for a particular employee that amount of money will remain fixed in future years so long as he works the reduced work week in the same or a similar position and will be in addition to what his salary would otherwise be.

Reduction Factor

While the legislation mandates the reduction of the work week and was effective April 1, 1956, the Director of the Budget is authorized to defer the actual reduction of hours for those classes of employment or areas where it is impossible to immediately recruit sufficient employees. This deferment may be operative until the necessary employees can be recruited. Those employees who temporarily continue to work, for example, a 48 hour week, will receive as compensation the new basic annual salary, including the \$300 increase, plus overtime computed on the new salary for the actual number of hours worked.

While realizing that the complete objective of the Association is temporarily deferred, the significance of this step both in terms of immediate result and ultimate accomplishment of a 40-hour work week in the State Institutions cannot and should not be overlooked. This is definitely a major legislative accomplishment of the Association.

There is also pending before the Governor, although not yet acted upon, a bill, Senate Print 75, which would grant an immediate 40 hour week for the uniformed force in the prisons without loss of present compensation. The Association has requested favorable action by the Governor on this bill, as reported in a previous issue of the Leader.

Health Insurance Program

The Governor also has approved Chapter 461 of the Laws of 1956 authorizing a health insurance program for state employees with part of the cost to be borne by the State. This culminates a long and sustained effort by the Association to obtain a comprehensive hospitalization, medical-surgical and medical catastrophe insurance plan for State employees both active and retired. One of the first matters on which the Governor was approached after taking office was the study and inauguration of such a program for State employees. Study and negotiation with the Legislature and its Committees, with the Governor and the Administration and with the insurance industry has absorbed a substantial portion of the energies of the Association and its Committees which have been

active in this field during the past year.

While both the Governor and the Legislature committed themselves early in the session to some form of a health or hospitalization program, there were major differences in their approach. It appeared for a time that, although both parties in principle favored some form of such insurance coverage, their difference in detail might prevent any constructive accomplishment at this session. Negotiations on this subject by the Association with Administration and Legislative representatives continued right up until the closing days of the session when the final amendments were made to the bill which was approved by the Legislature and signed by the Governor. We are happy to report that all of the principles advocated by the Association were included in the bill.

The supplemental budget contained an appropriation of \$1,500,000 for that portion of the coming fiscal year during which the program may be in force. The health insurance bill itself provides that the maximum expenditure by the State for such health insurance during subsequent fiscal years shall not exceed \$6,000,000 per annum.

Whom the Bill Covers

The bill authorizes contracts which would cover three separate classifications: 1. Employees, 2. Their dependents, limited to spouse and dependent children, and 3. Retired State employees and their dependents.

The health insurance board is given broad authority to negotiate with any appropriate insurer the most comprehensive

type of hospitalization, medical, surgical and catastrophe insurance which can be furnished by an insurance company or companies, either profit or non-profit. Beside the limitation of six million dollars per year, the only other fiscal limitation is that the amount of premium contributed by the State shall not be in excess of an average of \$85 per year per employee. We are confident that these authorizations will permit the adoption of an outstanding health insurance program which is destined to serve as a model for similar plans in both public and private employment.

It is likely that negotiations to formulate the details of the plan will consume a number of months and that the plan itself will probably be installed about January 1, 1957.

The importance of this major legislative step cannot be over-emphasized. It is a recognition by the State of its responsibilities to its employees in a new fringe benefit area and a recognition that the responsibility of the State to its retired employees extends beyond the periodic payment of a retirement check. We are hopeful that the new look embodied in the health insurance program is but a first indication of an expansion of the traditional fringe benefit concept into areas which should be the concern of the public employer as it has been that of the private employer.

(In the next few issues of the LEADER, further reports on the bills passed by this session of the Legislature and acted upon by the Governor will be published. Editor.)

State Exams Open

Promotion

3048. ASSISTANT DIRECTOR OF FISH AND GAME, Department of Conservation, \$8,390 to \$10,100. One vacancy in Albany. One year in administrative position connected with fish and game in the department. Fee \$5. (Friday, May 25).

3049. SUPERINTENDENT OF FISH CULTURE, Conservation Department, \$6,550 to \$7,980, one vacancy in Albany. One year in administrative position connected with fish and game in the department. Fee \$5. (Friday, May 25).

3069. RESEARCH ASSISTANT (PUBLIC FINANCE), Executive Department, \$4,430 to \$5,500. Three vacancies in Albany. Six months as budget aide. Fee \$4. (Friday, May 25).

3071. PRINCIPAL STENOGRAPHER, Education Department, \$3,840 to \$4,790, vacancies expected. One year as senior stenographer. Fee \$3. (Friday, May 25).

3072. PRINCIPAL STENOGRAPHER, Executive Department, \$3,840 to \$4,790, one vacancy in New York City. One year as senior stenographer. Fee \$3. (Friday, May 25).

3073. PRINCIPAL STENOGRAPHER, Department of Public Service, \$3,840 to \$4,790, vacancies expected. One year as senior stenographer. Fee \$3. (Friday, May 25).

3074. PRINCIPAL STENOGRAPHER, Department of Taxation and Finance, \$3,840 to \$4,790, one vacancy in New York City. One year as senior stenographer. Fee \$3. (Friday, May 25).

3075. PRINCIPAL STENOGRAPHER, New York State Thruway Authority, \$3,840 to \$4,790, one vacancy in Albany. One year as senior stenographer. Fee \$3. (Friday, May 25).

3080. SENIOR LOCAL ASSESSMENT EXAMINER, State Board of Equalization and Assessment, \$5,940 to \$7,270. One vacancy in Albany. One year as local assessment examiner. Fee \$5. (Friday, May 25).

VEHICLE LICENSING OPERATIONS, (Prom.), Department of Taxation and Finance, \$3,920 to \$4,950, two vacancies in Albany. One year in position allocated to grade 7 or higher. Fee \$3. (Friday, April 27).

3079. ASSISTANT CIVIL ENGINEER (DESIGN), Department of Public Works, \$5,660 to \$6,940, 14 vacancies in Albany. One year in engineering position allocated to grade 15 or higher. Fee \$5. (Friday, May 25).

3078. SENIOR CIVIL ENGINEER (DESIGN), Department of Public Works, \$6,890 to \$8,370. Three vacancies in Albany. Two years as assistant civil engineer (design) or in an engineering position of like grades.

Preller Commission Bill Vetoed

(Continued from Page 1)

your personal support and ask your assistance to complete the task to which we are dedicated regardless of body blow struck by governor at civil service reform.

"All civil service groups should be informed that by his action Governor obviously wants spoils system to prevail. Please reply by return mail your willingness to help. This telegram was sent at my personal expense."

Other members of the Commission include Senators Thomas J. Cuite, Brooklyn, and Walter G. McGahan, Queens, Assemblyman Orin S. Wilcox, Jefferson county; Alexander A. Falk, president of

the State Civil Service Commission; H. Elot Kaplan, New York City, former Deputy State Comptroller; Dr. Frank L. Tolman, Slingerlands, former president of the Civil Service Employees Association; William D. McCallum, Executive Director of the Niagara County Civil Service Commission, and Clyde A. Lewis, Plattsburgh, former National Commander, Veterans of Foreign Wars; former Senators Edward P. Larkin and Seymour Halpern served on the Commission while they were members of the State and Joseph Schechter served as consultant until his appointment as Personnel Director of the City of New York.