

Civil Service LEADER

America's Largest Weekly for Public Employees

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F HENRY GALPIN
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CAPITOL STATION
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Open Letter

See Page 3

GOVERNOR ACTS ON ATTENDANCE RULES FOR STATE POLICE

Results of Special Pay Study Due Soon

(Special to The Leader)

ALBANY, Dec. 29 — Governor Rockefeller's special salary study on State wages versus those paid in private industry will be finished some time next month but the conclusions will not be available in time for mention in the Governor's annual message to the Legislature when it opens on Jan. 4. The Leader learned from reliable sources.

Unconfirmed reports say the study, conducted by McKinsey and Co., Washington and New York City, will recommend some increases for all grades in State service but will put particular emphasis on increases for the skilled and professional personnel.

Feily Invited To Hearing of Salary Equilization Comm.

Joseph F. Feily, president of the Civil Service Employees Association, has been invited to appear at the Dec. 29 session of the Special State Salary Equalization Committee in Albany.

The Committee, appointed by Governor Rockefeller and headed by Lieut. Gov. Malcolm Wilson, is seeking means by which to equalize salaries in State employment.

Mr. Feily informed The Leader that the Association would offer as its formula for solution to the problem the CSEA salary resolution.

This resolution would raise all employees three grades and level off the differences in salaries through the use of increments. It also provides incentive for jobs that are now at a dead end through lack of further promotion opportunities.

The State is reported to be facing ever stiffer competition not only in the recruitment but also in the retention of this class of employee and feels compelled to pay special attention to these hard-to-get people.

It was also reported that the State Civil Service Department has completed two salary studies, independent of those made by the McKinsey firm.

CSEA Goal

In addition, the Civil Service (Continued on Page 20)



GOV. ROCKEFELLER

All L. I. Legislators To Attend Legislative Meet Sponsored by CSEA Units

The Long Island Legislative Committee of the Metropolitan Conference of Civil Service Employees Association chapters is holding a luncheon meeting on Jan. 7, at noon, at the Nassau County (Salisbury) Park club House.

Present at this meeting will be all 13 State Legislators from Nassau and Suffolk Counties. Also attending are: Henry Galpin, salary research analyst of the CSEA; Harry Albright, counsel to the CSEA; Harold Herzstein, CSEA regional attorney and Solomon Bendet, president of the Metropolitan Conference.

Discussion will be held on the CSEA legislative program now pending in Albany.

Acting as moderator during the discussion will be Louis Desiderio, chairman of the committee.

The Long Island Committee, representing over 20,000 employ-

ees, consists of the following chapters:

- Central Islip State Hospital.
- District 10, Department of Public Works.
- Kings Park State Hospital.
- Long Island Agricultural & Technical Institute.
- Long Island Armory.
- Long Island Inter-County Parks Department.
- Long Island State Parkway Police.
- Nassau County Chapter.
- State University College of Long Island.
- Pilgrim State Hospital.
- Suffolk County Chapter.

Fiaschetti Dental Fellow

ALBANY, Dec. 29 — Dr. Frank J. Fiaschetti, head of the Dental Hygiene Department at the Broome Technical Community College, has been named a Fellow of the American College of Dentists.

CSEA Took Fight To Get Rules To Gov. Rockefeller

ALBANY, Dec. 26—A major breakthrough in the efforts of the Civil Service Employees Association to improve the working conditions of troopers came last week when the Rockefeller Administration announced the establishment of a set of attendance rules for the State police.

The Association victory grew from a decision to abandon attempts to get the rules established by negotiations with Francis McGarvey, Superintendent of State Police, and to take the troopers' case directly to Governor Rockefeller.

As a result of the Governor's action, troopers now take their place among other State employees in the competitive class who are covered by uniform attendance rules governing sick leave, vacation, etc. They were the only segment of the state's working force not so covered.

The Employees Association is now hopeful that the Governor's forceful action presages an increase in the trooper force in the future so that, like other police bodies in the state, they may gain the 40-hour work week.

New Gains

The new attendance rules will bring troopers:

1. Five days personal leave.
2. Uniform vacation rules.
3. Eleven holidays.
4. Sick leave.
5. Uniform work week.

Cites Governor's Concern

Commenting on the Governor's act, Joseph F. Feily, president of the 90,000-member CSEA, expressed the gratification of his organization for Mr. Rockefeller's announcement that attendance rules for uniformed members of the State Police Division had been established.

Mr. Feily said "We believe these

rules to be a significant step forward. Our Association urged establishment of attendance rules for the State Police patterned as closely as possible after rules which the Association gained several years ago for all other State employees.

"We feel," Mr. Feily continued, "that Governor Rockefeller has demonstrated his high regard for members of the State Police by the promulgation of these rules which have been sought by our Association for some time."

Sees 40-Hour Week

He explained that the Association would call a meeting of the representatives of the 1,400 State (Continued on Page 3)

Wilson Chooses Counsel

ALBANY, Dec. 29 — Mayor John F. Forner Jr. of Menands has been named counsel to Lt. Gov. Malcolm Wilson. He succeeds Joseph F. X. Nowicki, who was recently elected to the Assembly from Rockland County.

Mr. Forner has been an assistant counsel to the lieutenant governor for several years. His new post pays \$12,500 a year.

IN CITY CIVIL SERVICE

By RICHARD EVANS JR.

3 Housing Aides Awarded for Heroic Rescue of Woman, So

Three New York City Housing Authority maintenance employees last week were presented with \$50 United States savings bonds for "quick, courageous and effective action . . . averting a possible tragedy," according to the citations.

The employees, Joseph Nigro, Aubrey Baker and Arthur Mulvey, rescued Mrs. Jean Berman and her 4-year-old son, Jay, from their burning apartment in Linden Houses, an Authority project at 914 Van Siclen Ave., Brooklyn.

Mr. Nigro and Mr. Baker noticed smoke pouring from the window of the apartment, raced into the building, groped their way through a smoke-filled stairhall to the apartment, and found Mrs. Berman, 25, and her son, who was unconscious.

With the help of Mr. Mulvey, who had joined them, they carried out the mother and the son, and Mr. Mulvey administered mouth-to-mouth respiration to the son until the Police Emergency Squad arrived.

Mrs. Berman and her son were taken to Kings County Hospital and Mr. Nigro and Mr. Baker to Linden General Hospital, all suffering from smoke poisoning.

The awards were presented by Francis V. Madigan, Housing Authority vice chairman, at Authority headquarters, 299 Broadway, Manhattan, last Thursday.

Fire Square Club 40th Anniversary Celebration Set

The Fire Square Club will celebrate its 40th Anniversary on Feb. 3 in the Masonic Temple at 71 W. 23d St., Manhattan, it has been announced by the Club's president, William J. Kull. The Club was founded on Jan. 26, 1921, making it the second oldest recognized Fire Department organization, second only to the Uniformed Firemen's Association, according to Square Club Treasurer Abraham Rosenberg.

Entertainment Chairman Mark M. Wohlfield has invited several prominent figures in Grand Lodge Masonry to attend. All living charter members and 20 year members will be specially honored at the meeting, he said.

All regular members are urged to attend and bring a brother fireman. Membership in the club is open to all Masons employed in the uniformed and civilian force of the Fire Department.

Firemen in Near Tormid to Join Chanukah Fete

The Naer Tormid Society of the New York City Fire Department will participate in the "Presentation of Colors" ceremony at the Chanukah Festival being held in

Madison Square Garden Monday evening, Jan. 2.

Department members will be permitted mutual exchanges of tours or portions of tours of duty to attend, but their requests for such exchanges must be processed by the deputy chiefs of their divisions.

They will assemble in uniform at the West 49th St. entrance to the Garden at 7 p.m.

Leave Exchange Rules For Fire Fighters

The Fire Department last week announced its policies for granting mutual exchanges of partial vacation periods for members of its uniformed force for the coming year.

Seven orders were issued outlining the policies. They follow:

- All applications for mutual exchanges of vacations shall be submitted in duplicate.

- Applications by Chief and Company Officers shall be processed by the Bureau of Personnel and Administration.

- Applications by members below the rank of Lieutenant shall be processed by respective Division Commanders.

- Only ONE mutual exchange shall be permitted by any one member during the year.

- Applications shall be submitted ONLY for the second half of vacation leave.

- Members involved in mutual exchanges shall start second half of vacation leave in accordance with group number of cooperating member.

- Mutual exchanges shall begin and end at 9 A.M. on dates specified in schedule.

Trial Examiner for 4 Suspended Real Estate Aides Named

The trial examiner has been appointed who will preside at the departmental trials of four suspended City Real Estate Department employees suspended following testimony before the State Investigation Commission by contractors who accused them of taking kickbacks on contract work for the now defunct Bureau of Real Estate.

The trial examiner named by Real Estate Commissioner Ferdinand Roth is James B. Donovan, a member of the law firm of Waters and Donovan of New York and Washington.

Foreman of Structures Final Answers Set

The New York City Department of Personnel's director of examinations last week announced the tentative key answers to the promotion test for assistant foreman (structures, group F), Transit Authority, have been adopted as the final key answers with no changes.

The test was taken by 13 candidates on Nov. 16. No protests of any of the test items were received.

'Meter Maid' Layoff Unjust, Says Bauch

Herbert S. Bauch, president of Terminal Employees Local 832, last week charged the New York City Traffic Department with unfair practices in its policies on its policies on its laying off of the "Meter Maid" force for several days after the recent snow storm.

The Traffic Department, contending that since most parking regulations were suspended and the parking meters covered with snow, the meter attendants had no work to do. So they were given the time off out of accrued overtime.

Mr. Bauch charged that many of these employees did not have enough overtime accrued to cover the layoff and so part of it was to be taken from their annual leave.

In most cases in City service where overtime is paid for by compensatory time off, he charged, the compensatory time is added to annual leave or taken at the employee's discretion.

"Even if the whole layoff is taken from accrued overtime, it will still be unjust to the employees, since they serve it at the Department's convenience and it's only fair that they get it back at their own convenience," said Mr. Bauch, "or at least to have some say-so on the subject."

It was pointed out by Local 832 that it was not the meter maids' fault the snowstorm made their work impossible. The Local's president contended the members of the enforcement division should be paid as usual for the layoff days.

A meeting is scheduled for Tuesday, Dec. 27, between Mr. Bauch and Deputy Traffic Commissioner David R. Post to try to iron out this situation. Most of the parking meter enforcement division members are claimed by Mr. Bauch's Local.

Office Machine Operators Get To \$4,040

Applications are being accepted on a continuous filing basis for office machine operator jobs with the U.S. Government which require from three months to two years of experience.

The particular office machine operator positions covered by this examination are as follows: book-keeping machine operator, calculating operator, card punch (alphabetic operator), tabulating equipment operator, tabulating machine operator, duplicating equipment operator, and office appliances operator.

These positions are in grades GS-2 and GS-3 with starting salaries of \$3,500 and \$3,760 a year respectively. Teletypist positions at grades GS-3 and GS-4 with starting salaries of \$3,760 and \$4,040 a year respectively are also covered.

The examination announcement which contains full information and application forms are available at the Office of the Director, Second U. S. Civil Service Region, 220 East 42nd Street, New York 17, N. Y. and from the main post offices in Brooklyn, Flushing, Jamaica, Long Island City, Far Rockaway, and Staten Island.

Announcement No. 2-2(1960) should be mentioned with inquiries. All applications should be sent to the office of the Regional Director at the above address.

State Farms Produce \$3 million

ALBANY, Dec. 26 — State farms produced more than \$3 million worth of food for the year ending Oct. 31, a State Agriculture and Market report notes. The department cited the following managers of state institutions farms for excellence in various categories:

Charles Thurston, Pilgrim State Hospital; Francis Harrigan, Clinton Prison; Stanley W. Kozareski, New Hampton Training School for boys; Howard Van Scoy, Reme State School; Milford Misner, Eastern Correctional Institution at Napanoch.

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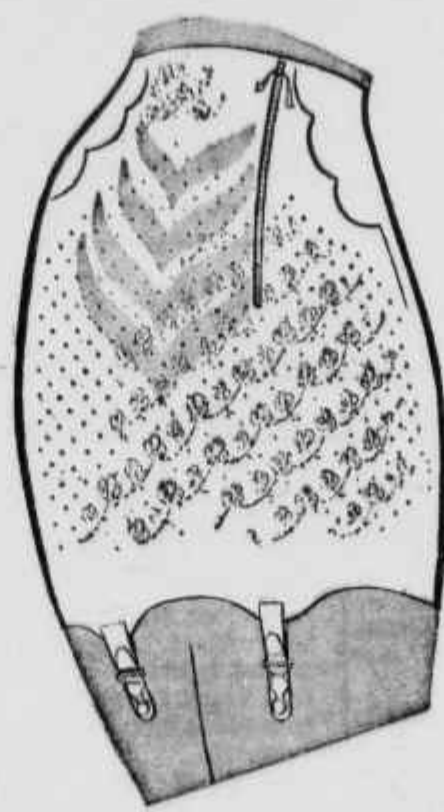
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CITY EMPLOYEE EVENTS CALENDAR

- NAER TORMID SOCIETY**, Fire Department, members to participate in "Presentation of Colors" at Chanukah Festival, Madison Square Garden, 8 p.m. Monday, Jan. 2.
- CIVIC CENTER SYNAGOGUE**, benefit performance of movie "Exodus" in Warner Theatre, Broadway and 47th St., Manhattan, Sunday evening, Jan. 8. Call BE 3-5862 for reservations.
- OZANAM GUILD**, Welfare Department, First Friday luncheon, 1 p.m. Friday, Jan. 6, St. Alphonse cafeteria, West Broadway and Canal St. Manhattan.



An Open Letter To CSEA Members

By JOSEPH F. FEILY, PRESIDENT CIVIL SERVICE EMPLOYEES ASSN.

In the current newsletter called "The Federal Employee" written by a prominent Washington newsman, there is this significant paragraph:

"Look for new and heavy pressures on the Civil Service Commission to increase the salaries of many classified jobs in the wake of the pay study by the bureau of Labor Statistics. The survey revealed the Govt's white collar pay rates are behind the industrial averages for many comparable positions in the professional, scientific and technical fields and even for some low-paid jobs such as tabulating machine operators and supervisors."

This paragraph is of particular importance for the employees of the State of New York. It bolsters their claim that they are lagging some 15 percent behind private industry. A simple syllogism demonstrates this logic. In an earlier "Open Letter" published in The Leader it was stated that as of 1959, State salaries were behind those of the Federal government.

Therefore, if that condition existed then, and The Bureau of Labor Statistics' survey now reveals that the "Govt's white collar

pay rates are behind the industrial averages for many comparable positions in the professional, scientific and technical fields and even for some low-paid jobs such as tabulating machine operators and supervisors," then the simple conclusion is, that New York State salaries are not only still behind but further behind the comparative industrial salaries of a year ago.

Much Talk, Little Effort

Government official and taxpayer alike, continually give lip service to the premise that a parity should exist between the salaries paid in private industry and those in government. Despite these statements, however, the bold effort necessary to place these wages on an equal plane is never made. At no one time has this equality ever been reached. Attempts have been made, partial adjustments have been given — but the results are always short of the goal. This patchwork approach can never be successful — particularly in our present fast moving economy. Prices, wages, etc. in the industrial world have, during the past ten years, been continually rising. Thus the gap which may have been narrowed at the end of one legislative session is further widened at the beginning of the next.

The inflationary force in our economy is relentless — and where industry can meet it by giving interim adjustments, state governments are powerless, since salaries are legally fixed for each budget year and practically fixed for eighteen months by the operation of the government's fiscal system.

Commission Posts Filled

ALBANY, Dec. 29 — Governor Rockefeller has named Mrs. Catherine Johnson of Watertown and Ray M. Reeves of Sackets Harbor to the Thousand Islands State Park Commission.

Gen. Huebner Will Leave Defense Post

ALBANY, Dec. 29—Lieut. Gen. Clarence R. Huebner will retire Jan. 11 as State Director of Civil Defense, a post he has held since 1951.

Announcement of the retirement came from Governor Rockefeller, who expressed "deep regret" at the General's decision.

General Huebner retired from active military service in 1950, after commanding the famous First Infantry Division in World War II.

In a letter to the General, Mr. Rockefeller said:

"Under your leadership a civil defense organization second to none in the nation in effectiveness has been built in this State. Because of your untiring efforts and your personal dedication to their increased safety and security, the people of the State of New York owe to you a debt of gratitude."

General Huebner, is 72 but did not come under the State's mandatory retirement age because he was not a member of the State Retirement System.

The post pays \$31,488 a year. Mentioned as a possible successor to the post is Lieut. Gen. F. W. Farrell, who is consultant to the State Civil Defense Commission on Fallout Shelters.

RETIREES FROM ST. LAWRENCE



Howard Raymo, center, is shown being congratulated on his retirement, after 40 years, from State service. Mr. Raymo is laundry supervisor at St. Lawrence State Hospital in Ogdensburg. With him are Marty Douglas, left, president of the St. Lawrence Chapter of the Civil Service Employees Association, and Charles Donahue, head laundry supervisor.

Attendance Rules Won For Troopers

(Continued from Page 1)

Police who are members of the CSEA to discuss fully the details of the new rules.

Mr. Feily said further that "We believe that this positive action by the Governor on behalf of the troopers will be the forerunner of steps to substantially increase the staff of the State Police for the benefit of the citizens of the State and to enable a reduction in the present 60-hour minimum work week of the troopers."

The Association chief pointed out that a mandatory 40-hour work week was established for municipal police in New York

State by action of the Legislature and the Governor several years ago.

"It has long been our contention that the additional cost of added staff for the State Police would be more than offset by the savings to the citizens of our state which doubtless result from reduced highway fatalities, property damage and savings in insurance costs," Mr. Feily concluded.

Complete Rules

The new attendance rules are presented here in full for the benefit of the Division of Police.

The Rules and Regulations as issued by the Superintendent and

approved by the Governor on June 12, 1958 in accordance with Subdivision 2, Section 215, Article 11 of the Executive Law are hereby amended by adding a new Article to be Article 4A relating to hours of duty and time allowances for members of the uniformed force of the Division of State Police below the rank of Lieutenant whose duties are set forth in Article 4 and who are regularly on duty in the open air, on the highways or other public places in the state.

Applicability:

This Article shall apply to members of the uniformed force of the Division of State Police below the rank of Lieutenant whose duties are set forth in Article 4 and who are regularly on duty in the open air, on the highways or other public places in the state. Members of the Division who are not covered by this Article or Article 12A shall have hours of duty and time allowances as prescribed by the Superintendent. The provisions of this Article shall not be deemed to supersede any rights or obligations expressly conferred by statutory provisions of the State of New York.

Basic Work Week:

(a) The basic work week shall be prescribed by the Superintendent and, except in an emergency, shall not exceed five days a week for twelve hours a day, with two pass days per week.

(b) Under normal circumstances, each member will not be on road patrol or continuous field assignment for more than eight hours of the twelve-hour tour.

(c) Each member will be "on call" for the remaining twelve hours of each day. During this "on call period" the member may go home or elsewhere as long as his whereabouts is known and he must

(Continued on Page 20)

CSEA Hits Distribution Of Sole Representation Cards to Thruway Aides

Distribution of representation authorization cards by Council 50 APSCME, among Thruway Authority employees has been protested by the Civil Service Employees Association.

In a letter to William Tinney of the Authority, CSEA President Joseph F. Feily said the distribution of cards to designate any organization as the sole representative of an employee was in violation of the recent statement of policy signed by Council 50 and the CSEA with the Thruway.

Mr. Feily wrote Mr. Tinney saying:

I have your letter of December 13 concerning material distributed by Council 50. We note your advice that the cards which Council 50 has distributed to employees of the Thruway, requesting their signature thereto, are not consistent with the statement of employee relations policy. On November 21, representatives of Council 50 affixed their signatures as recognition and acknowledgement of the principles and policies set forth in the statement of employee relations policy. On the very same day, they distributed to all Thruway employees this

card referred to, which is inconsistent with the policy they agreed to.

In instances of this sort, we believe it is the responsibility of the Thruway Authority to advise the union that the form they distributed is not consistent with the statement of employee relations they agreed to, and is not acceptable to the Thruway Authority. In our letter of November 30 we requested that the union be advised of this, but in your reply of December 13 you did not reply to this particular request.

Act Against Policy

During our conference with Chairman Bixby, prior to the issuance of the policy statement on November 21, we received the distinct impression that the Thruway Authority did not accept from employees, in advance of any particular grievance, signed statements designating one or the other employee organization as representative. The policy statement, as written, does not provide for written designation of either employee organization as representative, but provides for the written designation only if there is a controversy in relation to the right of an employee organization to represent an Authority employee in the adjustment of a grievance. Not only is the wording of the form distributed by Council 50 inconsistent with the policy statement, but the distribution of any form asking for written designation to be filed with the Thruway Authority by an employee organization, is inconsistent with the policy statement.

If the fact that signatures have been affixed to the policy statement is to have any real significance, in our opinion the Thruway Authority must advise an employee organization when it has taken action which is inconsistent with the policy statement, and employees of the Thruway Authority who have been asked by an employee organization to act inconsistently with the policy statement should also be informed of the inconsistent act on the part of the employee organization.

Clara McDonnell, Former Welfare Aide, Dies

Clara J. McDonnell, for many years of welfare representative in the State Department of Social Welfare died suddenly at her home, 400 East 52nd Street, New York City. Before entering State service she had been an administrative supervisor in the New York City Department of Welfare.

After her retirement in 1954 Miss McDonnell continued her interest in social work on a volunteer basis and was active with many other groups. She was a board member of the Drama League of New York, a member of the National Group of Catholic Women, the American Association of University Women, the English Speaking Union, St. Paul's Guild, the Women's City Club and the National Farm and Garden Association. A graduate of the University of Pittsburgh, Miss McDonnell also attended the New York School of Social Work.

A brother, Henry E. McDonnell of Pittsburgh, survives her.

Sheehan Directs WCB Operations

Col. S. E. Senior, Chairman of the workmen's Compensation Board, has announced the appointment of Robert J. Sheehan, 53, as Director of Operations for the Board, effective as of December 29, 1960.

Under the reorganized structure of the Board, Mr. Sheehan's principal areas of responsibility in this capacity will include the Claims, Medical, Referee, and Review bureaus, the Field Offices and Enforcement activities.

The new appointee joins the staff of the Board after more than 20 years with John J. Casale, Inc., New York City, where in recent years, he served as vice president in charge of personnel and insurance.

Educated in the schools of Brockton, Mass., Columbia University, New York; and the Coyne School, Chicago; Mr. Sheehan is a member of the Executive Board and the Chairman of the Nominating Committee of the New York State Citizens' Council on Traffic Safety and has also long been active in the Monroe-Woodbury Civic and Community Associations.

Married and father of a daughter, Norma, a junior at Bucknell, Mr. Sheehan lives with his wife in Central Valley, N. Y.

Root Leaves State Post

Governor Rockefeller's office announced that Oren Root, who has served since January 1959 as Special Assistant to the Governor for Federal and Interstate Relations, has resigned, effective December 31, to return to his law firm, Root, Barrett, Cohen, Knapp and Smith of 26 Broadway, New York City.

ARMY HONORS CIVILIAN SERVICE



Department of the Army citations for patriotic civilian service are being presented by Lt. General Emerson C. Itchner, Army Chief of Engineers to (L to R) Harrison P. Eddy, Metcalf and Eddy, Architect Engineers, Richard Lukens, Greenland Contractors, and William E. Feidt, U.S. Army Engineer Coordinator. Other Army Officers present are Brig. General Thomas H. Lipscomb, and Colonel James C. Hogle.

U.S. Service News Items

Commission to Study Health Benefits Program

The Civil Service Commission is starting to make an intensive study of the effectiveness of the Federal employees health benefits program.

With this study, which will probably be renewed in November of 1961, the Commission hopes to prevent major problems and to constantly make improvements in the program.

The study is specifically designed to find out how well the program is operating from an administrative point of view and to collect a broad and fair sample of employee opinion to be used as a basis for changes in the program.

Sharp Labels Staff Reduction Indefinite

The 6,500 employees of the Air Force in Washington will feel a bit more secure about their jobs now that Air Force Secretary Dudley C. Sharp has labeled the proposed reduction of the Air Staff by 600 workers as indefinite.

The proposed reduction, sponsored by Chief of Staff Curtis E. LeMay, was the result of a study officially named "Project High Tide." "Project High Tide" received quite a bit of publicity which, according to Sharp, "caused appreciable concern among many of our highly qualified career civilian employees."

I.C.C. to Be Reorganized

There are many reports dealing with reorganization of the Interstate Commission. A report made by Booz, Allen & Hamilton suggests reorganizing the Commission so that it would be less bogged down on administrative details and able to give its full attention to major transportation problems.

Another report prepared by a committee of lawyers and transportation experts who practiced before the ICC made recommendations much the same as those in the Booz, Allen & Hamilton report.

Other reports are still being drafted. It is reported that one would have the Commission dissolved as it now stands. This approach is said to be favored by President Eisenhower.

22 Employees Receive Award

Twenty-two New York Operations Office employees received Award Pins for extended service in government work. Each person who received an award had completed at least one year of service in the Atomic Energy Commission and a total of ten or twenty years of Federal Service.

Data on Information Jobs is Collected

Data on important information jobs in various government departments is being compiled by the Civil Service Commission for the Kennedy administration.

Although it is expected that some changes in personnel in these information jobs will be made, advisors for the new administration have said that employees' job rights will not be ignored.

Latham Reports on Internal Revenue

President Eisenhower was told by Dana Latham, the retiring Commissioner of the Department of Internal Revenue, that employees in the department are working harder than ever before.

Latham also said that the morale of the employees was at the highest it had ever been and that the rate of job turnover was correspondingly low.

New Jersey Arsenal Has Statistician Jobs Open From \$6,435

The U.S. Civil Service Commission has announced an examination for mathematical statistician positions paying from \$6,435 to \$8,955 a year. They are located at the Raritan Arsenal, Metuchen, N.J.

Required are a four-year college degree, or its equivalent in training and experience, and two to three years of professional experience.

For complete information, see Amendment No. 2-2-7(60), which is available from the Executive Secretary, Board of U.S. Civil Service Examiners, Raritan Arsenal, Metuchen, N.J.

Applications Accepted For Coast Guard School Until January 10, 1961

Applications for cadetship to the Coast Guard Academy in New London, Conn. are now being accepted, it has been announced by Rear Admiral Edwin J. Rolan, USCG, Commander of the Third Coast Guard District.

Applications are open to all unmarried men who have reached their 17th but not their 22nd birthday by July 1, and are high school graduates as of June 30. Successful completion of the academic and military training at the Academy leads to a commission as Ensign in the Coast Guard and a Bachelor of Science degree.

The deadline for submitting applications is January 10. The examination is scheduled for February 20 and 21 in major cities throughout the U. S.

Mental Hygiene Dept. Transfers 30 Patients

ALBANY, Dec. 29 — The State Mental Hygiene Department has transferred a total of 30 patients from the Rome State School to the new Mt. McGregor Annex.

Plans call for a further expansion of the new facility in January, with another 30 patients being added. It is expected that about 130 patients will be in residence by the end of March.

The facility formerly was the New York State Veterans Rest Camp.

Sengbusch Zoology Fellow

ALBANY, Dec. 29 — Dr. Howard G. Sengbusch, professor of science at the State College of Education in Buffalo has been elected a Fellow of the Academy of Zoology.

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24 New Exams, File Jan. 5 to 25

Twelve open-competitive and 12 promotional New York City examinations are scheduled for April and May of 1961. Applications for these examinations may be filed from January 5 to January 25.

The open-competitive examinations are:

- Boilermaker
- Buyer (instructional material)
- Carriage upholsterer
- Carriage upholsterer
- Court reporter
- Housing exterminator
- Junior draftsman
- Junior landscape architect
- Marine sounder
- Senior painting inspector
- Supervising research assistant (youth activity)
- Supervisor of Traffic Safety Education

Following are the promotional examinations:

- Assistant train dispatcher
The salary range is from \$5,484 to \$6,509. This exam is open to all employees of the New York City Transit Authority who have been permanently employed for one year in the titles of Conductor, Railroad Clerk or Collecting Agent.

To \$4,350 Offered for Safety Jobs

New York State has announced openings in the position of institution safety officer. The salary ranges from \$3,500 to \$4,350 a year, and no experience is required.

Applications can be filed from Jan. 3 to Feb. 6.

The official announcement is not yet out, but the requirements will be generally as follows:

Candidates must be 21 years old at the time of the appointment. This is required because the institution safety officer is a peace officer.

Candidates must also possess a drivers license issued by the State of New York.

Because of the nature of the work, candidates will be required to take an agility test in addition to the medical and physical exams.

The number of the official announcement is 6041. You may get them after Jan. 3 from the State Dept. of Civil Service, 270 Broadway, New York, N. Y., or The State Campus, 1220 Washington Ave., Albany 1, N. Y.

• Bacteriologist. This title is open to who employees of the Department of Health who have been employed for six months or more as assistant bacteriologist. The salary is from \$6,050 to \$7,490.

- Boilermaker
- Foreman of housing caretaker
- Sergeant, Police Department
- Senior electrical engineer
- Senior mechanical engineer, Department of Higher Education
- Senior mechanical engineer, Department of Hospitals
- Senior mechanical engineer, Department of Education
- Senior mechanical engineer, Triborough Bridge & Tunnel Authority
- Supervising research assistant (youth activities)
- Supervising child welfare

N. Y. Needs Caseworkers

More than 200 college graduates are needed in New York City and county welfare departments in N. Y. State to fill caseworker positions.

The jobs pay starting salaries of up to \$4,860 a year, and applications will be accepted for them until January 3.

The exam is also open to college seniors who will receive their bachelor's degrees by July 1, 1961. They may apply for and take the test, and if they pass it, they will be appointed after graduation.

Duties

Caseworkers investigate the need for public assistance of families and individuals and provide service for children placed in foster homes and in institutions.

Detailed information and applications may be obtained from the New York State Department of Civil Service, The State Campus, Albany 1, New York.

Home Rule Proposals

ALBANY, Dec. 26 — State Com. on Arthur Levitt will back legislation at the 1961 session, opening Jan. 4th, to grant home rule powers to additional villages and all towns in the State. The legislation takes the form of two constitutional amendments.

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Heads Alfred Institute
ALBANY, Dec. 26 — Walter C. Hinkle is the new acting president of the Agriculture and Technical Institute at Alfred. He succeeds Paul B. Orvis, who was appointed executive dean for the institutes

and community colleges recently. Mr. Hinkle joined the Alfred staff in 1937. He became Dean at Alfred last April.

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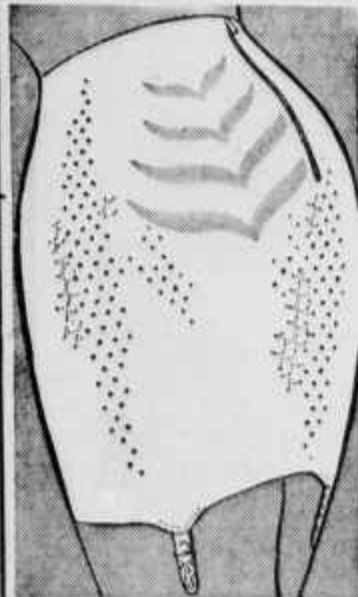
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TUESDAY, DECEMBER 27, 1960

31

Rockefeller Acts

THANKS TO action by Governor Rockefeller, State troopers have moved a step closer toward equality with their fellow workers in the State service.

After years of stalling and hostility from Superintendent of State Police Francis McGarvey, who insisted he was running an army and not a police force, the State Civil Service Employees Association took their fight for uniform attendance rules for troopers directly to the Governor.

These rules had been promised for years. McGarvey was supposed to lend his assistance in getting them promulgated. That he did any thing at all was, we are certain, not from a change of attitude toward standards for the troopers but because Mr. Rockefeller put his foot down.

Now, troopers all over the State will have the same rights concerning personal leave, sickness, vacation, etc. They were the only competitive class employees not enjoying these standards until the Governor acted.

In view of Mr. Rockefeller's quick move on establishing another step in his goal of having State employees work under the best of personnel practices, it is hoped that troopers will soon see the day when they—as do other police units—work a regular 40-hour week instead of the current 62-hour plus schedule.

This means, of course, that the force will have to be expanded. But Governor Rockefeller's attitude and action leads us to hope that he will not consider this a formidable problem.

Grievance Machinery

LAST week the State's Joint Legislative Committee on Industrial and Labor Conditions met in the Hotel Astor, Manhattan, to hear the views of civic leaders and of public employee groups on how the Condon-Wadlin Law ought to be changed.

One of the outstanding addresses came from the New York City Patrolmens Benevolent Association. The P.B.A. representative pointed out that policemen, unlike other public employees, were already effectively barred from striking by the very nature of their work, and that besides, they are under such a rigid discipline that without a grievance procedure, they are completely at the mercy of whoever happens to be in authority over them.

A bill introduced in the State Senate by Senator Albert, calling for grievance machinery for all State, County and City employees, specifically excludes members of the uniformed forces.

We think this exemption should be removed from the bill, since uniformed men, certainly need grievance machinery at least as much as other civil servants, and then the bill, or a similar one, should be made law.

Lang Gets the Nod

WE are pleased with the appointment last week of former acting personnel director, Theodore H. Lang, to the title on a permanent basis. As Personnel Director and Civil Service Commission chairman, which go together to make the top administrator of the City civil service, we believe Dr. Lang will do credit both to the employees and to the City.

Questions Answered On Social Security

How disabled do you have to be to get social security disability benefits?

You don't have to be completely helpless but your disability must be a physical or mental condition which keeps you from doing any substantial work and one which is expected to continue indefinitely or result in death.

My maid will not get a social security number for me to report her wages. What can I do about this?

If you maid earns enough to get social security coverage you must report her wages even though she does not have a social security number. In making your quarterly earnings report (Form 942), give her full name and address and the amount paid to her in cash wages.

LETTERS TO THE EDITOR

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

Cites "Law & You" Column for Backing 'Underdog' Employees

Editor, The Leader:

Many thanks to Harold L. Herzstein for his column in "Law and You" in the Dec. 6 edition of The Leader, entitled "Why, oh Why Pick on Me."

Thousands of civil servants, especially those in the lower grades, would in my opinion, welcome any advice and co-operation from persons like M. Herzstein, who recognizes the need for legislation restricting the actions of biased, self-centered, prestige-hungry supervisors who stop at nothing to humiliate and embarrass the subordinates under their command.

Several weeks ago, I became a victim of this tyranny when my supervisor ordered the chief of department personnel to transfer me for, according to him, "the betterment of the Bureau."

The very fact that supervisors are vested with the power to arbitrarily demand an employee's an employee's intra-departmental transfer, solely on the basis of dislike for the employee's aggressive attitude toward the more favorite employees, certainly indicates the severe need, within the various departments, for a law that would give the "unwanted" employee the right to refuse the transfer if the complaining supervisor is unwilling or unable to show just cause.

The newer civil servant has been taught that a good administrator will not take action on charges or complaints from one employee against another until he has the accused and the accuser together and obtained the true facts. Unfortunately, in many, many agencies, this basic principle of administration is completely ignored. Action is taken when the whims of the supervisor dictates. Countless numbers of promising new employees are forced to sit quietly by while the "whims" destroy either the initiative of the employee or perhaps his entire civil service future.

Thanks again, and please continue to help the "under-dogs" in City service.

ANONYMOUS
NEW YORK CITY

Urges Middle Step To Provide More Clerical Promotions

Editor, The Leader:

In the November 29th issue of the Leader in which I congratulated efforts by the Civil Service Employees Association to rightfully classify out-of-title work in the maintenance department, I also expressed a hope that many non-competitive positions in the Department of Mental Hygiene as a whole be examined and the participants allocated proper salaries.

In this letter I would like to rise my voice in behalf of the hundreds of competitive employees who are toiling daily in similar circumstances with little or no hope of advancement except by retirement or death of an immediate superior. This rather heartless setup has plagued civil service workers for years, and to date



Civil Service LAW & YOU

by HAROLD L. HERZSTEIN
Mr. Herzstein is a member of the New York bar

Pass Now, Fail Later

A CANDIDATE TAKES an examination for an original position. Another takes an examination for a promotion. The State or the County or the City civil service commission, as the case may be, notifies them that they have passed. They wait several months and are appointed. For the first man the sensation of becoming a public employee is pleasant. For the other man the sensation of moving up the ladder is equally pleasant. Passing was a real triumph, and both men are well satisfied with themselves.

THE YEARS PASS. Both men are busy at their work and are doing well. The examinations have faded into the past. They stopped thinking of them long ago. Suddenly, out of nowhere, they receive notices from the civil service commission. I paraphrase the notices, with which I am very familiar: "A recheck of your examination papers indicates that some of the answers which were marked correct, were in fact incorrect, and as a result you failed and we propose to rescind your appointment."

Have Occurred Recently

THESE SITUATIONS have occurred recently in several counties as a result of investigations by the State Civil Service Commission into the conduct of local civil service commissions.

WHAT HAPPENS? Does the first man lose his job? Does the second man step down the ladder? Or, do they both "stay put"?

IN THE SITUATIONS which I have described, there are two opposing theories. The first is that the employees should lose anything achieved as a result of the examinations because they really failed. The opposing theory is that the employees should keep what they have attained because there is a need for security and stability in the civil service.

I AM DELIGHTED that the law of this State is that once a competitive employee is appointed to an original or promotional position, his position cannot be rescinded because of errors made in the commission. Consequently, in my examples the first man keeps his job and the second man keeps his promotional spot. Of course, the rule of law which I have just summarized does not apply where the employee himself committed a fraud or irregularity in the examination or the appointment. But if he is innocent, he "stays put."

Illustrates the Point

A RECENT CASE in the Supreme Court, Dutchess County, which just hit the law reports, illustrates my point (Kelliher v. New York State Civil Service Commission, 1959, 21 Misc. 1034). It was decided by Judge Samuel W. Eager, who was appointed by Governor Rockefeller to sit in the Appellate Division in Manhattan, a short time ago. In that case, Mr. Kelliher, then a patrolman in the Police Department of the city of Beacon, took a competitive examination for the position of sergeant given by the County Commission on May 10, 1957. According to the rules of the County Commission, 74.5 per cent was the passing mark for the written test. Mr. Kelliher was informed that he had received 75 per cent and passed. He was promoted and served, according to Judge Eager, "without question as to his competency."

STARTING IN OCTOBER, 1957, the State Civil Service Commission conducted a survey of the Dutchess County Commission, and in the course of the survey it rechecked examination papers. When it came to Mr. Kelliher's paper, the State Commission found that the rater had marked an answer correct which was incorrect. According to Judge Eager: the State Commission decided "that the appointment of petitioner as police sergeant should be rescinded"; and it set forces in motion which accomplished that result.

EVIDENTLY, SERGEANT KELLIHER was a man of strength. He did not take his beating lying down; but to use a homey expression he "got himself a lawyer" and, I might add, "got himself reinstated."

Called Drastic Action

JUDGE EAGER, who directed the reinstatement, summarized the applicable law, as follows:

"Such drastic action, based as it was upon a comparatively minor error on the part of the Commission, was not justified. It is concluded that its action under the circumstances was unreasonable, arbitrary and unlawful."

IN MY OPINION, the action of H. Eliot Kaplan, president of the State Civil Service Commission, in chasing after Sergeant Kelliher two years after the examination and about a year and a half after the appointment, was cruel. He could have weighed the piddling error against tenure and innocence, just as Judge Eager did and could have come to the same conclusion that Judge Eager did. There was a time when he would have done that weighing; but that was when he was telling others what to do and before he was acting himself.

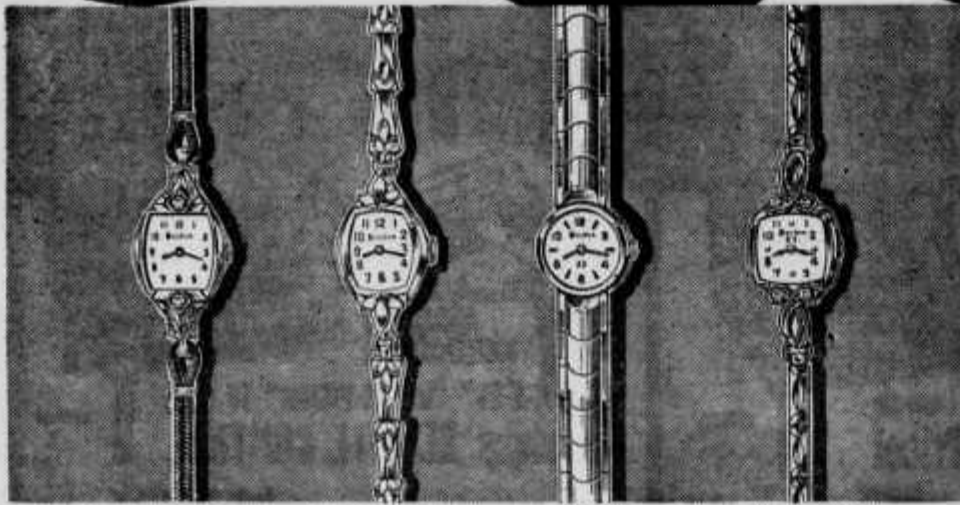
nothing concrete has ever been tried to give conscientious worker his just deserts.

The State job structure as it now prevails in the lower brackets is a three-pronged affair. Let us for example examine the clerical positions. The title clerk in this particular section of job classification is usually given an R-4 sal-

ary rating. The next step upward is that of senior clerk with a rating of R-8. The highest branch of this clerical group is that of principal with an R-14 rating.

In each institution there may be as many as a dozen clerk jobs, perhaps four senior positions and one or two principal ratings. The
(Continued on Page 10)

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Vets Hospital Needs Nurses, Food Workers

The Veterans Administration Hospital in Brooklyn is still accepting applications for nurse, nursing assistant and food service worker jobs and will continue to

do so until further notice. These jobs offer an excellent opportunity for beginning workers with little or no experience. The nursing assistant jobs pay from \$3,500 to \$4,130 a year and require no training or experience, but applicants must be at least 18 years of age. These positions

are listed on announcement No. 2-57-2 (60). The openings for food service workers pay from \$1.57 to \$1.73 an hour and are listed on announcement No. 2-57-3 (1960), for the full-time jobs, and No. 2-57-4 (1960) for the part-time positions. Complete information and ap-

plication forms may be obtained from the Director, Second U. S. Civil Service Region, 220 East 42nd St., New York 17, N.Y.

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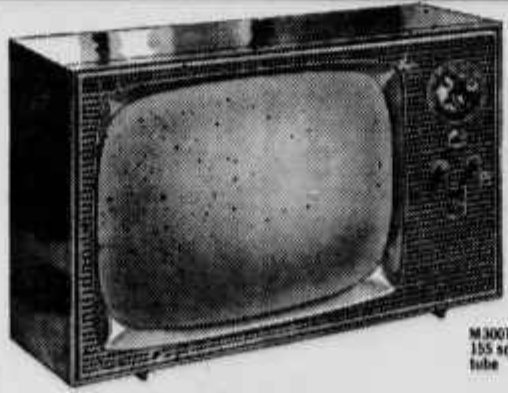
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NYC EXAMS THIS WEEK

The chart below shows New York City tests scheduled for the week ending Dec. 31, their locations, times and number of candidates expected.

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MALE OR FEMALE
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Be A Wonderwear Dealer—EARN \$50.00 to \$150.00 weekly p/w! DEMONSTRATE AT HOME PARTIES a fabulous line of polyethylene and vinyl household products. Car use. Comm. Tulip 1-7269.

PART TIME intelligent men and women needed to follow up leads and sell mutual funds, high commission—other benefits. Investors Planning Service RA 9-1816.

ROOM & BOARD FOR MEN

MARION E. RODDEN REST HOME recently opened, certified in beautiful Lake Ronkonkoma. For elderly-retired-unemployed, needing care, understanding. Diet supervision. Tastefully furnished bvl. & semi-pvt. rms.; landscaped grounds. Churches nearby. 24 hour supervision, licensed nurse. From \$40 weekly. ROnkonkoma 9-4411.

Beauty Rest Mattresses
YOU'LL FIND A FULLY QUIETED, smooth top & bottom BEAUTY REST MATTRESS. Yes, Sir, a BEAUTY REST BY SIMMONS at the price you would expect to pay for an Ordinary Mattress. FREDERICKS. Come in or call, 227 Lex Ave., MU. 3-8322.

General Contracting ATT'N HOMEOWNERS
BRICK LAYING, CEMENT WORK ROOFING, BUILDING FRONTS BROWNSTONE, CELLARS CLEANED Interior Decorations, Brick Steps PATIOS, HOLLYWOOD KITCHENS
Founders Const. Corp.
HY 3-0360

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

HARRY ROSS 61-F Rende St., N. Y. 7, N. Y.

Adding Machines Typewriters Mimeographs Addressing Machines \$25
Guaranteed. Also Rentals, Repairs
ALL LANGUAGES TYPEWRITER CO.
Chelsea 5-8086
110 W. 32nd ST., NEW YORK 1, N. Y.

Title	Test	Place of Test	Starting Time	No. of Cand.
Tuesday, December 27				
License—Refrigerating Machine Operator	Practical	Power Plant—Bronx Terminal Mkt.	12:01 pm 2:30 pm	5 5
Sheet Metal Worker	Practical	Bronx Vocational High School, 330 East 152 St., Bronx, Rm. 323	8:30 am	12
License—Install Oil Burning Equip—Class B	Practical	Civil Service Testing Laboratory, Hall of Records; Centre & Chamber Sts., NYC	8:30 am 9:30 am 10:30 am 12:30 pm 1:00 pm	2 2 2 2 2
Wednesday, December 28				
License—Refrigerating Machine Operator	Practical	Power Plant—Bronx Terminal Mkt.	12:01 pm 2:30 pm	5 5
Senior Electrical Engineer (Radio)	Technical—Oral	Rm. 765, 299 Broadway, NYC	3:00 pm	1
Sheet Metal Worker	Practical	Bronx Vocational High School	8:30 am	12
Bookbinder's Seamstress	Practical	Dept. of Health, 125 Worth St., Bindery Rm., C-48 — Basement	10:30 am	8
License—Motion Picture Operator	Practical	Civil Service Testing Laboratory	8:30 am 9:30 am 12:30 pm	2 2 2
Thursday, December 29				
License—Refrigerating Machine Operator	Practical		12:01 pm 2:30 pm	5 5
Sheet Metal Worker	Practical	Bronx Vocational High School	8:30 am	12
License—Motion Picture Operator	Practical	Civil Service Testing Laboratory	8:30 am 9:30 am 12:30 pm	2 2 2
Friday, December 30				
License—Refrigerating Machine Operator	Practical	Power Plant—Bronx Terminal Mkt.	12:01 pm 2:30 pm	5 5
Sheet Metal Worker	Practical	Bronx Vocational High School	8:30 am	12
Saturday, December 31				
License—Refrigerating Machine Operator	Practical	Power Plant—Bronx Terminal Market	12:01 pm 2:30 pm	5 5

LETTERS TO THE EDITOR

(Continued from Page 6)
chances of advancement are extremely limited in these fields. Even though an applicant may

pass an examination for one of the better positions, the chances of being promoted are almost nil, except as stated above—through a retirement of death. Of course when an applicant makes the list there may be opportunities in other institutions, but after a man has taken roots in a certain section, purchase a home, and otherwise "dug in," it is extremely difficult and very expensive to move to another location. Therefore,

even though eligible, circumstances make the chances of advancement non-existent.

In numerous cases throughout this huge State of ours, employees, qualified and often doing work that should allow them a higher rating, are pinned down with little if any hope of bettering their respective stations in life.

The writer at an executive meeting in Albany some years ago advanced a remedy which might have at least lessened the harshness of this situation. The theory follows:

Set Up Middle Grade

Set up an intermediary grade of R-6 to click in between R-4 and R-8. In order to be eligible to earn this grade, an employee must have satisfactorily performed the duties of his clerk title for a period of one year. This examination, a promotional one, would be available within a certain institution. Those passing same would be advanced. This same procedure could be used for a senior clerk and if passed successfully would give the applicant an R-10 rating. This form of examination could also be applied in the stores positions as well.

Some form of advancement not unlike the above would eliminate a lot of dissatisfaction on the part of diligent employees who, despite giving their best efforts, are chained to a certain title in many instances for years. If something progressive along the lines of the above could be adopted by the State it would have a popular appeal. It would not only improve morale, which in many cases is at a very low ebb; it would improve the type of job applicant since it would give him a goal for which to strive. This in the end would improve State personnel, in that the clerk of today could be the business officer of tomorrow

JOHN O'BRIEN
WINGALE, N. Y.



PLAYTEX™ LIVING BRAS
bewitching in black

completely colorfast! Even if you wash them together with white, Playtex Living Bras are guaranteed not to run or bleed. Only Playtex Living Bras use elastic like this to stretch in every direction your body moves . . . yet always stay in place!

- Bias-cut side panels move with you . . . breathe with you.
- Cross-cross front lets you reach and stretch freely.
- Low action back stretches cross ways only . . . never rides up or binds.

Bandeau in sizes 32A to 42C. Black or white \$3.95
"D" sizes \$4.95.

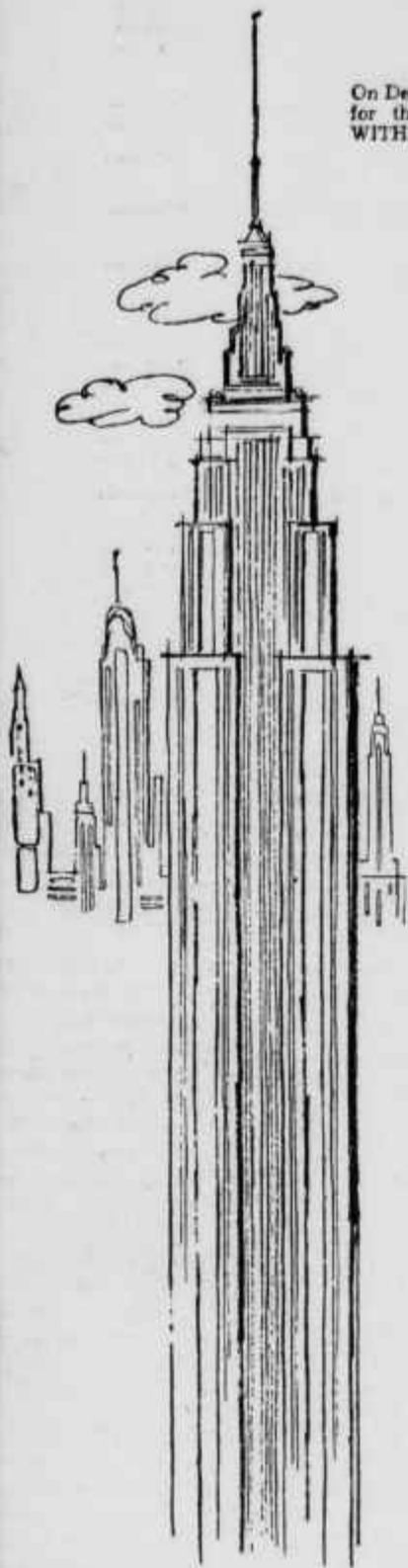
Longline with elastic magic-midriff for the smoothest bust to hipline ever. Sizes 32A to 44C. Black \$6.95. White \$5.95.
"D" sizes \$1.00 more.

BARTAN
CORSET SHOPPE
4710 FIFTH AVENUE
Brooklyn GE 9-9402

B

GREAT PENS BY PARKER

On December 21, 1951, the purchase agreement for the Empire State Building was signed WITH A PARKER PEN.



for the hand that demands the best



give a Parker 61

The man who thinks big and rapidly . . . uses a Parker 61 because it keeps pace with his thoughts. Writes instantly, smoothly, and the Parker 61 fills itself automatically with exclusive capillary action. Its exclusive design will compliment you . . . and an important friend. Selection of colors and point sizes available. A unique gift.

\$15
up to \$150

*Better Still... Give a
Parker 61 Set*
\$22.50



Known throughout the world for finest quality...

Parker "51"

Give the pen that combines top writing performance with eye-pleasing beauty . . . Parker "51."

The "51" writes smoothly, instantly, effortlessly . . . with its exclusive tubular hooded point. Has metal-shielded plastic ink reservoir, with "Easy-Press" filler. No rubber parts.

Available in distinctive barrel colors keyed to the vibrant hues of nature. Slip-on cap of gleaming metal is the perfect finishing touch for this streamlined beauty. Choice of point sizes. Select the Parker "51" now . . . and know the joy of solving a gift problem so easily and well.

\$10



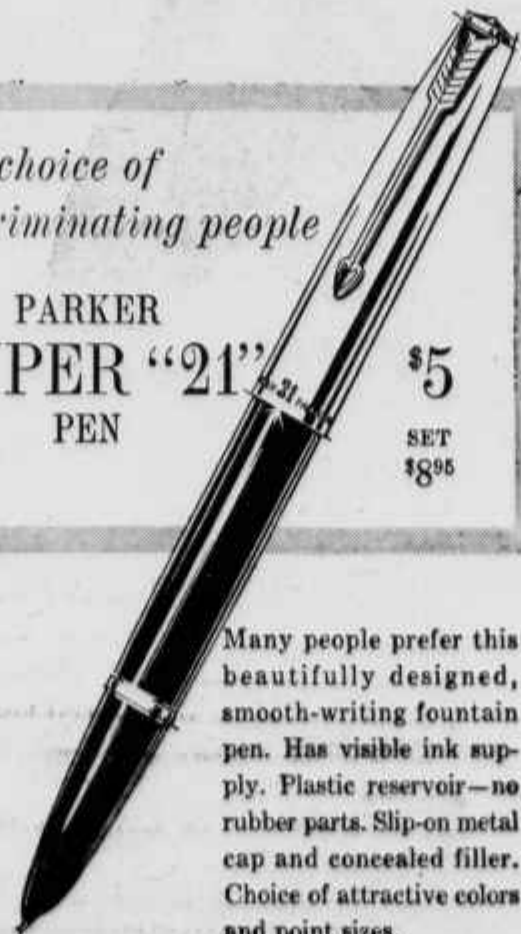
*Better Still... Give a
Parker "51" Set*
\$15

**FOR THE OFFICE
FOR THE HOME
FOR SCHOOL
NO BETTER PENS
ANYWHERE**

*The choice of
discriminating people*

**PARKER
SUPER "21"
PEN**

\$5
SET
\$8.95



Many people prefer this beautifully designed, smooth-writing fountain pen. Has visible ink supply. Plastic reservoir—no rubber parts. Slip-on metal cap and concealed filler. Choice of attractive colors and point sizes.

BENY'S

**AUTHORIZED
SALES & SERVICE**

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ANYONE!
THEN GIVE**

**A
PARKER**

From GENERAL ELECTRIC—Automatic Cooking at Thrifty Prices!



GOLDEN VALUE Automatic ELECTRIC RANGES

Take Your Choice!



G-E Model J-300

THIS

Leader Value! 1960 30" **ELECTRIC RANGE** with 23" Master Oven—Amazingly Low-Priced!

Only **\$149** As Little As **\$135** A WEEK After Small Down Payment

Up to 3 Years to Pay!

Newest "Spacemaker" range—big master oven with removable door, 4 Calrod® surface units. Fingertip pushbutton controls, no-drip cooktop, focused-heat broiler and other features. Mix-or-match colors.



G-E Model J-304

OR THIS

Cook Automatically on Top of this **SENSI-TEMP® RANGE** Controls Any Temperature You Dial—Makes ALL Pans Automatic!

Only **269⁹⁵** As Little As **\$203** A WEEK After Small Down Payment

Up to 3 Years to Pay!

Automatic Sensi-Temp Unit ends pot-watching! Other features include 23" master oven with big window, removable oven door, automatic oven timer, focused-heat broiler, pushbutton controls, no-drip cooktop. Mix-or-match colors.



G-E Model J-416

OR THIS

Pushbutton, Automatic **2-OVEN RANGE** with Oven Timer and Focused-Heat Broiler!

Only **299⁹⁵** As Little As **\$225** A WEEK After Small Down Payment

Up to 3 Years to Pay!

A deluxe range with loads of automatic features—including pushbutton controls and timed appliance outlet. The two automatic ovens have removable doors. Big window in master oven. Mix-or-match colors.

Full-Year Service At No Extra Cost by G-E Factory Experts



New General Electric "Protected Purchase" Plan
NO DOWN PAYMENT—WITH TRADE! NO PAYMENTS—FOR THREE MONTHS!
POSTPONE PAYMENTS—IF UNABLE TO WORK! (BASED ON G.E.C.C. TERMS)

Buy at the Store with this Sign on the Door



SPECIAL PRICES TO CIVIL SERVICE EMPLOYEES

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CALL MU. 3-3616 FOR YOUR LOW, LOW PRICE

Christmas Greetings

THE BEST GIFT — YOUR OWN HOME — BE 3-6010

REAL ESTATE VALUES

INTEGRATED

4 OFFICES READY TO SERVE YOU!

Call For Appointment

RANCH
\$290 DOWN

Beautiful 3 bedroom home on large professionally landscaped plot, modern kitchen and bath. Cozy living room, full basement, oil heat, 2 car garage. Only \$78.93 a month pays all.

277 NASSAU ROAD
ROOSEVELT
MA 3-3800

HEMPSTEAD & VIC.
BUNGALOW
\$11,500

Beautiful 5 room home, pine paneled living room, modern kitchen and bath, oversized garage. Only \$350 Down. Vacant.

17 SOUTH FRANKLIN ST.
HEMPSTEAD
IV 9-5800

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ALL 4 OFFICES OPEN 7 DAYS A WEEK

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

SPRINGFIELD GARDENS
\$11,000

Detached, 8 room home, vacant. All master size rooms, modern bath and kitchen, full basement, garage, landscaped plot. One in a lifetime opportunity.

ONLY \$350 Down
135-19 ROCKAWAY BLVD.
SO. OZONE PARK
JA 9-4400

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Large 2 family, 6 and bath down, 7 and bath up. Entire house vacant and newly decorated inside and out. Walk to subway. Will lease entire house to reliable party.

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6th & 8th Ave. Subway to Parsons Blvd. We are right outside Subway.
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JAMAICA
JA 3-3377

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Walk to Subway!

TWO FAMILY

LARGE PLOT, 1 car garage, extra large rooms, automatic heat, many extras, full price \$15,500. Cash \$600.

SPRINGFIELD GARDENS

8 ROOMS, detached, 40x100 landscaped plot, 6 large rooms, oil heat, many extras, \$13,000 selling price, \$400 cash.

NO CASH DOWN G.I.'s

CALL FOR APPT.

Open 7 days a week
Till 8 P.M.

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170-03 Hillside Ave.,
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Next door to Sears-Roebuck,
Ind. "E" or "F" train to
109 St. Sta.

FREE PARKING
AX 1-5262

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3 CONVENIENT OFFICES AT HEMPSTEAD & VICINITY

YOUR SERVICE STOP PAYING RENT!

"HOMES TO FIT YOUR POCKET"

NEW YEAR'S GIFT

RANCH, small attractive, 4 cozy modern rooms, immaculate, fenced yard, beautiful area, near everything. Won't last. \$13,500. HURRY!

HEMPSTEAD

NEW YEAR'S SPECIAL!

CAPE, 6 rooms, completely modern, 4 bedrooms, new, scientific heating system. ARRANGEMENTS FOR YOUR CONVENIENCE. For holiday only. Low tax, \$750 Down.

HEMPSTEAD - VIC.

We have a selection of some of the finest homes in Hempstead and vicinity in 1 and 2 family. Ranches. Cape Cods. Colonials from \$350 up

\$10 Deposit Holds Any House

FHA or GI

LIST REALTY CORP.

OPEN 7 DAYS A WEEK

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HEMPSTEAD, L. I.

IV 9-8814 - 8815

Directions: Take Southern State Parkway Exit 19, Peninsula Boulevard under the bridge to South Franklin Street.

135-30 ROCKAWAY BLVD., SO. OZONE PARK

JA 9-51000

160-13 HILLSIDE AVE., JAMAICA

OL 7-3838

OL 7-1034

LEGAL NOTICE

CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent — to Charles Mason Remy, Attorney at Law, Captain John B. Wadleigh, Mary Wadleigh, an infant over the age of fourteen years, David Wadleigh, an infant under the age of fourteen years, George Wadleigh, an infant under the age of fourteen years.

You are hereby cited to show cause before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on January 12, 1961, at 10:30 A.M., why a certain writing dated June 28, 1959 which has been offered for probate by Margaret Howard Remy, residing at 136 East 79th Street, New York 21, New York, should not be probated as the last Will and Testament, relating to real and personal property, of John Terry Remy (also known as John T. Remy), Deceased, who was at the time of his death a resident of 116 East 79th Street, New York 21, New York, in the County of New York, New York.

Dated, Attested and Sealed, November 20, 1960.
HON. S. SAMUEL DI PALCO
Surrogate, New York County
Philip A. Donahue, Clerk

BRUCE, FLORENCE I. — File No. P 3220, 1960. — CITATION — The People of the State of New York, By the Grace of God Free and Independent, to The Heirs at Law, next of kin and distributees of Florence I. Bruce, Deceased, if living, and if any of them be dead to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest whose names are unknown and cannot be ascertained after due diligence.

YOU ARE HEREBY CITED TO SHOW

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

CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on January 24, 1961, at 10:30 A.M., why a certain writing dated June 4th, 1956, which has been offered for probate by National Laminite, residing at 67 Evergreen Avenue, Lynbrook, New York, should not be probated as the last Will and Testament, relating to real and personal property of Florence I. Bruce, Deceased, who was at the time of her death a resident of 316 West 53rd Street, New York City, in the County of New York, New York.

Dated, Attested and Sealed, December 19, 1960.
HON. JOSEPH A. COX,
Surrogate, New York County.
PHILIP A. DONAHUE,
Clerk

Furnished Apts. Brooklyn

57 Herkimer Street, between Bedford & Nostrand Ave., beautifully furnished one and two room apts, kitchenette, gas, electric free. Elevator. Near 8th Ave. Subway. Adults. Seen daily.

Farms - Ulster County

Large List of Country Prop. Acreage & Bldg. lots from \$500. Martha Lown, Shandaken, N. Y.

Houses - Sullivan County

1-2-3 bedrm all pr. ranch homes. Lake site w/ view, retirement or vacation from \$4,095. N.Y. bus to door, Spring Glen Lake Estates, Spring Glen, N.Y. Ph. Ellen-ville 404.

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

GI's NO CASH

SOLID BRICK

2 Family \$14,990

2 1/2 baths, large beautiful rooms, separate entrances, finished basement, 2 car garage, oil heat, modern kitchen. SO. OZ. PK. — Full Down Payment \$600.

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OPEN 7 DAYS A WEEK

WHY PAY RENT? XMAS SPECIALS!

\$1,000 Cash \$17,900

ST. ALBANS — Brick bungalow, 4 bedrooms, finished basement, oil heat, garage.

HOLLIS \$18,900

2 family, 5 down, 3 up, finished basement, oil heat, garage.

SPECIAL

ST. ALBANS

1 family, detached, 1 car garage, oil heat. Terms arranged.

\$13,500

Belford D. Harty Jr.

192-05 LINDEN BLVD.
ST. ALBANS

Fieldstone 1-1950

2 GOOD BUYS

ST. ALBANS

DETACHED, 2 family, 65x100 plot, 1st floor, 4 1/2 rooms, mirrored wall living room, wood burning fireplace, custom built kitchen, 2nd floor, 4 rooms, screens and storms throughout.

\$22,500

HOLLIS

SOLID BRICK, 1 family, A1 condition, 1 1/2 baths, screens storms, venetians, wall-to-wall carpeting. Custom made radiator covers, oil heat, garage, ultra modern kitchen, built-in wall oven.

\$17,900

Other 1 & 2 Family Homes

HAZEL B. GRAY

168-33 LIBERTY AVE.

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Apts. For Rent - Brooklyn

2 1/2 ROOM APTS. modern, all conveniences — Grand Ave. Near Trans. 16 minutes to Boro Hall. HURRY — Call Dinola 9-1192.

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

Mt. Vernon

MT. VERNON BEAUTY ONLY \$6,000 CASH. — Complete mod. one farm, house — plus custom built furn. tree, & grape arbor, patio, air-conditioner, knotty pine dining rm. EL Shaped living rm. — full price, \$10,500. N. BIRELMAN, REALTOR 2485 Hughes Ave., Bx. CY. 5-0710

Farms - Ulster County

Attractive 8 room house, B.W. Deers, Impala, 200 lb. on live trout stream, Fishstone Bra place, \$6,500. Terms. Martha Lown, Shandaken, N.Y. Overland 8-9284.

SPECIAL BARGAIN—4 room concrete house, impala \$4,300
John Douay, owner, Rosendale, N. Y.

INTEGRATED

RANCH RIOT

No Down Payment GI

\$700 CASH ALL OTHERS

ST. ALBANS — 6 Rooms - 80x100 - Garage - Oil Heat - Full Basement \$18,000.

SPRINGFIELD GARDENS — 8 Rooms - 80x100 - Garage - Gas Heat - Full Basement - \$18,500.

BAILEY PARK — 8 Rooms - 80x100 - Garage - Gas Heat - Full Basement \$18,500.

** Plus Many Other Homes From \$9,000 & Up

E-S-S-E-X

143-01 HILLSIDE AVE.

JAMAICA

AX 7-7900

NY Trade Board Asks Salary Increases For Police And Firemen

Increased pay for New York's police and firemen in order to remove any necessity for the men on the two forces to seek outside employment was recommended recently by the medical section of the New York Board of Trade through Dr. John Staige Davis, chairman of the section.

Expressing the section's deep sympathy in the loss of three firemen in the recent Broadway loft fire, Dr. Davis expressed the section's approval of Fire Commissioner Edward F. Cavanaugh's plan to close all loft buildings in the area where violations are found.

Need More Men

"The fact that the Fire Department is unable, because of a shortage of manpower, to inspect any of these buildings more than once in a two-year period, amply demonstrates that the Fire Department, as well as the Police Department, needs more men," Dr. Davis said.

"If the Police Department is to bring crime in the city to the irreducible minimum and the Fire Department placed in a position where it can cut the city's appalling death toll, then the city ad-

ministration must provide the money for these purposes and find it by cutting out waste where it exists.

In Top Shape

"The men in both departments must be in top physical condition to do their jobs. Rather than moonlighting in their off-time, they need rest and recreation.

"We are confident that if the city administration will eliminate waste, the city's taxpayers will respond and provide the additional revenue needed to increase our protective forces and to provide the men sufficient income so that they will have only one loyalty—the people of the City of New York," Dr. Davis said.

Non-Clerks Will Retain Membership In New P.O. Union

Members of the United National Association of Post Office Craftsmen have informed their group that when the merger with the National Federal of Post Office Clerks comes about, those non-clerical employees now enrolled in UNAPOC will retain their membership. However, once the merger is ratified, cities will not accept any member who is not a clerk.

Leaders of the two oldest unions of post office clerks signed an historic agreement recently spelling out terms for a merger under the AFL-CIO banner that will create the nation's largest union of postal employees.

The merged group, which must be formally ratified by both organizations, will be known as the United Federation of Post Office Clerks, AFL-CIO.

Officials said they hoped to see this accomplished by March 1. The action will unite the 100,000

members of the NFPOC, known as the "Feds," with 35,000 members of the independent union known as UNAPOC. The first NFPOC local was organized just 60 years ago and chartered by the AFL-CIO in 1906. UNAPOC was organized in 1882 and is one of the oldest postal unions.

Under the agreement terms, President Hallbeck, who assumed the presidency of the NFPOC less than two months ago after 15 years of service as their National Legislative Director, will continue as President of the new Union.

In their joint press conference, President Hallbeck and President

Thomas said they endorse "an open door policy" with respect to other unions of clerks and that the new organization "welcomes other postal unions in our field looking for a modern approach to greater progress."

Their agreement describes the merger as being "in the best interests of our members and all post office clerks, as well as other postal employees."

The merged unions, they added, will "more effectively operate to secure adjustments of administrative problems and grievances, attract those not presently holding membership in organizations, and accomplish the foregoing in a more efficient and economical manner than is possible with multiple and off-time duplicate organizations."

"f" is for fella and a feast of fun!

JERRY LEWIS
CINDERELLA
A Paramount Picture
(A Jerry Lewis Production) **TECHNICOLOR**

BOOK THE BROADWAY THEATRE
VICTORIA

THIS WAR CRY RINGS OUT—TO EVERY HALF-BREED IN THE WORLD!

ELVIS PRESLEY
FLAMING STAR

FREE PARKING! After 6 P.M. weekdays only. See showtimes on back cover.

Doors Open 9:45 A.M. **PARAMOUNT** 2-41-71

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Any quantity or condition!
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Spacious rooms, private bath, included, 3 excl. meals - served daily. Dignified close to houses of worship.
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Single Occupancy \$7.00
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Twin Bed Room \$10.00, \$12.00
Each Extra Person \$2.00

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YOU'LL ALWAYS DO BETTER AT BATES

1960 **CHEVS** as low as **\$1789**

BRAND NEW FACTORY EQUIPPED EASY TERMS ON AUTO DISCOUNT ROW

BATES
THE ROYAL CORP.

GRAND CONCOURSE at 144 ST. BRONX - OPEN EYES.

1960

THE NEW BULOVA PRESIDENT IS THE WATCH OF THE YEAR

IT'S NEW! Never before a watch like this — a truly fine timepiece from America's foremost watch designers.

IT'S HANDSOME! Handsomely different in concept — the case, dial, band all blended in one distinguished style.

IT'S ACCURATE! Bulova 23-jewel movement — world-famous for precision and lasting accuracy.

President
The ultimate in complete modern design, see this magnificent "waterproof", see how different, how fine a timepiece can be. 23 jewels, shock-resistant. **\$89.50**

President
Original interpretation of a masculine motif in style of case, dial and expansion band. 23 jewels, shock-resistant. **\$89.50**

MARKEL BROS. as little as **\$1 a week**
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FOR HIM — FOR HER FOR ALL THE FAMILY

New DeJUR Fingertip Zoom Electra Easiest of all!
Fully Automatic Electric-Eye 8mm Movie Camera

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Fed. Excise Tax Included

- Focusing Mount f/1.8 Vari-Zoom Lens holds sharp focus from 9mm to 27mm through wide-angle, normal and telephoto range
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- Coupled Zoom Viewfinder lets you see the zooming action of the lens automatically
- Fully Automatic Electric-Eye gives you perfect color movies every time day or night — indoors and outdoors
- 6 A.S.A. settings for All Color Films
- Built-In Filters
- Protective Eye-lid
- Handy-Grip Safety Stand

Also available: New Magazine-Load DeJUR Fingertip Zoom Electra-only \$20.95 down, Ultra-Convenient... with hinged slide for faster loading.

NEW DEAL RADIO
87-2ND AVENUE - GR 5-6100 - NEW YORK, N. Y.

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Sensational Value!

Limited Time Only!
GENERAL ELECTRIC
10 Cu. Ft. REFRIGERATOR
with Full-Width FREEZER

NOW ONLY \$189⁹⁸



Model LB-10

FULL-WIDTH FREEZER SECTION

Holds up to 48 packages. Aluminum door hinged at side prevents possible damage to freezer door if main door is closed accidentally.

MAGNETIC SAFETY DOOR

Opens easily. Closes automatically, silently, securely. Powerful G-E Alnico Magnets last indefinitely. Helps protect children from danger of being locked inside.

DIAL-DEFROST Convenience

Retains partial refrigeration protection when defrosting. Does not turn off refrigerator completely, like models with ordinary manual controls.

FULL-WIDTH Adjustable Shelves

Made of steel wire, they can be removed for cleaning. Vegetable drawer covers serve as third shelf.

5-YEAR PROTECTION PLAN

Covering sealed-in refrigerating system, including . . .
Full Year Service at No Extra Cost
by General Electric Factory Service Experts

Buy at the Store with this Sign on the Door



DELIVERED RIGHT NOW — MAKE FIRST PAYMENT IN JULY!

New General Electric "Protected Purchase" Plan NO DOWN PAYMENT—WITH TRADE! NO PAYMENTS FOR 3 MONTHS! POSTPONE PAYMENTS—IF UNABLE TO WORK! (BASED ON G.E.C.C. TERMS)

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AMERICAN HOME CENTER, INC.

616 THIRD AVENUE AT 40TH STREET, NEW YORK CITY

CALL MU. 3-3616 FOR YOUR LOW, LOW PRICE

48 City Aides Will Split Up \$1,195 Cash for Suggestions

Cash awards totalling \$1,195 will be split up among 41 New York City employees for suggestions made that will save the City money, it was announced recently by City Personnel Director Theodore H. Lang.

The top award is \$150, which will be shared by Maurice Lagato and Harold Rothman of the Traffic Department, who devised a tool to facilitate adjustment of parking meter rates without dismantling the meter.

Awards of \$100 will go to Alan Arcus of the Traffic Department, and to Garret F. Roche of the Transit Authority.

Mr. Arcus proposed modification of a cart to permit it to accommodate signs of various sizes, thereby improving efficiency and saving money.

Mr. Roche proposed that the accounting department of the Transit Authority indicate pay code locations on master cards to facilitate sending Shorta and Over bills to railroad clerks at their pay locations.

Awards of \$50 go to Edward Zbikiewicz, Police; Philip Perugini, Water Supply, Gas and Electricity; Henry Tobias, Youth Board, and William Schulman, Welfare Department.

A \$35 award goes to Leo Kasak, Finance Department.

\$25 Winners

Awards of \$25 go to William G. Wahl, Rudolph H. Eberle and Emanuel W. Ferrandina, all of

Sanitation; Cecil E. Dayson, Parks; Riley Sads and Seymour Feigenbaum, Transit; Thomas W. Cusanelli, Police; Andrew Pasqualone, Public Works; Irving Gross, Water Supply, Gas and Electricity, and Grace Lublin, Welfare.

Leonard Rosenthal, Transit, wins \$20. Awards of \$15 go to William Kelly, James Esposito, Albert E. Feldman, Frank M. Nicolosi, Charles R. Walker, Lester Carpenter and Albert F. Sersen.

Awards of \$12.50 go to James Esposito, Vincent Stahl, Joseph R. Maloney, Harold G. Puerschner, Ralph Aiello, Andrew Milo, Henry J. Thompson, and Eugene Tronzone.

Checks for \$10

Winners of \$10 are George D. Kimble, Louis A. Matteo, George V. Roland, John J. Wohl, Arthur Fox, Max Binder, Florence E. Johnson, Harry Marshak and Rose M. Rummel.

Awards of \$5 go to Edward T. Korona, Michael J. Francesco, Frank M. Acquafredda and Joseph Unterbusch.

The awards will be presented to the employee winners by their department heads as soon as the checks are received from the City Treasurer.

The Employees' Suggestion Program, which receives and processes all City employee suggestions, is centralized in the Department of Personnel, 299 Broadway, Manhattan.

The Suggestion Program is a continuous operation. All City employees are urged to submit their suggestions of ways operations in City departments can be improved and savings effected.

Office Machine Operators Needed

Machine operators are needed for local and federal agencies. The salaries range from \$3,500 to \$4,040.

Applicants should be at least 20 and have three months to three years experience or a high school education and training in machine operation.

Some of the positions covered by the examination are bookkeeping machine operator, calculating machine operator, card punch (alphabetic) operator, tabulating equipment operator, duplicating equipment operator, and teletypist.

For the official announcement No. 2-2 (1960) — and application forms, contact the Second U.S. Civil Service Region, 220 East 42nd St., New York 17, N. Y. Applications will be accepted until further notice.

LEGAL NOTICE

CITATION — THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God Free and Independent, To Tung Chung Ho Jen; Tung Bun Hung; Tung Bun Chun; Tung Hien Yuen, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of Tung Lung Sun, also known as Tung Ki Fung, deceased, who at the time of his death was a resident of Shanghai, China, Send Greeting:

Upon the petition of First National City Trust Company, having its principal office at 22 William Street, New York 10, New York.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County held at the Hall of Records in the County of New York, on the 17th day of January, 1961, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of First National City Trust Company, as Administrator, should not be judicially settled.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WIT (Seal) NESS, Honorable S. SAMUEL DE FALCO, a Surrogate of our said county, at the County of New York, at the 29th day of November, in the year of our Lord one thousand nine hundred and sixty.

PHILIP A. DONAHUE Clerk of the Surrogate's Court

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE
I, do hereby certify that a certificate of dissolution of S & A DIAMOND FURS, INC., has been filed in this department this day and that it appears therefrom that such corporation has complied with section 105 of the Stock Corporation Law and that it is dissolved. Given in duplicate under my hand and official seal of the Department this 15th day of December, 1960.

CAROLINE K. SIMON Secretary of State
By Abraham N. Davis

HEATING WORK N. Y. PSYCHIATRIC INSTITUTE 722 WEST 168TH ST., NEW YORK CITY NOTICE TO BIDDERS

Sealed proposals covering Heating Work for Alterations to Furnace Hood and Area Work on 12th Floor, New York Psychiatric Institute, 722 West 168th St., New York City, in accordance with Specification No. 10587-H and accompanying drawing, will be received by Henry A. Cohen, Director, Bureau of Contracts, Department of Public Works, 12th Floor, The Governor Alfred E. Smith State Office Building, Albany, N.Y., on behalf of the Department of Mental Hygiene, until 3:00 o'clock P.M., Eastern Standard Time, on Wednesday, January 11, 1961, when they will be publicly opened and read.

Each proposal must be made upon the form and authorized in the envelope provided therefor and shall be accompanied by a certified check payable to the State of New York, Commissioner of Taxation and Finance, in the amount stipulated in the proposal as a guaranty that the bidder will enter into the contract if it be awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in, and no change shall be made in the phraseology of the proposal. Proposals that carry any omissions, erasures, alterations or additions may be rejected as informal. The State re-

LEGAL NOTICE

serves the right to reject any or all bids. Successful bidder will be required to give a bond conditional for the faithful performance of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract.

Drawing and specification may be examined free of charge at the following offices: State Architect, 270 Broadway, New York City.

State Architect, 4th Floor, Arcade Bldg., 480-488 Broadway, Albany 7, N.Y.
District Supervisor of Bldg. Constr., State Office Building, 333 E. Washington St., Syracuse, N.Y.

District Supervisor of Bldg. Constr., Genesee Valley Regional Market, 900 Jefferson Road, Rochester 23, N.Y.
District Engineer, 65 Court St., Buffalo, N.Y.
N.Y. Psychiatric Institute, 722 West 168th St., New York City.

Drawing and specifications may be obtained by calling at the Bureau of Contracts, (Branch Office), 4th Floor, Arcade Bldg., 480-488 Broadway, Albany 7, N.Y., or at the State Architect's Office, 18th Floor, 270 Broadway, New York City, and by making deposit for each set of \$5.00, or by mailing such deposit to the Albany address. Checks should be made payable to the State Department of Public Works. Proposal blanks and envelopes will be furnished without charge. The State Architect's Standard Specifications of Jan. 2, 1960 will be required for this project and may be purchased from the Bureau of Finance, Department of Public Works, 14th Floor, The Governor Alfred E. Smith State Office Building, Albany, N.Y., for the sum of \$5.00 each.

DATED: 12/16/60
GRC/N

At a Special Term Part II, of City Court of the City of New York, held in and for the County of New York, at the Courthouse at 52 Chambers Street, New York City on the 15th day of December,

LEGAL NOTICE

1960. PRESENT: HON. DARWIN W. THLESFORD, JUSTICE.

In the Matter of the Application of MERLE JOAN WISNER, for Leave to change her name to MERLE JOAN WINDSOR.

Upon reading and filing the petition of MERLE JOAN WISNER, duly verified the 9th day of December, 1960, praying for leave to change her name and assume the name of MERLE JOAN WINDSOR in the place and stead of MERLE JOAN WISNER, said petitioner, having been born on January 27, 1937 in Baltimore, Md., and the Court being satisfied that said petition is true and that there is no reasonable objection to the change of name proposed:

NOW, on motion of IRWIN WEINBAUM, attorney for the petitioner, it is ORDERED that the said MERLE JOAN WISNER be and she is hereby authorized to assume the name of MERLE JOAN WINDSOR in place and stead of her present name on the 22nd day of January, 1961, upon her complying with the provisions of Article 6 of the Civil Rights Law, namely: that the petitioner cause this order and the paper upon which it was granted to be filed in the Office of the Clerk of this Court, within 10 days from date hereof, and that within 20 days from the date of the entry of the said order, the petitioner cause a copy thereof to be published in the Civil Rights Law, a newspaper published in County of New York, and within 40 days after the making of this order, proof of publication by affidavit be filed in the office of the clerk of this court, and after such requirements are complied with, the said petitioner, MERLE JOAN WISNER, shall on and after the 22nd day of January, 1961, be known as and by the name of MERLE JOAN WINDSOR, which she is hereby authorized to assume and by no other name.

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OPEN EVENINGS

Limited Time Only!

1961 General Electric 23" Daylight Blue TV
First Time Ever!
ONLY \$199⁹⁵ (Matching Swivel Base optional)

As little as **\$175 A WEEK** After Small Down Payment
Up to **3 YEARS TO PAY!**

Wide square-shaped TV that looks like a movie screen—brighter, whiter, because of "Daylight Blue"! "Super M-6" console chassis with full-power transformer, Ultra-Vision Glarejector, up-front sound!

Swivel base makes this model a console. Turns to face you wherever you sit!

COMPARE! THE PROOF IS IN THE PICTURE!
General Electric TV has developed a picture that leaves nothing to be desired in size, sharpness, contrast. Let us demonstrate one of these new G-E sets. You'll agree — "The proof is in the picture!"

*Model M120VBE — 23-in. overall diagonal tube, 20 1/2-in. picture.

1961 G-E 19" Daylight Blue Designer TV
Big Square-Cornered 19" Screen!
New "Daylight Blue" Picture Tube Adds Tint of Blue for Whiter, Brighter Images!
Amazing Low Price!
\$169⁹⁵ (Model M82VBE — 19-in. overall diagonal tube, 17 1/2-in. picture.)

As little as **\$175 A WEEK** After Small Down Payment
Up to **3 YEARS TO PAY!**

"Super M-6" console chassis with full-power transformer, precision-crafted circuitry, up-front sound, up-front controls and other features!

90-DAY TV SERVICE AT NO EXTRA COST!
Available from General Electric factory experts, at General Electric Service Depots, on all 1961 table models and portables.

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56 Dey Street, New York WO. 4-1336

The Job Market

A Survey of Opportunities
In Private Industry

By A. L. PETERS

There are many desirable teaching positions now available for next February and September in the suburban areas of New York City. These positions are in both elementary and high schools, on all grade levels and in all subjects. Requirements include some experience and New York State certification. Salaries range from \$4,800 to \$8,000 a year. Interviews may be arranged immediately.

Summer Jobs

Prospects for next season's and college students interested in summer camp counselors are excellent. Teachers, group workers, such jobs in resident camps, hotels, work camps and day camps are urged to apply early. Teacher skilled in the arts and crafts, dancing, dramatics, nature study, photography and sports — especially swimming — are most in demand. Salaries for counselors and program directors range from \$100 to \$1,000 for the season. In resident jobs, room and board and transportation are also provided. A visit to the Camp Unit of the Professional Placement Center may prove worth your while. For any of these positions, apply to the Professional Placement Center, 444 Madison Avenue.

Lab Technicians

An x-ray and lab technician, a woman with good experience, is wanted by a specialist on Manhattan's East Side. Salary \$90 a week. Wanted also by a physician in Flatbush is a medical lab technician, a woman experienced in all phases. \$95 a week. Apply at the Nurse and Medical Office, 444 Madison Avenue.

There are many openings in Brooklyn for linoleum layers, men to lay asphalt tile on board ships

Counselors For Summer Camps Wanted Now

Prospects for camp counselor jobs this summer are excellent, according to camp unit placement specialists of the N. Y. State Employment Service's Professional Placement Center.

Positions are available in boys', girls' and coed camps; also in hotels and work camps. Day camp jobs in New York City and its surrounding area are also available.

Salaries range from \$100 to \$1,000 per season, depending on experience, specialties, supervisory ability, and administrative responsibility. Some jobs include free room and board.

Applicants are urged to apply in person at the camp unit office of the Professional Placement Center, 444 Madison Avenue, N. Y. C. Those applicants seeking day camp jobs in Westchester County may apply or write to the Westchester Professional Placement Office, 300 Hamilton Avenue, White Plains, N. Y.

Surgeon Honored

ALBANY, Dec. 26 — Dr. John C. McCauley Jr., surgeon in chief of the State Rehabilitation Hospital at West Haverstraw, has been honored for his many accomplishments in orthopedic surgery by the New York University Bellevue Orthopedic Alumni Association.

under construction and repair. U.S. citizenship and at least 18 months' experience necessary. Must also pass physical examination. Jobs pay \$2.73 an hour. Apply at the Brooklyn Shipyard Office, 165 Joralemon Street.

In Queens, an engine lathe operator with five to ten years' experience in machinery manufacturing or jobbing is wanted. Must be able to set up and operate an engine lathe to make parts for macaroni-making machinery—pressers and driers. Will work from blueprints, doing single-piece, custom work. Must cut all threads and tapers. Must also speak Italian. Job pays \$2.60 an hour. Here's a job for a pressman experienced in Plexographic printing on cellophane bags. \$1.50 to \$2.00 an hour. Wanted also is an experienced profiler to operate and set up a profiling machine. \$1.75 an hour. Apply at the Flushing Office, 42-09 Main Street, Flushing.

In Manhattan

In Manhattan, there are many job openings for pressmen—offset, platen and cylinder — men to make-ready and operate various presses. Must have at least six years' experience, including commercial experience. \$80 to \$175 a week. Ludlow operators are needed to operate machines and make-up forms. At least six years job printing experience required. \$80 to \$100 a week. Experienced proof pressmen are wanted to pull proofs and final reproduction in typesetting houses. Night shift, 4:30 P.M. to 12:30 A.M.; Lobster shift, and up. Wanted also are carbon collators, women with at least three years' experience to assemble and gather paper and carbon-making sets. \$55 a week and up, depending on experience. Button and buckle makers are needed to operate a kick press and make cloth-covered buttons and buckles, men and women with at least 2 years experience. \$1.65 an hour. Apply at the Manhattan Industrial Office, 255 West West 54th Street.

Mayor, Police Head Send Greetings to Members of Force

Mayor Robert F. Wagner and Police Commissioner Stephen P. Kennedy last week sent separate holidays greetings to all members of the City Police Department.

Mayor Wagner wrote:

"With millions of New Yorkers, I wish to join in extending the season's best wishes to the members of the Police Department and their families. Your loyalty and devotion to duty have won plaudits far and wide. A Merry Christmas and Happy New Year to all."

The Police Commissioner wrote: "It is my sincere wish that every member of the Department have a holy and happy Christmas and that the New Year will bring good health and happiness to you and your loved ones."

THREE SYMBOLS OF SECURITY



YOUR ASSOCIATION

C.S.E.A. works in your behalf to provide the protection you and your family deserve. It is your association, made up of people like you who seek mutual security. As a member of this association, you benefit from its programs.

YOUR AGENCY

Ter Bush & Powell, Inc., of Schenectady, New York, has been a pioneer in providing income protection plans for the leading employee, professional, and trade associations of New York State. Its staff of trained personnel is always ready to serve you.

YOUR INSURANCE COMPANY

The Travelers of Hartford, Connecticut, was the first insurance company to offer accident insurance in America. More than 3,000,000 employees are covered by its Accident and Sickness programs. The Company pays over \$2,000,000 in the average working day to or in behalf of its policyholders.

Let them all help you to a fuller, more secure way of life.



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New York

WORKMEN'S COMPENSATION GROUP SINGS CAROL



Members of the choral group of the State Workmen's Compensation Board are shown above preparing to sing Christmas carols in the lobby of 50 Park Place. They sang on Tuesday, December 21. Group director Al Brown is seated next to pianist Ida Fortune. In center, is Workmen's Compensation Board Chairman, Col. S. E. Senior. In front row, extreme right, is Catherine C. Hafele, secretary to the Board.

January 20 Is Opening For Correction Officer Exam in N.Y. State

January 20 is the opening date for the New York State examination for correction officer jobs in institutions throughout the State.

The exam is open to both men and women, and there are no experience or formal training requirements.

Correction officers are paid \$4,230 a year to start and get a maximum of \$5,250 through yearly increments.

Requirements

All applicants must be at least 20 years of age to apply, and 21 years of age for appointment. The maximum age for men is 37, and for women it is 46.

For both, a high school diploma or equivalency, is required at the time of appointment, but is not necessary for taking the exam.

Men must have at least 20/30 vision in each eye without glasses, must be at least 5 feet 8 inches tall, and weigh at least 150.

Women must be at least 5 feet 2 inches tall and weigh at least 115. They must have at least 20/40 vision in each eye without glasses. Both men and women must have satisfactory hearing.

State Residence

At least one year's residence

20 Scholarships In Social Work Offered by N.Y.S.

The New York State Department of Social Welfare will offer twenty scholarships and internships to college graduates with advanced study or experience in social work.

The examination will be held on February 4. Applications should be filed by January 3. New York State residence is not required.

The scholarships provide full tuition for one year of graduate social work study and a monthly allowance of \$366. Internships for a year of on-the-job professional training are available to those with two years of graduate study. The internships pay \$394 a month.

Applications and detailed information may be obtained from the Recruitment Unit, New York State Department of Civil Service, The State Campus, Albany 1, New York.

in the State is required, as is U. S. citizenship. Citizenship is a requirement for appointment, and is not necessary at the time of examination.

After passing the written test, candidates will be required to take a medical examination and a physical agility test. The written test will have questions on ability to understand written material, to deal with inmates, fellow employees, superiors and the public.

Veterans who pass the test and are entitled to preference will be given 5 or 10 points on their total score.

An extra benefit of these jobs is the scholarship program run by the Department of Correction, through which employees are helped toward attaining degrees

Miller Heads NYC Commerce Branch

ALBANY, Dec. 26—Peter Paul Miller, former president of the Sealtest Foods Division of National Dairy Products Corp., is the new director of the State Commerce Department's New York City office at 230 Park Ave.

Mr. Miller retired this month from his Sealtest post and will administer department activities in New York City in the promotion of business, industry and foreign trade. His salary will be \$13,500.

On his appointment, John F. Deming, who had been heading the office, returns to his prior position as regional manager of the department's office in Mineola.

from approved colleges in the State.

Apply After Jan. 20

Applications will be given out and received from Jan. 20 to Feb. 20. Do not apply before then, as forms will not be available. The written test will be given March 23.

After Jan. 20 apply to the New York State Department of Civil Service, 270 Broadway, New York City; or the State Campus, Albany, N. Y.

U.S. Offers up To \$13,730 for Social Workers

The U. S. Government is offering many positions to social workers with salaries ranging from \$4,345 to \$13,730.

Some of the positions to be filled are as follows:

- Social worker — Medical and psychiatric adviser and specialist, \$7,560 to \$12,210, in the Bureau of Public Assistance in Washington D. C., and in the U.S. Public Health Service and Children's Bureau in Washington, D.C., and throughout the U.S.
• Social worker (correction), \$7,560 to \$10,635 in the Department of Justice and the Department of Corrections.
• Social worker — child welfare adviser and specialist, \$8,955 to \$12,210 in the Children's Bureau, Department of Health, Education, and Welfare in Washington, D.C., and in regional offices throughout the U. S.

TEST AND LIST PROGRESS — N.Y.C.

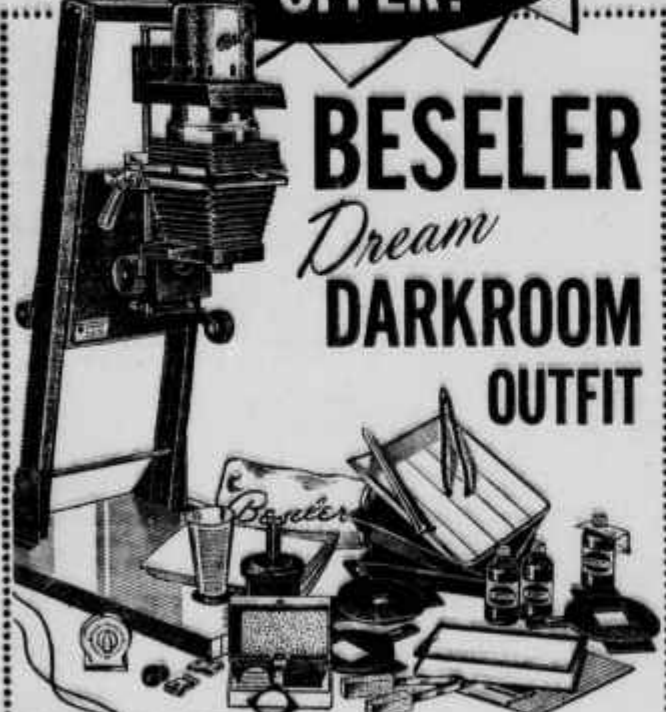
Below is the complete progress of New York City examinations, listed by title, latest progress on tests or list and other information of interest to anyone taking City civil service open-competitive or promotion examinations, and the last number certified from each eligible list. Only the most recent step toward appointment is listed.

Table with columns: Title, Latest Progress, Last No. Certified. Lists various job titles and their certification status.

Large table listing various job titles and their certification dates. Includes categories like -B-, -C-, -D-, -E-, -H-, -L-, -M-, -O-, -P-, -S-, -T-.

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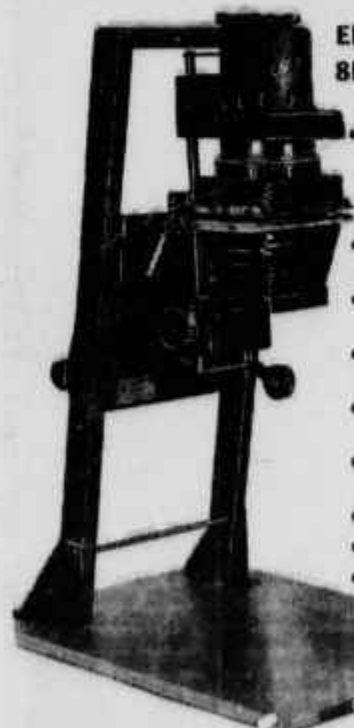
\$287 worth of equipment, if purchased individually

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- SLIDING FILTER DRAWER
- "DESCOLOR" COLOR HEAD

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1140 Avenue of the Americas MU. 2-8574
1122 Avenue of the Americas YU. 6-4538

Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

NEW YORK CITY—The Applications Section of the New York City Department of Personnel is located at 96 Duane St., New York 7, N.Y. (Manhattan). It is two blocks north of City Hall, just west of Broadway, across from The Leader Office.

Hours are 9 A.M. to 4 P.M. closed Saturdays except to answer inquiries from 9 to 12 A.M. Telephone COrtland 7-8880.

Mailed requests for application blanks must include a stamped self-addressed business-size envelope. Mailed application forms must be sent to the Personnel Department, including the specified filing fee in the form of a check or money-order, at least five days before the closing date for filing applications. This is to allow time for handling and for the Department to contact the applicant in case his application is incomplete.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT Brighton Local stop is City Hall. All these are but a few blocks from the Personnel Department.

STATE — First floor at 270 Broadway, New York 7, N. Y. corner of Chambers St., telephone BAclay 7-1616; Governor Alfred E. Smith State Office Building and The State Campus, Albany; Room 400 at 155 West Main Street, Rochester (Wednesdays only); and 141 James St., Syracuse (first and third Tuesdays of each month).

Any of these addresses may be used for jobs with the State. The State's New York City Office is two blocks south on Broadway from the City Personnel Department's Broadway entrance, so the same transportation instructions apply. Mailed applications need not include return envelopes.

Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

FEDERAL — Second U.S. Civil Service Region Office, News Building 220 East 42d Street (at 2d Ave.), New York 17, N. Y., just west of the United Nations building. Take the IRT Lexington Ave. line to Grand Central and walk two blocks east, or take the shuttle from Times Square to Grand Central or the IRT Queens-Flushing train from any point on the line to the Grand Central stop.

Hours are 8:30 A.M. to 5 P.M. Monday through Friday. Telephone number is YU 8-2626.

Applications are also obtainable at main post offices, except the New York, N. Y., Post Office. Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with named requests for application forms.

Miss Clarke Heads Conservation PR

ALBANY, Dec. 26 — Rosemary Clarke of Rensselaer has been appointed public relations officer for the State Conservation Department at a salary of \$9,000 a year.

Prior to the appointment, Miss

LEGAL NOTICE

SIMMONS, BEATRICE V.—The People of the State of New York, By the Grace of God, Free and Independent, To Kathleen Mayer Johnson, Brian De Forest Sheedy, John Bogert Sheedy, Richard Allen Johnson, Harriet Simmons Coleman, Sheldon Coleman, Jr.; Katherine Hill Coleman; Henry Simmons Coleman; Gwendolyn A. Coleman; Caroline Comstock Coleman; Henry S. Coleman, Jr.; Cornelia Simmons Romaine; Theodore C. Romaine, Jr.; Henry S. Romaine; Arthur Comstock Romaine; Anthony Nelson Romaine; Elizabeth C. Robbins; Geoffrey W. Robbins; Jennifer Robbins; Munira; Geoffrey T. Robbins and Maudsberry E. Robbins, being all of the persons who are entitled absolutely or contingently by the terms of the will or by operation of law or otherwise to share in the property held by United States Trust Company of New York as trustee of the trust for Kathleen Mayer Sheedy (upon remarriage known as Kathleen Mayer Johnson) and remaindermen, created by the will of Beatrice V. Simmons, deceased, who at the time of her death was a resident of the City, County and State of New York, Send Greetings.

Upon the petition of United States Trust Company of New York, having its principal place of business at No. 45 Wall Street, Borough of Manhattan, New York City. You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held in the Hall of Records, in the County of New York, on the 3rd day of February, 1961, at half past ten o'clock in the forenoon of that day why the intermediate account of proceedings of United States Trust Company of New York as trustee of the trust for Kathleen Mayer Sheedy (upon remarriage known as Kathleen Mayer Johnson) and remaindermen, created by the will of Beatrice V. Simmons, deceased, from the inception of said trust on August 3, 1943 to June 22, 1960, should not be judicially settled and allowed as filed, and who such other and further relief as this court may deem proper should not be granted.

IN TESTIMONY WHEREOF we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS Myself Honorable S. SAMUEL DI PALZO, a Surrogate of our said County, at the County of New York, this 26th day of November, in the year One thousand nine hundred and sixty.

Philip A. Bonn
PHILIP A. DONAHUE
Clerk of the Surrogate's Court

Clarke was serving as a senior publicity agent in the Radio Bureau of the State Commerce Department. She is a graduate of the College of St. Rose and at one time wrote and handled Spanish language radio broadcasts for a Central American station.

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City Exam Coming Soon for ACCOUNTANT INTENSIVE COURSE COMPLETE PREPARATION

Class meets Sat. 9:15-12:15 beginning Jan. 28
Write or Phone for Information

Eastern School AL 4-5029
721 Broadway, N.Y. (near 8 St.)
Please write me free about the ACCOUNTANT course.

Name _____
Address _____
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SHOPPING FOR LAND OR HOMES LOOK AT PAGE 11 FOR LISTINGS

MENTAL HYGIENE MEMO

By WILLIAM ROSSITER

Reallocation Needed For Nurses

A COPY OF THE BRIEF in support of reallocation of the nursing positions in State service along with the appropriate application has been forwarded to the Division of Classification and Compensation. Nurses in New York State base their appeal on the following:

1. **HIGHER SALARIES** are paid for nursing by the Veteran's Administration.
2. **HIGHER SALARIES** are paid for nursing by the City of New York.
3. **THERE IS A** wide disparity between salaries for nurse and those of comparable positions, such as occupational therapists, teachers, social workers and recreation therapist.
4. **THERE ARE** a large number of vacancies in nursing positions and continued recruitment difficulties.
5. **THERE HAS** been an upgrading of requirements for entrance as students in schools of nursing.
6. **RELATIONSHIP** between salaries of nurses and of those unskilled and not requiring the same preparation as nurse.
7. **NURSES LEAVING** have caused a nurse shortage, thereby creating a greater work load.
8. **ADDITIONAL DUTIES** and areas of responsibility for nurses in State service as opposed to bedside nursing in general hospitals.
9. **THE TYPE OF** nursing done by nurses in State service includes caring for the abnormal, those subject to contagious diseases, psychotic, tuberculosis, epileptics.
10. **THERE HAS** been an upgrading of requirements for promotion and necessity of college credit to promote.
11. **THE UNDESIRABLE** aspects of nursing in New York State service have made nurses elect to work for a lesser salary with normal patients and in a more desirable nursing situation.
12. **THE PREPARATION** of nurse compares favorably with that of a college course.

The reasons for the appeal were dealt with individually. Charts, graphs, detailed information have been submitted to support each item.

New York State is faced with a serious nurse shortage which will become even more acute. The reason is obvious — we are unable to compete for nurses with the present salary scale. For example in the Department of Mental Hygiene out of 2,645 nurse's items, 735 are vacant. Recruitment at 3rd increment level has not solved the problem of even minimal ward coverage in some institutions. We hope that an early meeting will take place between Civil Service Employees Association officials and J. Earl Kelly, Director of Classification and Compensation. In fairness to the charges of the State in our institutions and hospitals, and in fairness to the nurses in New York State Civil Service, it is incumbent on the State to review and revise upward the salaries of nurses.

Addenda

MENTAL HYGIENE chapter presidents have been notified that plans are being made to meet with Dr. Hoch, Commissioner of the Department of mental hygiene. We urge the chapters to send in items of importance, other than legislative, for the agenda to be discussed with the Commissioner and his staff. Some of these problems may be statewide or peculiar to one institution, but send them to us. We plan to discuss some of the resolutions approved by the delegates in October.

DR. HOCH ATTENDED the MHEA cocktail party held a few months ago in Albany. During the party a well meaning but unknowing woman delegate, after being introduced to the Commissioner said "Dr. Hoch where is your wife?" As would be expected the good doctor was quite considerate and amused as he said, "I'm sorry I don't have a wife, I'm a bachelor." He can't say this now. News has reached us that Dr. Hoch has recently married. Congratulations Dr. May you have many years of marital bliss.

HORNELL CHAPTER MEETS



Shown attending a recent meeting of the Hornell Chapter of the Civil Service Employees Association are, from left Dorothy Markham, Chapter secretary; William Biehl, vice president; James Powers, CSEA field representative; Harry Farkas, Chapter president; and Spencer Crowe, treasurer.

Attendance Rules

(Continued from Page 3)

be available for duty within thirty minutes after call.

Record of Attendance:

Daily attendance records shall be maintained; provided, however, the Superintendent may exempt from this requirement such officers and members as he may designate.

Tardiness:

All members are required to report punctually to perform their tours of duty. Tardiness will be subject to disciplinary action as prescribed by the Superintendent.

Vacation:

(a) Each member shall accrue vacation credits at the rate of 2 1/3 days for each month of service.

The vacation period shall begin September 1 and end the following August 31. Vacation credits earned and accrued in such period shall be used only in the following period. Such vacation shall be used in a single absence of consecutive days.

Vacation may not be drawn during the probationary period.

The time at which vacation may be drawn by a member shall be subject to the prior approval of the Superintendent or his representative.

Emergency

(b) During an emergency, the annual vacation or any portion thereof may be withheld, and the length of a day's work, and the nature of the duty whether patrol, reserve or emergency duty shall be determined by the Superintendent. For the purpose of this Article an emergency is defined as an unexpected or unforeseen happening or circumstance requiring immediate police action or where large crowds assemble or fairs or large meetings are held, as determined by the Superintendent. Upon the cessation of such an emergency each member affected shall receive within six months any vacation or portion thereof which was withheld.

(c) Vacation credits will not be allowed upon voluntary withdrawal or resignation from the force unless such withdrawal or resignation is effected in compliance with the requirements of Section 211, subdivision 2, of the Executive Law.

At the time of resignation, and provided that notice of such resignation is given to the Superintendent at least two weeks prior to the last day of work, a member shall be compensated in cash for vacation days due, not in excess of thirty days, for accrued and unused days as of the effective date of resignation. No member who resigns after charges of incompetency or misconduct have been served upon him shall be entitled to compensation for vacation credits under the provisions of this rule.

Upon separation from the service by retirement or death, a member of his estate or beneficiary, as the case may be, shall be compensated in cash for vacation or other time due, not in excess of thirty days.

Holidays:

Each member shall receive, in addition to vacation to which he is entitled, days off equivalent to the following holidays: New Year's Day, Lincoln's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Election Day, Veterans Day, Thanksgiving Day and Christmas Day.

Sick Leave:

Sick leave is absence with pay necessitated by the illness or other physical disability of the member.

Members shall earn sick leave credits at the rate of one-half day per bi-weekly pay period and may accumulate such credits up to a total of 150 days; provided, however, that a member shall not earn sick leave credit for any bi-weekly pay period unless he is in full pay status for at least seven work days during such bi-weekly pay period.

A member absent on sick leave shall immediately notify his superior of such absence and the reason therefor as provided by Section 8.8 of the Rules and Regulations. Sick leave credits may be used in such units as the Superintendent may approve, but shall not be used in units of less than one-half hour.

Before absence for personal ill-

ness may be charged against accumulated sick leave credits, the Superintendent may require such proof of illness as may be satisfactory to him, or may require the member to be examined, at the expense of the Division, by a physician designated by the Superintendent. In the event of failure to submit proof of illness upon request, or in the event that, upon such proof as is submitted or upon the report of medical examination, the Superintendent finds that there is not satisfactory evidence of illness sufficient to justify the member's absence from the performance of his duties, such absence may be considered as unauthorized leave and shall not be charged against accumulated sick leave credits. Abuse of sick leave privileges shall be cause for disciplinary action.

The Superintendent may require a member who has been absent because of personal illness, prior to and as a condition of his return to duty, to be examined, at the expense of the Division by a physician designated by the Superintendent, to establish that he is not disabled from the performance of his normal duties and that his return to duty will not jeopardize the health of other members.

In addition to personal illness of the members, the following types of absence, when approved by the Superintendent, may be charged against accumulated sick leave credits: illness or death in the member's family, provided, however, that charge for such absence shall not exceed a maximum of fifteen days in any one year; personal visits to doctor or dentist. Proof of the need for such absences, satisfactory to the Superintendent, may be required.

When a member is separated from service for other than disciplinary reasons and is subsequently reinstated or re-employed within one year after such separation, his sick leave credits accumulated and unused at the time of his separation shall be restored.

Extended Sick Leave:

The Superintendent may, in his discretion, advance sick leave credits to a member absent due to personal illness who has exhausted his accumulated sick leave and vacation credits. Such advance sick leave credits shall be repaid, as soon as practicable after the member's return to duty, from subsequent accumulations of time credits. The outstanding unpaid sick leave credits advanced to any member under the provisions of

Pay Survey Due

(Continued from Page 1)

Employees Association, representing nearly 90,000 public workers and the great majority of State employees, has finished its own salary survey.

The Association's salary survey calls for a three grade increase for all State employees and additional increments to erase salary inequities and provide incentive in positions where further promotions are blocked. The CSEA plan approximates a 14-15 per cent pay increase.

Significantly, a special report ordered issued by the State University also urges a 15 per cent increase for University personnel on all levels as being absolutely necessary. The committee issuing the report was headed by former Lieut. Governor Frank Moore.

At present, the Employees Association has met with the Rockefeller Administration on the state salary increase problem and will meet this week on the problems of salary equalization.

What Governor Rockefeller will finally recommend in the way of pay boosts will probably not be known until he makes his budget statement, later in the legislative session.

There is little doubt, however, that some form of salary increase is in the making. The Employees Association is fighting for its full salary resolution as the basis for a just increase.

this rule shall not at any time exceed a total of five days.

Upon termination of the member's services any such advance of sick leave not offset by subsequent accumulations of sick leave and vacation credits, shall be deducted from salary or wages due the member.

Sick Leave at Half-Pay:

The Superintendent may, in his discretion, grant sick leave at half-pay for personal illness to a permanent member having not less than one year of service after all of his sick leave and vacation credits have been used; provided however, that the cumulative total of all sick leave at half-pay hereafter granted to any member during his state service shall not exceed two pay periods for each complete year of his state service.

Personal Leave

Personal Leave is leave with pay for personal business without charge against accumulated vacation credits. When necessary, and upon the request of a member, the Superintendent may grant personal leave up to a maximum of five days per year, provided the same does not interfere with the proper conduct of police functions.

A false statement when requesting personal leave privileges shall be cause for disciplinary action.

Leave Due to Injury or Disease Incurred in the Performance of Duty:

A member of the Division of State Police who is necessarily absent from duty because of occupational injury or disease, as defined by the Workmen's Compensation Law, may, pending adjudication of his case and while his disability renders him unable to perform the duties of his position, be granted leave with full pay for a period not to exceed six months (exclusive of accumulated sick leave credits and other time credits), on approval of the Superintendent, after full consideration of all the facts involved. Vacation and sick leave credits shall not be earned under these circumstances for periods that a member is on such discretionary six months' leave with pay. Should the disability persist beyond this period, plus accumulated sick leave credits and other time credits, such member may be placed on leave without pay for a further period not to exceed eleven months. When such member has been awarded by the Workmen's Compensation Board compensation for the period of his leave with pay, such compensation award for a loss of time for such period shall be credited to the State, and upon his return to active duty, such member shall be recredited with that proportion of earned credits consumed during the period of his absence, which the amount of his Workmen's Compensation award covering the period of earned sick leave and other time credits consumed and credited to the State, bears to the amount of salary he received during the period that sick leave and other time credits were consumed.

Leave for Examinations:

Members shall be allowed leave with pay to take examinations conducted by the Superintendent in accordance with directives prescribed therefor.

Leave for Quarantine:

If a member of the Division of State Police who is not ill himself is required to remain absent because of quarantine and presents a written statement of the attending physician or local health officer proving the necessity of such absence, he shall be granted leave with pay for the period of his required absence, without charge against accumulated sick leave or vacation credits. Prior to return to duty, such member may be required to submit a written statement from the local health officer having jurisdiction that his return to duty will not jeopardize the health of other members.

Leaves Required by Law:

The Superintendent shall grant leaves of absence with or without pay as required by law upon presentation of proper documents indicating the need for such leave.

Suspension of Rules:

These rules may be suspended by the Superintendent in whole or in part in an emergency, for the duration of same and to an extent made necessary by the nature of the emergency.