

Final Closing of U.S. Entrance Examination Now Set For April 23

April 23 is the closing date for this year's last Federal Service Entrance Examination, the key to positions for college graduates in more than 60 different specialty fields. More than 5,000 appointments will be made this year from the series of examinations of which the current one is the last.

More appointments from this examination series are made in the New York-New Jersey area than in any other Federal civil service region.

Fields in which positions are to be filled include administration, business analysis and regulation, production planning, communications, budget management, agricultural economics, market reporting, park ranger activities, editorial, social sciences, mathematics, electronic data processing, library science, statistics, investigation, adjudication, plant pest control inspection, and fish and wildlife activities.

A four year bachelor's degree or three year's appropriate experience is required for the \$4,040 jobs. High scorers in the examination who have a B average in college or a year in graduate study, or a year of acceptable experience, or a Doctor of Laws degree, may qualify for appointments at \$4,980. There are also openings for management intern appointments at still higher pay for those with additional education or experience.

Apply at your college placement office, any U.S. post office, or to the Director, Second U.S. Civil Service Region, 641 Washington Street, New York 14, N. Y.

REMINDER OF WINTER



The float shown above, entered by the Ray Brook Chapter, Civil Service Employees Association, won second prize in the annual Winter Carnival at Saranac Lake, held February 14. Theme of the float was Betsy Ross making the first American flag. The float committee, headed by Ralph Plumley, included Clyde Perry, Everett Brown, O. W. Smith, Andy Janos, Vivian D. Duprey, Anna Savoca, Lucille Rabi-deau, Pearl Oliver, Marie LaHart, Marie Develin, Dorothy Kennedy, Joan Pimstein and Dorothy Tierney who portrayed Betsy Ross.

LICENSE EXAMS

Applications are now being received continuously by New York City for the following license examinations: Install oil burning equipment; install and repair underground storage tanks, to wit; gasoline fuel oil and other volatile inflammable liquids; master electrician; master plumber; master rigger; master sign hanger; motion picture operator;

portable engineer (any motive power except steam); portable engineer (steam); refrigerator machine operator (unlimited capacity); special electrician; special rigger; special sign hanger; stationary engineer; structural welder.

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

NEW WORKMEN'S COMPENSATION HEAD HONORED



Col. S. E. Senior, new chairman of the Workmen's Compensation Board, was honored for his 25 years in civil service by a testimonial dinner at the Biltmore Hotel, Manhattan, on March 21. He was presented with a scroll by the commissioners of the State Insurance Fund, where he had been director of compensation claims for 20 years. He received a bronze plaque and a diamond-studded wrist watch from guests at the dinner. Shown above with the watch and plaque, from left: Jack J. Goldman, principal claims examiner of the Fund dinner chairman; Col. Senior's daughter, Nancy; Col. Senior and his wife, Ruth, and Louis Buffer, underwriting consultant to the Fund and dinner chairman.

Labor Group Directory Issued In New Edition

A new edition of the Directory of Labor Organizations in New York State has been issued by the New York State Department of Labor. The edition lists 3,500 local unions doing business in New York State, plus the national unions and delegate organizations with which these locals are affiliated.

All international, State and local unions doing business in the State are listed, including the names and addresses of international unions, affiliated state and local organizations, locals not affiliated with any organization, and the names of their principal or executive officers.

The directory also lists the major changes in the labor organizations since 1955.

VISITOR NAMED

ALBANY, March 31 — Mrs. Josephine S. Caradamone of New Hartford has been named to the Board of Visitors of Utica State Hospital.

Eligibles

STATE PROMOTION

- BOOKKEEPING MACHINE OPERATOR, WESTCHESTER COUNTY**
1. Hobby, Mary F., White Plains 8488
 2. Natorelli, R., Eastchester 8381
- PSYCHIATRIC EMPLOYMENT SPECIALIST, DEPARTMENT OF MENTAL HYGIENE**
1. Kustin, Gerald, Plainview 10458
- PAYROLL CLERK, VARIOUS DEPARTMENTS OF WESTCHESTER COUNTY**
1. Henze, Muriel, Hastings 9258
 2. Dahl, Alice, White Plains 8994
 3. Fegan, James, Yorktown Ht. 8043
- SUPERINTENDENT OF JONES BEACH STATE PARK, LONG ISLAND STATE PARK COMMISSION, DEPARTMENT OF CONSERVATION**
1. Champ, Frank, Wantagh 877
- OFFICE MACHINE OPERATOR Erie County (Open Comp.)**
1. Crawford, Sylvia 8628
 2. Greene, Matilda 8500
 3. Patton, Ruth 8260
 4. Peloneo, Louise 8128
 5. Hiney, Lorraine 8750
 6. DiCarlo, Nossie 8628
 7. Riley, Leola 8628
 8. Bonquard, J. 8128
 9. Helt, Sonia 8000
- SENIOR ENGINEERING AIDE, Westchester County (Open Comp.)**
1. Lang, Charles 8778
 2. Grant, Eugene 8750
 3. Crimmins, L. 8750
 4. Falvone, Joseph 8500
 5. Hugg, Ronald 8378
 6. Gray, Melvin 8750
 7. Sinobali, Vito 8500
 8. Schlemmer, Otto 7878
- PRINCIPAL ENGINEER ASSISTANT Erie County (Open Comp.)**
1. Kolb, Francis 890
 2. Prandina, Philip 810
 3. Dwornczyk, Daniel 810
- HEAD ELEVATOR OPERATOR, Division of Buildings, Westchester County (Prom.)**
1. Mangum, Kenneth 8088
 2. Netherland, Gordon 7728
- PRINCIPAL ENGINEER ASSISTANT Town of Andover, Erie County (Open Comp.)**
1. Cummings, Richard 780

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Name

Address

ALBION MAN ON AUTHORITY

ALBANY, March 31 — Charles Paganelli of Albion has been appointed a member of the State World War Memorial Authority. He succeeds Henry H. Harper of Buffalo, whose term expired. Mr. Paganelli is a veteran and attorney.

ON AIR CONTROL BOARD

ALBANY, March 31 — Jerome Wilkenfeld of Niagara Falls has been reappointed a member of the Air Pollution Control Board for a term ending July 1, 1963.

HOUSE HUNTING? SEE PAGE 11

CIVIL SERVICE LEADER America's Leading Newsmagazine for Public Employees LEADER PUBLICATIONS, INC. 97 Duane St., New York 7, N. Y. Telephone: BEekman 3-0010 Entered as second-class matter October 2, 1930, at the post office at New York, N. Y. under the Act of March 3, 1879. Member of Audit Bureau of Circulations. Subscription Price \$4.00 Per Year Individual copies, 10c READ The Leader every week for Job Opportunities



THE PUBLIC EMPLOYEE

By JOHN F. POWERS
President
Civil Service Employees Association

Why A Dues Increase

Let us face up to our dilemma. If The Civil Service Employees Association is to maintain its high standard of service in an expanding economy and a growing governmental service, it will have to gear its organization to the demands of the times. To do this will cost money. Your Association does not act in a vacuum. It is as responsive to the operations of the economic forces as it is to the operations of government. It is subject to the upward changes in the price tags of the things it uses and it must step up its service to meet both the growing complexity of government and the upward rise in our membership roles.

As members or owners of the Association you are demanding good and efficient service from the staff you have hired. You have stepped up your requests for service. This is your right — but by the same token it is your responsibility to furnish the proper tools so that the work can be done. Prompt and good service cannot be procured from a staff which is spread too thin. To continue to demand high standards from an inadequate staff is to cause depletion of staff morale. It is also to make the organization vulnerable to the work and activities of rival organizations interested in increasing their membership at the expense of yours. There is evidence of such pressure all over the state.

A little serious thinking about our present situation will lead to the arguments we have advanced. Our position in the state is becoming too complex for us to temporize with our basic needs. The dilemma is simple—either we face up to our financial needs and maintain our position as a leader among public employee organizations — or we fail to meet these needs and lose effectiveness and membership as well as prestige.

Second Career Man Fills Correction Deputy Post

ALBANY, March 31 — The appointment of Benjamin Weinberg of Auburn, N.Y., as deputy commissioner has been announced by Commissioner of Correction Paul D. McGinnia.

The appointment at an annual salary of \$12,932 was effective March 26. Mr. Weinberg succeeds Solomon Kaufman of New York.

Mr. Weinberg, 49, has been on the educational staff of the Department of Correction for the past 22 years. Originally appointed a teacher at Auburn Prison in 1937, he was named head teacher in 1939 and supervisor of education in 1949. Since 1954, as a result of competitive Civil Service promotion, he had been director of education at Elmira Reformatory.

Mr. Weinberg holds a master's degree in education from St. Lawrence University. He did undergraduate work at the City College of New York and received a B.S. degree from New York University in 1928. His graduate work has included study at both of the latter two institutions, as well as at Syracuse University and Cornell University.

Former NYC Teacher

A graduate of the New York Training School for Teachers in 1931, Mr. Weinberg taught in the New York City School system until 1937, with assignments at junior high schools in the Bronx and Manhattan.

A native of New York City, Mr. Weinberg has resided in Auburn since 1937. He is married to the former Theresa Share of Syracuse, and they have a daughter, Dale Jean, 11.

Chairman in 1958 of the Committee on Curriculum and Evaluation for correctional institutions, Mr. Weinberg has also been active in the Moran Institute on Delinquency and Crime at St. Lawrence University and has played

a major role for the past eight years in the Department of Correction's participation and exhibit at the New York State Fair.

A member of the Correctional Education Association, Mr. Weinberg is also a member of Sea and Field Masonic Lodge, No. 3-974, F. & A.M., Auburn, and of Congregation B'nai Israel, Auburn.

CSEA At Work On Vast Number of Public Works Dept. Employee Problems

Representatives of The Civil Service Employees Association recently met with representatives of the State Department of Public Works to discuss several important problems of State Public Works Department employees who are members of CSEA. Representing the Department at the meeting were: Joseph P. Ronan, Administrative Deputy; Warren Welch, Director of Personnel; and Messrs. Moe Reiner and Frank Tucker.

Representing CSEA were Charles J. Hall, Chairman of the CSEA Special Public Works Committee; Kenneth Smith of Poughkeepsie, Committee member; Joseph D. Lochner, CSEA Executive Director; Henry Galpin, CSEA Research Analyst.

Following the meeting, John F. Powers, CSEA president, sent the following summarization of matters discussed to Mr. Ronan, Administrative Deputy, and has received from Mr. Ronan assurance that the summarization is an accurate reflection of the topics covered and an assurance of the Department's cooperation to establish equitable conditions in all areas of the Department. CSEA is very hopeful that progress can be made in the various matters covered by the summarization.

CSEA Outline

"1. We urge that your Department take the necessary steps to prevent and control out-of-title work. We understand that the Department has surveyed the equipment available and compared it against the positions available and has made appropriate recommendations to the Division of the Budget for the purpose of establishing an adequate pattern of positions to avoid unreasonable out-of-title work. At

the meeting you assured us that a survey would be made of the out-of-title work actually performed in a particular district to get more detailed information on the extent of the problem so that the matter could be further discussed with us. We are urging our members in the Department of Public Works, through their appropriate local Chapter, to appeal for reclassification of their position if they feel they are performing the work of a higher title than the one they hold so that these instances can be brought to the attention of your Department and other proper authorities.

"2. Our Association urges the conversion of hourly employees in your Department to an equitable annual pay basis. We understand that there are approximately 3,500 maintenance employees paid on a per diem basis. These employees work full time the year round and may have been so employed for 25 years. We realize that your Department has recommended to the Division of the Budget a plan for converting these employees to an annual pay basis but that such a plan has not been adopted. We urge that further attention be given to this matter with the hope that, some plan agreeable to the Budget, which treats the employees fairly, can be agreed upon and adopted. In almost all counties the Department now pays its laborers \$1.43 per hour in 83 percent of the counties.

This rate of pay is lower than the particular county pays its laborers, and at that, the county rates of pay are much lower than the rates paid laborers generally within each county. The salaries paid laborers who work for private contractors building state

roads are usually 30 to 40 percent higher than the rates paid by the State Department of Public Works to its laborers. This is a condition which has been neglected by the state for too long and merits prompt attention. We are appealing direct to the Budget Director for attention to this situation.

Mileage, Subsistence

"3. The Department now pays its employees subsistence and mileage allowances less than the maximum rates established by the State Comptroller as fair and equitable for all state employees. There are several mileage reimbursement rates used for various groups within the Department. We feel that the state is economizing at the expense of the employees affected. We urge that the Department take the necessary steps with the State Comptroller and the Division of the Budget to have established a uniform reimbursement of 8 cents per mile and we ask that in the case of cars used to carry heavy equipment or travel over rough construction, consideration be given to paying 10 cents per mile in
(Continued on Page 14)

Lamb Heads Southern Nominating Group

A meeting of the Board of Directors of the Southern New York Conference, CSEA was held on March 19 at the Poughkeepsie Inn, Poughkeepsie, New York.

The meeting was called by President James A. Anderson in conformance with the conference constitution, for the purpose of electing a Nominating Committee, whose function will be to select and present a slate of candidates to the Southern Conference delegates at their annual meeting and election of officers which will be held on June 13, 1959 at Bear Mountain Inn, Bear Mountain, New York.

The following Board members were in attendance, Robert Soper, Sarah Collins, Emil Bollman, Harriett C. Sier, Jacob Porter, Nellie Davis, Francis A. MacDonald, James Anderson, Elmer Van Wey and Charles Lamb.

Charles Lamb, former Conference president, was elected by the board as Chairman of the Nominating Committee with the following members also elected to serve with him Francis A. MacDonald, Sarah Collins, Nellie Davis and Harold O'Mara.

Mr. Lamb stated that he will shortly send a letter out to all Conference chapters members requesting them to submit the names of potential candidates from their chapters, or the endorsement of members from any other chapters in the conference area. In addition to the slate presented by the Nominating Committee candidates names may be presented from the floor at the meeting.

The geographical and departmental selection of candidates will be adhered to in all cases, in accordance with the constitution, in seeking candidates for the following offices, President, 1st Vice President, 2nd Vice President, 3rd Vice President, 4th Vice President, Treasurer and Sergeant-At-Arms.

RETIREMENT COUNCIL HAS FIRST MEETING



The first meeting of the new Advisory Council to the State Retirement System, formed recently by Comptroller Arthur J. Levitt, held its first meeting last week in Albany. Seated are, from left, Robert H. Miller, president of the County Officers Assn.; Edward F. N. Utte, executive secretary of the State Association of Towns, and Mr. Levitt. Standing, from left, are Addison Mallory, executive secretary of the Conference of Mayors; Deputy Comptroller William Girden, Everett Dyer and John F. Powers, President of the Civil Service Employees Association. Mr. Levitt formed the council to assist in the formulation and policy and in evaluation of all phases of the Retirement System. Also on the Council is Cyrus M. Higley, former president of the State School Board Association.

U.S. Red Tape Under Attack

WASHINGTON, March 30 — The Federal Personnel Manual (FPM), long a symbol of red tape for U.S. Government workers, has come under heavy attack.

All laws, executive orders, rules, regulations and practices affecting Federal employees and their jobs are included in the voluminous FPM, making it an indispensable part of any Federal personnel office.

"Many Federal officials," said Roger W. Jones, new chairman of the Civil Service Commission, "look upon the FPM as the bureaucratic straight-jacket that prevents them from doing better jobs."

Mr. Jones said that in the past three weeks since his appointment

was announced, many agency heads and other top officials had personally complained to him about the FPM, which they feel is responsible for tying their personnel operation in knots.

Though he admitted he had not yet read the FPM, Mr. Jones told the Commission directors that he was surprised at its bulk. His conclusion: "We can do a better job with FPM."

He stressed that personnel administration is primarily a function of the executive and that the personnel director who does a good job should show the head of his agency how applicable rules and laws help him and what can be done under them, rather than emphasize what can't be done and how they hamper him.

NYC Still Keen About Hiring Typists and Stenos

New York City still needs typists and stenographers between 18 and 70 years of age who can pass easy 40 word per minute typing tests and for the stenographers, 80 word per minute dictation tests.

positions are excellent and the experience and training acquired on the job will be valuable anywhere. Pay starts at \$2,750 and rises to \$3,000 per year.

Preliminary application should be made in person to the State Employment Service, 1 East 19th Street, Manhattan, where the performance tests will be given immediately.

A written test will be given by the City Personnel Department, on which the passing score is 70 percent. Besides the three year city residence and the ability to pass the qualifying tests, no other training or experience is required.

Youngsters under 18 may apply if they have working papers or a high school diploma.

Welfare Employees to Receive Communion

The Saint George Association of the New York City Department of Welfare will hold its 19th annual Communion breakfast at the Hotel Sheraton-Astor at 11 A.M. Sunday, April 5, following Communion at Saint Paul's Chapel, Fulton Street and Broadway, Manhattan, at 9 A.M.

I.R.S. Still Has Openings At \$3,755

The U.S. Internal Revenue Service needs men and women to apply for a tax examiner test to fill positions starting at \$3,755 and rising to \$4,325 a year.

Applicants must have two years experience in accounting, auditing, commercial bookkeeping or other work involving a knowledge of law or two years of comparable education.

The jobs are in upper and lower Manhattan, Brooklyn and elsewhere in the Metropolitan area.

Duties consist principally of completion of tax returns in the Internal Revenue offices.

Apply until April 8 to the U.S. Civil Service Commission, 641 Washington Street, New York 14, N.Y., or to the Board of Examiners, Internal Revenue Service, Room 1116 at 90 Church Street, Manhattan, or to any main post office in the Metropolitan area except the New York, N.Y., post office.

- ### State Eligibles PROMOTION
- ADMINISTRATIVE ASSISTANT, EXECUTIVE CHAMBER, EXECUTIVE DEPARTMENT (Prom.)
 - 1. Kent, Earl, Albany 0115
 - CHIEF HEMATOLOGY TECHNICIAN, EDWARD J. MEYER MEMORIAL HOSPITAL, ERIE COUNTY
 - 1. Palmer, Rita, Buffalo 800
 - SENIOR BACTERIOLOGIST, EDWARD J. MEYER MEMORIAL HOSPITAL, ERIE COUNTY
 - 1. Sicari, Etienne, Dargortville 832
 - SENIOR BIO-CHEMIST, EDWARD J. MEYER MEMORIAL HOSPITAL, ERIE COUNTY
 - 1. Hill, Clara, Buffalo 8149

D. C. JOSEPHS IS ON NEW COMMISSION
ALBANY, March 31 — Governor Rockefeller has named Deveureux C. Josephs, chairman of the Board of the New York Life Insurance Company, as chairman of the newly created Commission on Economic Expansion. Members of the commission serve without salary.

ROCKEFELLER GIVES STATE JOB TO HARRIMAN
ALBANY, March 31 — The victor has given the victim a job. Governor Rockefeller has appointed W. Averell Harriman, former Democratic governor, as a commissioner of the Palisades Interstate Park Commission. Mr. Harriman succeeds his brother, E. Roland Harriman, on the board.

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HOUSE HUNTING
SEE PAGE 11

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



A monthly check that means so much

Every month a state employee in Albany who is recovering from a hip injury looks forward to a special envelope. You see, inside this envelope is a disability check for \$100 which this woman uses to help meet her regular living expenses! To date, she has received 30 checks or \$3,000.

You too can protect against loss of income due to accident or illness by enrolling in the C.S.E.A. Plan of Accident and Sickness.

Before another day goes by, get in touch with one of these experienced insurance counsellors in our Civil Service Department.

- | | | |
|-------------------|---------------------------|--|
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| Harrison S. Henry | Vice President | 842 Madison Avenue, New York, New York |
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| William P. Conboy | Association Sales Manager | 148 Clinton St., Schenectady, New York |
| Anita E. Hill | Administrative Assistant | 148 Clinton St., Schenectady, New York |
| Thomas Canty | Field Supervisor | 342 Madison Avenue, New York, New York |
| Thomas Farley | Field Supervisor | 110 Trinity Place Syracuse, New York |
| Charles McCreedy | Field Supervisor | 20 Briarwood Road, Loudonville, New York |
| Giles Van Vorst | Field Supervisor | 148 Clinton St., Schenectady, New York |
| George Wachob | Field Supervisor | Tuscorara Road, Niagara Falls, New York |
| George Weltmer | Field Supervisor | 10 Dimitri Place, Larchmont, New York |
| William Scanlan | Field Supervisor | 342 Madison Avenue, New York, New York |
| Millard Schaffer | Field Supervisor | 12 Duncan Drive, Latham, New York |

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EDITORIALS

Too, Too Fantastic

NEW YORK CITY has just been treated to some fantastic civil service happenings.

Mayor Robert F. Wagner announced that raises he'd hoped to grant to 80,000 policemen, firemen, teachers, correction officers, and employees in some other titles who also are not under the Career and Salary Plan, would have to be less. The Legislature had failed to authorize taxes the Mayor requested that would have made possible the full amount.

A union leader threatened drastic action unless an across-the-board increase was granted to employees who are under the Career and Salary Plan, and gave the impression that his union was spokesman for some 30,000, if not the 80,000 others. Actually, there is nothing to show that the union has any members among the 80,000. Policemen, firemen, correction officers, and teachers are not members of that union. Nevertheless a one-day work stoppage was called.

Speaking for employees one doesn't represent is a fading technique, as the trend in the labor movement is to speak only for one's members. A central labor body does not even authorize a strike unless the local seeking such authorization has a majority of the employees.

City Hall itself took exception to the claim of representation of even 30,000 members. It gave the number of employees for whom that union has sole collective bargaining rights as a little more than 5,000. That was fantastic, too, though for a different reason. No union's strength is to be rated by the number of members for whom it has sole bargaining rights, but by how many are on dues checkoff.

In the entire City government there are 30,000 on checkoff. Still, it's a nice, round figure to use for any purpose.

All these circus antics got considerable space in the news columns of the dailies. Something that had no weight gained the appearance of being ponderous indeed.

The canard that New York City intends to dismiss 3,500 provisionals also got a lot of newspaper space. Provisionals today consist mostly of professional and sub-professional employees hired informally because the City could not attract enough candidates in competitive examinations. The City had better find a way to pay for the skills it needs, for the paucity of candidates is directly related to the failure of the salaries to meet the competition of private industry and other governmental levels.

A more realistic move was made in the City Council to have New York City secede from the State and become a separate State in its own right. This was a way of expressing disgust over the treatment that the Wagner Administration's tax program received from Governor Nelson A. Rockefeller and the Republican majority in the State Legislature. It was politics but in its clean and enjoyable form. The fantastic claims of the union to strength it doesn't possess, and a clamor for goals it can not possibly attain, and on behalf of non-members to boot, was politics, too, not political politics but labor politics. Still it was not a stiff springboard for hitting the headlines without winning anything for employees.

Law Cases

Sidney M. Stern, counsel, submitted to the New York City Civil Service Commission the following report on law cases:

JUDICIAL DECISIONS

Court of Appeals

Cohen v Teachers' Retirement Board. The court affirmed the order of the Appellate Division and of Special Term which dismissed the petition in which the petitioner sought to have allowed certain war service leave for retirement purposes. Because the petitioner was not in the education system when the resolution crediting such leaves was adopted, he was not among the class to be benefited.

Lichtenstein v Jansen. The court affirmed the order of the Appellate Division which had granted petitioner's motion to compel appointments regardless of sex from lists established after examination for principal and junior principal.

Special Term

New York County Supreme Court

Gallagher v Davies. Petitioner resigned voluntarily in 1956 from his position of real estate manager in the bureau of real estate. Within one year he applied for reinstatement but his application was denied by the appointing officer. The court held that the rule in force at the time required a discretionary act by the civil service commission and remitted the matter for further consideration.

Morrissey v Schechter. The court held that the medical records warranted the disqualification of petitioner for the position of fireman (F.D.).

Ardizzone v Civil Service Commission. This proceeding has been discontinued by an order dated March 19, 1959. The petitioners, laborers, had sought to set aside the resolution placing them in the competitive class.

PROCEEDINGS INSTITUTED

Anemone v Schechter. Petitioner was marked not qualified and dismissed at the end of the probationary period as correction officer. He seeks restoration to his position.

Heller v Felix. Classified as investigator, petitioner seeks to compel reclassification to "Special tax investigator".

Goldberg v Patterson. Petitioner, an attorney in the transit authority, seeks a higher classification under the Career and Salary Plan.

Brooks v Schechter. Petitioner, classified as senior attorney in Law Department, seeks classification to supervising attorney under the Career and Salary Plan.

Goldman v Schechter. Classified as supervising claim examiner in the comptroller's office, petitioner seeks classification to principal claim examiner under the Career and Salary Plan.

Hardy v Schechter. Petitioner was marked not qualified in examination for housing officer and for transit patrolman. He seeks to annul the determinations.

\$4,800 Police Posts Open In Washington

Applications for \$4,800 a year Policeman positions with the Metropolitan Police Department, Washington, D. C., will be accepted through April 7, it was announced today.

The applications must be filed with the U.S. Civil Service Commission, Washington, D. C., and must be received, or postmarked, not later than that date.

Apply Now For Subway Helper Jobs

Filings open this week for open competitive and promotion examinations to fill hundreds of \$85 a week maintainer's helper jobs with the New York City Transit Authority. At present the Department of Personnel lists 250 vacancies, and more open up all the time.

Applicants are expected to be numerous, even though training or experience is required, since now, for the first time, several different types of helper jobs are to be filled from a single list — groups A, B, C, D and E.

The starting salary is \$2.135 an hour. Additional benefits include pension, sick leave, medical insurance, job security, two-week vacations with pay and time-and-one-half in money for overtime worked.

The official announcement from the City Personnel Department follows:

Applications issued and received from 9 a.m., April 1, 1959, to 4 p.m., April 31, 1959. Fee: \$4 at the time of filing.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 96 Duane Street, New York 7, N.Y. They will also be mailed on re-

quest provided that the request to the above section and address is accompanied by a stamped (4 cents) self-addressed 9½-inch envelope for each requested. For practical reasons, mail requests for applications may not be honored unless received by this Department at least five calendar days before the closing date of the filing period. Adequate instructions for the filing of applications appear on the application blank and should be read carefully.

Promotion Opportunities

Employees in the title of maintainer's helper are eligible for promotion examination to one or more of the following titles depending upon assignment: air

(Continued on Page 8)

Visual Training OF CANDIDATES FOR FIREMAN PATROLMAN

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FIREMAN CANDIDATES

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Medical exams are now in progress and the physical tests will begin on April 14. Few men can perform the required feats of strength, agility and endurance without training. You have no time to spare in preparing for this rigorous physical exam. You are given only one opportunity to pass it! If you fail you cannot be on the Eligible List for appointment.

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Our special course will be conducted by Dr. Vincent J. McLaughlin who has an outstanding record of success in preparing candidates for promotional exams. ENROLL NOW! OPENING CLASS THURS., APRIL 2 at 6:30 P.M.

City of New York Exam Has Been Ordered for COURT ATTENDANT — COURT OFFICER

Appointments as Court Attendant in City Court and as Court Officer in Magistrates, Special Sessions, Domestic Relations and Municipal Courts.

Salary \$4,000 to \$5,080 a Year

Promotional Opportunities to Court Clerk at up to \$8,500 Men & Women 21 to 35 Yrs. (Veterans May Be Older)

Our Course Prepares for Official Written Exam Be Our Guest at Opening Class MON. APR. 13 at 7:30 PM

APPLICATIONS NOW AVAILABLE - PREPARE AT HOME POST OFFICE CLERK—New York Post Office

Thousands will apply and competition will be keen. Our specially prepared HOME STUDY BOOK covers all phases of the official exam and is on sale at our Manhattan and Jamaica office or by mail. No C.O.D. orders, send check or money order, we pay postage. . . . \$350 Post Paid

Classes Meeting for CLERK, CITY of NEW YORK

Applications issued and received until April 21st. Those interested are invited to join our classes which are now meeting in Manhattan on Mon. and Wed. evenings at 5:30 and 7:30. Or they may attend classes in Jamaica at 91-01 Merrick Blvd. on Tues. and Thurs. at 7 P.M. Exam is to held June 30th.

HIGH SCHOOL EQUIVALENCY DIPLOMA

Needed by Non-Graduates of High School for Many Civil Service Exams 5-Week Course - Enroll now - Start Classes Thurs. April 2 at 7:30 P.M.

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AN INVITATION

Anyone interested in securing a Civil Service position, High School Equivalency Diploma, License as a Master Plumber, Master Electrician, Stationary Engineer or Refrigeration Machine Operator, is invited to visit and consult with our registrars, be our guest at a class session and observe the type and quality of the instruction offered. A similar invitation is open to those interested in our Vocational Courses.

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1,600 on Carrier List Of N.Y. Post Office

The New York Post Office has just released a brand new 1,688-name eligible list for substitute clerks. Of the 17,204 who filed in January for this examination, 6,634 persons actually took it and the eligible list includes the number who passed it.

Rating notices from the examination were sent out March 26, the same day the list was established.

The old register, all but exhausted two weeks ago for temporary appointments, still contains the names of 1,200 eligibles who refused temporary appointments. Permanent appointments were made from the old list down to those who scored above 86.8 percent on the written examination.

These 1,200 names will be merged into the new list, accord-

ing to Bernard Katz, executive secretary, Board of U.S. Civil Service Examiners at the post office.

Last week 37 non-residents were called to fill 15 temporary vacancies, the last appointments to be made from the old list.

TRAINING REPRESENTATIVE JOB OFFERED AT UP TO \$7,030

The U. S. Civil Service Commission has opened an examination for apprenticeship id training representative, \$5,985 and \$7,030 a year, for positions with the Department of Labor. The jobs are in Washington, D. C. and throughout the country.

No written test will be required, but applicants must have appropriate industrial, trade union, trade association or governmental experience. Write to the Second U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y.



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Published every Tuesday by

LEADER PUBLICATION, INC.

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

BEckman 3-6010

Jerry Finkelstein, Publisher

Paul Kyer, Editor

Richard Evans, Jr., Assistant Editor

N. H. Mager, Business Manager

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



TUESDAY, MARCH 31, 1959

Bargain Days Are Over

SOME MONTHS ago a State official addressing a group of civil servants declared: "You people were bought at a bargain because of the Great Depression. The State will never again be able to purchase such high quality personnel for such low money and I, for one, am glad that I will not have to work with the caliber of civil servant that the State is going to have to buy a few years from now."

What this official was saying was that the State, with its present financial and working-condition set up is no longer able to compete in the market for top caliber personnel. This is a dangerous situation — dangerous for the State and City and dangerous for the public welfare.

We have pointed out time and time again that government — on any level — is no longer the simple operation that it was even 20 years ago. Society has transferred more and more service functions to government and depends on government to fulfill these imposed obligations with efficiency and dispatch.

In effect, the maintenance of government has become a science and, like any science, needs extremely skilled and devoted people to practice this new science.

Who would want to be operated on by a doctor that had only the minimum ability? Who would live in a house built with third rate materials? Only a person who was interested in saving money, even if it killed him.

The Wrong Question

So, when we get right down to it the question of a career in government has come to the point of saying not "How good is he?" but "How much does he cost?"

Well, as the old English pitchmen used to say "You pays yer money and you takes yer choice."

At a time when government more than ever needs to make a civil service career one of the most valued of job opportunities it is, instead, shopping around for bargains. The day is coming when these so-called bargains are going to cost more in the long run than anyone ever dreamed.

In New York City, plans to slash heavily the previously proposed pay increases for civil servants are already having a serious effect on the public, now faced with the spectacle of public employees having to resort to extreme measures to call attention to their plight.

The State, by its own admission, consistently lags behind private industry in comparative wages.

There is still a fine corps of able people working for government. What will happen when their service is used up is anyone's guess.

But unless some drastic and bold steps are taken to make a civil service career truly worthwhile there are bad days ahead for the public in general.

Municipal Personnel Society Elects

The New York City Municipal Personnel Society has elected Dr. Martin B. Dworkin, professor of public administration at New York University, president for the 1959-60 term.

The Society is composed of personnel officers and technicians in all New York City departments and agencies and of teachers of public personnel administration on the faculties of colleges and universities in the Metropolitan area. Other officers elected include

John Allan of the Bureau of Real Estate, vice president; Julius Friend of the Transit Authority, secretary, and Bertram Anderson of the Department of Personnel, treasurer.

TRUSTEE APPOINTED

ALBANY, March 31 — Harold V. Owens of Barneveld has been named as a member of the Board of Trustees of the Mohawk Valley Technical Institute at Utica. He succeeds the late J. David Hague.

LETTERS TO THE EDITOR

POSTPONEMENT OF EXAM ASKED TO AID CLERKS

Editor, The Leader:

The New York City Civil Service Commission has taken the first step toward holding an examination for promotion to administrative assistant.

The City should take its time about giving this test, so as to improve the promotion opportunities of senior clerks who competed in the supervising clerk promotion test. This list has not yet been issued. The first we could learn about when it would be issued was through the story in The Leader saying that the list would not come out before May.

We candidates are extremely anxious to have the list established as soon as possible, not only so that promotions could be promptly made from it but so that those promoted would be able to be in their new title for the minimum six months required for competition in the administrative assistant test.

As the promotion lists in the clerical service do not move nearly as fast as the eligibles would like, and since the City will be operating under an austerity budget that will do nothing to improve promotion opportunities, our request should be granted.

A.V.C.

New Holiday Bill For Federal Workers

WASHINGTON, March 23 — A new liberalized holiday bill for Federal employees has been introduced in Congress by Reps. Tom Murray (D., Tenn.) and Edward H. Rees (R., Kans.). It would guarantee eight paid holidays per year regardless of individual work shifts and the days on which the holidays fall.

Present law provides eight holidays, but only if they fall on an employee's working days.

Monday-through-Friday employees would get Friday off whenever a holiday falls on a Saturday, and Monday off if it falls on Sunday. Employees working other shifts would get off the day preceding a holiday which fell on one of their scheduled days off.

HEARING IS HELD ON MORE EXEMPT JOBS

The New York City Civil Service Commission held a public hearing at 10 A.M., March 24 on a resolution to increase from 32 to 39 the number of examining attorneys under Rule X, exempt class, in the Investigations Department.

Social Security Questions Answered

I have been informed that I need 16 quarters of coverage in order to get my old-age benefit. I only have 14 quarters to my credit. Is it possible for me to work for those two extra quarters now even though I am over age 65?

Yes. Even though you are over age 65 you may still earn those two quarters of coverage you need in order to be fully insured.

I am now getting reduced wife's benefits based on my husband's wages. I chose to receive my benefits at age 62 rather than wait until I reach 65. If my husband should die, would my widow's benefits also be reduced?

No. No reductions are applied to widow's benefits. If your husband should die, you would be entitled to a full 3/4 of your husband's monthly benefit rate.

I am a widow and both myself

and my minor child are now receiving benefits. If I begin to work regularly would both mine and my child's benefits stop?

No. If you work only your benefits may be stopped. If you make under \$1200 in a calendar year, you will still continue to receive all your checks even though you would be working regularly. If however, you earn over \$1200, you will lose some checks but the amount of checks you will lose depends upon how much you earn and when you work. We suggest that you notify your district office if you decide to earn over \$1200 this year.

I am 58 years old and was dependent upon my deceased son for all my support. When my son died last year, he was survived by a wife and a child. My local office told me that I would not be able to file for parents' benefits upon reaching age 62 because my

grandson and daughter-in-law would be receiving benefits on my son's account. How am I affected by the 1958 amendments?

The 1958 amendments state that if you were dependent upon your deceased son but could not qualify for parents' benefits due to the survival of a widow or child, you may now be able to get benefits at retirement age. However, to do so, it is important that you file proof of your dependency within two years after August, 1958. You will not be able to collect parents' benefits at age 62 if proof of your dependency is not filed.

I'll be 65 in April, but will continue to work. Will my employer still deduct a social security tax from my salary?

Yes, he will. As long as you are in a job covered by law, you will continue to pay the social security tax regardless of your age.

Federal Income Tax

By H. J. BERNARD

Tax Exemption Pointers For Public Employees

There is some indication that, as a result of persistent pressure, New York City will put an end to meal charges imposed on living-out employees of the municipal hospitals. If that is done, free meals will be restored and no Federal income tax will apply to the value of those meals. But in making out tax returns for 1958, the current exercise on which much of the nation is engaged, those employees can't deduct the payments they made for meals during that year. True, the meals were eaten at the hospitals, and as to some hospitals, perhaps the convenience of the employer was served, but payments for meals or lodging are not exempt. The benefit applies only if the taxpayer does not pay directly for the meals eaten or lodgings occupied on the employer's premises. An employee does not pay directly, for instance, if the value of food or lodging is rated by the employer as part of pay. Such rating actually takes place in the New York State government, in regard to institutional employees, but without subjecting meals and lodgings to tax, provided requirements are met.

Meals Versus Lodgings

In the case of meals, they must be eaten on the employer's premises for his convenience. In the case of lodgings the rule is stricter; not only must the lodgings be on the employer's premises but occupying them must be a condition of employment, for the tax-freedom to apply. It is not necessary that eating meals on the employer's premises should be a condition of employment; such a requirement concerning meals would be a rarity indeed.

Suppose an employee has a choice between living on the employer's premises or getting \$50 a month more pay if he lives elsewhere. If the employee chooses to live elsewhere, he obviously must pay tax on the \$50 a month, probably amounting to more than \$100 a year tax. If he figures he'd be better off taxwise to live on the employer's premises, he'd be wrong, for the \$300 a year he passed up is still chargeable as income, because he could have had that extra income, and there is no tax exemption on passing up what would have been taxable income.

Uniform Allowances

If one's employer supplies uniforms distinctive to the type of service rendered—not merely civilian clothes with a few brass buttons or other incidentals easily removable and replaceable, to make general wear applicable—no tax applies. But when the employer grants a uniform allowance in money, which somehow never does nearly equal the cost of the uniform, the money thus received constitutes income and is taxable. The uniform allowance can not possibly be regarded as a gift, hence tax-free. In fact, one of the most difficult feats for any employer is to pay an employee money that is tax-free. Even a Christmas bonus from the employer is part of salary and taxable. All sorts of devices have been tried, but few if any of them have succeeded.

Time Running Out

Taxpayers who have not yet made out their returns should lose no time in doing so, and turning them in. The last day is Wednesday, April 15.

Taxpayers will find that Form 1040 meets their requirements and, because of itemized deductions, usually results in a lower tax and quite likely a refund.

CITY EMPLOYEES GET RED CROSS TRAINING



Certificates of completion of a first aid instructor course at the Brooklyn Red Cross Chapter, were presented to three New York City employees. From left John Scarisbick of the Transit Authority and Susanne Stoebe and Jacqueline Politi, of the Park Department. Mrs. Laura Covell, member of the Brooklyn Red Cross Chapter safety services committee, and Mrs. Mable Corey Watt, deputy chairman of the office of volunteers, made the presentations. This is only one of many activities for which the chapter seeks to raise \$1,340,000

PROGRESS REPORT ON NYC EXAMS

The following table is the current progress report on the most popular New York City examinations. The present status is given, followed by a statement of the next step:

Housing caretaker, investigations being conducted. Establishment of list when investigations are completed. Qualifying medi-

cal-physicals completed.

Fireman, Fire Department. Medicals are still going on. 3,481 failed the written test.

Plumber & plumber inspector, examination completed. Tentative key answers released.

Stationary engineer (electrical). Written test for 203 candidates given February 28. A promotion examination was given for 54

candidates on the same date.

Asphalt worker. A promotion examination was given February 28 for 644 workers. Key answers released.

Junior draftsman, written test March 19.

Stationary firemen oral examinations still going on.

340 college office assistant hopefuls summoned for medical examination.

Probation officer written exam held for 404 applicants.

Dental hygienist, list established.

Performance tests completed for alphabetic key punch operat-

or, numeric key punch operator, tabulator operator, IBM tabulator operator. Result notices mailed. Medical tests in progress. Some lists have been established.

Elevator starter, written test held. Tentative key answers published. Question 49 changed from "C" to "C" or "D".

Assistant accountant, written test held. Results mailed. Medicals in progress.

Structure maintainer (promotion), performance test completed. Result notices mailed.

Sewage treatment worker, 1,822

scheduled for written examination April 4.

Assistant station supervisor Bureau of Transit, corrected list notices sent to 157 eligibles.

Bridge and tunnel sergeant, test held January 29 for 229 persons. Key answers changed as follows: Question 62, from C to A or C; 68, from C to A or C; 79, from C to A or C.

Motorman, Bureau of Transit 431 to take written test April 4.

Motorman instructor, Bureau of Transit. 418 to take written test April 18.

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Added to extensive hospital and doctor bill protection is the knowledge that those "extra" medical expenses at home may be covered by Major-Medical.* This part of the program provides up to \$7500 in medical expenses in a calendar year and \$15,000 total for *each* individual.

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EXAMS NOW OPEN FOR SUBWAY HELPER JOBS

(Continued from Page 5)
 brake maintainer; maintainer, groups A and B; car inspector; car maintainer, groups A to G; light maintainer; mechanical maintainer, Groups B and C; power cable maintainer; power distribution maintainer; power maintainer, groups A to C; road car inspector; signal maintainer; structure maintainer, groups A to G; telephone cable maintainer; telephone maintainer; ventilation and drainage maintainer, all with varying salary ranges from \$2.36 to \$2.72 an hour. Since the higher titles are generally filled by promotion, persons desiring to enter the service of the New York City Transit Authority should file for this examination.

Minimum Requirements

Candidates must meet one of the three following experience or educational options: (a) three years of recent satisfactory experience as a helper or mechanic in the maintenance, repair, construction, installation, or operation of equipment in any of the general fields listed below; or (b) graduation from a recognized trade or vocational school, technical high school, or college after completion of a three- or four-year day course in one of the several fields listed below; or (c) a manifestly equivalent combination of the foregoing experience and education. Such experience and/or education must be shown on prescribed experience Form A to be filed with application.

General fields: electrical, machine shop, automotive, machinery, power generation (electric or steam), structural (carpentry, iron work, masonry, plumbing, sheet metal work).

Candidates who expect to be graduated in June, 1959 will be admitted to this examination, but must present evidence at the time of investigation that they have complied with the foregoing requirements.

Training Opportunities

Depending upon assignment, helpers will be given valuable

training in the care and operation of complicated modern equipment utilizing the employees' highest abilities and skills. Such assignments are: (1) Railroad signal apparatus including automatic train stops, and interlocking machines; (2) Telephones, emergency alarms, fire alarms, clocks and associated apparatus; (3) Power feeder systems including cables and third rail; (4) Station and tunnel lighting equipment and associated equipment; (5) Multiple-unit car equipment, including car bodies, doors, motors, trucks, and air brakes; (6) Elevators and escalators, blowers and fans, pumps and compressors, and sewage ejectors; (7) Buses and other automotive vehicles, including bodies, engines, transmissions, and accessories; (8) Generating and substation electrical equipment, including generators, mercury arc rectifiers, rotary converters, high tension and low tension switch gear, automatic relay panels and circuits, and power cables; (9) Generating plant steam equipment, including stokers, boilers, pumps, turbines, and condensers; (10) Transit system structures, including stations, tunnels, elevated structures, enclosures, and buildings, and related wood work, iron work, masonry, plumbing, sheet metal work, and painting.

Tests

A written test (tentatively scheduled for June 27, 1959) will be given to all applicants. It will consist of four sections of questions as follows: (1) general basic intelligence, reasoning ability, judgment, tools, elementary computations, etc.; (2) electrical; (3) mechanical; (4) structural. All candidates will be required to answer section (1) and will have a choice of the questions in any one of the other three sections.

Candidates who pass the written test and satisfy the experience requirements will be required to pass qualifying medical and physical tests prior to certification. The qualifying physical test will

OPPORTUNITIES FOR U.S. JOBS ALL OVER NATION AND ABROAD

METROPOLITAN AREA

The positions listed below represent only the most urgent needs for civil service personnel at United States installations in the New York-New Jersey area.

Application forms obtained at any main post office or from the Second Civil Service Region, 641 Washington Street, New York 14, N. Y. Completed forms to the Second Region office unless otherwise directed. The jobs:
 Electrical engineer, \$6,285 to \$12,770, New York and New Jersey.
 Industrial engineer, \$6,285 to

\$12,770, New York and New Jersey.
 Marine engineer, \$6,285 to \$12,770, New York and New Jersey.
 Mechanical engineer, \$6,285 to \$12,770, New York and New Jersey.
 Metallurgist, \$4,490 to \$11,595, New York and New Jersey.
 Naval architect, \$6,285 to \$12,770, New York and New Jersey.
 Nurse, \$4,040 to \$4,980, New York. Apply to the Board of Civil Service examiners, U. S. Public Health Service Hospital, Manhattan Beach, Brooklyn 35, N. Y. the Board of Civil Service Examiners, U. S. Public Health Service Hospital, Staten Island 4, N. Y., or the Board of U. S. Civil Service Examiners, U. S. Naval Shipyard, Brooklyn, N. Y.
 Physicist, \$4,490 to \$5,430, New York and New Jersey.
 Accountant and auditor, \$4,980 to \$8,330, New York and New Jersey.
 Electronic scientist, \$4,490 to \$5,430, New York and New Jersey. Also at the New York Naval

ELITE CORPS IDEA REPUGNANT TO THOMAS

WASHINGTON, March 16 — Representative Albert Thomas (D., Tex.), chairman of the House independent officer subcommittee, has raised questions about the administration's Career Executive Program: an apparent attempt to kill it.

The program is designed to set up from the classified service an elite corps of administrators who would be called career executives. They would be selected by a Career Executive Board headed by Arthur S. Flemming, Health Education and Welfare secretary. Their work would be periodically appraised by the board, which could dismiss employees whose work was found to be below par. The program would begin at the GS 16 level and above but would later be extended to include lower grades. Federal employee organizations oppose the program as possible pretext for political manipulation.

be designed to test the candidate's strength and agility; in order to qualify, candidates will be required to do a broad jump of not less than 4 feet and lift in succession a 40-pound dumbbell with one hand and 35-pound dumbbell with the other a full arm's length above the head.

Shipyard, Brooklyn, paying \$6,285 to \$8,310 for more advanced work. Send applications to the Board of U. S. Civil Service Examiners at the shipyard.

Engineer, all branches, \$4,490 and \$5,430, New York and New Jersey.
 Civil engineer, \$6,285 to \$12,770, New York and New Jersey.
 Construction engineer, \$6,285 to \$12,770, New York and New Jersey.
 Airways operation specialist, \$4,040 to \$5,470. Apply to the Board of Civil Service Examiners, CAA, Federal Building, New York International Airport, Jamaica L. I., N. Y.
 Electronics engineer, \$6,285 to (Continued on Page 10)

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<p>21" WAYNE Console TV with Front Controls and Sound The expensive furniture look in a low-priced console • Fits any room arrangement • Pull-push On/Off switch • Transformer-powered chassis for 10% brighter picture • Extra-powerful Cascade Tuner • Tube-saver • Choice of 3 finishes • Model 21T922 (21" tube overall diagonal—202 sq. in. picture)</p>	<p>21" ASHLEY Budget-Priced Console TV Mastercrafted contemporary cabinet • New RCA Victor "Signal Guide" Tuner for top performance • Transformer-powered Super Chassis • Full-push On/Off switch plus Stay-Set volume control • Tube-saver • Choose from 3 superb finishes • Model 21T926 (21" tube overall diagonal—202 sq. in. picture)</p>	<p>21" JAMISON Lowboy TV in Fine Wood Finishes Front tuning makes this lowboy an ideal built-in or room divider • 2-speakers • Transformer-powered chassis for 10% brighter picture • "One-Set" Electronic Fine Tuning • Tube-saver • Your choice of 3 wood veneer finishes (top and sides) • Model 21T939 (21" tube overall diagonal—202 sq. in. picture)</p>	<p>21" BROOKFIELD Lowboy with Front Controls and Sound Ideal as "built-in" or room divider • Transformer-powered chassis for 10% brighter picture • "One-Set" Electronic Fine Tuning • Tube-saver • Balanced Fidelity Sound • RCA 110" picture tube • Tinted safety window • Choice of 3 finishes • Model 21T935 (21" tube overall diagonal—202 sq. in. picture)</p>	<p>17" SOPHISTICATE DELUXE Transformer-Powered Deluxe Portable TV Safely engineered with transformer-powered Deluxe Chassis • Extra-powerful Cascade Tuner for top performance • Tube-saver • Built-in telescoping antenna • RCA 110" Aluminized picture tube • Plastic-tip feet • "Flight-line" styling with fold-down carrying handle • 2-tone colors • Model 17PD9078 (17" tube overall diagonal—198 sq. in. picture)</p>

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(Continued from Page 8)

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Forester - Forester (Range Management), \$4,340 and \$4,980. Announcement 122B.
 *Historian, \$5,985 to \$12,770. Announcement 59.
 *Illustrator, \$3,755 to \$8,330. Jobs are in the Washington, D. C., area. Announcement 4.
Immigration Patrol Inspector, \$4,980. Jobs are near land borders and in coastal areas in southwestern U. S. Announcement 82B.
 *Information and Editorial Positions (Visual - Still and Television), \$5,985 to \$12,770. For duty in the Washington, D. C., area. Announcement 27.
 *Landscape Architect, \$4,490 to \$12,770. Announcement 409.
 *Librarian, \$5,985 to \$8,330. Jobs are in the Washington, D. C., area. Announcement 67.
 *Management Analyst - Budget Examiner, \$5,985 to \$8,330. Jobs are in the Washington, D. C., area. Announcement 103.
 Manual Arts Therapist, \$4,040 to \$5,985. Jobs are with the Veter-

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ans Administration. Announcement 146 B.
Mediator, \$7,030. Jobs are in the National Media Board, Washington, D. C. Closing date: April 7, 1959. Announcement 176B.
Medical Record Librarian, \$4,040 to \$8,330. Announcement 333.
 *Microphotographer, \$3,255 to \$4,040; Photostat Operator, Blueprint Operator, Xerox Operator, \$3,255 to \$3,755. Jobs are in the Washington, D. C., area. Announcement 20.
 *Motion Picture Specialist: Producer-Director, \$7,030 to \$9,890; Script Writer and Editor, \$5,985 to \$9,890; Film Editor, \$4,980 to \$9,890. Jobs are in the Washington, D. C., area. Announcement 157B.
 *Museum Aid, \$3,495 to \$4,040. Jobs are in the Washington, D. C., area. Announcement 407.
 *Office Appliance Repairman, \$1.86 to \$2.31 an hour. Jobs are in the Washington, D. C., area. Announcement 50.
 *Operators and Supervisors - Miscellaneous Office Machines, \$3,255 to \$3,755. Jobs are in the Washington, D. C., area. Announcement 62.
 *Operators, Supervisors, and Planners - Tabulating Machines and Equipment, \$3,495 to \$4,980. Jobs are in the Washington, D. C., area. Announcement 64.
 *Personnel Officer, Placement Officer, Position Classifier, Salary and Wage Specialist, Employee Relations Officer, \$5,985 to \$8,330. Jobs are in the D. C. area. Announcement 166.
Pharmacist, \$4,980. Positions are with the Veterans' Administration. Announcement 165B.
 *Photographer (Still, Motion Picture, and Process), \$3,255 to

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Prison Industrial Supervisor, \$2,36 to \$3.53 an hour. Announcement 9-14-1 (58).
Prison Mechanical Supervisor (Operating Engineer), \$4,490 and \$4,980. Announcement 9-14-1 (55).
Public Health Advisor, \$4,980 to \$12,770; **Public Health Analyst**, \$5,985 to \$12,770. Announcement 125B.
 *Recreation Director, \$5,985 to \$7,030. Announcement 155B.
 *Research Work in Military Intelligence, \$5,985 to \$12,770. Announcement 183B.
Residency in Hospital Pharmacy, \$2.18 an hour. Jobs are in the Veterans Administration. Announcement 97B.
Resident in Hospital Administration, \$2,800. Jobs are with the Veterans Administration. Announcement 88 (B).
Safety Inspector, \$4,040 and \$5,985. Announcement 177.
Scientific Illustrator (Medical), \$4,040 to \$5,985; **Medical Photographer**, \$3,775 to \$4,980. Jobs are with the Veterans Administration. Announcement 164B.
Social Insurance Research Adviser, Social Insurance Research Analyst, \$7,030 and \$8,330 a year. Announcement 105B.
 *Statistician (Mathematical), \$6,285 to \$12,770. (Analytical, Survey), \$5,985 to \$12,770. Jobs are in the Washington, D. C., area. Announcements 275 and 321.
Transportation Tariff Examiner (Freight), \$5,470; **Tate and Mileage Clerk**, \$4,980. Jobs are in the Interstate Commerce Commission, Washington, D. C. Announcement 135B.
Vessel and Aircraft Sanitation Inspector (Foreign) - Quarantine Border Inspector, \$4,040; **Quarantine Inspector Trainee**, \$4,980. Jobs are with the Public Health Service. Closing date: March 31, 1959. Announcement 174B.

are with the Communicable Disease Center, Atlanta, Ga., and throughout the country. Announcements 5-82-1 (56) and 5-82-2 (56).
 *Medical Officer, \$7,030 and \$12,770. Announcement 178B.
Medical Officer, \$9,380, to \$12,662. Jobs are with the Panama Canal Company - Canal Zone Government Organization in the Panama Canal Zone. Announcement 414B.
Medical Officer (Rotating Intern), \$3,100; (Psychiatric Resident), \$3,700 to \$4,500. Jobs are in St. Elizabeths Hospital, Washington, D. C. Announcement 127B.
 *Medical Technician, Medical X-Ray Technician, \$3,255 to \$4,980. Jobs are in the Washington, D. C., area. Announcement 39.
 (Continued on Page 12)

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LEGAL NOTICE

STANTON, EDYTHE DAVIS. - P-3044, 1948. - CITATION. - THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, To: MURIEL STANTON THYGESEN, SYLVIA STANTON BANCROFT, MORGAN MOLTZAU, FRANK BANCROFT, ANN BANCROFT, EDWARD KING DAVIS, JOHN A. K. DAVIS, ISABELLE DAVIS McBRIDE, GERALD DAVIS, FANNY RUSSELL ANDREWS, DIKEY ANDREWS SMITH, LAILANI RUSSELL ANDREWS, J. EDWARD DAVIS, GERALD DAVIS, JR., RICHARD STOTTKO ANDREWS, JR., MARTIN MOLTZAU, DIANE DAVIS, LINDSAY NELL SMITH, LANI LAMKIN SMITH, CARY RICHARD SMITH, the said Muriel Stanton Thygesen and the said Sylvia Stanton Bancroft being the sole distributees, next of kin and heirs at law of Edythe Davis Stanton, deceased, and all of the above mentioned being persons named as executor, testamentary trustee or guardian or beneficiary in the paper writing dated June 22, 1931, purporting to be the last will and testament of said Edythe Davis Stanton, deceased, in his or her office of the Clerk of the Surrogate's Court of New York County, but which if in fact executed by the said deceased, was revoked by the last will and testament dated April 13, 1954 and offered for probate in this proceeding, send greeting:

WHEREAS, UNITED STATES TRUST COMPANY OF NEW YORK, having its principal office at No. 37 Broad Street, New York 5, New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date April 13, 1954 relating to both real and personal property, duly proved as the last will and testament of Edythe Davis Stanton, deceased, who was at the time of her death a resident of The Savoy Hotel, Bournemouth, England.

THEREFORE, you and each of you are cited, to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 30th day of April, one thousand nine hundred and fifty-nine at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

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

WITNESS Honorable S. Samuel Di Falco, Surrogate of our said County of New York, at said county, the 19th day of March, in the year of our Lord one thousand nine hundred and fifty-nine.

[New York Surrogate's Court Seal]
 /s/ PHILIP A. DONAHUE,
 Clerk of the Surrogate's Court.

CORBITT, GERTRUDE (also known as MARY GERTRUDE CORBITT). - File No. P 855, 1959. - CITATION. - The People of the State of New York, By the Grace of God Free and Independent, To Charlotte De Cincinap De Borewic.

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 May 11, 1959, at 10:30 A.M., why a certain writing, dated July 3, 1958 which has been offered for probate by The Honoree Bank, located at 70 Broadway, New York, N. Y., and by Albert B. Magnum, residing at 917 North Street, White Plains, N. Y., should not be probated as the last Will and Testament, relating to real and personal property, of Gertrude Corbitt (also known as Mary Gertrude Corbitt) deceased, who was at the time of her death a resident of 700 Park Avenue, Manhattan, in the County of New York, New York.

Dated, Attested and sealed March 12, 1959.

HON. S. SAMUEL DE FALCO,
 [Seal.] Surrogate, New York County.
 PHILIP A. DONAHUE,
 Clerk.

HILLEY DRYE NEWHALL
 & MAGINNES,
 Attorneys for Proposants,
 70 Broadway, New York 4, New York.

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 *Medical Biology Technician, \$3,255 to \$4,980. Jobs are in the Washington, D. C., area. Announcement 36.
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QUESTIONS on civil service and Social Security answered. Address Editor, The Leader, 97 Duane Street, New York 7, N. Y.

H.I.P. Enrollment Opens for HA Aides

Employees of the City Housing Authority will have the opportunity from April 6 to April 24 to enroll in the H.I.P.-Blue Cross plan without physical examinations. Coverage for those enrolling will start on July 2.

Some 10,000 Housing Authority employees and dependents are now enrolled in the health program, with the Authority contributing half the premium.

Under H.I.P. the employees receive fully prepaid medical, surgical, maternity and specialist care without extra charges beyond the

premium. The service is given at employees' homes, at doctors' offices, at H.I.P. medical group centers and in hospitals. Coverage also includes x-rays, physical therapy, eye examinations, private ambulance transportation and visiting nurse service.

Under the Blue Cross Hospital Plan the employees are entitled to payment for bed and board, use of the operating room and other services in the hospital.

Enrollment information is available at the Housing Authority's Insurance Division, 299 Broadway, D1gby 9-4310, Ext. 347.

NYC EXAMS CONTINUOUSLY OPEN

OPEN-COMPETITIVE

8497. Assistant civil engineer, \$6,050 to \$7,490 a year. Fee \$5. Minimum requirements are a baccalaureate degree in civil engineering issued after completion of a four year course in an accredited college or university and three years of satisfactory experience in civil engineering; or graduation from a senior high school and seven years of satisfactory practical experience in civil engineering work; or a satisfactory equivalent combination of education and experience. (Until further notice).

8499. Junior electrical engineer, \$4,850 to \$6,290 a year. Fee \$4.

Minimum requirements are a baccalaureate degree in electrical engineering issued upon completion of a course of study registered by the University of the State of New York; or graduation from a senior high school and four years of satisfactory practical experience in electrical engineering work; or a satisfactory equivalent combination of education and experience. (Until further notice).

8450. Recreation leader, \$4,030 to \$5,080 a year. Fee \$3. Minimum requirements are a baccalaureate degree issued after completion of a four year course in an accredited college or university, including or supplemented by 18 credits

in recreation, physical education, or group work; or a baccalaureate degree so accredited and six months of satisfactory paid leadership experience in organized recreational programs; or a satisfactory combination of education and experience, but all candidates must be college graduates. (Until further notice).

8498. Junior civil engineer, \$4,850 to \$6,290 a year. Fee \$4. Minimum requirements are a baccalaureate degree in civil engineering issued upon completion of a course of study registered by the University of the State of New York; or graduation from a senior high school and four years of satisfactory practical experience in civil engineering work; or equivalent. (No closing date).



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U.S. Jobs

(Continued from Page 10)

*Occupational Therapist, \$ 3,040 to \$5,470. Announcement 180B.

Occupational Therapist, Physical Therapist, Corrective Therapist, \$4,040 to \$5,985. Jobs are with the Veterans Administration. Announcement 141B.

*Physical Therapist, \$4,040 to \$5,470. Announcement 1143.

Professional Nurse, \$4,040 to \$9,890. Announcement 128.

Staff Nurse, Head Nurse, Public Health Nurse, \$4,040 to \$5,170. Jobs are with the Indian Health Program on reservations west of the Mississippi River and in Alaska. Announcement 100B.

*Veterinarian, \$5,430 to \$11,355. Announcement 143B.

SOCIAL AND EDUCATIONAL

Clinical Psychologist, \$7,030 to \$12,770. Jobs are with the Veterans Administration. Announcement 430 (B).

*Clinical Psychologist, \$7,030 to \$12,770. Announcement 417.

Clinical Social Worker, \$4,080 to \$7,030. Positions are with the Veterans Administration. Announcement 129B.

Counseling Psychologist (Vocational), \$7,030 to \$11,355. Jobs are with the Veterans Administration, Washington 25, D. C. Announcement 17 (B).

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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 Department of Personnel, 96 Duane Street, New York 7, N. Y. (Manhattan) two blocks north of City Hall, just west of Broadway, opposite The Leader office. Hours 9 to 4, closed Saturdays, except to answer inquiries 9 to 12, Tel. CORtlandt 7-8880. Any mail intended for the NYC Department of Personnel, other than applications for examinations, should be addressed to the Personnel Department, 299 Broadway, New York 7, N. Y. Mailed applications for blanks must be received by the department at least five days prior to the closing date. Enclose self-addressed envelope, at least nine inches wide, with six cents in stamps affixed.

STATE — First Floor a. 270 Broadway, New York 7, N. Y., corner Chambers Street, Tel. BARclay 7-1816; State Campus and lobby of State Office Building, Albany, N. Y., Room 212; State Office Building, Buffalo 2, N. Y. Hours 9:30 to 5, closed Saturdays; Room 400 at 155 West Main Street, Rochester, N. Y., Wednesdays only, 9 to 5. Also, an information office has recently been opened at 221 Washington Street, Binghamton. All of foregoing applies also to exams for county jobs conducted by the State Commission. Apply also to local office of the State Employment Service, but only in person or by representative, not by mail. Mail application should be made to State Civil Service Department offices only; no stamped, self-addressed envelope to be enclosed.

U. S.—Second Regional Office, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (Manhattan) Hours 8:30 to 5, Monday through Friday; closed Saturday. Tel. WATkins 4-1000. Applications also obtainable Boards of Examiners of separate at main post offices, except the New York, N. Y., post office, agencies also issue applications for jobs in their jurisdiction. Mail applications require no stamps on envelope for return.

TEACHING JOBS — Apply to the Board of Education, 110 Livingston Street, Brooklyn 1, N. Y.

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NYC SUMMER JOBS FOR MEN AND WOMEN

Filings will remain open for both men and women until April 30 to fill nearly 500 playground assistant jobs with New York City. The jobs pay \$9 a day.

Part time openings will be filled at \$1.12½ an hour after September 1, not to exceed a maximum of 24 hours per week.

The full time summer playground jobs will run from June 23 through September 1. No examination will be given and no formal eligible list will be set up.

Appointments will be made on a first come-first served basis.

Requirements include a high school diploma and either a summer season of experience as an instructor, counselor or coach in an organized recreational program; 30 accredited college credits, or a satisfactory equivalent, but all candidates must be high school graduates.

Apply at the City Personnel Department, 96 Duane Street, Manhattan, or at almost any City park in the five boroughs.

Men 16 Years And Over Can Pick From 20 Trades

No education or experience is required for young men over 16 who apply for \$83 a week apprentice fourth class jobs in any one of 20 skilled trades at the New York Naval Shipyard in Brooklyn. The pay rises in three years to \$102 a week. All that is required is good health and U.S. citizenship. Filings close April 20.

Applicants who pass the written test can learn any one of the following trades: blacksmith, boat-builder, boilermaker, coppersmith, electrician, electronics mechanic, joiner, machinist, marine machinist, molder, painter, patternmaker, pipe coverer and insulator, pipe-fitter, rigger, sailmaker, sheet-metal worker, shipfitter, shipwright and welder.

The apprenticeship period normally last four years, during which promotion is made to third, \$17.84 a day; second, \$19.12 a day, and first, \$20.40 a day, class apprentice to those whose work is satisfactory. There is a liberal retirement plan.

A written examination will be given to measure aptitude for the apprenticeships and general intelligence. The scope of the examination will include (a) ability to solve mathematical problems in measurement, percentage, ratio and proportion, scaling, fractions, decimals, metric system conversion and gears and pulleys; (b) knowledge and understanding of mechanical principles and devices and of basic physical science; (c) pattern matching; (d) vocabulary, English usage, reading comprehension and spelling, and (e) knowledge of civics and American history.

Those who request it will be given an additional test on algebra and geometric fundamentals, for which they will receive extra credit.

To pass the examination a 70 percent score on the science section, excluding the separate algebra and geometry test, and a 70 percent overall test score will be required.

Examinations will be given in 14 Metropolitan Areas: Manhattan, Brooklyn, Flushing, Hempstead, Jamaica, New Rochelle, Patchogue, Riverhead and Yonkers in New York, and Jersey City, Newark, West New York, Plainfield and Patterson in New Jersey.

Beginning apprentices will be trained through the Apprenticeship School and through mechanical shop assignments in the rudiments of trade tasks, technical additional points on their examinations, provided their earned scores are passing. This helps in getting early appointment.

Eligible disabled veterans will receive 10 point preference on shop subjects (mechanical drawing, mathematics, blueprint reading, etc.) and in the use of ma-

chinery and materials of their trade. They will work under direct supervision of a shop instructor or artisan, and will perform other tasks incidental to the mastery of trade fundamentals.

Eligible veterans — those who served in wartime or other times of conflict — will receive five their tests.

The new register resulting from this examination will supersede the 1958 list and eligibles placed on that roster before November 1, 1958 who wish to retain eligibility must take the new test. Those added to the old register after that date need not reapply.

Details on the examination are announcement 2-1-2, 59. The application form is 5000-AE. They may be obtained at any post office except the New York, N.Y. post office or by mail from the Board of U.S. Civil Service Examiners, New York Naval Shipyard, Brooklyn 1, N.Y., or from the Second U.S. Civil Service Region, 641 Washington Street, New York 14, N.Y.

LEGAL NOTICE

PURSUANT TO AN ORDER OF HONORABLE S. SAMUEL DIFALCO, Surrogate of the County of New York.

NOTICE IS HEREBY GIVEN, according to law, to all persons having claims against DAVID T. BONNER, late of the City of New York, in said County, deceased, to present the same, with the vouchers thereof, to the undersigned, Administratrix of the Goods, Chattels and Credits of the said deceased, at the office of HENRY STEINBERG, attorney for the Administratrix, No. 342 Madison Avenue, in the City and County of New York, on or before the 1st day of October, 1959.

Dated, this 18th day of March, 1959.
Leigh C. Bonner, Administratrix
ESTATE OF DAVID T. BONNER

CITATION

THE PEOPLE OF THE STATE OF NEW YORK—By the Grace of God Free and Independent

TO FANNIE STOCK, ELISE L. ROSEBURY, LISA GALE ROSEBURY, an infant under 14 years, NANCY LAUREN ROSEBURY, an infant under 14 years, JAMES CHARLES ROSEBURY, an infant under 14 years, WILLIAM F. STOCK, JR., CARL AUGUST KOEHLER, ELISA KOEHLER EDWARDS, CHRISTINE E. KOEHLER, an infant under 14 years, CARL A. KOEHLER, JR., SANDRA E. KOEHLER, SUSAN EDWARDS, an infant under 14 years, NANCY EDWARDS, an infant under 14 years, JULIE EDWARDS, an infant under 14 years, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of KATE E. ENGEL, deceased, who at the time of her death was a resident of 363 Central Park West, Manhattan, New York City, N.Y.

SEND GREETING: Upon the petition of MAHEL R. BAUERDORF, residing at 31 East 72nd Street, New York City, N.Y., as Executrix of the Last Will and Testament of CHARLES R. BAUERDORF, deceased Executor of and Trustee under the Last Will and Testament of KATE E. ENGEL and of BANKERS TRUST COMPANY, having its principal office at 16 Wall Street, New York City, N.Y., Surviving Executor of and Trustee under the Last Will and Testament of said KATE E. ENGEL, deceased.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 18th day of May 1959, at half past ten o'clock in the forenoon of that day, why the FINAL ACCOUNT of Proceedings of CHARLES R. BAUERDORF (deceased) and BANKERS TRUST COMPANY as Executors of the Last Will and Testament of KATE E. ENGEL, deceased, and why the Intermediate Account of Proceedings of BANKERS TRUST COMPANY as Surviving Trustee under said Last Will and Testament of KATE E. ENGEL, deceased, should not be judicially settled.

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

WITNESS, HONORABLE S. SAMUEL DIFALCO, a Surrogate of our said county, at the County of New York, the 5th day of March in the year of our Lord one thousand nine hundred and fifty-nine.

PHILIP DONAHUE,
(L.S.) Clerk of the Surrogate's Court

DECISION RESERVED IN REINSTATEMENT CASE

A grievance committee of the Corps of Engineers, Eastern Ocean District, consisting of S. F. D'Alessio, Chairman, David S. Kelson and Thomas G. Watts, has reserved decision after hearing the appeal of Drummond J. Scott, dismissed as supervisory electrical inspector.

Mr. Scott was accused of improperly certifying electrical repairs made at LaScie.

At the hearing, Mr. Scott, represented by Attorney Samuel Resnicoff, pointed out that he had never made any such certification, adding that the contractor did not have all of the materials and equipment at the base. The charges were not predicated upon any actual damage suffered by the Government, said Mr. Resnicoff, but upon the allegation that the water-heating line might freeze in during winter.

MEETING TO HONOR HABER'S MEMORY

A meeting in memory of Assemblyman Bernard Haber will be held on Sunday, April 5, at 2:30 P.M. at Congregation Sharei Zedek, Coney Island. The meeting is sponsored by Congregation and Yeshivah Sharei Zedek, Sea Gate Sisterhood & Talmud Torah, and the 16th A.D. Democratic organization.

Rabbi Mallen Galinsky, spiritual leader of the Congregation and Yeshivah, will deliver the Eulogy and Councilman Edward Vogel will preside.

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9. WHAT WE MUST KNOW ABOUT COMMUNISM, Overstreets	3.95	2.75
10. COMING OF THE NEW DEAL, Schlesinger	6.75	5.00

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19. THE WOMEN OF MY LIFE, Bemelmans. The incandescent author writes on his best subject	3.50	1.00

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20. WHEN YOUR CLUB PICKS YOU. How to enjoy your club work	3.50	1.00
21. ENCYCLOPEDIA OF WORLD COOKERY. 1200 recipes	4.50	1.50
22. DARWIN'S AUTOMOTIVE ACCESSORIES REPAIR GUIDE. Covers air conditioning, autronic eye, through windshield wipers	2.50	1.00
	paper	1.00 .50
23. ELY CULBERTSON'S CONTRACT BRIDGE COMPLETE. A basic book. Pictorial Guide to Casting and Spinning. 500 illustrations, Step-by-step instruction	2.95	1.00
24. HOW TO BUILD YOUR OWN GARAGE AND SAVE UP TO 60%. Detailed instructions	2.95	1.00
25. HOW TO HOLD YOUR AUDIENCE. The key to public speaking	3.50	1.00
26. TIMING YOUR GOLF SWING. By Robert Winthrop Adams. Comes with a 45 R.P.M. record	3.95	1.00
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31. DON'T CALL ME MADAM. By Ethel Merman. An autobiography in neon	4.00	1.00
32. SONGS LINCOLN LOVED. John Lair. 47 songs and ballads with music	3.75	1.00

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SING SING CREDIT UNION ELECTS OFFICERS



The Sing Sing Employees Federal Credit Union recently elected officers for this year. Shown above, from left, seated: Michael D'Ambrosio, treasurer; James O. Anderson, vice president; Frank E. Leonard, director, and Sidney Wein, assistant treasurer. Standing, from left: Fred V. Lorz, president; Paul Grosclaude, supervisory committee, Raymond Aylward, director, Edmond Brooklebanks, supervisory committee, and Fred Starler, director.

CSEA Tackles PW Problems

(Continued from Page 3)

view of the wear and tear on the employee-owned vehicle involved.

Our Association urges your Department to take the necessary steps with the Division of the Budget and the State Comptroller to increase subsistence allowances in those areas where maximums allowed are less than those provided under the Comptroller's rules, with the hope that eventually the maximums allowed under the Comptroller's rules may be accorded employees of your Department. We will bring this matter also to the attention of the Division of the Budget.

"4. At the meeting we discussed the prompt payment of expense accounts and we were glad to have the opinion expressed by your Department representatives that there has been achieved considerable improvement in the area. This matter will be further discussed at the meeting of our Public Works Chapters Delegates which we are holding on the evening of March 3 and we hope that there will be no further complaints in this matter.

"5. At the request of our Barge Canal Chapter, the Association has sponsored legislation to reduce the work hours of the Canal employees to a maximum 40 hours per week without loss in take-home pay. This bill is Senate Introductory 2467 by Senator Hatch and Assembly Introductory 2708 by Assemblyman Conway. We ask that your Department support this legislation as it would provide for these Canal employees, who have worked regularly on an overtime basis even though not the year round, about the same treatment the institutional employees received during their work hour reduction.

Delayed Overtime Pay

"6. As we advised at the meeting, we have received complaints about delay in receipt of payment of overtime. Apparently the Department was able to put payment of overtime pay on a monthly basis effective in July 1958. This has helped in the matter considerably. Apparently, however, there is a two month wait after the end of the pay period before the employees involved receive their overtime pay checks and this does seem to be an unusual delay. We hope that the Department can look into the various phases of payment of overtime to achieve more prompt payment. We will bring this mat-

ter to the attention of the Division of the Budget and we hope that help in this matter can be secured from that agency.

"7. At the meeting we discussed the possibility of payment of meal allowance to employees who are not released from duty at the end of their work day but are kept on duty in emergency situations. The feeling was expressed that because of the Comptroller's rules, the payment of such meal allowance can only be given to employees who work overtime. We are taking this matter up with the State Comptroller and we request that your Department likewise request the State Comptroller for assistance in the matter. It seems only fair that employees kept at work beyond the work day, usually with little advance notice, to care for emergency situations, should be accorded a meal allowance in addition to overtime pay or equivalent time off in order to compensate them for the extra expense caused the employees by their having to take another meal away from their residence. Certainly the theory behind this is no different than payment of meal allowance to an employee who is on field duty.

"8. We request the Department to take whatever steps are necessary to pay some reasonable minimum overtime pay in those cases where employees are called out for emergency duty and by the time they reach the scene where the duty is to be performed, they find some other agency has cared for the matter and the services of the employees called out on emergency overtime is not required. At the present time, the employees may be called out in the middle of the night and spend two hours getting to the location where emergency work is required, and returning from such location, and they are not compensated for travel to and from or the time or inconvenience involved.

Other Expenses

"9. We discussed reimbursement of telephone expenses by Highway Light Maintenance Foremen in calling out their crews for emergency highway work. We will advise our Chapter which brought this question up to furnish more details and to advise the Highway Light Maintenance Foremen involved to submit an expense account through regular channels for such expenses. We ask that the Department through its District Offices make certain that

over zealous supervisors do not issue any instructions which might prevent the submission of such expense accounts.

"10. At the meeting we discussed the possibility of establishment of broader promotional opportunities for non-licensed engineers and we commend your Department for its efforts in trying to improve this situation and we will appeal direct to the other state agencies involved for help in this matter.

"11. We discussed the furnishing of "foul weather gear" in the various districts. We will try to secure more information on this problem but at the same time we would appreciate it if the Department could survey the districts to determine what foul weather gear is now made available and if it meets present needs.

"12. We discussed the instances in the Department where employees who are absent because of sickness on a Friday, and have no accumulated sick leave, are docked as to salary for both Saturday and Sunday, even though they return to duty on Monday. We were pleased to have your assurance that the Department would look into this situation and try to arrange for consistent application of a fair rule relative to this matter.

"13. From time to time we receive complaints that field employees in the Department do not have announcement of examinations for which they are eligible called to their attention. We understand that examination announcements are sent to each district and to resident engineers for posting. We would appreciate the Department taking this matter up with the district engineers to urge prompt posting of such announcements and reasonable extra steps they may take to bring these announcements to the attention of employees who work in the field who may be eligible for the particular examination. We also suggest that these promotion examination announcements be sent to the Civil Service Leader, 97 Duane Street, New York City, which is the weekly newspaper that goes to every member of our Association each week, as this would help in the situation.

FREE BOOKLET by U. S. Government on Social Security. Mail only. Leader, 97 Duane Street, New York 1, N. Y.

ACTIVITIES OF EMPLOYEES IN STATE

Manhattan State

Many members and officers of the Manhattan State Hospital Chapter, Civil Service Employees Association, were active recently in sending out letters to their Assemblymen and Senators urging support of the salary increase for State employees. Chapter members must remember that certain legislators tried very hard to cut the budget down to the bone, and the proposed \$20,000,000 for State pay raises seemed to them a good place to start cutting. We were more or less fortunate to have this amount passed, but it fell far short of the appropriation the C.S.E.A. fought for. Many replies to the letters were received, but some legislators failed to reply.

Membership in the Chapter is still increasing every week. The following new members are welcomed: Mary S. Shanahan, Mildred L. Carter, Lenora Craig, Ruth Seaman, Gladys Stevens, Carol Mae Sweeney, Ruth Connor and Lorraine Duffin. Get well wishes are extended to Earl C. Washington, Anastasia Ovcienko, Michael Rooney, Tim Merritt, Flora Parker, Matt Walsh, Mary Duncan and all employees now on the sick list. Edgar McDowell, retired engineer at this hospital, died recently in Waddington. Deepest sympathy is extended to his wife and family. Mr. McDowell was very well liked and respected for his great engineering knowledge and pleasant personality.

More and more blood donors are needed to keep up with the demand for blood. Please, if you are interested enough in this program, call now and make your appointment with Wallace, Ext. 408. Last volunteers were Patrick Reilly, Thomas Clarke and Ernest Pappalardo. We have an urgent request now for 10 pints of blood for Earl Washington, seriously ill in Roosevelt Hospital.

Oneonta

The regular monthly meeting of the Oneonta Chapter of the Civil Service Employees Association was held on March 25, at the New York State Health Department Office, 250 Main Street, Oneonta, New York. The meeting was in charge of Marion Wakin, the president.

Following the reading of the minutes and the treasurer's report, a report by the delegates attending the annual conference in Albany was given. Joseph Donnelly, field representative for this area, spoke following the meeting on the status of the bills presented to the legislature, giving us an account of the ones which had been passed and the ones which were still pending. He also spoke to us briefly about the pay raise which has been granted to the state employees.

Final plans were reviewed for the annual Central Conference spring meeting combined with the annual dinner meeting of the Oneonta Chapter to be held in Oneonta on April 18.

John Powers, CSEA president; Mr. Joseph Feilly, First vice-president; Charlotte Clapper secretary; Virginia Leatham, social chairman; Robert Soper, Second vice-president; Vernon Tapper, Third vice-president, Mr. Raymond Castle, Fourth vice-president, and Messrs. Joseph Donnelly and Ben Roberts, field representatives, are among the guests who are planning to attend this dinner. Local legislative representatives will be attending, not only from the Delaware-Otsego County area but also the Chenango County area, as the Chenango County chapter will be the host chapter for the county workshop.

Representative Samuel S. Stratton, congressman from the 32nd Congressional District, will serve as toastmaster and main speaker at the dinner meeting in the evening.

Niagara

Viola Demorest was nominated for her unopposed sixth term as president of the Niagara Co. Civil Service Employees Association. Nominations were received during the monthly meeting of the Association at the Elks Club here.

Miss Demorest is a case worker in the Welfare Department. The group also approved several by-law changes subject to the approval of the state organization.

One change would open the membership to eligible city and school employees. The group also voted to increase the terms of its officers from one to two years.

The Board of Directors was increased to include the immediate past president, past first vice president and past secretary. Heretofore, only the officers sat on the board.

Speaker for the meeting was Albert Killian of Buffalo, fifth vice-president of the State Organization and vice-president of the group's Western Conference. Mr. Killian said that any program undertaken by a civil service group should be aimed toward securing adequate salaries, retirement benefits and better working conditions for its members.

Other nominees for office are: Henry Florence and Angeline Fernandez, 1st vice-president; Margery Kearns and Nieves Daboll, 2nd vice-president; Forrest Maxwell and Hilda Hedley, 3rd vice-president; Elsie Chapman, unopposed for secretary; Jack Webber, unopposed for treasurer; Ruth Heacock and Isabella Andrews, representative; and Sadie Ott and Hazel White, delegate.

Contested offices will be voted upon in a mail referendum. Winners will be announced and all officers installed April 16 and the group's annual meeting scheduled for the Park Hotel in Lockport.

Westchester County

Newly elected officers and directors of Westchester chapter, Civil Service Employees Association, held their first board meeting since taking office on Monday, March 16 in the new Chapter office, room 401 Court House, White Plains. Richard P. Schulz, president, presiding.

Mrs. Marie V. Pagen of Crestwood, New York, and former member of the County Recreation Commission staff, was introduced as the new Chapter secretary, replacing Mrs. Phillis Brown who resigned recently. The Board elected two new directors to fill recent vacancies: Percy Mathews, County Public Works, Division of Buildings, and Carmine Catalogna, County Jail.

Approval was given for the Chapter to pay one-half of the cost for Medical and Hospital Insurance for the newly appointed Secretary, in line with the recent four-point recommendation of the chapter, that local governments participate in employee medical and hospital insurance plans on a share the cost basis.

Delegates to the Annual meeting of the CSEA, held recently in Albany, gave brief reports. President Schulz announced publication of Chapter brochure "Your Westchester Chapter and You" containing highlights of the Organization since the charter date, May 1947. Present participating units are also listed. The booklet is available on request from the office of the Chapter and contains useful information for all Chapter members.

April 27, was set for the next meeting of the Board. President Schulz reported on the good representation at the meeting held Friday, March 13, in Menzoni Hall, Mamaroneck, New York. CSEA Field Representative Ben Sherman and President Schulz were the guest speakers of the evening. The meeting was conducted by Anthony Santoro of Mamaroneck.

Onondaga

The Onondaga Chapter, Civil Service Employees Association is saddened at the sudden death of James Daley. Mr. Daley was an inspector in Sanitation, Department of Health. Sympathy is extended to his family.

Sympathy is also extended to George Schall of the Bureau of Water, on the death of his father, Augustus Schall.

LANGLEY REAPPOINTED

ALBANY, March 31 — William C. Langley of Westbury, L. I. has been reappointed a member of the State Racing Commission for a term ending May 1, 1964.

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MENTAL HYGIENE MEMO

By A. J. COCCARO
Crash Program

The New Jersey Civil Service Commission has instituted a "crash" recruitment program to attract the best talent and enable the State to get the "cream of the crop" for State employment.

An overhaul of the testing processes is also in the works with assistance from private industry.

Raymond F. Male, President of the Civil Service Commission, stated:

"We are going to try to improve the quality of the exam processes by reexamining all areas. I am calling on personnel experts from New Jersey industry to help us as volunteer businessmen with a vested interest in the State."

"Their firms are major taxpayers and if we are able to attract top personnel and increase efficiency, they will benefit in the long run."

The job tests are to undergo constant readjustment to keep with changing conditions.

Personality Testing

The University of Princeton, which is also in New Jersey, has been for some time studying methods of testing personality, a trait most often considered a chief factor in team work and successful work accomplishment.

New Jersey will also give attention to provide more avenues of advancement so talent will not leave State service.

New Jersey's progressive outlook on testing, recruitment, advancement should be a lead for other States to follow.

The feeling that one cannot separate state and private industry is important. Good government, efficient government and capable personnel go "hand in hand."

It is an axiom in administration that personnel is the firm's most valuable asset. It is costly to the State and to the taxpayer when they cannot attract and retain better than average employees.

Antolina Leaves Correction Post Praising Employees

ALBANY, March 31 — In leaving his post, former Deputy Correction Commissioner Charles S. Antolina wrote employees of the department praising their efforts to obtain "the most progressive correctional system possible."

The Buffalo Democrat was replaced recently by the new Rockefeller administration. In a letter to department personnel, however, Mr. Antolina declared:

"To the heads of the institutions, I leave with a profound respect for the high objectives of our institutional services. I consider your tasks among the most difficult in State service. I know that you will continue to carry out the progressive programs and measures that characterize correctional work in New York State. The public expects no less from you.

"To the division heads, within your divisions and your own capacity lies the future of the professional development of this Department. The degree in which you are able to complement each other in the development of your individual programs will be the measure of the success of this Department in its development toward a unified professional service.

Organizations Lauded

"To the chaplains, how can one ever assess the deep values that you have brought to each of those within your charge. It has been my observation the great devotion that each of you has shown in your calling has been an inspiration to all of us.

"To the employee organizations:

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Health Plan to Reopen Later

(Continued from Page 1)

with a major medical plan to accommodate for disastrous illness and those portions not covered by Blue Shield or Blue Cross. All options have Blue Cross coverage.

Employees in the Albany and Metropolitan New York areas may take a program offered by Group Health Insurance, Inc., (GHI) if they so desire in lieu of the state-wide program.

Employees in the Metropolitan New York area have a choice between the State plan, GHI and Health Insurance Program (HIP).

When the plan is reopened, employers in areas where there are options must allow their employees the opportunity to switch plans, a Health Insurance Section spokesman said.

Lefkowitz to Meet Attorneys Regularly

Monthly meetings of attorneys representing all of the state departments and the principal agencies will be held with Attorney General Louis J. Lefkowitz as the result of interest expressed at a meeting of the group in the Attorney General's office in Albany last week.

Twenty-five counsel or counsel's representatives were present at the meeting called by Attorney General Lefkowitz for the purpose of discussing various legal problems and procedures which affect the various state agencies.

"It was the opinion of those in attendance that monthly meetings would permit a mutual exchange of ideas and a discussion of other matters which arise in the conduct of the state's business to the end that the interests of the people of the state will be more effectively represented and protected," Attorney General Lefkowitz said.

The next meeting will be held on May 1st in the Attorney General's office in Albany.

Participating in the discussions last week were Roswell B. Perkins, counsel to the Governor, and Robert MacCrate, assistant counsel to the Governor.

PARK COMMISSIONER RENAMED

ALBANY, March 31 — Governor Rockefeller has reappointed John G. Ward of Ogdensburg as a commissioner of The Thousand Islands State Park Commission. His term will expire Jan. 31, 1966.

NEW WYOMING UNIT OFFICERS



Pictured here are the new officers of the Wyoming County chapter of the Civil Service Employees Association and two guests at the installation dinner. They are, from left, Jack Kurtzman, CSEA field representative; Austin Wellman, president; Vernon A. Tapper, CSEA third vice president; George Scarborough, vice president; Eleanor Bannister, secretary, and Marion Stoffer, treasurer.

Kaplan Slated To Head Civil Service Commission

(Continued from Page 1)

and consultant to the Comptroller on Social Security Study for Public Employees of the State. During the same period, he was chairman, by designation of the President, of the Committee on Retirement Policy for Federal Personnel. He is chairman of the Law Committee of the Civil Service Reform Association and consultant to the National Civil Service League.

Mr. Kaplan was a member also of the Legislative Commission to Study Extension of the Civil Service Laws, 1939-40; the Committee to Study Reorganization of the Civil Service Commission, 1949-50; the Legislative Commission to Study the Revision of the Civil Service Law, 1950-55.

Mr. Kaplan was born in New York City July 4, 1898. He was graduated from New York University in 1916 and New York University Law School in 1919. He

is a member of the American Bar Association, the New York State Bar Association, the Association of the Bar of the City of New York and is chairman of the Committee on Government Employee Relations of the Labor Law Section of the American Bar Association.

Members of the Civil Service Commission receive \$15,200. Mr. Kaplan, as president, will receive \$20,000.

Membership Memo



The Civil Service Employees Association won the establishment of the State Health Insurance Plan in 1957. It negotiated the very broad protection accorded under the Plan. CSEA's program calls for the state to bear a greater share of the cost of this insurance.

CSEA won special statutes in 1958 to provide for extension of the State Health Plan to employees of local governments and through its staff and chapters is doing its utmost to convince the governing bodies of local governments to make this protection available to their employees.

CSEA since 1939 has made available low-cost Group life insurance to its members. Under this Plan, a member 29 years or younger gets \$1,500 of term life insurance at a cost of 13 cents bi-weekly. Older members enjoy proportionate costs. Over 40,000 or about half the over 80,000 CSEA members are in this Plan. There is no red tape — claims are paid to beneficiaries within 24 hours of the time CSEA receives notice of death.

Since 1936 CSEA has made low-cost accident-health insurance available to its members, under which arrangement they receive this type of protection at a much lower cost than if arranged through ordinary insurance channels. This protection does not duplicate or interfere with the benefits of the State Health Insurance Plan. This CSEA plan pays cash benefits to insured members disabled by accident or sickness. 35,000 CSEA members participate in this plan.

Information relative to the CSEA insurance plans can be secured from any CSEA chapter or from its offices at 8 Elk Street, Albany or 61 Duane Street, New York City.

The CSEA program, work and services merit the membership support of every state and local government employee. Bring this to the attention of your fellow public employees who may not be members.

EMPLOYEES ACTIVITIES

Erie

The regular meeting of the Erie Chapter, Civil Service Employees Association, was held at Beckers Hall on March 11. Many new members attended and listened very attentively to see the Chapter in operation. This meeting was a very important one as the membership voted to increase Chapter dues from 7.50 to \$10.00 a year. Very little objection was voiced to the measure. J.P. Quinn and Al Burke pointed out that labor union members pay as high as \$54 per annum. The dues increase should help in organizing for new members in the western part of the State. The Chapter reports a membership increase, but it is small compared with the potential 10,000 Buffalo and Erie County membership.

Reports on the Albany convention were made by Mr. Quinn, county representative; Roy Davis, president of the Non-Teaching Chapter of the Clarence School District, and Mrs. Helen McDonald, president of the Meyer Hospital unit.

At the request of Albert Sager, the Chapter was instructed to notify the West Seneca Town Board that its department of highways, sanitation and sewer employees are now represented by the CSEA. Congratulations to Mr. Sager and his new members. This is really a step forward to a bigger and better Association.

Mr. Quinn urged the membership to make every effort to attend the CSEA Western Conference meeting to be held at Perysburg in April. The Chapter's elections are only a few months away and a nominating committee has been appointed to consider prospective new officers. The committee members are Rodney Eckman, Frontier School District; Joseph DiPalmo, Clarence Central District; Joan Mulholland, welfare; Helen Murray, nursing; Lou Cleabeaux, president of Buffalo Competitive; Leonard Thiele, Board of Education, and Roy Doney, Buffalo Competitive. Nominees will be submitted to the Chapter at the April 8 meeting to be placed on the ballots for the May elections. The next Chapter meeting will be in Beckers Hall on April 8.

Albany

At the annual meeting of the insurance department of the Albany chapter, Civil Service Employees Association, held March 16, the following members were elected to office: John F. MacAreey, president; Frank Seeburger, vice president; Alice Kay, secretary; Gene Avery, treasurer; Ruth Lewis and Stephen Banks, delegates.

Pass your copy of The Leader On to a Non-Member