

Civil Service LEADER

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GARY J PERKINSON

Lists

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GOVERNOR TELLS CSEA HE IS FIRM ON 40-HOUR WEEK

120,000 Members Behind You, CSEA Tells Suffolk Chapter During Pay Drive

(From Leader Correspondent)

RIVERHEAD, Dec. 2—The State Civil Service Employees Association has thrown its full weight behind the efforts of Suffolk County employees to prevent a "budget freeze-out" which will deprive the workers of much needed salary increases and a long awaited health insurance program.

Joseph Feily, president of the CSEA, has sent a telegram to the Suffolk County Board of Supervisors, through Suffolk County chapter president, Thomas Dobbs, which declares that the 120,000 member organization is backing up the fight for both benefits.

Both the pay raise program designed by the Suffolk Civil Service Commission, and the health insurance plan were recommended by Suffolk County Executive, H. Lee Dennison. However, the program threatened to be squeezed

out of Dennison's budget in a revision now being made by the Board of Supervisors. The proposed pay increase calls for an adjustment of between five and 15 percent.

"Salaries Fallen Dramatically" Feily declared "As you know, the salaries of Suffolk County have fallen dramatically behind private industry and other competing jurisdictions. Your competitor, the Federal Government, has most recently provided substantial salary increases."

Feily added that too often, "those responsible for establishing the budget have placed the cart before the horse. The personnel needs," he said, "are too often tailored to fit the budget rather than the budget to fit the needs. We do not wish this to happen this year. We have a meritorious salary case which cries for instant attention . . ."

Feily concluded, "We strongly urge that the higher priority be given first to the needs of public employees and their salaries and after these budgetary needs have been met, then the tailoring and fashioning should take place for the remainder of the budget."

Suffolk Angered By Loss
Officials of the Suffolk CSEA, angered at the prospective loss of the long awaited benefits recently instructed Dobbs to prepare for public demonstration if the board rejects their needs.

The budget, as presented by Dennison, appropriated \$1,724,000 for higher salaries. These funds were to be distributed under a Civil Service Commission program designed to make County pay scales competitive with those of other municipalities and private industry. In addition, a State health plan program, costing about \$150,000 for a half year, was recommended to go into effect July 1, 1964.

Brown Appointed
ALBANY, Dec. 2 — Dr. Kenneth W. Brown, professor at the State College at Buffalo, has been appointed to the Advisory Board of the American Association for Rehabilitation Therapy.

At Luncheon Legislators From Metro Area To Get CSEA '64 Program

The second annual Legislative Luncheon sponsored by the Metropolitan Conference of the Civil Service Employees Assn. will be held Dec. 7 at noon in the Officers Club at Fort Hamilton, Brooklyn.

Salvatore Butero, Conference president, announced that State legislators from both parties in the Metropolitan area had been invited to attend and hear details of the legislative program of the Civil Service Employees Assn. for 1964.

A panel to present the program will have as its members Solomon Bendet, chairman of the CSEA Salary Committee; Grace T. Nulty, chairman of the CSEA Legislative Committee, and Henry Shemin, chairman of the CSEA Resolutions Committee.

Also invited to participate in the panel were Joseph F. Feily, CSEA president and Harry W. Albright, CSEA counsel.

Monroe County Chapter Seeks Formal Recognition

ROCHESTER, Dec. 2—The Monroe County Board of Supervisors has been urged to formally recognize the Monroe County chapter of the Civil Service Employees Assn. as official representative and spokesman for county employees.

In letter last week to all members of the Board, Vincent Alessi, Monroe County chapter president, said he was making the request because of local publicity concerning a vote of county employees to determine their representative. Alessi also asked the board to issue a public statement recognizing the fact that:

1. County employees have already, by majority action, design-

Answers Assn. Request For Policy Statement

(Special to The Leader)

ALBANY, Dec. 2—Governor Rockefeller has given explicit assurance to the Civil Service Employees Assn. that, despite controversial overtime rules, State employees ". . . will not be required to work in excess of an average of 40 hours per week."

The Governor also assured the Employees Assn. in a letter to its president, Joseph F. Feily, that he would send all department and agency heads copies of the letter "as a re-statement of my own convictions in this matter."

CSEA had asked the Governor to formally advise all departments and agencies of the State's maximum 40-hour work week policy after the State Budget Division, which put the new rules into effect last May 1, had denied a similar request as "unnecessary and unwise."

Remove Protection

The Employees Assn. maintains that the rules take from a large number of employees the right to be credited with overtime work, arbitrarily change original conditions of employment, and expose them, without protection, to excessive overtime work with no credit or equivalent time off.

The new rules, according to CSEA figures, exclude from the right to be credited with overtime work approximately 16,000 to 17,000 State employees, of whom some 6,000, in grades 5 through 23 had been able to earn overtime credits under the former rules.

In his letter to Feily, the Governor said:

"Our State department and agency heads are expected as heretofore, to adjust working arrangements of their employees to assure, insofar as is practicable,

(Continued on Page 3)



GOV. NELSON ROCKEFELLER

Western Conference Sets Its Future Meeting Dates

Future meeting dates and places were set at a recent interim meeting of the Western Conference of the Civil Service Employees Service Assn., held in Batavia.

George DeLong, Conference president, announced that the winter meeting would be held Jan. 25 at the Sheraton Hotel in Buffalo. Agenda and other details will be reported in the near future, he said.

DeLong said that Hornell chapter would be host for the April 18 meeting and that Rochester chapter will be host in that city for the June 6 meeting.

At the interim meeting, regular business of the Conference and the 1964 CSEA legislative program was discussed, said DeLong.

Thruway Chapter To Hold Party Dec. 12

The Western Division Thruway chapter, Civil Service Employees Assn., will hold their Christmas party at the Father Baker's Council Knights of Columbus, 2833 South Park Ave., Lackawanna, on December 12.

Dinner will be served at 7 p.m., dancing to the Ruhl Mavis Orchestra from 9 to 1 a.m.

Arrangements have been made by the Keith Milgate, social chairman, and his committee.

*Don't
Repeat This!*

Robt. Kennedy Seen Inheriting Mantle Of Late President

WHILE veteran Washington observers were aware of the late John F. Kennedy's great popularity it was not until his death that the depth of this popularity was revealed. Not even the late President could have imagined the hold he had on the American people. At this writing the mantle of that popularity already is being draped around the shoulders of his brother, Attorney General Robert F. Kennedy, and in a different way his widow, Jacqueline.

JFK's image will not disappear, for reasons of his philosophy as well as his personality. Some are already saying that the image, in terms of popularity, exceeds even that of the late great Franklin
(Continued on Page 4)

nated CSEA as their representative employee organization.

2. That the Board has consistently dealt with CSEA as employee spokesman.

Alessi said that more than 2,000 county employees—a clear majority—are members of the Association, all, except for 95 who pay their dues directly to CSEA
(Continued on Page 16)

U.S. Service News Items

By MARY ANN BANKS

John F. Kennedy On Civil Service

In addition to being one of the great leaders in the history of our nation, the late President John F. Kennedy was a friend of the civil service employee. We take this opportunity to relate some of his most important statements regarding the civil service system.

"Taxpayers gain rather than lose when (Government) pay is adequate to attract and hold able people."

On the administration of Federal Salary Reform Act of 1962:

"This Administration has vigorously espoused the principle of comparability of Federal salary rates with those of private enterprise. In the Federal Salary Reform Act of 1962, the Congress has adopted this principle. Substantial progress had already been made, but continuing efforts will be necessary to fully achieve and maintain this objective.

"The payment by the Federal Government of salary rates comparable to those paid for the same levels of work in private enterprise imposes upon the Executive Branch a duty to assure that positions in the Federal service are properly classified in accordance with applicable standards and procedures, and that the incumbents of those positions possess the necessary qualifications."

In 1964 Budget Address:

"As I requested, the Congress last year enacted major legislation in the field of pay administration. The Congress accepted the sound principle that I had strongly urged: namely, that Federal salaries should be determined by comparisons with rates paid by private employers for similar levels of work. . . . this single reform will go far toward enabling the Federal Government to secure and retain the high quality personnel it needs.

In announcing the establishment of the President's Commission on the Status of Women in 1961:

"Women are entitled to equality of opportunity for employment in government and in industry. . . .

I believe that Federal employment practices should be a showcase of the feasibility and value of combining genuine equality of opportunity on the basis of merit with efficient service to the public.

"It is my firm intent that the Federal career service be maintained in every respect without discrimination and with equal opportunity for employment and advancement."

Older Employees in the Government:

"However, with older persons constituting an ever increasing proportion of the Nation's work force and with growing evidence that older persons are capable of the highest quality work, Federal appointing officers shall take positive steps to insure that current practice carries out this policy.

"Older persons must receive fair and full consideration for employment and advancement in the competitive service. Personnel actions should be based, in accordance with merit principles, solely on the ability of candidates to meet qualification requirements and physical standards of the position to be filled."

In Proclamation regarding 80th Anniversary of the Civil Service Act:

The Act has "stood the test of time in providing the excellence in civil service which is required for successful execution of Federal programs and policies which have deep significance to all Americans and all citizens of the free world."

In a message to all Federal employees:

"Good citizenship means more than good public service during your hours of official duty. Many public needs in every community are met by volunteers who devote some part of their private time to the public good. This is our traditional American way of meeting many local problems.

"I urge you to respond to community needs and to demonstrate the highest qualities of citizenship, off the job as well as on it. You, your community and the Nation all benefit when you carry your full share of responsibility for civic programs and activities."

This Week's Civil Service Television List

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

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

Tuesday, Dec. 3

9:30 p.m.—Career Development—Police Dept. promotional course. "Investigations, Verdicts, and Arrests."

3:00 p.m.—Army Special—"The Capture of Remagen."

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

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

6:30 p.m.—Air Force Story—Films on the Air Force.

8:00 p.m.—Nutrition and You—Nutrition Bureau series, with Iva Bennett and guest.

8:30 p.m.—Army Special—"The Capture of Remagen."

10:30 p.m.—Operation Alphabet—Labor Dept. series promoting literacy.

Wednesday, Dec. 4

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

*5:00 p.m.—Nutrition and You—Nutrition series with Iva Bennett and guest.

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

10:30 p.m.—Operation Alphabet—Labor Dept. series promoting literacy.

Thursday, Dec. 5

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

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

7:30 p.m.—On the Job—Fire Department promotional course.

10:30 p.m.—Operation Alphabet—Labor Dept. series promoting literacy.

Friday, Dec. 6

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

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

6:00 p.m.—The Big Picture—U.S. Army film series.

10:30 p.m.—Operation Alphabet—Labor Dept. series promoting literacy.

Saturday, Dec. 7

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

8:00 p.m.—Citizenship Education—Film lectures in civic studies.

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

Sunday, Dec. 8

4:00 p.m.—Citizenship Education—Film lectures in civic studies produced by the New York State Education Department.

6:30 p.m.—Air Force Story—Films on the U.S. Air Force.

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

8:30 p.m.—City Close-up— Seymour N. Siegel interviews Maxwell Lehman, Acting City Administrator.

Monday, Dec. 9

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

5:30 p.m.—Career Development—Police Dept. promotional course. "The Laws on Eavesdropping."

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

*—May be pre-empted by UN sessions.

Civil Service Commission Honors Martyred JFK

The New York City Civil Service Commission last week passed a resolution adjourning their meeting in honor of the late President John F. Kennedy. The resolution follows:

In Memorium—John Fitzgerald Kennedy

WHEREAS, this Commission shares with all the world the profound sense of shock resulting from the sudden tragic martyrdom of PRESIDENT JOHN FITZGERALD KENNEDY, and,

WHEREAS, PRESIDENT JOHN FITZGERALD KENNEDY exemplified the highest qualities of American manhood both in time of war and in time of peace, and also in his private and public life, and,

WHEREAS, his ever growing stature gave promise of greater things to be, his removal from the midst of his fellow-citizens and indeed all humanity constitutes an irreparable loss, now, be it therefore,

RESOLVED, that the New York City Civil Service Commission give voice to its heartfelt sympathy on the passing of JOHN FITZGERALD KENNEDY, and be it, further,

RESOLVED, that this resolution be spread large on the permanent official minutes of this Commission, and be it, also,

RESOLVED, that this present meeting of this Commission be opened with a moment of silent tribute to the memory of JOHN FITZGERALD KENNEDY.

Dated, November 26, 1963.

CITY CIVIL SERVICE COMMISSION

THEODORE H. LANG,
Chairman

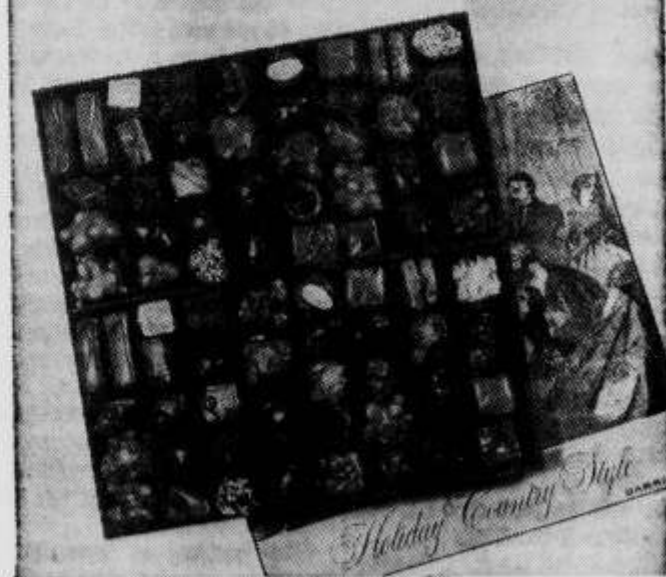
GEORGE GREGORY, JR.,
Commissioner

ANTHONY M. MAURIELLO,
Commissioner

Attest:

THOMAS J. FREY
Acting Secretary

Barricini's Pre-Christmas Candy Sale!



Country Style Candy for people who go for Barricini in a big way! Save 40¢ on a two pound box of Barricini Country Style Candy . . . a big, old-fashioned assortment of chocolates . . . holiday wrapped and ready for Christmas enjoyment. Reg. 3.58.

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CIVIL SERVICE LEADER

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Exam Study Books

to help you get a higher grade on civil service tests may be obtained at The Leader Bookstore, 97 Duane Street, New York 7, N. Y. Phone orders accepted. Call BEekman 3-6010. For list of some current titles see Page 15.



BEST WISHES — Dr. Paul H. Hooh, commissioner of Mental Hygiene for the State offers best wishes to Leo A. Stitt (right) on his retirement from State service after 38 years at ceremonies recently.

Onondaga To Feature 'Tailor-Made' Exams

(From Leader Correspondent)

SYRACUSE, Dec. 2—Onondaga County's personnel department plans to begin a limited program of writing its own Civil Service examinations, County Personnel Commissioner Louis A. Harrolds has announced.

At the same time, he announced that colored pictorial job announcements will be used in the future by the county to make these forms more interesting to prospective applicants.

Seymour Bernstein, county personnel technician, said the county will start test writing because preparing the examinations locally for a local situation will give them a "tailor-made" quality.

Complaint Will Be Satisfied

One of the major complaints against some state-written tests has been that they are too broad to cover effectively all situations.

Also, Harrolds said, the locally-prepared tests will be corrected faster. The state usually takes 90 days to correct tests and give the county final results, and occasionally takes as long as six months, he said.

Bernstein said the county will get into test-writing by composing the job entrance examinations that the state no longer wants to give.

Color Announcements

Harrolds said the new colored announcements will be illustrated with pictures showing a phase of the job involved. This new type

announcement should make the announcements—and the jobs, he hopes—more interesting and attractive to prospective county employees.

Coupled with plans to distribute the announcements "more diligently" to colleges, business schools and government offices, he said, it is hoped more applicants will be attracted to county jobs.

The county also plans next month to distribute a list of some 100 Civil Service examinations it will hold in the next year.

Job Seekers Lost

Many job seekers, the personnel officials said, are now being lost by the county because they don't know when the tests are to be held, and find other employment by the time the tests are given.

The advance job test list will help combat this, Harrolds said. Also, it will help build up the number of job applicants, allow the county to draw from a wider market and recruit better applicants.

CSEA Gives Utica Mayor 5-Step Pay Plan Covering All Of City's 24 Grades

(Special To The Leader)

A 24-grade, five-step salary schedule for employees of the city of Utica is under study by Mayor Frank Dulan. The extensive salary plan, which would benefit more than 460 employees, was presented to the mayor recently by the Civil Service Employees Association.

Under the CSEA proposal, more than 182 laborers would be given increases ranging from \$206 to \$350 a year. The Employees' Association also recommends time-and-a-half for all overtime work outside of normal working hours.

Would Correct Inequities

A spokesman for CSEA told Dulan that the plan would "correct long-standing salary inequi-

ties and would provide equal pay for equal work." He continued that, "under current conditions there are instances of employees with the same job titles receiving varied salaries."

The CSEA delegation, which presented the proposal to Dulan, included William Collins, president of the Utica unit of CSEA; Joseph Mathews, president of the

Oneida County chapter; Thomas McCarthy, vice-president of the Utica unit; S. Sam Borelly, a member of the CSEA Board of Directors; Patrick G. Rogers, CSEA field supervisor and, Ambrose J. Donnelly, CSEA fieldman.

CSEA Proposals

CSEA's proposed salary schedule is as follows:

Salary Grade	Annual Salary		Annual Increment	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	Longevity Step	Extra Longevity Step
	Min.	Max.									
1	\$ 2700	\$ 3575	\$ 175	\$ 2700	\$ 2875	\$ 3050	\$ 3225	\$ 3400	\$ 3575	\$ 3750	\$ 3925
2	3295	4300	201	3295	3496	3697	3898	4099	4300	4501	4702
3	3425	4455	206	3425	3631	3837	4043	4249	4455	4661	4867
4	3785	4920	227	3785	4012	4239	4466	4693	4920	5147	5374
5	3990	5185	239	3990	4229	4468	4707	4946	5185	5424	5663
6	4280	5565	257	4280	4537	4794	5051	5308	5565	5822	6079
7	4350	5655	261	4350	4611	4872	5133	5394	5655	5916	6177
8	4495	5850	271	4495	4766	5037	5308	5579	5850	6120	6390
9	4745	6170	285	4745	5030	5315	5600	5885	6170	6455	6740
10	4995	6495	300	4995	5295	5595	5895	6195	6495	6795	7095
11	5320	6915	319	5320	5639	5958	6277	6596	6915	7234	7553
12	5500	7150	330	5500	5830	6160	6490	6820	7150	7480	7810
13	5975	7765	358	5975	6333	6691	7049	7407	7765	8123	8481
14	6390	8305	383	6390	6773	7156	7539	7922	8305	8688	9071
15	6690	8690	400	6690	7090	7490	7890	8290	8690	9090	9490
16	7045	9155	422	7045	7467	7889	8311	8733	9155	9577	9999
17	7395	9615	444	7395	7839	8283	8727	9171	9615	10059	10503
18	7765	10095	466	7765	8231	8697	9163	9629	10095	10561	11027
19	8150	10595	489	8150	8639	9128	9617	10106	10595	11084	11573
20	8555	11120	513	8555	9068	9581	10094	10607	11120	11633	12146
21	9000	11700	540	9000	9540	10080	10620	11160	11700	12240	12780
22	10000	13000	600	10000	10600	11200	11800	12400	13000	13600	14200
23	11000	14300	660	11000	11660	12320	12980	13640	14300	14960	15620
24	12000	15600	720	12000	12720	13440	14160	14880	15600	16320	17040

Employees desiring further information concerning the proposed salary grades and job titles should contact William Collins, president of the Utica city unit of CSEA.

Newburgh-Beacon Bridge Reopened; Nine Appointed O.G.S. Chapter Elects Kolothros

(From Leader Correspondent)

POUGHKEEPSIE, Dec. 2 — Nine promotions resulting from the recent opening of the Newburgh-Beacon Bridge were listed by members of the New York State Bridge Authority chapter, Civil Service Employees Association, at a recent meeting at the Rip Van Winkle Bridge building, Catskill.

Curtis Otto was named bridge manager, Leonard Lowery, assistant manager, and Vincent Gussosky, senior clerk, on the Newburgh-Beacon Bridge; Howard Galbreth was named assistant manager and Ceell Brooks and John Vleming, senior clerks, on the Mid-Hudson Bridge at Poughkeepsie; and George Warnefeld was named bridge manager, Jesse Overhulse, assistant bridge manager, and Barry Shell, senior clerk, at the Kingston-Rhinecliff Bridge.

Vleming reported on activities

and resolutions brought before the New York City convention of delegates in October. Discussion also centered on the activities of the Southern Conference, CSEA. Refreshments were served at the end of the meeting. The next meeting will be Feb. 5, 8 p.m., at the Kingston-Rhinecliff Bridge building.

Kellick Named

ALBANY, Dec. 2 — William L. Kellick Jr., of Lewiston has been named interim Family Court Judge of Niagara County. He will serve until Dec. 31, 1963.

ALBANY, Dec. 2—The office of General Services chapter, Civil Service Employees Association, elected its new officers for the coming year at its last chapter meeting at Herbert's here.

Elected were Harry Kolothros, president; Ted Sheerin, vice president; Dorothy Bradshaw, secretary, and Ann McAteer, treasurer. General Cortland V.R. Schuyler, director of O.G.S. spoke briefly at the meeting and offered support for the CSEA program.

Joseph B. Roulier, CSEA field supervisor, served as the installing officer for the program. Other guests at the meeting included Robert D. Stone, deputy commissioner, and Daniel Klepak, administrative director.

Buffalo State To Honor Retirees

BUFFALO, Dec. 2—All Buffalo State Hospital employees who retired between Oct. 1, 1962 and Oct. 1 of this year will be honored Dec. 7 at a dinner-dance sponsored by Buffalo State Hospital chapter, Civil Service Employees Assn.

The affair will be held in VFW Post 6251, 2000 Walden Ave., Cheektowaga. Dinner starts at 7 p.m. and dancing will continue until 1 a.m.

TO BUY, RENT OR REAL ESTATE — PAGE 11

Governor Affirms Work Week

(Continued from Page 1)

that they will not be required to work in excess of an average of 40 hours per week. The only exception to this rule is in case of emergency in order for the State to fulfill its responsibilities to its citizens. The rule applies both to those who are entitled to accumulate overtime and those who are not."

Budget's "Blanket Scope"

In originally denying the sug-

gested directive, the Budget Division said that its "blanket scope" might be construed as critical of the manner in which supervisors might be reluctant to order overtime when needed and that employees might "resort to the directive" as a basis for refusing any overtime service even if the request was reasonable and necessary.

In answering that it still believed the directive was "absolutely necessary and reasonable"

and that it would go directly to the Governor with its request, CSEA said Budget's refusal apparently was arrived at solely on a basis of "what may be unnecessary and unwise for the State administration without any consideration of the interests of the employees" and that the State could not have much faith in the responsibility of department heads "if it is thought such a simple directive would be misinterpreted."

PAUL FAZZINO

Paul Fazzino died last week in New York City. Mr. Fazzino was the husband of Rose Fazzino who has been a member of the Temporary State Housing Commission chapter, Civil Service Employees Assn. for many years. Mr. Fazzino was buried from the Sacred Heart Church in Manhattan last week.

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

Where to Apply For Public Jobs

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

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

Hours are 9 A.M. to 4 P.M. Monday through Friday, and Saturdays from 9 to 12 noon Telephone COrtland 7-8880

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than twelve o'clock midnight on the day following the last day of receipt of applications.

The Applications Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT Brighton local's stop is City Hall. Both lines have exits to Duane Street, one block from the Personnel Department.

STATE — First floor at 270 Broadway, New York 7, N. Y. corner of Chambers St., telephone BArcley 7-1616, Governor Alfred E. Smith State Office Building and The State Campus, Albany; State Office Building, Buffalo; State Office Building, Syracuse; and 500 Midtown Tower, Rochester (Wednesdays only).

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

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

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

Hours are 8:30 a.m. to 5 p.m., Monday through Friday. Telephone number is YU 6-2626.

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

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

DON'T REPEAT THIS

(Continued from Page 1)

Delano Roosevelt, despite John Kennedy's brief sojourn in the White House. The philosophy is certain to be perpetuated by the Kennedy forces, headed by Robert and including his brother, Sen. Edward Kennedy and brothers-in-law Stephen Smith and Sargent Shriver.

Jacqueline Kennedy will probably not take an active political role in the coming years. The majesty and dignity of her character have been so impressive, however, that she could help or hurt anyone she might comment upon publicly.

Robert Kennedy's Future

At this writing, Robert Kennedy's future role in politics is cloudy only in the sense of what turn it will take. He will remain in President Lyndon B. Johnson's cabinet as long as he wants. He is a gifted politician and genuinely shares the philosophies and ideals of his late brother and wants to perpetuate them. As a result, nobody is counting him out as the next Democratic candidate for Vice President. One pro observed: "President Johnson, as the first Chief Executive from the South in 100 years, is bound to improve voter sympathy toward the Democrats in that area. Robert Kennedy, although he does not have the political following of John Kennedy, should prove attractive to those in the North and West who will want to perpetuate the goals of the late President."

Effect On New York State

As for New York State, the President's assassination has already started some profound changes in thinking about 1964. Politicos in both parties are now saying that Sen. Kenneth Keating seems at this time certain of re-election. It was pointed out that, until last week, Keating was running against President Kennedy's popularity rather than any Democratic opponent. New York was a sure state for Kennedy but Southerner Johnson will find it "questionable."

This may lead Mayor Wagner to feel that the Vice Presidential slot is a more desirable race than that of Senator on a ticket headed by President Johnson. And New

York politicians will be strong for their favorite son.

It is important to note that since Kennedy's election in 1960 it is believed that a Catholic not only can run for the Presidency but also that a Catholic in either the top spot or the Vice Presidency is desirable. If this is true, Gov. Pat Brown of California; Sen. Eugene McCarthy of Minnesota; Mayor Wagner and Robert Kennedy would all have to be considered. Except for the Catholic angle, President Johnson's choice would probably be Sen. Hubert Humphrey, Minnesota, and, possibly, Adlai Stevenson, both noted liberals and even former New York Governor Averill Harriman, Independent Republican Defense Secretary Robert McNamara, Supreme Court Justice Arthur Goldberg, or Senator Abe Ribicoff of Connecticut.

The Senate Race

All this changing of position would, of course, affect the Democratic nominations for U.S. Senate here next year. Should Wagner decide against seeking the post, a long string of names comes to mind that have been mentioned previously in these columns. These include Manhattan District Attorney Frank S. Hogan; U.S. Attorney Robert M. Morgenthau; Comptroller Arthur Levitt; Judge Bernard Botwin, presiding justice of the Appellate Division of the Supreme Court; Surrogate S. Samuel DiFalco; Supreme Court Justice Victor Anfuso; Congressman Sam Stratton; Under Secretary of Commerce Franklin D. Roosevelt, Jr.; Adlai Stevenson, Averill Harriman and James A. Farley.

Rockefeller's Position

On the Republican side, it is being noted that the sudden and tragic shift of events is evidence once more that one should never quit a political race until it is over. Gov. Nelson A. Rockefeller was practically out of the race two weeks ago. The consensus now is that he will loom big again—but so will Richard Nixon. Sen. Barry Goldwater has been "derailed" in his drive for the GOP nomination. Again, if Rockefeller and Nixon should reach a stalemate in the convention, New York's

Senator Keating is still rated as one of the top "dark horse" candidates who has everything.

The Next Days

Much of what we have been writing about will take more definite form in the coming days. Political activity—through mutual agreement by both parties—will be at a low point during the mourning period for President Kennedy. But the Government

and politics must go on—and go on they will.

Note: It is a foregone conclusion that President Johnson will take the Democratic nomination next year. With only a few months left to prepare for the 1964 campaign, many are expressing the thought that the President will do well to retain popular John Bailey as National Democratic Committee Chairman. Said one Democratic leader: "Bailey has know-how, popularity, influence—and the State of Connecticut. But even more important, he always seems to be a winner."

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CHRISTMAS STAMPS

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MAIL EARLY — 1963 Christmas Seal Chairman Hubert T. Delany (left) and New York Postmaster Robert K. Christenberry reveal the 57th Annual Christmas Seal Campaign poster which will be displayed on the sides of all Post Office trucks and in the Post Office lobbies. The Post Office also cooperated with the Association so that every one of the 600,000 letters mailed last week had its proper ZIP code. Christenberry is a sponsor of the annual campaign conducted by the New York Tuberculosis and Health Association.

Bus Driver Questions

An analysis of the key answers as they were given for the surface line operator test in a past issue of The Leader will now be applied to the exam as it was given. 23,425 persons took the exam November 2, 11,702 in the morning period and 11,713 in the afternoon session. There were ten sabbatical observers. Protests for these tests were allowed to be submitted until midnight, November 22 along with evidence of substantiation. The analysis of a number of questions in the morning session follow below. The questions will continue in the next issue of The Leader.

30. A recent directive of the transit authority instructs operators to accept without comment, tokens in the fare box or presented by passengers unable to pay fare in cash and under no circumstances to sell tokens or exchange tokens for cash. This implies that, in respect to tokens collected, operators are to:

(A) use them in making change. (B) return them to passengers depositing them and request cash. (C) keep them and turn them in with the day's receipts. (D) offer them for cash to passengers going to the subway. (Tokens are not cash and should not be treated that way.)

31. The bridge which does not

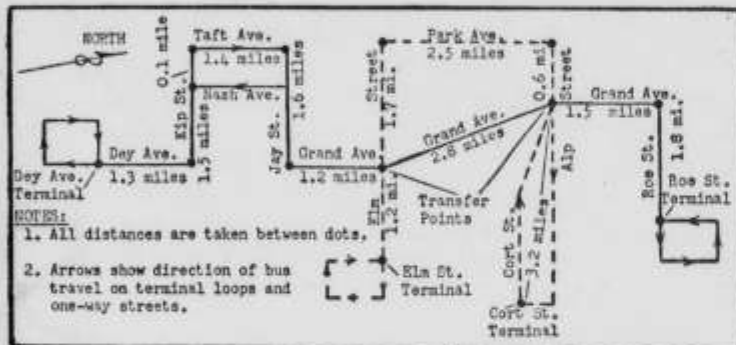
have two vehicular levels is the: (A) Brooklyn (B) George Washington. (C) Manhattan. (D) Queensborough.

Questions 32 to 41 inclusive are based on the sketch below showing the routes of the Grand Avenue (solid line) and the Elm St. (dotted line) buses. Refer to this sketch when answering these questions. These questions are self-explanatory.

32. A bus on Alp St. going to the Cort St. terminal is moving: (A) north; (B) east; (C) south; (D) west.

33. If the distance around a terminal loop is one-half mile, the total distance that a bus must travel in one round trip

(Continued on Page 12)



Begin Study Now For Fireman Test

Answers for questions on this list will appear next week.

Question number 47 consists of four sentences lettered A, B, C and D. One of the sentences in each group contains an error in grammar or punctuation. Select the proper letter to relate to the mistake.

47. (A) The process, which was patented only last year is already obsolete. (B) His interest in science (which continues to the present) led him to convert his basement into a laboratory. (C) He described the book as "verbose, repetitious, and bombastic". (D) Our new director will need to possess three qualities: vision, patience, and fortitude.

Questions numbered 48 through 51 are based upon the following paragraph:

"A plastic does not consist of a single substance, but is a blended combination of several. In addition to the resin, it may contain various fillers, plasticizers, lubricants and coloring material. Depending upon the type and quantity of substances added to the binder, the properties, including combustibility, may be altered considerably. The flammability of plastics depends upon the composition and, as with other materials, upon their physical size and condition. Thin sections, sharp edges, or powdered plastics will ignite and burn more readily than the same amount of identical material in heavy sections with smooth surfaces."

48. According to the above paragraph, all plastics contain a (A) resin. (B) resin and a filler (C) resin, filler and plasticizer. (D) resin, filler, plasticizer, lubricant and coloring material.

49. The one of the following conclusions that is best supported by the above paragraph is that the flammability of plastics (A) generally is high. (B) generally is moderate (C) generally is low. (D) varies considerably.

50. According to the above paragraph, "plastics" can best be described as (A) a trade name. (B) the name of a specific product. (C) the name of a group of products which have some similar and some dissimilar properties. (D) the name of any substance which can be shaped or molded during the production process.

scribed as (A) a trade name. (B) the name of a specific product. (C) the name of a group of products which have some similar and some dissimilar properties. (D) the name of any substance which can be shaped or molded during the production process.

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LEADER BOX 101

Letters To The Editor

Pension Increases

Box 101:

This is in answer to all retired City employees since 1947. We can not get any increase in our small pensions because we have no organization to confront Mayor Wagner like the retired police and firemen have.

The Mayor on October 22nd insisted that the City Council pass a bill giving police and firemen retired before 1955 an increase in their pension—They got it, too. Mayor Wagner always says he can't find money for pension increases for old long retired City employees. How come, it was found for the police and fire retirees?

One must have great admiration for the Police and Fire Department who put up such a strong effort to get increases for their old retired men. I wish the other departments did likewise, then the Mayor and City Council would not overlook the other old pensioners. Unless the old retirees in other City departments can organize and invoke the aid of the active membership of the departments they will not get any recognition from Mayor Wagner or the City Council. The City Hall attitude is time and tide will take care of this small groups; they are too old and feeble to have much voting power unless they are backed up by the present employees.

Witness the speedy display of strength behind the old police and firemen and how quick the Mayor "found" money for pension increases. Let the other old timers do likewise, if they want pension increases. The trouble is that most of the pensioners who retired before 1950 are too old and feeble to do much for themselves unless the good will of the active membership in different departments is enlisted in their behalf. There are newspapers and public relations bureaus on radio and television but old folks have no money to pay these expenses. Maybe a strong effort by different organization will produce results. Something needs to be done with living costs going up daily. Health insurance is badly needed for pensioners. The individual cost of Blue Cross and Blue Shield is much more than the monthly pension checks of most old timers and few can enroll as they are too ill to be accepted in these organizations.

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New York City

Your Public Relations IQ

By LEO J. MARGOLIN



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

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

Kennedy—Master of The P.R. Technique

THERE WAS NO more skillful practitioner of the art of effective government public relations than the late President John F. Kennedy.

WITH THE POSSIBLE exceptions of Abraham Lincoln and Franklin D. Roosevelt, no president in American history had a greater appreciation for the power of public relations to achieve a political objective than did Mr. Kennedy.

HE KNEW HOW to use PR techniques with intelligence and impact. He enjoyed unusually good public relations while in office. He was a very active President, doing things in the public interest, and then communicating effectively through all modern media.

BUT JOHN KENNEDY's mastery of the public relations art came even before inauguration as the 35th President of the United States. He won his election as a direct result of a PR technique—the television debate. He started on the road to the Presidency through a best-selling book, "Profiles in Courage." He developed the art of the news conference to its highest degrees.

IN THE WHIRL of political gamesmanship, Mr. Kennedy had his share of critics. During his all too brief tenure in office, the term "management of the news" was evolved.

NO KNOWLEDGEABLE PR professional fully accepted this charge when made by several respected journalists. The knowing ones felt that the journalists had misplaced their "objectivity spectacles", thus failing to see clearly the public relations facts of life.

THE PREVAILING fact is simply this: By his very being—his looks, his smile, his hair, his buoyancy, his articulate speech, his family—every important public figure can be said to be "managing the news."

IT IS A STUPID, inept, ineffective public figure who does not, with deliberate forethought, say the right thing, at the right time, on the right occasion and to the right people—to achieve a definite objective.

"MANAGEMENT OF the news" is really nothing more than intelligent public relations planning, and we will see a lot of that in the administration of the new President, Lyndon B. Johnson.

PRESIDENT JOHNSON is a practiced hand at public relations. He practically was born and grew up in a political environment, and knows what public relations can and cannot do. At least seven persons closely allied with him in the last decade are news professionals from his native Texas. Some of these are now in top Federal government information positions.

PUBLIC RELATIONS will be a very important part of the new President's activities in the next 12 months. He must win the nation's support as soon as the shock of Mr. Kennedy's tragic death wears off and "politics as usual" is resumed. Then he must win his party's nomination, and, if nominated, he will have to fight a hard election campaign.

A Delayed Christmas Gift

GOOD news for candidates for the supervising clerk examination which was held about 18 months ago. The list will be out around Christmas, according to the Department of Personnel.

All of which proves that 18 months is too long for candidates to wait for results of any examination. Where is the stall? We hear that the examiners are over-burdened with examinations and each examination must be rated by machine and by hand. If the Department of Personnel is short-handed and they must be—otherwise, a list would not take 18 months to promulgate—then the department should arrange for an additional budget for more examiners.

New York City is the largest City in the nation with ultra-modern facilities in most departments. Certainly then, the Department of Personnel should not let themselves become so short-handed that employees and the public alike suffer.

Governor Reaffirms Stand

GOVERNOR Rockefeller has reiterated his firm stand regarding a 40-hour work week for State employees. The Civil Service Employees Assn. had sought this assurance from the Governor as a result of new overtime rules which exclude many employees from compensation for working extra hours.

The Governor's policy statement reminds all agency heads that overtime must be kept to a minimum and should be requested only in emergencies. While this does not solve the problem of aides excluded from overtime compensation, it does offer them greater protection against being forced to work unnecessary hours.

Suffolk CSEA Not Alone

LIKE most county chapters within the Statewide Civil Service Employees Assn., Suffolk County employees have problems that are particularly their own. This does not mean, however, that they have to work alone to solve them.

At this writing, Suffolk CSEA is waging a hard fight to get equitable salary increases for county employees. In the middle of its campaign, the chapter received a telegram from Joseph Feily, CSEA president, reminding it that "our 120,000-members stand behind you in your just campaign for equitable salaries." This includes, of course, the thousands of State CSEA members who live and work in Suffolk County.

We trust that everybody gets the point!

Social Security Questions Answered

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

"Friends have been telling me I should file for social security because I'm past 65 years old. I just don't see why I should, because I'm still working and don't plan to quit.

You should at least talk to a social security representative—and maybe make an application even though you are still working. In

many cases it is possible to pay some benefits for a year, even though a person works in every month. This is so because of the way in which benefits are withheld because of employment. If you earn \$1200 or less for the year, all benefits are paid. For earnings over \$1200 and up to \$1700, \$1 in benefits is withheld for each \$2 you earn. For earnings over \$1700, benefits are withheld on a dollar-for-dollar basis. Depending on your monthly benefit amount, and the wages you expect to earn this year, it might be possible to pay you for part of the year. The only way to find out for sure is to check with your social security office.

If your work is seasonal, you can be paid a benefit for any month you do not work in self-employment and do not earn over \$100 in wages, no matter what your total earnings are for the year. In this case, you should apply so that you can be paid for the months you do not work.

"When I applied for social security benefits last January, I estimated that my earnings for 1963 would not be over \$1200, and I have been receiving a social security check every month. Now I find that this estimate is low and I have earned about \$2,000 this year. Will I have to refund the checks?

You should submit a revised estimate of your earnings to your nearest social security office as soon as possible so as to avoid the possibility of being over paid and of having to refund the overpayment next year when you file your annual report. Based on the revised estimate your payment will be stopped and an adjustment made after the end of the year.

"Must I tell the social security office if I receive a pension from my former employer?"

No. The pension that you receive will have no effect on your receipt of social security benefits.

I'm 64 and I'm getting ready to retire. Before I do, I'd like to find out how much I have earned under social security. Is this pos-

sible?"
Yes, it is. Obtain and complete our post card form No. 7004 and mail it to our records office in Baltimore. These cards are free and we'll send one to anybody who requests one.

"If I apply for disability insurance benefits, will you send me to one of your doctors for an examination to see if I am disabled?"

We'll give you a medical report to have filled in by your own doctor, or by a hospital or clinic where you may have been treated.

• Use postal zone numbers on your mail to insure prompt delivery.

Police Commendation List Announced By Police Dept.

Four hundred and fifty-five members of the uniformed force of the Police Department were cited last week by Police Commissioner Michael J. Murphy. The awards were made for acts of heroism on the part of the members while on and off duty. Four honorable mention awards were made. Other awards included two for exceptional merit; eight for commendation; 123 for meritorious police duty and 318 for excellent police duty.

Honorable Mention

The honorable mention awards went to:

Patrolman Donald Collins and Peter Mador, 45th Precinct. At about 9:25 a.m. on April 8, 1963, while on radio motor patrol, the pair participated in the apprehension of five men who were fleeing the scene of an armed robbery they had committed in the Bronx. Two bandits were wounded, one fatally, after an exchange of shots. The prisoners were disarmed of a loaded shotgun and revolver.

Detectives Julian Chalet and Robert E. Corrigan of the 50th Squad. At about 6:35 p.m. on April 24, 1963, they were shot and seriously wounded by a prisoner they had apprehended in Times Square. The prisoner has a long criminal record and was wanted

for a series of assaults and robberies.

Exceptional Merit

Medals for exceptional merit were presented to Detective John F. McClean of the Narcotics Bureau and Patrolman Robert Bellamy of the 28th Precinct. Det. McClean shot and killed an assailant who had stabbed him and hurled him down a flight of stairs while he was on a routine investigation in Brooklyn.

Ptl. Bellamy, although wounded after an exchange of gunshots, arrested his assailant without injury to passerby.

Commendations went to: Patrolman Theo Vafakos of the

16th Pct. for the arrest of the man who shot Detectives Chalet and Corrigan in Times Square. Ptl. Vafakos subdued and disarmed the man after a short chase.

Sgt. Anthony Kolinski and Ptl. James Leete of the 109th Pct. for the arrest of three persons for a series of armed robberies. The prisoners were disarmed of loaded guns after they fired at the officers.

Ptl. Joseph Johnson of the 22nd Pct., while off-duty, shot and killed one of three men who had attempted to mug him at 1:45 a.m. on West 135 St., Manhattan.

Ptl. Anthony Cuomo and William Schumann of the 81 Pct. for the arrest of three men who had attempted to shoot them while they were on radio car patrol.

Ptl. Austin Mulryan of the 28th Pct. who, while off duty, arrested a man he saw committing an armed robbery in a store on Madison Ave., Manhattan. The man was disarmed of a loaded revolver.

Ptl. George Duke of the 68th Pct. who, while on patrol in the

20 Pct. where he had been assigned, shot and killed a man who assaulted him with a broken bottle while he was attempting to place the prisoner under arrest for attacking a woman and a child with the bottle.

The following patrolmen, having made three or more arrests for intoxicated driving were awarded excellent police duty citations:

AIS—Paul Ansbro.
GCP—Pt. Francis J. Langton.
(Continued on Page 8)

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Police Award Winners

(Continued from Page 7)

Walter Connery, Richard Jackson, Harry J. Scott, John F. Rogan, Ralph Walker.

Mcy. Pct. 1—Martin Kasen, Peter Reilly, Timothy Sullivan, Peter L. Serverino.

Mcy. Pct. 2—Michael Spalluto Jr., Edgar S. Jones.

Mcy. Pct. 4—August Klesseraht, James A. Huvane, Raymond F. Goldbach, Gilbert Hoffman, James Meehan, Hugo V. DeMedio.

A.S.D.—Robert M. Smith.

T.P.P.—Domenick Laperuta, George Davey, Robert Doucet, Frank Trefcer, Salvatore Spinosa, Fernando Sanchez, Ronald Schule, John Walker, Arthur Houlihan, Grover D. Howell, John Hayes, William Smart, Frank McGhee, Edward Harrop, Victor Ortiz, John J. Tarpey, William F. Walsh, Edward J. Duffy, Robert Stanard, Richard Larsen, Paul R. Riley, James J. Horan, Arthur P. Reilly, Joseph Carrano, Albert Frommelt, John A. Bray, Robert J. Fowler.

23rd Pct.—John Hermann.

40th Pct.—Thomas E. Warren.

Desmond V. Burke, John Hoy, Calvin W. Allen.

42nd Pct.—James T. Fink, Frederick H. Bade.

73rd Pct.—Charles Santaromita, Joseph Deliberto, Charles Dodson, Michael Casserly.

77th Pct.—Richard Kolodkin.

79th Pct.—Jonathan E. Raines, Joseph Haas, Peter R. Norwood, James Keane, George Wilkins.

88th Pct.—Michael Bosco.

110th Pct.—Robert Matthews, Martin J. Durkin.

The following members of the Force, having made two or more arrests for grand larceny (automobile), were awarded excellent police duty citations:

26th Pct.—John P. McGrath.

34th Pct.—Stanley Winderbaum.

40th Pct.—Peter P. Princi, Patrick J. Skelly.

43rd Pct.—George Gisonni.

62nd Pct.—John E. Farrell, Leroy Ruland, Thomas P. Scott.

63rd Pct.—Neil O'Donnell, John Merz, Michael Mirayes.

66th Pct.—Edward G. Wilson.

75th Pct.—Stanley Price, Henry Dieffenback.

76th Pct.—Robert L. Kerner.

A. I. S.—William Ehrhardt

Mcy. Pct. 2—Philip von Bergen.

S. U. "B"—Solomon James.

T.P.P.—John Tarpey, Arthur Weisgerber, Richard S. Kinsella.

Y.P.U.—Richard Dutner, Frederick Eversman, Stephan Gavors, George Breen.

The following members of the force were awarded excellent police duty citations for their donations to the Police Department Blood Program:

Lieutenant Robert Cotter, 42nd Pct.; Lieutenant John Langan, 23rd Pct.; Sergeant John S. Bartenhagen, 66th Pct.; Sergeant Edward Gaynor, Equipment Bureau; Sergeant Gerard J. Lane, 32nd Pct.; Sergeant John J. Meehan, Firearms Unit; Sergeant Stanislaus S. Mroczkowski, 28th Pct.; Sergeant Michael P. Mullarkey, Detective Squad; Detective Charles McGowan, 64th Pct.; Patrolman Edward J. Brennan, 112th Pct.; Patrolman William J. Claxton, 30th Pct.; Patrolman Francis Connolly, 14th Pct.; Patrolman John M. Connolly, 114th Pct.; Patrolman David Dikeman.

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LEGAL NOTICE

SUPPLEMENTAL — CITATION — File No. P3158, 1963 — THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God Free and Independent, To Mrs. Patay Herring, Mrs. Carlotta Rozar and Mrs. Martha Grant, if living, and if any or all of them be dead, to her heirs at law, next of kin and distributees whose names and places of residence are unknown and if she died subsequent to the decedent herein, to her executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown and to all other heirs at law, next of kin and distributees of Ina Sigrid Lindman, also known as Ina S. Lindman, the decedent herein, whose names and places of residence are unknown and cannot, after diligent inquiry, be ascertained. 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 December 27, 1963, at 10:00 A.M., why a certain writing dated August 17th, 1961, which has been offered for probate by Milo Miloradovich, residing at 235 East 73rd Street, New York, N.Y., should not be probated as the last Will and Testament, relating to real and personal property, of INA SIGRID LINDMAN, also known as INA S. LINDMAN, deceased, who was at the time of her death a resident of 52 Grammercy Park North, in the County of New York, New York. Dated, Attested and Sealed, November 20th, 1963.
HON. JOSEPH A. COX, Surrogate, New York County, Philip A. Donahue, Clerk. (L.S.)

CITATION — THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God, Free and Independent, To Attorney General of the State of New York; Lisabeth Britz; Consul General of the German Federal Republic; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Fred Mar, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Fred Mar, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Fred Mar, deceased, who at the time of his death was a resident of 301 East 92nd Street, New York, N. Y.
Send GREETING: Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased: You and each of you are hereby cited to show cause before the Surrogate's Court

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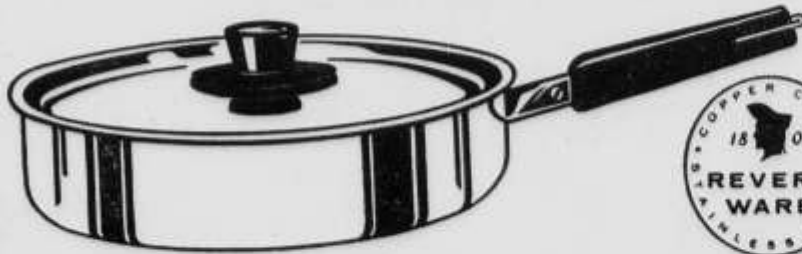
of New York County, held at the Hall of Records in the County of New York, on the 17th day of December, 1963, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, 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, HON. S. SAMUEL D'PALCO, a Surrogate of our said County, at the County of New York, the 30th day of October, in the year of our Lord one thousand nine hundred and sixty-three.
Philip A. Donahue,
Clerk of the Surrogate's Court

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(Continued from Page 5)

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(A) 26.2 miles; (B) 26.7 miles; (C) 27.2 miles; (D) 28.4 miles.

34. One street used by buses operating in both directions is:

(A) Taft Avenue; (B) Roe Street; (C) Cort Street; (D) Nash Avenue.

35. The bus route distance between the Elm St. and Court St. terminals is:

(A) 8.6 miles; (B) 9.2 miles; (C) 9.7 miles; (D) 18.9 miles.

36. A passenger must transfer if he is going from Dey Ave. terminal to:

(A) Taft Ave; (B) Elm St.; (C) Cort St.; (D) Park Ave.

37. Buses are not required to make even one left turn at the terminal at: (A) Cort St.; (B)

Dey Ave.; (C) Elm St.; (D) Roe St.

38. After discharging all passengers at the Dey Ave. terminal before going around the loop, the number of left turns a bus must make to reach Elm St. is:

(A) 1; (B) 2; (C) 3; (D) 4.

39. From the Cort St. terminal to Elm St., a bus travels a total distance of:

(A) 5.7 miles; (B) 6.0 miles; (C) 6.3 miles; (D) 7.2 miles.

40. If the common rule for estimating distance of 20 blocks to the mile is adhered to, then the number of blocks a bus travels on Grand Ave. is:

(A) 56; (B) 80; (C) 110; (D) 136.

41. If the timetable calls for a bus to cover the distance along Dey Ave. from the terminal to Kip St. in 12 minutes, the average speed of the bus on this stretch must be:

(A) 1.1 miles per hour; (B) 6.5 miles per hour; (C) 10 miles per hour; (D) 15.5 miles per hour.

LEGAL NOTICE

P2983-1963 — SUPPLEMENTAL — CITATION — THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, JOSEPHINE MCCARTHY, DORIS FORBES, VIVIENNE LONG, THE PUBLIC ADMINISTRATOR OF THE CITY OF NEW YORK, THE ATTORNEY GENERAL OF THE STATE OF NEW YORK; and All persons, other than any and all the persons specifically named and described above, who may be or claim to be heirs at law, next of kin or distributees of May Travers Yard, deceased, or who may in some wise be or claim to be interested in this proceeding or in the estate of said May Travers Yard, all of whom and whose names, places of residence, post office addresses and whereabouts are unknown and cannot with due diligence be ascertained by petitioner.

YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at the Hall of Records in said County, on January 6, 1964, at 10:00 A.M., why a certain writing dated March 17, 1961 and a First Codicil thereto dated October 26, 1962 and a Second Codicil thereto dated April 18, 1963, which have been offered for probate by Schroder Trust Company, with offices located at No. 57 Broadway, New York, New York, should not be probated as the Last Will and Testament, relating to real and personal property, of MAY TRAVERS YARD, deceased, who was at the time of her death a resident of No. 167 East 67th Street, the City of New York, in the County of New York, State of New York. Dated, Attested and Sealed, November 27, 1963.

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

SECOND SUPPLEMENTAL — CITATION — FILE No. P2935, 1963 — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent, To Olga Booth Caines, and the unknown heirs at law, next of kin of Mary A. Caines, deceased, the names of whom are unknown, and if any of them be dead, to their respective heirs at law, next of kin, surviving spouses, personal representatives, devisees, legatees, and successors in interest, all of whom and whose names are unknown and cannot be ascertained after diligent inquiry.

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 December 30th, 1963, at 10:00 A.M., why a certain writing dated March 3rd, 1956 which has been offered for probate by John Caines, residing at 286 Convent Avenue, New York, New York, should not be probated as the last Will and Testament, relating to real and personal property, of Mary A. Caines, deceased, who was at the time of her death a resident of 455 West 144th Street, in the County of New York, New York. Dated, Attested and Sealed, November 22nd, 1963.

HON. JOSEPH A. COX, Surrogate, New York County, Philip A. Donahue, Clerk. (L.S.)

Retirement Sys. Members Urged To File For Credit

The New York City Employees' Retirement System has announced that members must file claims for prior service credit in the system before December 31 if they wish to have their claim accepted.

The opportunity to make this claim was made possible by Chapter 864 of the State Laws of 1963. These applications for claim must be made on the appropriate form and be duly executed before a notary public or the Commissioner of Deeds. The form for this application may be obtained at Room 2201, 2 Lafayette St. or from the personnel or payroll clerk.

Any person who for some reason has not been credited with time worked in New York City on their retirement system credits is urged to apply. This time must have been accrued after Oct. 1, 1920. Isabel M. Keleher, spokesman for the Retirement System, urged that all applicants file promptly for the additional credit.

Seasonal Police Titles Now Open

The Suffolk County Civil Service Commission has announced that filing will close Dec. 7 for the examination for the position of seasonal patrolman. The position has an hourly salary of \$2.25 and is open to applicants between the ages of 21 and 40. For further information and application forms contact the Commission at the County Center, Riverhead.

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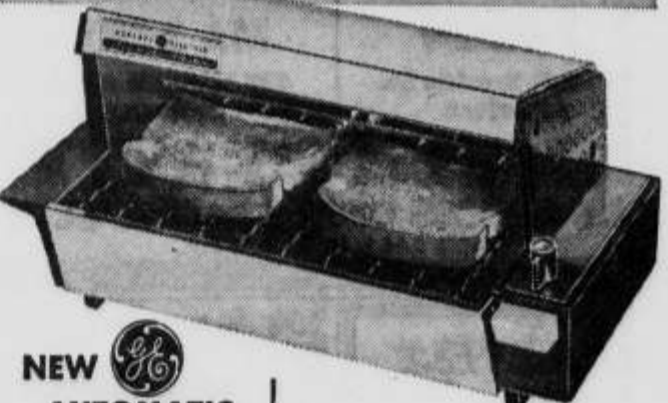
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The Job Market

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

By V. Raider Wexler

A pastry maker with five years' experience will get \$118 to \$125 a week to bake continental pastries, specializing in Hungarian and Austrian stlye pastries and strudel . . . A plaster mold maker with five years' experience will get \$2.50 to \$3 an hour to make by hand plaster molds used to duplicate statuary. Will use all hand tools of the trade . . . Apply at the Manhattan Industrial Office, 255 West 54th Street.

Wanted in Queens is a cutting and creasing pressman with two years' experience to operate and make ready a 45 x 68 Cottrell,

Babcock or Sheridan die-cutting cylinder press on displays. The pay is \$2.41 an hour . . . Also wanted in a form and jig maker with one year's experience to make wooden jigs and fixtures for assembly of cardboard displays. The pay is \$100 a week . . . Apply at the Queens Industrial Office, Chase Manhattan Bank Building, Long Island City.

Wanted in New Rochelle is a furniture finisher with five years' experience and able to antique. He will finish surfaces of custom furniture from raw wood. He will enamel, lacquer, paint, stain or varnish and will also do antiqu-

ing and glazing . . . Also wanted is an experienced, rapid and accurate clerk-typist who can do a minimum of 50 to 55 words per minute. She will type bills and statements using both electric and manual typewriters. The salary is \$85 to \$90 a week . . . Apply at the New Rochelle State Employment Office, 578 Main Street.

Wanted by a Brooklyn metal fabricator are Bullard vertical turret lathe operators with recent, checkable experience. The pay is \$2.58 an hour . . . dental technicians are wanted for all phases of work in a dental laboratory. Especially needed are those

with experience in gold work . . . Apply at the Brooklyn Industrial Office, 590 Fulton Street.

Wanted in all boroughs are medical doctors' assistants to do complete blood counts, basal metabolism rates, blood sedimentation and other clinical tests. The salary is \$75 to \$90 a week . . . Also wanted are dentists' assistants who will get \$65 to \$90 a week to do reception, typing and chair-side assisting . . . Licensed dental hygienists will earn \$75 to \$110 a week. Some jobs require some chair-side assisting. Openings in all boroughs and in the suburbs . . . Apply at the Professional Placement Center, 444 Madison Avenue, Manhattan.

Women with good skills are wanted as secretaries in advertising agencies in midtown Manhattan. The salary is \$80 to \$90 a week . . . Also wanted are women with experience on any transcrib-

ing machine, electric or manual typewriters to work as dictaphone operators. Will get \$75 to \$85 a week . . . Apply at the Office Personnel Placement Center, 575 Lexington Avenue, Manhattan.

There are many openings for salespersons and material handlers for temporary jobs until Christmas in department stores. All must be 18 or over, and high school graduates are preferred. Some jobs begin immediately, and there are some opportunities for permanent positions. Women with sales experience will get \$1.25 and up per hour for full-time and part-time work. Men will get \$50 to \$55 a week to do stock or packing work . . . Apply at the Sales and Merchandising Placement Office, 6th floor, 16 East 42nd Street, Manhattan.

Lox, Cream Cheese On Breakfast Menu

Eggs, lox, cream cheese and bagels will be on hand when the Association of Jewish Court Attaches holds its Seventh Annual Dedication to the Torah Breakfast in the Grand Ballroom of the Waldorf-Astoria Hotel, on Sunday, December 8 at 10 a.m.

Jack L. Simberg, chairman of the event, announced that more than 1500 guests are expected. The international president of B'nai Brith, the Hon. Label A. Katz, and television newscaster Gabe Pressman will be presented awards.

More than 90 judges are expected to attend in addition to State Attorney General Louis Lefkowitz, State Comptroller Arthur Levitt, Mayor Robert Wagner, City Comptroller Abraham Beame, and President of the City Council Paul Screvane.

The association was founded in 1955 "to help foster improved relations among all races and creeds and to help worthy and needy charitable causes of all faiths.

LEGAL NOTICE

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

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

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

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

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

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Attorney General of the State of New York; Elizabeth Gray, also known as Mrs. Gray and Reverend Gray; Martha Lyle; City of New York, Department of Welfare; Marie Boston; Iole Small, also known as Mrs. Small; Henry Small, Iole Brown; Rev. T.J. Jordan; Louise B. Hart Funeral Home; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Nelson S. Hill, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "Mary Doe", deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Nelson S. Hill, deceased whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Nelson S. Hill, deceased, who at the time of his death was a resident of 108 Bradhurst Avenue, New York, N. Y.

Send GREETING: Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said 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 20th day of December, 1963, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled, and why the testamentary instrument dated November 10, 1961, filed in this Court under File No. P 2027-1962 on June 8, 1962 should not be denied probate.

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

WITNESS, HON. JOSEPH A. COX, a Surrogate of our said County, at the County of New York, the 4th day of November in the year of our Lord one thousand nine hundred and sixty-three.

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

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LEGAL NOTICE

CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent, To Attorney General of the State of New York; and to "John Doe" the name "John Doe" being fictitious, the alleged husband of Catherine Tamul, also known as Catharine Tamul and Cathrine Tamul, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "John Doe", deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of Catherine Tamul, Catharine Tamul and Cathrine Tamul, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Catherine Tamul, also known as Catharine Tamul and Cathrine Tamul, deceased, who at the time of her death was a resident of 314 West 24th Street, New York, N.Y.

Send GREETING: Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said 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 13th day of December, 1963, at ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said 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, HON. S. SAMUEL DiFALCO, a Surrogate of our said County, at the County of New York, the 29th day of October, in the year of our Lord one thousand nine hundred and sixty-three.

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

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SHOPPING FOR LAND OR HOMES
LOOK AT PAGE 11 FOR LISTINGS

11 Promotion Exams Offered By State Until December 9

Eleven promotional examinations have been announced by the New York State Department of Civil Service for the filing period between now and December 9. The position, the relating department, the exam no. and the salary is listed below. For further information and application forms contact the Department at 270 Broadway, New York City; or The State Campus, Albany.

Toll traffic supervisor, East Hudson Parkway Authority, exam no. 1120, \$5,910 to \$7,205.

Senior toll audit clerk, East Hudson Parkway Authority, exam no. 1121, \$4,450 to \$5,510.

Senior tax valuation engineer, Office for Local Government, exam no. 1119, \$9,480 to \$11,385.

Assistant valuation engineer, Public Service, exam no. 1052, \$7,740 to \$9,355.

Assistant sanitary engineer (Design) Public Works, exam no. 1117, \$7,740 to \$9,355.

Senior sanitary engineer (Design), Public Works, exam no. 1118, \$9,480 to \$11,385.

Supervising stenographer, District Attorney's Office (Kings County), exam no. 1128, \$5,450 to \$6,890.

Supervising hearing reporter, District Attorney's Office (Kings County), exam no. 1129, \$7,250 to \$9,250.

Supervising clerk, County Clerk's Office (New York County), exam no. 1130, \$5,150 to \$6,590.

Supervising stenographer, District Attorney's Office (Queens County), exam no. 1131, \$5,450 to \$6,890.

These positions are open only in the department or promotional unit that is indicated.

Capital Conference Christmas Party Set

ALBANY, Dec. 2—The first annual Christmas party of Capital District Conference, Civil Service Employees Association, has been set for Dec. 12 at the Aurania Club, 25 South Allen St. here.

Individual chapter members are urged to contact members of the Activities Committee of their chapter who will be handling ticket arrangements, according to Harry Kolothros, general chairman for the party.

The evening will start with a cocktail party at 6 p.m. with dinner following at 7 p.m. Dancing will start at 9 p.m. with Earl Kent's orchestra supplying the music.

Mildred Fuller and Marie Foley will serve as co-chairman for the evening.

Schell to Retire

ALBANY, Dec. 2—Fire Chief Schell, 68, will retire from his fire department post Feb. 1, 1963. He has served in the department 42 years. In line for promotion is First Deputy Chief George S. Bates. Chief Bates will be required to pass a non-competitive civil service test to qualify for appointment as department chief.

5 Appointments Announced In Social Welfare Dept.

The State Department of Social Welfare recently announced the following appointments to fill vacancies in the State training schools for delinquent children, and in the Department's central office:

• Joseph H. Kane, Voorheesville, has been appointed director of the annex of the Boys' Training Schools at Goshen.

• Harold R. Bissett, New Hampton, has been appointed director of the Troy Branch of the Girls Training Schools at Wynantskill.

• Henry R. W. Barg, New Paltz, has received a permanent appointment as assistant superintendent at the New Hampton State Training School for Boys, at New Hampton.

• Simeon B. Neumann, Wynantskill, has been appointed senior welfare consultant (institutions) in the Department's office of State institutions, at Albany.

• Lawrence Wolfson, N.Y. City, has been appointed senior welfare consultant (institutional training), also in the Department's office of State institutions, at Albany.

Kane succeeds Ernest H. Tilford, who recently retired. He has been a senior welfare consultant in the Department's central office, Albany, for the past four years. Prior to that he was a social work supervisor at the State Agricultural and Industrial School, at Industry. He received a master's degree in social work from Western Reserve University School of Applied Sciences. As director of the Annex of Boys' Training School, Kane will receive an annual salary of \$10,885.

Monroe Seeks

(Continued from Page 1)

headquarters, through payroll deductions of dues on County payroll. He pointed out that his figures could be verified by an examination of county payroll records.

He said a competing union organization which is attempting to infiltrate the county has no membership what-so-ever. Alessi said understanding that, in practically all jurisdictions throughout the county, filing of a signed payroll deduction authority card is deemed "constructive notice" that an organization has been selected by the employee as his representative. In view of this filing in Monroe County by a substantial majority of employees designating the Employees Assn., he said, "the suggestion of an election is completely absurd and is wholly objectionable to this Association."

ceive an annual salary of \$10,885.

Bissett has been supervisor of social service at New Hampton State Training School for Boys for the past three years, and prior to that he worked in a number of social agencies. He received a master's degree from Wayne State University School of Social Work, Detroit. As director of the Troy Branch of the Girls Training Schools, Bissett will receive an annual salary of \$9,507.

Barg was director of education at the New Hampton State Training School for Boys for four years, and for the past year has been acting superintendent there. He previously was employed in the educational system of State prisons. Barg received a masters degree in elementary principalship from the State University College at New Paltz. His salary as assistant superintendent at the Boys' State Training School at New Hampton is \$10,520.

Neumann filled the vacancy created by the promotion of Kane as director of the Annex of the Boys' Training School. He has been acting director of the Troy branch of the girls' training school for the past year. Prior to that he has worked with the department's field services staff of the training schools, and with the foster care program. Neumann received a master's degree from the Columbia University School of Social Work, New York City. As senior welfare consultant, he will receive an annual salary of \$9,596.

Wolfson has been employed in the home service bureau, located in New York City. The bureau is the department's field office which provides aftercare services for boys released from the training schools. He holds a master's degree from Adelphi College Graduate School of Social Work, Garden City, Long Island. His salary as senior welfare consultant will be \$9,010.

Capital Dist. Conf. Meeting Rescheduled

The dinner meeting of the Capital District Conference, Civil Service Employees Assn., was rescheduled from November 25 to December 2, in observance of the National Day of Mourning for the late President John Fitzgerald Kennedy.

CORRECTION CORNER

By CHARLES LAMB

(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper or of any organization).

The Survey

"NOW HEAR THIS": The Citizens Public Expenditure Survey Inc., of New York has sent their survey report to State officials and the Legislature contending in its opposition to the demand of the CSEA for a 12½ percent salary increase that State employees get paid more and work a shorter work week than their counterparts in private industry.

THE STATISTICAL comparisons in their survey are based it appears, on a relation to clerical positions, so with a limited space this writer will contest only the title of Typist Grade 3 with a starting salary of \$3,260 and a maximum of \$4,074. In addition these State employees have the following: A partially paid retirement and medical plan and a few more such benefits.

IN GLANCING over the want ads this past week-end, you find numerous ads for typists in the following starting salary brackets. \$3,380 to \$4,680 per annum; work weeks from 32 to 37½ hours, fully paid hospitalization; retirement, and life insurance and, in many cases, lunch is also furnished. Overtime paid in cash, all the benefits the survey claims State employees now enjoy, including paid vacations, holidays and sick benefits.

ACCORDING TO a survey of the National Office Management Association in August, 1963, the average salaries of clerical positions range from \$65 to \$104 per week. This survey called 'The 1963 Survey of Office Salaries' is the 17th in an annual series and includes statistics compiled from information on 660,000 office employees of 9,200 firms in 145 cities in the United States and Canada.

THE SURVEY further reported that Canadian office workers are now earning an average of \$65 per week which is up \$3.00 per week since 1962 and 89 percent of these employees work less than 40 hours per week. It also shows that 66 percent of United States office employees work less than 40 hours and 71 percent are paid weekly overtime.

IT WOULD appear that this Public Survey Inc. group would have been using 1953 statistics instead of 1963. It would be enlightening to look over the comparative salary brackets of the individuals who head up this group and if they are as honest in their standards as their survey indicates it is very possible that they have no clerical employees working for the salaries they propose for State employees.

WHAT ANSWER can this group give for the necessity of New York State using the variable minimum (starting an employee at the third year salary) in order to compete in competition with outside industry, except that they just cannot recruit clerical personnel at the prevailing salary rates for State employment.

IN CONCLUSION it should be pointed out that many State clerical employees work 40 hours or more a week. Women do not have many of the advantages provided most female employees because they are not covered by many provisions of the Labor Law like their counterparts in private industry.

Feily Asks Elimination Of Work Schedule Inequities For Institution Teachers

ALBANY, Dec. 2—The Civil Service Employees Association has asked Governor Rockefeller to assist in solving the long-standing work-year problem of institution teachers in the State Service.

The request, contained in a letter from Joseph F. Feily, CSEA president, asks that the teachers in correction and social welfare institutions be granted a school year that is more in line with the work year for teachers in the public school system.

Feily said that the institution teachers have the same qualifications and educational objectives as public school teachers except that "they operate in a different setting and perhaps with more difficult pupils. Yet," he said, "these teachers work a considerably different work year than their counterparts in public schools."

"Major Step"

In urging a solution to the problem, Feily stressed that it "would be a major step toward equating public school teachers with institution teachers and enable improved morale, recruitment and retention of qualified teachers." At present, teachers in social welfare and correction institutions work on a year round basis rather than according to an academic calendar.

Mandell New Member

ALBANY, Dec. 2 — Hyman J. Mandell of Rochester is a new member of the Board of Visitors at Craig Colony. He succeeds Fred S. Forman, also of Rochester, whose term expired.