

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XX, No. 6 Tuesday, October 14, 1958 Price 10 Cents

County Health Regulations

See Page 3

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PHILIP KERRER

## Metro Conference Seeks Members Views on Tour Of Europe Next Summer

Following the success of this year's low cost tour of Europe sponsored by the Metropolitan Conference of the Civil Service Employees Association consideration is being given to a second tour for late summer of 1959.

Cost of the tour, which will be for three weeks, is expected to be approximately \$650. This figure will include round trip air transportation from New York City; all hotels, most meals, sightseeing tours, land transportation from New York City; all hotels, most meals, sightseeing tours, land transportation abroad, guides, tips, etc. The cost is about \$300 less than the lowest price for such a trip purchased through ordinary travel sources.

Two itineraries have been suggested by Specialized Tours, Inc., operator's of this year's popular tour. The Conference would like the views of its members on which of the two itineraries is preferable. The cost of each is about the same.

### First Tour

Tour Number One would arrive in London for a 4-day period. Not only will there be extensive tours of London but a side trip will be made to Eton, Windsor Castle and Hampton Court. In addition, time will be allowed to visit the city on one's own to investigate shopping buys, etc.

The tour will go to Holland for two days, visiting Amsterdam and the picturesque villages of Volendam and Marken.

From here the group goes to

Germany, arriving at Bonn in time for lunch. The German capitol is situated on the Rhine River and the stay in this area will include a visit to Drachenfels Castle, source of many romantic and mythological legends. Dinner will be had at the Castle ruins.

The ever-popular Rhine boat journey will take the travelers past innumerable castles and beautiful vineyards to Mainz, and from there by motorcoach to the justly famous city of Heidelberg. From there the group heads for Munich, the Bavarian and beer capital, and then on to the fabulous Tyrolian Alps, stopping in Innsbruck, summer residence of the former Austrian emperors.

A highlight of any trip abroad is Venice and this is the next stop. Florence, city of Michaelangelo

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## Peekskill Ponders Health Plan For Its Employees

The possibility of the inclusion of Peekskill public employees under the State health insurance plan is under consideration by the city, Peekskill Mayor Bart A. Moynahan announced.

William O'Brien, Blue Cross-Blue Shield representative, and Benjamin Sherman, field representative for the Civil Service Employees Association, met recently with the mayor to familiarize him with the benefits and operation of the statewide insurance plan.

## Hotel Credit Card Plan To Cut Travel Expense Outlay Announced By Harriman And Levitt

ALBANY, October 13 — Gov. Averell Harriman and Comptroller Arthur J. Levitt announced today the establishment of a hotel charge system whereby State employees traveling on official business may charge the hotel room portion of their expenses.

The charges system is expected to go into effect Oct. 31.

As a result of the credit arrangement, State employees will no longer have to advance large sums of money which must later be reimbursed to them by the State. It is estimated that more than 60 per cent of travel expenses can be charged in the future, leaving only meals and incidental expenses.

Under the new rules, promulgated by the Department of Audit and Control, a traveling employee will get an identification card which he will present when checking in at participating hotels. In checking out the employee will fill a "Lodging Request Form" which

the hotel will submit to the state for payment. The form and procedures are similar to the transportation requests in use for several years.

### Covers Room Only

The credit system is intended to cover only the room charge allowable under the Comptroller's rules and regulations. All other charges will be paid by the employee.

The forms and instructions necessary to institute the new system are now being printed and will soon be sent to all State Agencies.

The Civil Service Employees Association, representing the great majority of State employees, has repeatedly urged the State to find some method of relieving employees of the financial burden of advancing their own personal funds to underwrite a trip on State business. In some cases, employees have been forced to borrow money in order to have sufficient cash to make the trip.

## Harriman and Rockefeller Give Issues to Delegates At CSEA's Annual Meeting

ALBANY, OCT. 13 — The increasing importance of the civil service vote gained recognition this week as Gov. Averell Harriman and his opponent in the forthcoming gubernatorial election, Nelson Rockefeller, accepted invitations to present their issues at the 48th annual meeting of the 80,000-member Civil Service Employees Association, being held at the Manger-DeWitt Clinton Hotel here.

At Leader press time CSEA President John F. Powers reported Mr. Rockefeller was scheduled to address several hundred Association delegates at 3:30 P.M. on October 13. Governor Harriman was to address the same group October 14 at 3 P.M. Both addresses will appear in next week's issue of The Leader.

### Rockefeller Pay Statement

At this writing Mr. Rockefeller has made no extensive remarks concerning civil service employees but is expected to elaborate his stand at the CSEA convention.

Earlier in the campaign, however, he flatly stated that he was for an increase for state employees. Although not specifying what this pay boost should be, Mr. Rockefeller said he thought "State salaries should be increased to a level commensurate with what they (public employees) could earn in private industry."

The GOP candidate's remarks were made at a press interview a few weeks ago in Catskill, N.Y.

Mr. Harriman is campaigning

for reelection with an eye for the "civil service vote."

In speeches from Plattsburgh to New York City, the Democratic Governor is stressing Civil Service issues and a pledge to do the utmost to make New York State "a model employer."

At a meeting of the Council of Jewish Organizations in Civil Service recently at the Hotel Commodore, Mr. Harriman declared: "It has been one of the primary goals of my administration to restore New York to its historic role as a model employer. This objective is good business for all of our citizens and as I've said before, good government depends on competent employees."

### Pension Boost Hinted

The Governor held out hope for increased supplemental pensions for retired state workers at the New York City meeting, pointing out: "The Democratic platform pledges that we will improve the supplemental pensions of retired state employees to combat the impact which inflationary pressures have had on retirement pension incomes."

In Plattsburgh recently, the Democratic candidate assailed his opponent's statement in support of higher state salaries as having "a hollow ring." Mr. Harriman charged:

"My opponent says there is a need for salary increases for

State employees, yet the Republicans in the Legislature, including his hand-picked candidate for lieutenant governor last winter threw out my proposal for pay increases for State employees as 'fat and waste.' Well, I am going to continue to fight for equitable pay for all State employees."

Speaking to a group of state employees, Mr. Harriman said recently: "My long experience in State and Federal Government has given me the highest regard for the dedication and competence of Civil Service employees. You deserve the recognition and support of the public you serve. I am constantly pointing this out wherever I go, and I am proud to say that in every New York State department, Civil Servants have vital roles in shaping programs and policies."

### Recognition of Merit

He added it was a guiding principle of his administration "to recognize merit in State service irrespective of race, creed or color. I issued the first order of its kind in the nation setting up practical machinery to insure that no discrimination is practiced by state agencies in hiring, or promotions or other aspects of State service. I have not tolerated the existence of such barriers to employment or advancement in State service—nor will there be any while I am Governor."

## Nassau Unit to Hear Health Plan Men

Nassau chapter, CSEA, will hold a board of directors' meeting at the Hempstead Elks Club on Wednesday, October 15, at 6 P.M. The regular membership meeting will be held at 8 P.M. The Board of Health unit will have representatives from the GHI, Blue Cross, and the H.I.P. health insurance plans on hand to discuss and answer questions. All are invited to attend.

## Retirement Questions?

Retirement is everyone's business and everyone has retirement problems. The Leader wishes to assist its readers in this important and difficult field and will attempt to answer any questions on the subject through a column in this newspaper. Send your questions to "Retirement Editor, The Civil Service Leader, 97 Duane St., New York, 7, N. Y." Answers will appear in the column.

## Lefkowitz Calls For Civil Service Program Based On Militant, Modern Lines

"Government owes its public servants an obligation to set a pattern as a model employer through concrete recognition of the invaluable contribution of those who serve it," Attorney General Louis J. Lefkowitz said in an address before the breakfast meeting of the Council of Jewish Organizations in Civil Service, Inc., at the Hotel Commodore, New York City, recently.

Attorney General Lefkowitz said:

"No greater trust can be imposed upon an individual than that of public service. There is required of him a sense of dedication to duty, a zeal and an integrity of character second to none."

"In turn, government owes to its public servants the obligation to set a pattern as a model employer and I know that this Council will continue to be a potent instrument of leadership."

"Government officials must not only learn to recognize the needs

of our Civil Service workers but must become militant advocates of legislation beneficial to them.

"Adequate compensation must be coupled with retirement and other fringe benefits molded along modern lines. Living as we do in an age where the life span has been increased to a degree unthought of only a few years ago, it has become ever the more essential to insure vested pension rights supplemented by Social Security benefits."

"Great progress has been made in recent years in the struggle to raise public regard for the Civil Service. Much remains to be done,

### 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 3-6070. For list of some current titles see Page 15.

"Say You Saw It In The Leader"

# Rush Begins in Exam To Start U.S. Career

The Federal service examination seeks to attract present or prospective college graduates, or personnel with three years experience in administrative, professional, investigative, technical, or other responsible work to careers in Federal service at salaries of \$4,040, \$4,980, and \$5,985, depending on education and experience.

Just recently opened, the examination is proving exceedingly popular.

The examination is designed primarily as an avenue through which young people with promise, who desire not just a job but a career, may enter the Federal service. Through it a candidate may be considered for trainee positions at the entrance level in a wide variety of career fields in a wide variety of Federal agencies and geographic locations. Federal establishments in Washington, D. C., and throughout the U.S., its Territories and possessions, make appointments to positions in more than 60 career fields from among those who pass this examination. In addition, some appointments are made to overseas positions. This one examination, in effect, enables a candidate to make ap-

plication to many employers at the same time. Approximately 5,000 appointments are made to Federal career positions through this one examination each year.

Depending upon qualifications and positions available, a candidate can be hired for a career position at an entrance salary of either \$4,040 or \$4,980 a year, and a limited number of management interns may be hired at \$5,985 a year.

Successful candidates will be assigned for training to career positions in such fields as general administration, economics and other social sciences, business analysis and regulation, Social Security administration, management anal-

ysis, production planning, communications, personnel management, budget management, housing management, tax collection, electronic data processing, library science, statistics, investigation, information, food and drug inspection, recreation, customs inspection, procurement and supply, records management, and adjudication.

Applications will be accepted until April 23. Candidates should apply to the Civil Service Office having jurisdiction over the place where the test is to be taken. The test dates and deadline for applying for each follow: November 15, 1958, October 30, 1958; January 10, 1959, December 24, 1958; February 14, 1959, January 29, 1959; March 14, 1959, February 26, 1959; April 11, 1959, March 26, 1959; May 9, 1959, April 23, 1959.

The address of the Director, Second U.S. Civil Service Region, is Federal Building, 641 Washington Street, New York 14, N.Y.

## New WCB Hours To Be Studied

Officials of the Workmen's Compensation Board met with employee representatives of the New York City Chapter of the Civil Service Employees Association and Harold L. Herzstein, Regional Attorney, to discuss a change in the working hours at the New York City office of the Board at 50 Park Place, New York, N. Y.

On September 9, 1958 the Board issued an order that effective October 8, 1958, the working hours of all employees in the New York City office will be from 8:30 A.M. to 4:45 P.M. with 45 minutes for lunch.

At the conclusion of the discussion it was understood that the directive will continue in effect on an experimental basis, subject to review.

# U.S. Jobs on the Rise

WASHINGTON, Oct. 13—Paid civilian employment of the Federal Government in the continental United States increased by 33,317 during June to a total of 2,183,765. The U.S. Treasury Department reported the only sizable decrease that occurred in the Internal Revenue Service. All of the other executive departments showed increases in employment as did many of the smaller inde-

pendent agencies.

The increase in the continental United States exceeded 30,000 over the total number reported in May. Career appointments alone were lower than the total for the previous month. Excepted and career-conditional appointments had more than doubled, while all other reported types showed substantial increases. The net total for June was lower than that for June, 1957 and June, 1956.

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Entered as second-class matter October 3, 1939, at the post office at New York, N. Y. under the Act of March 3, 1879. Member of Audit Bureau of Circulations.

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# State Issues Health Plan Regulations For Counties

The State health insurance plan, extended to the State's workers through legislation sponsored and promoted by the Civil Service Employees Association, is now available to public employees in political subdivisions.

Following the winning of this important benefit for State workers, the CSEA sought inclusion under the plan of all public employees in the State.

Various political units are now considering making this plan available to their employees. The regulations under which the plan will operate in political subdivisions have been released by Alexander A. Falk, president of the Temporary Health Insurance Board, and are being printed here so that both officials and employees can avail themselves of the information.

## REGULATION I—DEFINITIONS

1. The term "plan" or "health insurance plan" means the group hospitalization, surgical and medical insurance provided under the various contracts entered into pursuant to Article 7 of the Civil Service Law, and any amendments thereto, including all the benefits provided thereunder, and all conditions and limitations applicable thereto pursuant to such contracts or as prescribed by the Health Insurance Board.

2. The term "participating employer" means any public authority, public benefit corporation, school district, special district, district corporation, municipal corporation, or other appropriate agency, subdivision or quasi-public organization which elects with the approval of the Health Insurance Board to include its Employees in the plan.

3. The term "Employee" means any person in the service of the Participating Employer except

(a) any person whose regular work schedule is less than twenty hours a week, other than a person paid on an annual salary basis whose salary rate is two thousand dollars per year or more;

(b) any person appointed or elected for a term of less than three months;

(c) any person whose employment is scheduled for termination, other than by retirement, within three months after the effective date of the extension of the plan to employees of the participating employer;

(d) any person who is employed by a public educational institution on other than full-time basis and who is a student therein enrolled for a degree;

(e) any person who retired prior to the effective date of the extension of the plan to employees of the participating employer and who is subsequently reemployed on a temporary seasonal or occasional basis or reinstated pursuant to Section 113-a of the Retirement and Social Security Law.

4. The term "Retired Employee" means a person who (1) retired from the service of the Participating Employer prior to the effective date of the extension of the plan to active employees of such Participating Employer, and (2) was employed by the Participating Employer for a total of not less than five years in a position or positions subject to a regular work schedule of not less than twenty hours per week or compensable on an annual salary basis at a rate of not less than two thousand dollars per year, and (3) is receiving a retirement allowance or pension from any retirement or pension plan or system administered and operated by the Participating Employer or by the State of New York, including the New York State Teachers Retirement System, but this last condition shall not serve to exclude

from this definition any retired person whose retirement allowance is suspended by virtue of further government employment described in paragraph (e) of subdivision three of this regulation.

## REGULATION II—ELIGIBILITY

### 1. Active Employees

(a) Every Employee in the service of a Participating Employer shall be eligible for coverage under the plan for himself and for his dependents, if any, subject to the provisions of these regulations and of the appropriate contracts applicable to active employees and their dependents.

(b) Coverage for any Employee and his dependents shall cease without notice on the date of termination of his status as an Employee as defined in Regulation I. The status of any person as an Employee shall be deemed to terminate upon his severance from the payroll, except that for the purpose of continuing his coverage under the plan, the status of such person as an Employee shall be deemed to continue

(1) during any period of authorized leave without pay,

(2) during any period in which the Employee is suspended and his name is on a preferred list for reinstatement,

(3) in the event of the Employee's retirement if the Employee has completed at least five years of service and

(i) in the case of an Employee retiring less than ten years after the effective date of the extension of the plan to Employees of the Participating Employer, the Employee has been covered thereunder during the entire period during which he could have been covered thereunder, or

(ii) in the case of an Employee retiring ten years or more after the effective date of the extension of the plan to Employees of the Participating Employer, the employee has been covered thereunder during the ten year period immediately preceding the date of his retirement and for not less than one-half the entire period during which he could have been covered thereunder.

For the purposes of computing any time period referred to in subparagraph (i) or (ii) above, the first month during which an employee is eligible for coverage hereunder shall be considered as time during which such Employee was covered.

(c) Notwithstanding the provisions of this regulation, coverage under the plan for any person whose status as an Employee terminates shall continue for the period for which the required contributions of both the Employee and the Participating Employer on account of such coverage were made, provided such contributions were payable to the health insurance fund on or prior to the date of the termination of the status of such person as an Employee.

(d) Notwithstanding the provisions of this regulation, if the regular work schedule of an Employee has been not less than twenty hours per week for at least one year and then is reduced to less than twenty hours a week, the Health Insurance Board may, in its discretion and upon the request of the Participating Employer, deem such person's status as an Employee to continue for a period not exceeding one year for the purpose of continuing his coverage under the plan. Thereafter, if the regular work schedule of such Employee continues to be less than twenty hours per week, the Health Insurance Board may, from time to time, review the case and, in its discretion, grant extension not exceeding one year each during which such person's status as an Employee may be deemed to continue.

### 2. Retired Employees

Upon the extension of the plan to Retired Employees of a Participating Employer, each such Retired Employee shall be eligible for coverage under the plan for himself and his dependents, if any, subject to the provisions of these regulations and of the appropriate contracts applicable to Retired Employees and their dependents, provided he makes application for such coverage within a time specified therefor by the Health Insurance Board.

### 3. Cessation of Eligibility upon Termination of Participation of Employer

Upon the termination of the status of the employer as a Participating Employer by reason of default in the payment of charges, or by withdrawal or expulsion or otherwise, the coverage and eligibility for coverage of Employees and Retired Employees of such employer shall cease as of the end of the last month for which the required contributions of both employer and employee have been paid to the health insurance fund.

## REGULATION III — APPLICATION FOR INCLUSION IN THE PLAN

### 1. Cost Estimates

Upon the request of the governing body of any authority, corporation, district, agency, subdivision or organization eligible to become a participating employer pursuant to Section 123 of the Civil Service Law, accompanied by a certificate of the chairman or other presiding officer thereof certifying as to the number of its Employees and/or Retired Employees who would be eligible to participate in the plan, the President of the Civil Service Commission shall provide an estimate of the costs, including assessments for administrative expenses, based on current and anticipated charges at the time of the estimate, which would have to be paid by such authority, corporation, district, agency, subdivision or organization on account of the coverage of its Employees and/or Retired Employees in the plan.

### 2. Application for Inclusion

Any such authority, corporation, district, agency, subdivision or organization may apply for the inclusion of its Employees in the plan by submitting to the Health Insurance Board the following:

(a) A certified copy of a resolution of its governing body electing such inclusion, duly adopted pursuant to subdivision four of Section 123 of the Civil Service Law, which resolution shall be in a form approved by the Health Insurance Board, and

(b) An appropriate certificate of the clerk, or if there be no clerk, the chairman or other presiding officer of such governing body certifying that a specified sum or sums of money have been appropriated for the purpose of paying the employer's costs on account of the coverage of such Employees and their dependents in the plan.

The Retired Employees of such authority, corporation, district, agency, subdivision or organization may also be included in such application, or a separate application with respect to such Retired Employees may be made at another time thereafter in the same manner.

The Health Insurance Board may request such further data, certificates or information in connection with any such application as it may deem necessary or desirable.

No such application shall be

approved unless it appears to the satisfaction of the Health Insurance Board that sufficient sums have been appropriated to reasonably assure the availability of monies for the payment of anticipated employer's costs, including assessments for administrative expenses, on account of the coverage of Employees and/or Retired Employees of the employer, as the case may be, until the end of the employer's fiscal year in which the expected effective date of the extension of the plan to such Employees and/or Retired Employees occurs.

The Health Insurance Board may delegate to the President of the State Civil Service Commission the authority to approve applications for inclusion in the plan made pursuant to this regulation, in accordance with such standards and policies as may be established by the Board.

## REGULATION IV—EFFECTIVE DATE OF COVERAGE

Upon the approval of the application of any authority, corporation, district, agency, subdivision, or organization for the inclusion of its Employees and/or Retired Employees in the plan, it shall become a Participating Employer, and the President of the Commission shall thereupon fix an effective date for the commencement of coverage of such Employees and/or Retired Employees, as the case may be. Such effective date shall be fixed with due regard to reasonable time allowances needed for educational, promotional and enrollment purposes and other administrative requirements. The President may, in his discretion, fix a schedule of effective dates of coverage with respect to newly approved Participating Employers on a quarterly basis or at such other time intervals as he may deem appropriate.

Notwithstanding such effective date for coverage as may be fixed by the President, coverage shall not become effective with respect to the Employees of a Participating Employer unless at least seventy-five percent of all persons eligible for coverage as Employees of such Participating Employer shall enroll for such coverage. Such condition shall likewise apply to the coverage of Retired Employees of such Participating Employer, unless active and retired employees are covered simultaneously in which case the seventy-five percent requirement shall apply to the total of the two classes of employees who shall be considered as one group. No coverage shall become effective unless the employer and employee contributions therefor have been paid into the health insurance fund.

## REGULATION V — PREMIUM CHARGES

### 1. Premiums

Premiums shall be payable on a monthly basis as hereinafter provided. The premium charges per month for individual and/or for individual and dependent coverage shall be the total of the premium charges fixed therefor in the contracts as adjusted to a monthly basis. Such charges may be changed from time to time upon renewal or amendment of the contracts or in such manner as may otherwise be provided in the contracts.

### 2. Rate of Employer and Employee Contributions

A Participating Employer shall pay the same rate of contribution on account of the coverage of its Employees and Retired Employees and their dependents as is paid by the State on account of the coverage of Employees and Retired Employees of the State and their dependents. Until changed by the Health Insurance Board such rate of contribution shall be fifty percent of the premium charge on account of individual coverage and thirty-five percent of the premium charge on account of dependent coverage.

(Continued on Page 14)

## NYC CHAPTER MEETING DRAWS MANY GUESTS



George Bragalini, State Tax Commissioner, third from left, and State Sen. Jeremiah Bloom, second from right, were among the many guests who attended the officer installation dinner of the New York chapter, CSEA, recently. Max Lieberman, third from right, new chapter president, and other officers were installed by Senator Bloom. Principal speaker was Mr. Bragalini. Other guests pictured here are, from left, Albert Killian, CSEA fifth vice president; Robert Soper, CSEA second vice president, and Harold Herzstein, CSEA regional attorney.

# POSTAL PROMOTION TEST IS OPENED

The U.S. Post Office Department is holding an examination October 25 to establish a list of individuals eligible for consideration for promotion to first-line supervisory positions at levels PFS-5 through PFS-8. The examination is open to all regular employees in Level 4 and above, and to all regular rural carriers. The examination is also open to former clerks, city carriers, special delivery messen-

gers, and to postal transportation clerks converted on December 3, 1955 to positions below level 4.

### Who May Compete

Candidates must be regular employees of a postal installation where the examination will be administered, and by October 25 must have at least five years experience in the postal service in duties normally performed by post office clerks, postal transportation

clerks, special delivery messengers, city carriers, or rural carriers. Service in any one or in combination of these positions will count in making up the required five years.

All applicants who are qualified to compete will be given a written examination consisting of a general abilities test and a supervisory problems test. Sample questions and applications may be obtained from the postal official in charge not later than October 24.

### Wekser Promoted To District Manager

Sidney H. Wekser, since 1948 assistant district manager in the Social Security Administration's office at 42 Broadway, has been promoted to district manager of the northern Bronx. He has taken charge of the Fordham District Office at 2432 Grand Concourse, The Bronx.

Mr. Wekser was the liaison between the Social Security Administration and Federal, State, and City agencies. He was a frequent lecturer on Social Security benefits, and has written on the subject for many publications, including The Leader.

He is succeeded in the downtown office by John Baikoski, who serves under manager Harold A. Schaefer.

### 528 PASS, 1,218 FAIL STATEN ISLAND POSTAL TEST

The Staten Island Post Office mailed out notices to 528 candidates who passed the examination for substitute clerk carrier, and to 1,218 candidates who flunked. Fifty of the successful applicants will be hired the first week in November, and it is anticipated that more will be hired after the first of the year.

### T. J. Cuite Seeks Election To Congress

Thomas J. Cuite, former State Senator, seeks election in 11th Congressional district, Brooklyn, on the Democratic ticket.

While serving in the State Legislature, Mr. Cuite was vice chairman of a committee to improve the civil service laws.

He is active in several civic and social organization.

**FOR HOME OWNERS SEE PAGE 11**

### CARMELITE GUILD TO HOLD CARD PARTY

The Carmelite Guild will hold its second annual card party for the benefit of the St. Patrick's Home Building Fund in the main ballroom of the Hotel Statler, Seventh Avenue and 33rd Street, New York City, on Saturday, October 18, from 1 P.M. to 5 P.M.

A drawing for a 1958 Cadillac will be held, and there will be door prizes and special prizes. Tickets are \$2 per person. The new building will accommodate over 100 more aged men and women who will receive the care of the Carmelite Sisters.

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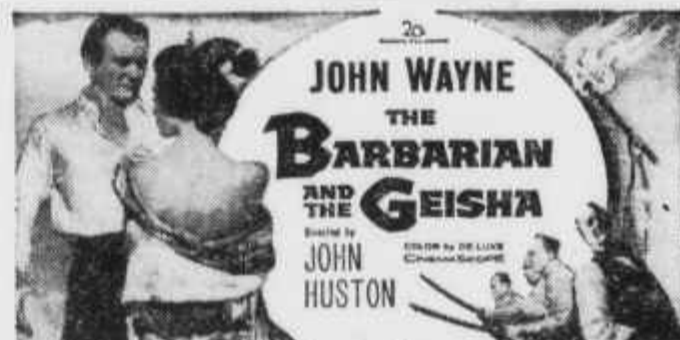
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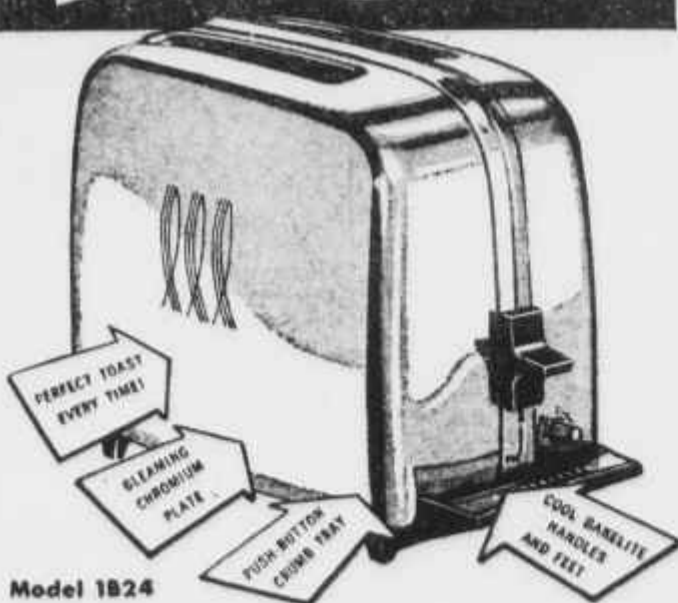
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## 20th Annual Dongan Guild Communion Breakfast Will Be Held At The Waldorf

On Sunday, October 26th, the Dongan Guild of New York State Employees will hold its 20th Annual Communion Breakfast. The members will receive Communion at the 9:00 o'clock Mass in St. Patrick's Cathedral, followed by breakfast at the Hotel Waldorf Astoria.

President Catherine Hafele has announced that in honor of this 20th anniversary, the various past presidents of the Dongan Guild will act as chairmen of the various committees. The Guild's first president, Frances Smith, will be honorary chairman; James L. Hanrahan will be general chairman; William J. Peterson will be

chairman of publicity; William Seidl will be chairman of the reception committee; Daniel Farnan will be chairman of the ticket committee; James Bowles will be chairman of the arrangements committee.

As in the past few years, Honorable Carmine De Sapio, Secretary of State, will act as toastmaster at the breakfast. Very Rev. Daniel A. Maguire, the Guild's Spiritual Director, will grace the dais, as will many heads of State Departments.

Miss Hafele, whose office is at 50 Park Place, New York City, announced that tickets are in the hands of the various department representatives, or may be secured from her.

## Lehman Named To Blue Cross Board

Maxwell Lehman, Deputy City Administrator of the City of New York, and former editor of The Leader, has been elected a member of the board of directors of Associated Hospital Service of New York (Blue Cross). Charles Garside, chairman of the board and president, announced.

Mr. Lehman is a member of the faculty of the Graduate School of Public Education, New York University. He is also executive secretary of the Metropolitan Regional Council of New York, New Jersey, and Connecticut.

In announcing Mr. Lehman's election, Mr. Garside said that his name had been suggested by Mayor Wagner because of the City's interest in the Blue Cross program of protection against the cost of hospital care. He reported that approximately 158,000 City employees now have Blue Cross coverage for themselves and their family dependents. The City contributes 50 per cent of the subscription costs for 128,000 employees and their dependents, he said, while the remaining 30,000 are enrolled in independent groups and pay the entire cost themselves.

## KEY ANSWERS

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Last day to protest to City Civil Service Commission, 299 Broadway, New York 7, N. Y., Wednesday, October 22.

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# State Makes Annual Bid To Fill Professional Jobs

The State Department of Civil Service has opened its professional career tests to qualify applicants for entrance into professional careers in State service. Tests for the academic year 1958-59 have been scheduled for December 13 and February 28.

Most of the positions to which appointments are made under this program are at the first professional level. Usually such appointments are subject to one year of traineeship at \$4,400, after which the trainee will advance to a salary of \$4,700, rising to \$5,880 in five annual salary increases.

There are jobs requiring a broad education background, and jobs requiring special training. A bachelor's degree, regardless of major subject, will meet the requirements for some positions, but others require varying degrees of specialized training in one or more subjects.

### Exam Wide Open

The examination is open to any qualified citizen of the U.S. who has graduated from a recognized college with a bachelor's degree, or to any college senior or junior. For the test to be held December 13, applications should be submitted not later than November 17, and for the test to be held February 28 they should be submitted not later than January 30. Applications and announcements may be obtained in the lobby of the State Office Building in Albany; Room 2301, 270 Broadway, New York City; or Room 212, State Office Building, Buffalo.

Appointments are made continually throughout the year, especially at graduation time when candidates become available to start work. For permanent appointment, candidates must be graduated from a recognized col-

lege or university from a four-year course for which a bachelor's degree is granted.

All candidates will take the same basic battery of aptitude tests (about 3 hours), measuring verbal and quantitative abilities, abstract reasoning, and spatial perception. The scores will be weighted and combined in several different ways according to the importance of each test for different kinds of work for which the candidate may be qualified. (As candidates have more than one opportunity to take the tests, no formal appeal of test scores or review of test papers will be allowed).

Continuing eligible lists will be established for this examination on the basis of final written test scores. Successful candidates tested and completing applications during the academic year 1958-59

will be eligible for appointment until September 1960.

### Placement of Eligibles

For inclusion on any eligible list, the candidate must meet the applicable written test standards and the specific education requirements. On this basis, candidates are first considered for placement on one or more of the broad lists shown below.

The fields of work for which each of these lists may be used are numerous. For appointment to positions for which the minimum requirements as specified are appropriate, the broad lists will be used. The duties of some positions, however, require further specialization or qualification in an oral test. Candidates meeting these additional qualifications have greater opportunity for appointment.

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## FIREMAN - Young Men of 19

It is expected that applications for Fireman will re-open next month and that young men of 19 and upward to 29 may file an application. Any young man who will be 19 before the end of November and who meets the other requirements may enroll at once and begin preparation with the understanding that any fee paid will be refunded if he is not found eligible to file an application for this position.

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

BEckman 3-4010

Paul Kyer, Editor

Jerry Finkelstein, Publisher

H. J. Bernard, Executive Editor

James Quinlivan, 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.

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TUESDAY, OCTOBER 14, 1958

## Time For a Check-Up

CIVIL SERVICE administration could profit by a periodic checkup, and should not only welcome it but do something to see that it is begun.

The integrity of civil service administration, except in some politics-ridden local jurisdictions, has long since earned the honor of being taken for granted. But that is not to say that every last aspect has achieved perfection, that all tests are as realistic and objective as they could be, or that every candidate who earns the highest score in a competitive test is best qualified for the job.

The U.S. Civil Service Commission, and the state and local commissions, could appoint impartial committees that would gladly undertake the audit without any additional cost whatever to government. Experts in the field should be appointed. Moreover there naturally would be representatives of employee organizations. Nobody knows the weak spots of Civil Service at the receiving end better than do the employees. The long-range planners and civic-minded protagonists of idealism in scope might add much to such a committee's ability to perform a valuable public service.

### More Discretionary Powers

One of the necessary improvements would be an increase in the discretionary powers of civil service commissions. Restrictions imposed on them have accumulated throughout the years until they are now somewhat fearsome. They were born of natural distrust. A merit system was to replace a spoils system, and it was admittedly impossible to exclude politics entirely. The idea was to take every possible precaution against undermining the promising experiment. That precautionary task was not only done but probably overdone. The staunchest advocates and supporters of the merit system would be the first to admit it.

### Civil Service Far-Flung

When one mentions civil service, the thought of jobs filled competitively, or, only if that is impracticable, filled otherwise, comes to mind, but in a broader sense civil service takes in all who work for government, including elected officials, and holders of exempt jobs. In fact, in New York State's civil service and in that of the local governments in the State, the elected officials, among others, are in the unclassified civil service, while the exempt employees are even in the classified service, the other classifications of which are competitive, non-competitive and, in cities, the labor class.

Some employee organizations do indeed raise loud, prompt opposition to the creation of exempt jobs as being an act subversive of the civil service, but the more enlightened groups do not. Non-competitive jobs have their proper place, too, when formal competition would not be suitable. The members of the more progressive employee groups need not be expected to oppose increased discretionary powers, even though the same groups, operating in other days and under different and experimental conditions, may have been largely responsible for the present lack of freedom that limits, but of course doesn't destroy, the effectiveness of civil service commissions. Commissions might find many public employee groups very much in their corner, contrary to what some doubters expect.

### Bill In Congress

Senator Joseph Clark (D., Pa.) has introduced a bill that would transfer to the White House some of the personnel operations now under the authority of the U.S. Civil Service Commission. The measure would overhaul Federal civil service administration. Anyone who sus-

## LETTERS

### TO THE EDITOR

THE HIGHER THE PAY,  
THE GREATER THE SUCCESS

Editor, The Leader:

You recently reported that the latest United States Federal service entrance examination was a great success because the Government used methods of private industry to promote the test. Continuation of this success can be assured if the salaries of private industry are applied as a follow-up.

ALBERT BALKE

### STAND-BY FUND FOR PENSIONERS PROPOSED

Editor, The Leader:

Due to the additional amounts from Social Security the number of retirements has risen sharply, and the New York City Employees' Retirement System is no doubt confronted with a huge task. Delays of months between an employee's last regular pay check and the start of his pension payments are to be expected because of the administrative burden.

While we are cautioned to put something away for a rainy day, and it is to be assumed that the average employee has some money on hand at retirement, in many cases due to illness, surgery or even death in his family, his surplus may have been exhausted.

The employee, through payroll deductions, has a reserve of his own money on deposit with the City and it seems only fair that he should have access to it to a certain degree to tide him over until his pension starts. I propose the City institute a form of stand-by pay for the interim between the employee's last regular pay check and the first pension check. Each department payroll division would set this up as a separate payroll in the regular manner.

As a simple formula to arrive at the amount to be paid, I suggest \$1.00 per week per year of service, and to avoid complications, base this upon completed years of service.

This would result in an employee with 25 years of service receiving a check for \$50 on each two-week payday, \$80 for 40 years service. While not large, this would help a pensioner to meet the high cost of living and the

(Continued on Page 7)

pects that its aim is a raid on civil service should weigh the fact that, in general, it has the support of the National Civil Service League, the leading reform organization in the field, and the one that got civil service going in the Federal government at first, almost simultaneously in New York State and City, and later in the many other jurisdictions.

The final objective is always to hire the person best qualified to fill a job, but depending on the nature of the job, competition, as the word is used in civil service, is not always the best method. Policy-making positions are traditionally excluded, and with no quarrelsome word from anybody. Other positions, like those involving close personal association, or in integrating an Administration's program, do not fit naturally into the competitive program.

### Broad Horizon

Other fields need exploration. How about introducing latest, improved examining techniques. A U.S. Commission bureau is devoted to that important task. Most other commissions are so snowed under by the mass of detail work that goes with their overall task that they don't have the time, nor the staff, to lift examinations themselves out of the routine.

The time has come to introduce the periodic check-up in civil service, not that there is anything seriously wrong with the patient, but for the same reasons that we as individuals gladly submit to periodic medical and dental checkups.

## LOOKING INSIDE

By H. J. BERNARD  
Executive Editor



### Who Shall Fill the Top-Ranking Jobs?

HEADS OF GOVERNMENT, and civil service commissions, should not hesitate to call in outside help in the solution of difficult problems. The only precaution necessary is that those invited to help should be practitioners and not theorists.

One of the main problems is how to fill top-level jobs. Every public employee has his eye on one but few indeed are those who get their hands on it.

How far should government go in bringing persons in from the outside? That is one of the knotty aspects of the problem.

The Federal government recognizes the need for outside help but has been at loggerheads on the subject. President Eisenhower wanted a Career Executive Board to grapple with the problem. The House Manpower Subcommittee delved into the proposal, decided that any activity of that kind would generate violent differences of opinion, and recommended that action in this field be deferred. It might well be that as this is an election year, in which many are running for Congress, so controversial a subject had better be left for another year. However, President Eisenhower lost none of his original keenness for his project; indeed, he has enlarged the board membership and given it the green light.

The board is to recommend an overall plan under which Federal departments and agencies would select top-ranking executives. The committee is cautioned by the White House not to lose sight of the need for incentive in government employ, hence to pay due regard to the fullest possible enlargement of opportunities for career employees. The President asks the board to get started without delay. He has intimated that he looks to the board for big things. Here's hoping that he gets them.

### Who'll Be on the Board

The board will consist of seven men, instead of five. A Democrat is to be added, a good idea indeed, in line with the non-partisanship of the merit system. The Democrat will be a man who occupied a prominent post in the Truman Administration, which is all to the good, too, because the appointee will meet the basic requirement of practical experience. The seventh post will go to a liberal Republican, a kind of Republican no longer hard to find, contrasted to World War I days. Arthur H. Flemming, Secretary of the Department of Health, Education and Welfare, will be board chairman. The other government members will be Secretary of Labor James Mitchell (another of those liberals) and Civil Service Commissioner Fred Lawton, a career civil service employee himself. Quite a promising committee, if the four business men to be named measure up in stature to the public officials, for these four will constitute much of the "outside help," though the Democrat can't be rated as an "insider," either, except in terms of his experience in government.

Other jurisdictions will watch the work and study the recommendations of the board. It is not unusual for the Federal government to set a pattern that other jurisdictions promptly follow. Civil service itself got started that way.

## Social Security Questions

I WAS RECENTLY notified that my disability claim has been approved and my benefit will be \$60 a month beginning with February 1958. I am also receiving a benefit from the Veterans Administration of \$66.15 based on a non-service connected disability. I was told that I cannot receive my benefits from social security. Is this true?

C.E.

Under the law in effect before August, 1958, the amount of your Veterans Administration benefit would be deducted from your disability benefit from Social Security. Since your Social Security benefit was \$60 and your Veterans Administration benefit \$66.15, you will not receive any payment from Social Security for the period February through July. However, under the new amendments beginning with August, 1958, this is no longer true. You are eligible to receive both your Veterans Administration benefit and your disability Social Security benefit.

## LETTERS TO THE EDITOR

(Continued from Page 6)

full cost of continuance to meet the high cost of living and the full cost of continuance of HIP and/or Blue Cross.

These payments would be as an advance against regular pension and in no way affect the final figures. The employees total fund would be frozen as of the date of retirement for pension calculation purposes. To protect the City and the employee, a standard form should be prepared for his signature at the date of his last regular check. This form would stipulate that the payments are not in addition to his pension and that they will be deducted from his future pension checks in the same manner as they are paid; i.e. weekly, or in a lump sum if he selects such an option.

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\*SOURCE: Report on a study of hospitalization experience published in February, 1958 by The American Hospital Association.

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**Local Govt. Exams Announced by State**

New York State announces a series of examinations for jobs in local units of government. Applications will be accepted until October 24, and the written tests will be held November 22. Residence requirements vary, and are listed with titles and salary. First figure listed is the beginning salary.

Professional library examinations for senior librarian II and III, assistant library director I and II, and library director II and III; salaries vary; open to any qualified citizen of the U.S.

Recreation specialist (ceramics); salary from \$3,780 to \$3,860; Westchester County; open to residents of New York, New Jersey, Pennsylvania, Connecticut, and Massachusetts.

Draftsman; \$3,460 to \$4,420; Westchester County; candidates must have been legal residents of New York State for at least one year and of Westchester County for at least four months preceding the date of the examination.

Draftsman; \$3,900 to \$4,480; Town of Amherst; candidates must have been legal residents of New York State for a least one year and of the Town of Amherst, Erie County, for at least six months immediately preceding the date of the examination.

Engineering draftsman; \$4,500 a year; Town of West Seneca; candidates must have been legal residents of New York State for

at least one year and of the Town of West Seneca, Erie County, for at least six months immediately preceding the date of the examination.

Parks engineer; \$6,820 to \$8,780; Erie County; candidates must have been legal residents of New York State for at least one year and of Erie County for at least six months immediately preceding the date of the examination.

Draftsman; \$4,000 to \$5,080; Kings County; candidates must have been legal residents of New York State for at least one year and of Kings County for at least four months preceding the date of the examination.

**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** — Room 2301 at 270 Broadway, New York 7, N. Y., corner Chambers Street, Tel. BArcley 7-1616; State Campus and lobby of State Office Building, Albany, N. Y., Room 212; State Office Building, Buffalo 2, N. Y. Hours 8:30 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 from 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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Saturday, Oct. 18—Lake Mohawk. Dinner at the Lake Mohawk Mountain House. Autumn foliage season. The photographer's holiday.—\$8.75

Saturday, Oct. 18—Roast beef supper at the Methodist Church at Nassau—\$1.75

Saturday Eve., Oct. 25 — Barbecue chicken supper at the Grange Hall, West Sand Lake.

Nature follows no definite time table, but experience shows that the autumn foliage will continue until late in October.

Thursday, Oct. 16—Shopping tour, New York City—\$6.00

Saturday, Oct. 18—Patricia Murphy's famous Candle Light Restaurant and Shopping Center at White Plains — \$5.50.

Kick off the fall with a Yankee Traveler Tour. Saves you trouble and money.

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**OPEN LETTER TO CSEA CHAPTER HEADS**

It won't be long now before you'll have to start thinking about group dinners, Christmas and New Year parties. When they're a flop, no doubt you hear about it. When they're a success—and everybody goes home happy—perhaps the grateful drop a word of commendation on just how well you handled the arrangements. And then there's that personal satisfaction in knowing you were on the ball. . . . The year, why not take the uncertainty out of choosing just where you'll hold your banquet testimonial dinners or celebrate other festive occasions. Make your reservations EARLY at PETIT PARIS, host to CSEA group dinners and luncheons since the formation of your organization. We know how. Telephone 2-7824 for dates and rates.

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You know as well as I, it takes a slim figure to wear the Fall fashions—so come on over and see what we have to offer. 25% Disc. to A.B.C. Girls. Bring identification. We'll be looking for you.

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UPWARD RECLASSIFICATION RECOMMENDED

The New York City Civil Service Commission has recommended that Arthur Merola, an employee of the Department of Hospitals, be reclassified from laundry worker to senior laundry worker.

LEGAL NOTICE

SUPPLEMENTAL CITATION — The People of the State of New York By the Grace of God Free and Independent To Ida Von Claussen, Henry Leo Wenner III, William Brynes Wenner, James Peter Wenner, David Leo Wenner, Wendy Wenner, Julia Louise Wenner, William Brynes Wenner, Jr., Henry Leo Wenner, Harriette H. Malley, Harriette M. Malley Keefe, Edward Hamilton Malley, Constance Armstrong Durman, Edward Hamilton Malley, Jr., Arthur Wellington Malley, Pamela Malley, Constance Malley, Noel Armstrong, Jr., Hamilton Reed Armstrong, Jane B. O'Malley-Keyes, Hamilton O'Malley, Rosemarie Labronche, Eugene Wingfield Pears, June Dufaire, Nial O'Malley-Keyes, Anthony Labronche, Ariel Labronche, Charles Patrick O'Malley, Patrick O'Malley, Grania O'Malley, Doreen O'Malley, Alik Dufaire, Eric Owen Dufaire, Maureen Dufaire, Middleton Edward O'Malley-Keyes, Anthony Holland O'Malley-Keyes, Julie Tyrrell O'Malley-Keyes, David Austin O'Malley-Keyes, Dorris Armstrong O'Malley-Keyes, Rosemary Davis O'Malley-Keyes, Infant O'Malley-Keyes, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees or otherwise in the Estate of Matthew Brynes, deceased, who, at the time of his death, was a resident of the County of New York, SEND GREETING Upon the petition of National Bank of Westchester, White Plains, as Substituted Trustee under the Last Will and Testament of Matthew Brynes, deceased, with its office at 31 Mamaroneck Avenue, White Plains, Westchester County, New York, verified the 17th day of September, 1958. 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 28th day of October, 1958, at half past ten o'clock in the forenoon of that day, why the supplemental account of proceedings of National Bank of Westchester, White Plains as Substituted Trustee under the Last Will and Testament of Matthew Brynes, deceased, should not be judicially settled and why the Court should not approve a certain stipulation with respect to a compromise herein and with respect to the Trustee's contract as set forth in schedule "V" of said supplemental account, and why said agreement should not be binding upon the Trustee and all persons cited here having an interest herein, which stipulation in part provides for the payment of attorney fees as follows: To Davis Polk Wardwell Sunderland and Kiendl, the sum of \$3,500 and for the payment of disbursements in the sum of \$210.50; to Bain & Hoopes, the sum of \$1,750; to Angelo Conroy Marsh & O'Grady, the sum of \$1,250, and why the detailed affidavits, notices and citations pertaining to such payments as required by Section 231(a) of the Surrogate's Court should not be dispensed with, and why an allowance for Edward Edelman, the special guardian herein, should not be approved, and why the last day for filing objections to said account shall not be peremptorily established as of the 20th day of October, 1958, which is two days following the return date hereof.

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, a Surrogate of our said County at the County of New York this 18th day of September in the year of Our Lord One Thousand Nine Hundred and Fifty-eight. (Seal) s/PHILIP A. DONAHUE Clerk of the Surrogate's Court GERALD F. FINLEY Attorney for Petitioner 545 Fifth Avenue New York 17, N. Y.

DIAPAS, GEORGE, s/h/a GEORGE NICHOLAS DIAPAS. — CITATION. — The People of the State of New York By the Grace of God Free and Independent, To Apostolos Diapas, Chionia Vasiliades, Nikos A. Diapas, Stergios A. Diapas, George A. Diapas, Papi V. Calliamountou, Chrysanthos D. Lanza, Penelope E. Diapas, Tasoula E. Diapas, Coula I. Diapas, Penelope K. Kyriacou.

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 November 12, 1958, at 10:30 A.M., why a certain writing dated April 18, 1946 which has been offered for probate by Thano Diapas, residing at 607 West 175th Street, New York City, should not be probated as the last Will and Testament, relating to real and personal property of George Diapas, s/h/a George Nicholas Diapas, etc., deceased, who was at the time of his death a resident of 607 West 175th Street, in the County of New York, New York.

Dated, Attested and Sealed, September 25, 1958. RON. S. SAMUEL DI FALCO, (L.S.) Surrogate, New York County PHILIP A. DONAHUE, Clerk

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FULL BASEMENT  
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Detached, 5 large rooms in St. Albans, oil heat, garage, 40x100. Sacrifice—\$77.87 a month carries all!

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OPEN 7 DAYS A WEEK  
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**\$11,990**

Solid brick, 6 rooms, porch and bath, modern throughout, featuring 3 master bedrooms, full basement, oil unit, extras included. ONLY \$72.77 A MONTH

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**ST. ALBANS**

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Detached, 30x100, 2 separate apts, with separate entrances, oil heat, full basement, 2 car garage, entire house vacant and newly decorated. A1 area, near everything. Hurry—See this today. LIVE RENT FREE!

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1 family, 5 1/2 huge rooms, detached, oil heat, 1 car garage, ultra modern kitchen, near everything. See this home now! Make appt. WHY PAY RENT?

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Jamaica, brick, with two large private apartments. Full basement.

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The Civil Service Leader does not sell new or used cars or any automotive merchandise. This is a service exclusively for the benefit of our readers and advertisers.

# Postal Salaries Pegged To Living Costs Gain Favor

WASHINGTON, Oct. 13 — The AFL-CIO National Postal Transport Association is supporting the move of the National Association of Letter Carriers for an escalator salary system for postal employees. The proposal would have postal salaries rise or fall \$50 with

each one-point advance or retreat in the cost of living index.

However, the NALC version would go into effect only after postal worker salaries had reached what it considers a "reasonable" level, one considerably above present rates that average about \$4,700 a year. Also, postal salaries could not be cut below \$5,500, even if such a reduction were indicated by the cost of living. By contrast, the Transport Association proposed that the new system go into effect immediately, without

waiting for further advance in pay rates, and that the present salary schedule be used as the "floor" below which rates could not be reduced.

#### LEGAL NOTICE

KIRKANE, KATIE. — CITATION. — THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God Free and Independent TO Margaret Curry, Della Lee, Mary Weigand, Sarah Myles, Winifred Russell, Michael Kirkane, James Kirkane, Julia Byrne, Martin Kirkane, American Surety Company being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of Katie Kirkane, deceased, who at the time of her death was a resident of 448 West 57th Street, New York, New York. Send Greening.

Upon the petition of Nora Kirkane residing at 623 Amsterdam Avenue, New York, 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 21st day of November, 1958, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of Nora Kirkane as Administratrix should not be judicially settled, and why the claim of John P. Lavelle in the sum of \$450.00 should not be paid.

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 a Surrogate of our said County, at the County of New York, the 2nd day of October, in the year of our Lord, one thousand nine hundred and fifty-eight.  
 PHILIP A. DONAHUE,  
 Clerk of the Surrogate's Court

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SENSATIONAL SWEDISH CAR ONLY \$1895  
 Winner of First 3 Position at Limerick, Conn.  
 75 HP - 4 Speed Box - Dual Carbs  
 Also Available  
**KARP VOLVO**  
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GERMAN IMPORT  
 • 7 Moving Parts in Motor.  
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The 1958 Amendments to the U. S. Social Security Law explained in simple language. Send for free circular on Social Security changes. THE LEADER, 97 Duane Street, New York 7, N.Y.

#### LEGAL NOTICE

THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God Free and Independent TO WERNER PFENDBACK-ROCH, GERTRUDE BURGER-Pfendback, RACHEL FARCOT, HANS PETER MERIAN, ROSK DAY PRINGLE, HELENE BRONNIMANN-ISLIN, DORA PURCHARD, MARTHA HENZEL CARNEGIE INSTITUTE OF TECHNOLOGY, Send Greening.  
 Upon the petition of ROBERT PERRET who resides at 21 East 37th Street, New York 18, N. Y. you and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York on the eighteenth day of November, 1958, at half-past ten o'clock in the forenoon of that day, why letters of administration on the goods, chattels and credits of Marguerite Merian, late of New York County, deceased, should not be issued to the petitioner, and why the paper writing dated 1947 purporting to be the Last Will and Testament of Marguerite Merian 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, Honorable S. SAMUEL DI FALCO, a Surrogate of our said County, at the County of New York, the 2nd day of October in the year of our Lord one thousand nine hundred and fifty-eight.  
 PHILIP A. DONAHUE  
 Clerk of the Surrogate's Court

LANDAU, CHARLOTTE BRESANT, also known as CHARLOTTE B. LANDAU. — CITATION.—P. 2990, 1958.—The People of the State of New York By the Grace of God Free and Independent, To RENE BRESANT, the next of kin and heir at law of CHARLOTTE BRESANT LANDAU, also known as CHARLOTTE B. LANDAU, deceased, send greeting.

Whereas, LEON SAMUELS, who resides at 601 West 174th Street, Borough of Manhattan, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date 21st day of March, 1956 relating to both real and personal property, duly proved as the last will and testament of CHARLOTTE BRESANT LANDAU, also known as CHARLOTTE B. LANDAU, deceased, who was at the time of her death a resident of 353 Fl. Washington Avenue, City of New York, the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 12th day of November, one thousand nine hundred and fifty-eight, 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, (L.S.) Surrogate of our said County of New York, at said county, the 30th day of September in the year of our Lord one thousand nine hundred and fifty-eight.  
 P. / PHILIP A. DONAHUE,  
 Clerk of the Surrogate's Court.

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Similar Service on All Cars  
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Nothing Down Plates at Once!  
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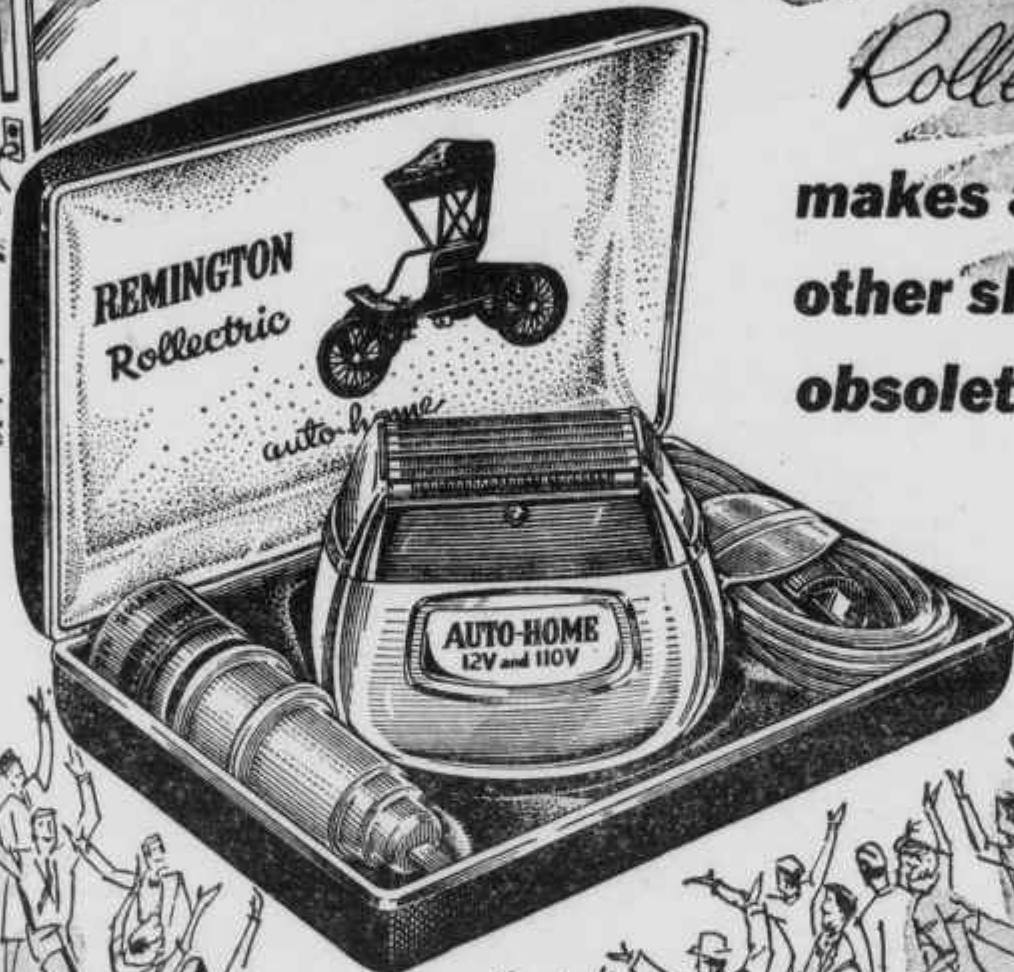
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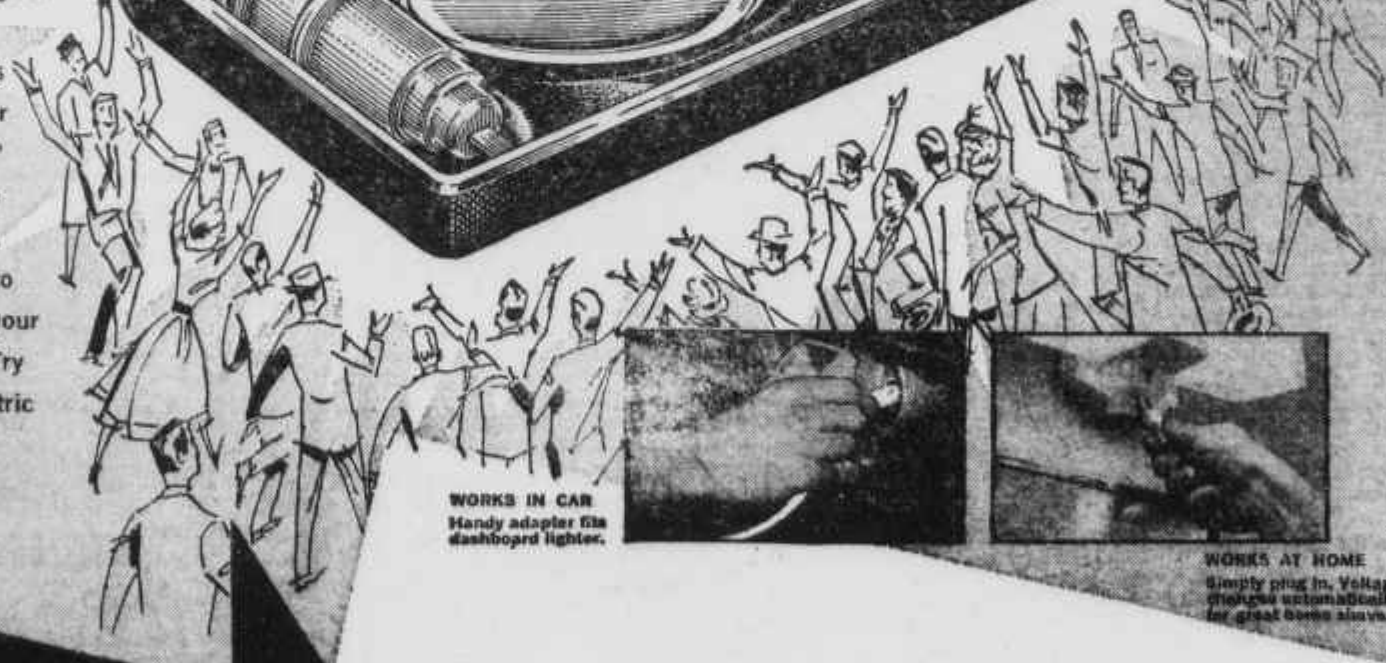
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**NEW YORK CITY**

# Health Plan Regulations For Local Participants

(Continued from Page 3) of dependent coverage, except that for the optional benefit plans the employer's contribution shall not exceed the same dollar amount as is paid by the employer under the basic benefit plan. Notwithstanding the foregoing provisions,

(a) An Employee on leave without pay which coverage is continued pursuant to these regulations shall be required to pay the entire premium charge (both employer's and employee's contribution) on account of such coverage during such period of absence.

(b) A covered Retired Employee whose retirement allowance is suspended by virtue of his further government employment in a capacity other than as an officer or employee of the Participating Employer from whose service he retired shall be required to pay the entire premium charge on account of such coverage for the period during which his retirement allowance is suspended. If such further government service is as an officer or employee of the Participating Employer from whose service he retired, such Participating Employer shall pay the required employer's contributions.

### 3. Deduction of Contributions

The contribution required to be paid by an Employee on account of coverage for himself and his dependents shall be deducted from his salary or wages by the chief fiscal officer of the Participating Employer. In the case of a Retired Employee or an Employee whose coverage is continued after retirement, his required contributions shall be deducted from his retirement allowance by the fiscal officer responsible for the payment of such allowance, but in the event that his retirement allowance is suspended by virtue of his further government employment as an officer or employee of the Participating Employer from whose service he retired contributions shall be deducted from his salary or wages. During any period when an Employee or Retired Employee is not receiving salary, wages or a retirement allowance and his coverage is continued pursuant to these regulations, he shall make the payments required of him on account of such coverage directly to the chief fiscal officer of the Participating Employer.

The sums to be deducted from salaries, wages or retirement allowances, or otherwise paid by direct payment, shall be fixed by the appropriate fiscal officers and shall be in sufficient amounts so that the contributions of Employees and Retired Employees due and payable to the health insurance fund on the first day of any month, as provided in subdivision 4 of this Regulation, will have been deducted by or otherwise paid to such fiscal officer on or before the first day of such month.

### 4. Payments to Health Insurance Fund

The total contributions required to insure covered Employees and Retired Employees for any calendar month shall be due and payable to the health insurance fund on the first day of the preceding calendar month.

The chief fiscal officer of the Participating Employer shall, on the first day of each month, pay to the health insurance fund the sum of (1) the contributions of covered Employees and Retired Employees (except contributions deducted from retirement allowances) required to insure them for the following calendar month, and (2) the contributions required to be paid by the Participating Employer for the coverage of all covered Employees and Retired Employees of such Participating Employer for the following calendar month.

The chief fiscal officer of any retirement system from which covered Employees or Retired Employees of the Participating Employer are receiving allowances shall, on the first day of each calendar month, pay to the health insurance fund the sum of the contributions of such Employees and Retired Employees necessary to insure them for the following calendar month.

Each such payment shall be accompanied by an accounting

thereof to be set forth on an appropriate form prescribed by the President of the Civil Service Commission. Each such payment shall be made by check payable to the order of The Health Insurance Fund and delivered to the President of the State Civil Service Commission, Department of Civil Service, the State Campus, Albany 1, New York.

No monies in the health insurance fund, other than the sums received therefor from the Participating Employer, shall be committed, encumbered or advanced to pay for the coverage of the Employees and Retired Employees of such Participating Employer. The sums due on the first day of any month must be paid to the health insurance fund promptly. In any case, such sums must actually be received by the President of the Commission not later than at the close of business on the sixth work day preceding the first day of the following month; and if not so received, the Participating Employer shall be in default and coverage of the Employees and Retired Employees of such Participating Employer shall terminate at the end of the month for which payments have been made. However, upon application of any employer who has defaulted, the President of the Commission may authorize the reinstatement of such employer as Participating Employer after a lapse of a minimum of two months following the cessation of the coverage of its Employees and Retired Employees; provided, however, that the Health Insurance Board may, in its discretion and for good cause shown, reduce such sixty-day waiting period.

### REGULATION VI — ADMINISTRATIVE RESPONSIBILITIES OF THE PARTICIPATING EMPLOYER

The Participating Employer shall be responsible for performing the following administrative functions:

(a) enrollment of Employees, Retired Employees, and their dependents,

(b) preparation and distribution of identification cards, and distribution of certificates for enrolled Employees and Retired Employees, and such other materials as may be required in connection with the administration of the plan,

(c) maintenance of enrollment and up-to-date eligibility records for covered Employees and Retired Employees,

(d) prompt certification to the insurance carriers of eligibility or non-eligibility for benefits for the Employees and Retired Employees, and their dependents, claiming benefits and prompt notification to the carriers as necessary of the enrollment, change in status and termination of coverage of its covered employees,

(e) collection of any unpaid and past due employee contributions and refunding of any excess amounts contributed by Employees,

(f) reporting such information and data concerning the administration and operation of the plan as the Health Insurance Board or the President of the Civil Service Commission may request.

Such functions shall be carried out in conformity with standards and procedures approved by the President of the Civil Service Commission. Enrollment and eligibility records shall be maintained in a manner and form approved by the President.

### REGULATION VII —

#### INSPECTION OF RECORDS

All records in the possession of the Participating Employers or its officers or agents which have a bearing on the participation of Employees or Retired Employees in the health insurance plan, or which otherwise have any bearing on the administration or operation of the health insurance plan, shall be open to the inspection of representatives of the Health Insurance Board and the carriers at all reasonable times.

### REGULATION VIII —

#### ASSESSMENT AND PAYMENT OF ADMINISTRATIVE EXPENSES

Each Participating Employer shall be assessed semi-annually,

## ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

### Long Island Parks

The Long Island Inter-County State Park Chapter of the CSEA held their first meeting of the Fall season with William Hurley presiding. The attendance was good and we were pleased to welcome a new member, Tom Culien. A discussion of the various resolutions now before the Legislature took place to clarify certain points in the minds of the members. Dan Kehoe, George Siems and Bill Hurley will be our delegates to Albany. With these boys, we can be sure of an interesting report on their return.

The plans for our annual Christmas party were discussed and a committee was formed to start the ball rolling. George Siems was elected chairman and is to have the able assistance of Dan Kehoe, Theresa Wathne, Nate Cuccia, Bob Himes, Kitty Cermes, Elizabeth Carman and Miss Preuss. The date for the party is set for Tuesday, Dec. 16th, so mark your calendar and leave this night free. Be sure to join us in the fun that was enjoyed in the past years and make this the biggest and best party yet. It is a good opportunity to meet your fellow workers socially and to get a better knowledge of your Association.

The next chapter meeting will be held Tuesday, October 21, so be sure to attend and help us plan for our good time.

### Letchworth Village

The Letchworth Village chapter is now in the midst of a vigorous campaign to raise money for the Employees' Fund. The many activities supported by this fund include co-sponsorship of an annual employees picnic, donations to many social activities and sending of flowers to bereaved families and get well sentiments to the ill.

In addition we believe we are

as of April first and October first, for its proportionate share of the expenses incurred by the State during the previous six months in the administration of the health insurance plan. All assessments shall be levied in accordance with a formula approved by the Health Insurance Board which shall be applied uniformly to all Participating Employers. Each such Participating Employer shall be sent a statement of its assessment which shall show the formula used in computing the assessment and the actual computation thereof. Such assessment shall be payable within thirty days after such statement is rendered, by check made payable to the State Commissioner of Taxation and Finance, and forwarded to the President of the Civil Service Commission. Failure to pay any such assessment promptly shall constitute cause for expulsion.

### REGULATION IX — WITHDRAWAL FROM THE PLAN

If a Participating Employer withdraws from the plan, it should give notice of intention to withdraw to the Health Insurance Board and to its covered Employees and Retired Employees at least sixty days in advance of the last date for which coverage will be provided. A Participating Employer which withdraws or is expelled from the plan shall not be eligible to rejoin the plan for one year following such withdrawal, provided, however, that upon the request of an employer which has withdrawn from the plan, that the Health Insurance Board may in its discretion and for good cause shown, reduce such one year waiting period.

### REGULATION X — EXPULSION FROM THE PLAN

The Health Insurance Board may expel a Participating Employer from the plan upon finding that fraud or abuses in the administration of the plan have been committed or permitted by the acts or neglect of its officers or agents, or that the Participating Employer has failed to carry out satisfactorily its functions and responsibilities as required under the plan and in these regulations. Such expulsion shall be effective not sooner than two months after notice thereof has been given by the Health Insurance Board to the governing body of the Participating Employer.

The only chapter which gives a parting gift of twenty-five dollars to members with fifteen or more years of membership upon retirement.

Behind the chapter now is the annual concession held at the Rockland Policeman's Benevolent Association Dance. This affair was very successful thanks to the president Anthony Van Zetta and such other 'reliables' as Sara Collins, Tommy Hanlon, Marcia Sikorski, Mattie Gagan and so many others who gave freely of their time.

### Willard State Hospital

Arthur Johnson, Edward Limner and Harriet Casey of the Willard State Hospital attended the Central Conference Meeting in Rome.

Elliott Hall is losing their supply of eligible bachelors. Our congratulations to Paul French, Bruce Phillips and James Shirley on their recent marriages, and to Eugene Carroll who will be leaving bachelorhood in November.

Congratulations to William and Florence Powell on the birth of a daughter.

Douglas Clark has been enjoying a three weeks vacation and we understand that he has been helping to pay for the thruway on his many trips to Buffalo. We are not sure the reason for these trips but we have our suspicions as he has been seen in the vicinity of the jewelry stores recently.

Arthur Johnson, Edward Limner and Joseph Rizzieri will attend the Association meeting in Albany, October 12, 13 and 14th.

June Moss resigned to join her husband in Germany. Mrs. Teresa Spriggs has returned to her duties in the sewing room after spending some time with her husband who is ill in Sayre Hospital. We are happy to report that he is improving.

Mrs. Stasia Bromka of the sewing room is having a new home built in Romulus.

Mary Ross who has been ill for some time has returned to her duties in the Hermitage kitchen. Welcome back Mary.

Mary Carroll recently vacationed in Florida.

Alice Gallagher, head nurse, has transferred to the Syracuse Psychiatric Hospital. A dinner was given in her honor and she was presented with a gift.

Patients in the South Wing are

enjoying the privileges of another open ward.

We wish a speedy recovery to Erma Sibley who underwent surgery in the Geneva General Hospital.

Marion Ellison has returned after her recent illness.

Clarence Dunham has returned to his duties after his illness.

The laundry supervisors from all State Institution held a two day meeting at Willard.

Mrs. Frank Moses flew to New York City where she transferred a patient to a Metropolitan Hospital.

Our best wishes for a speedy recovery to Camilla Farrell.

Elsie Woodington has been ill for some time. Our best wishes for a speedy recovery.

Frances Lochren, stenographer in the social service department, is leaving for a position in the Labor Department in Albany. The best of luck Frances, you will be missed by the staff of the "Echo" as well as your friends and fellow workers.

Elsie McWhorter is driving a new Buick.

Our sincere sympathy to Mrs. Eleanor Tharp on the death of her husband, John. Mr. Tharp was a retired employee of the hospital.

Welcome to the following new members of the association: Ruby L. VanVleet, Anna Migneault, Teresa D. Taggerty, Esther P. Eliot, Glenda C. Walborn, Margaret R. Myers, William M. Eno, Michael McLaughlin, Mae E. Williamson, Jane E. Ike, Edwin J. Poorman, Marjorie Dildine, Eleanor Burlar, and William VanNostrand.

We are making a drive for membership at this and invite all who are not now members to join with us so that we may be able to approach our legislators with a 100% membership. There are many issues of vital importance to all employees and especially to the new employee such as increased salary; increase in vacation for the new employee so that he or she will have 20 days the same as the older employee; we are endeavoring to secure eight days personal leave instead of five; vested retirement; 25 year retirement and increase in retirement allowances. If you have not been approached for membership please contact one of the chapter officers, your charge or your supervisor.

**Here Now!** **the NEW**



Sunbeam

MIXMASTER

HAND MIXER

Lightweight, Powerful!



Always handy—stores on wall.

Lightweight, yet powerful enough to handle heavy mixing jobs. Larger, full-mix beaters. Thumb-tip control of mixer speeds and beater ejector. Available in white, chrome, yellow, pink, turquoise.

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NOEL ELECTRIC

245 WEST BROADWAY

WO 6-1430

# Bulletin for Mental Hygiene Employees

Your All-Mental Hygiene Employees Association became organized in nineteen hundred and five.

It is an organization of employees in the Department of Mental Hygiene who have banded together for the purpose of promoting those objectives which would insure better working conditions; adequate salaries; promotional opportunities; realistic personnel policies; resolution of problems and the general welfare of its members.

Who, except an association of the employees themselves, is in the best position to know institutional problems and has a keen interest in the solution of these problems?

### How Does The Mental Hygiene Employees Association Gain Its Objectives?

Working closely with C.S.E.A.; and through its representative, this association prepares resolutions and promotes legislation for the welfare of Mental Hygiene employees.

The M.H.E.A. has several meetings each year with the Commissioner of Mental Hygiene and the Director of Personnel. At these meetings those problems are discussed which do not require legislation but may be solved by a directive from the Commissioner's office. This is a common meeting ground and sounding board for suggestions and recommendations for the benefit of the institution employee. Many pertinent questions have been satisfactorily answered at this conference.

The M.H.E.A. periodically meets with the Director of Classification—Department of Civil Service, in behalf of reclassification, upgrading, and fringe benefits for the institution employee. Similar meetings are held with the Director of the Budget.

### What Can The M.H.E.A. Do For Me?

Through its power and prestige, as it composes the largest departmental group of employees in the State of New York; it therefore, can influence the realization of the following objectives:

1. A serious salary study to reflect the duties and responsibilities of each title.
2. A salary scale comparable with the current trend in industry, and in consideration of the present cost of living.
3. Correction of existing inequities in the salary structure.
4. Modernized pension system.
5. Vesting of retirement rights.
6. Promotional series for Attendants.
7. Encourage Civil Service as a career through a study to improve promotional opportunities in ALL titles. Emphasis should be noted for the clerical workers.
8. Differential in salary for evening and night duty.
9. 37-1/2 hour week for office workers.
10. Additional increment after 25 years of service.

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Rochester State Hospital  
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## STATE ELIGIBLE LISTS

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**SENIOR ACCOUNT CLERK, Prom., COUNTY SERVICE, TOWNS, VILLAGES, AND SPECIAL DISTRICTS, WESTCHESTER COUNTY**

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2. Roehl, Evelyn, Elmsford ..... 7022  
3. Towner, Harry, Yonkers ..... 7897

**POLICE SERGEANT, Prom., Village of Ardsley, Police Department, Westchester County**

1. Holscher, John C., Scarsdale ..... 827  
2. Reid, Andrew, Channery ..... 819  
3. Blaha, Stephen J., N. Tarrytown 798

**INSURANCE POLICY EXAMINER (Prom.), ALBANY OFFICE, DEPARTMENT OF INSURANCE**

1. Lafaro, George, Albany ..... 8745  
2. Knapp, Stuart, Albany ..... 7745

**SENIOR FARM PRODUCTS INSPECTOR (Prom.), DEPARTMENT OF AGRICULTURE AND MARKETS**

1. Schneider, Norman, Jamesport ..... 9812  
2. Brown, Sylvester, Averill Pk ..... 9099  
3. Sweeney, Fred, Clay ..... 9581  
4. Nelson, Donald, Cohoes ..... 9495  
5. Wrenn, Ernest, Stanley ..... 9321  
6. Boynton, Arthur, Wayland ..... 9598  
7. Bond, Robert, Mendon ..... 9070  
8. Thrall, Charles, Riverhead ..... 9942  
9. Still, Max, Batavia ..... 8934  
10. Grapes, Earl, Rochester ..... 8895  
11. Northrup, Frederic, Victor ..... 8827  
12. Robinson, Glen, Claverack ..... 8709  
13. Gintrom, Frederick, W. Sand Lk ..... 8523  
14. Benjamin, Walter, Buffalo ..... 8474  
15. Maslyn, Joseph, Manchester ..... 8379  
16. Cira, Victor, Watervliet ..... 8323  
17. Stewart, Larry, Malone ..... 8235  
18. Fox, Germain, Montgomery ..... 8127

**HEAD ACCOUNT CLERK (Prom.), DEPARTMENT OF SOCIAL WELFARE LIST A**

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Statement required by the Act of August 24, 1912, as amended by the acts of March 3, 1933 and July 2, 1945 (Title 30, United States Code, Section 253) showing the ownership, management and circulation of Civil Service Leader, published weekly at New York, N. Y., for Oct. 1, 1958.

1. The names and addresses of the publisher, editor, managing editor, and business managers are: Publisher: Jerry Finkelstein, 1125 Park Avenue, New York, N. Y.; Editor: Paul Kyer, 26 Jane Street, New York, N. Y.; Executive Editor: Herman J. Bernard, 351 Marine Avenue, Brooklyn; Business Manager: Nathan H. Mager, 1013 East Lawn Drive, Teaneck, N. J.

2. That the owner is: If owned by a corporation, its name and address must be stated and also immediately thereunder, the names and addresses of stockholders owning or holding one per cent or more of total amount of stock. If not owned by a corporation, the names and addresses of the individual owners must be given. If owned by a partnership, or other unincorporated concern its name and address as well as those of each individual member must be given: Leader Publications, Inc. all of whose stock is owned by Leader Enterprises, Inc.

The owners of 1% or more of the common stock of Leader Enterprises, Inc. are: Jerry Finkelstein, 1125 Park Ave., New York, N.Y.; Ebel Finkelstein, 4 East 70 St., New York, N.Y.; Shirley Finkelstein, 1125 Park Ave., New York, N.Y.; Morton Yerman, 165 East 68 St., New York, N.Y.; Nathan H. Mager, 1013 East Lawn Drive, Teaneck, N.J.; Estate of Lucy Gush, Margate Farms, Stockton, N.J.; Norman Bernin, 1612 Coronada Way, Burlingame, Calif.; H. Hentz & Co., 72 Wall Street, New York, N.Y.; Frederick Garbart and Co., 45 Nassau Street, New York, N.Y.; Estes, Snyder & Co., 217 West 6 Street, Topeka, Kan.; Charles Tuggart & Co., 500 Walnut Street, Philadelphia, Pa.; Frank S. Smith & Co., 1941 Liberty Life Building, Columbia 7, S.C.; David Freudenthal, East Shore Drive, Nassau Shore, Massapequa, L.I., N.Y.

3. The known bondholders, mortgages, and other security holders owning or holding 1 per cent or more of total amount of bonds, mortgages, or other securities are: None.

4. Paragraph 2 and 3 include, in cases where the stockholder or security holder appears upon the books of the company as trustee or in any other fiduciary relation, the name of the person or corporation for whom such trustee is acting; also the statements in the two paragraphs show the affiant's full knowledge and belief as to the circumstances and conditions under which stockholders and security holders who do not appear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bona fide owner.

5. The average number of copies of each issue of this publication sold or distributed through the mails or otherwise, to paid subscribers during the 12 months preceding the date shown above was: 80,871.

Nathan H. Mager,  
Harry Draitman,  
New York County Clerk's No. 2  
Commission expires January 21, 1960.

3. Owen, Jason, Waterford ..... 8429  
4. Amos, Alex, Troy ..... 8270

**LIST B**

1. Ames, Alex, Troy ..... 9370  
2. Dragunette, Daniel, Middletown ..... 9085  
3. Saitz, George, Jamaica ..... 9085  
4. Benson, Anne, Albany ..... 8749  
5. Jones, Floyd, Cohoes ..... 9470  
6. Owen, Jason, Waterford ..... 8429  
7. Decker, Walter, Troy ..... 7850

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## CIVIL SERVICE CHAPTER HOLDS CLAM STEAM



The Civil Service chapter, CSEA, held its annual clam steam at Uhis Grove, with more than 150 in attendance. Employees of the State Board of Equalization and Assessment were guests of the Civil Service group. Pictured here are, first row, from left: Cornelius Hanrahan, Civil Service; Veronica Campbell, Civil Service; Barbara Heim, Equalization and Assessment; and Matthew Lavenia, Civil Service. Second row, from left: Virginia Leatham, Civil Service; Bernice Hines, Civil Service; Dan Halloran, Civil Service; and Annette Nagle, Equalization and Assessment. Miss Hines and Mr. Halloran were co-chairmen for the affair.

## Parole Board Commissioners Endorse Upgrading Requests

The Division of Classification and Compensation recently held a hearing regarding higher allocation of the Parole Officers in the Division of Parole.

Originally, the employees who had made this application last spring had asked for reallocation from Grade 15 to Grade 19. The appellant, Michael Senluk, a parole officer, amended the brief to request reallocation to Grade 21.

The hearing was conducted by the Assistant Director of Classification and Compensation, Lawrence McArthur, and he was assisted by Cornelius Hanrahan and Bert Galvin.

The Director of Parole Field Operations, Mr. Burton Pomplun, who acted as moderator, called on a succession of Parole Officers who commented in detail on the diverse and complex duties and responsibilities of the Parole Officer in his relationship to the Parolee, to the community, and to the dual role in the fields of rehabilitated and custodial work. The speakers on behalf of the Parole Officers included Messrs. Schrader of Sing Sing, Monohan of Albany, Sullivan of Rochester, Cushel of New York City, Sheedy of Syracuse, Voght of Buffalo, and Tweedy of Poughkeepsie.

### Many Give Views

Also speaking on behalf of the Parole Officers was Clarence Lee, the President of the New York City Parole Officers Chapter of the CSEA. Assistant Counsel Harry W. Albright, Jr. endorsed, on behalf of the CSEA, this application and Henry Galpin, Salary Research Analyst on the staff of the Association, spoke on behalf of the appellants. Jack Weiss endorsed the appeal for the Parole Officers Association. The Parole Division was represented by the Administrative Director, L. Stanley Clevinger, as well as Mr. Pomplun, who strongly advocated the necessity of higher pay.

### Board Endorses Action

Of special significance in these proceedings was the very strong

endorsement given by every member of the Parole Board who unanimously urged prompt remedial action by the Civil Service Department in order to facilitate implementation of the Division's program. Each of the Commissioners, Edmond Fitzgerald, Philip Hirsch, and Alfred R. Loos, vigorously supported the appeal, and the new Chairman of the Board of Parole, Russell G. Oswald, advocated higher salaries obtained by his observations and experiences in his former responsible positions in other major jurisdictions.

Former Parole Board Chairman, Honorable Lee Maller, who recently retired and who had postponed a trip in order to appear at this hearing, closed the proceeding with an earnest and urgent plea for an adequate pay scale for the Parole Officers.

## European Tour

(Continued from Page 1)

and the seat of the Renaissance, follows after which the tour goes northward again, this time to Switzerland and a visit to Lucerne.

The journey ends in Paris, city of gaiety and light. There will be tours around Paris, a visit to Versailles, an evening in Montmartre and time enough to shop and stroll about individually. This concludes the first itinerary. The tour will leave for New York from Paris.

### Second Tour

Tour Number Two also arrives in London after a flight from New York. This itinerary does not include Holland, however. After three days in London the group goes directly to Paris. From Paris the group leaves for Switzerland, spending three days in this beautiful country. The train journey from Paris to Geneva is one of the most spectacular in the world.

From the Swiss village of Montreux an express train is taken to Milan, Italy, where, after a few hours stopover, the group heads for Rome.

Four days will be spent in the "Eternal City" and the stay there will offer many sightseeing tours, including a visit to the Vatican.

A day will be spent in Venice, after which the tour heads through Austria to Munich. There will be a sightseeing tour of this city and then the group will go to Heidelberg for a two-day visit. Last stay in this itinerary is Frankfurt, from which the group departs for New York.

Conference members are asked to give serious consideration to both itineraries and to give expression to their choice by writing to CSEA Metropolitan Conference Travel Club, Box 12, 97 Duane St., New York 7, N. Y.

### NASSAU OPENS TEST FOR SANITARY INSPECTOR

The Nassau County Civil Service Commission announces an open-competitive examination for sanitary inspector, \$4,210 to \$5,210 a year. At present 18 vacancies exist. Candidates must have been legal residents of Nassau County for at least one year immediately preceding the examination date, December 13.

Announcements and applications may be obtained from the Executive Director, Nassau County Civil Service Commission, 54 Mineola Boulevard, Mineola, N. Y. Last date to apply is November 14.

## State Announces Several Appointments, Promotion

ALBANY, Oct. 13 — A series of appointments and promotions have been announced by various state departments, including 13 promotions of State Tax Department employees as income tax examiners.

The Tax promotion list includes: Leroy Bird, Watervliet; James R. Bottum, Cohoes; Alice Flanagan, Troy; Joseph J. Tiernan, Menands; Frank Verald, Cohoes; Fred A. Whitaker, Albany; Howard M. Cook, Albany; Mary E. Sherman, Schuylerville.

Also, Adriana Salmini, Ravena; William Rigney, Schenectady; P. Winkelmann, Troy; Frandy; Peter J. Palermo, Albany; Jessica Egel, Albany; Edwin Friedman, Schenectady; Mary I. Fish, Delmar; Flora C. Menges, Albany.

The State Health Department has announced appointment of Robert J. Longood as executive assistant to Commissioner Herman E. Hilleboe. Mr. Longood's salary will be \$8,000 a year.

Prior to joining the Health Department, Mr. Longood worked as a professional writer and at one

time was managing editor for the Western Printing and Lithographing Company of Racine, Wis.

### Harriman Appoints

Governor Harriman has named Mrs. Emma M. Stanbro, Herkimer, as a member of the Board of Commissioners of the Herkimer Home. She succeeds Mrs. Edmund Rich, whose term has expired.

The Governor also has appointed Henry T. Marcy, Poughkeepsie, as a member of the Board of Trustees of the Dutchess County Community College. He succeeds Charles H. Woolf, who has resigned.

Eugene B. Hefferon, Geneva, has been named county clerk of Ontario County by Governor Harriman to succeed Fred M. Bell, who resigned Sept. 15th.

Appointment of Dr. Jean K. Boek as a senior research analyst for the State Youth Commission has been announced. Dr. Boek is a graduate of Cornell University and Michigan State University. She has taught at Russell Sage College.

## Westfield To Have Fulltime Chaplains

ALBANY, Oct. 13 — Governor Harriman has notified the Right Rev. Horace W. B. Donegan, D.D., Episcopal bishop of New York, that Protestant and Roman Catholic chaplains will be placed on a fulltime basis at Westfield State Farm.

The request for the move came from Bishop Donegan, who wrote Mr. Harriman on Sept. 19th to urge the chaplains be assigned on a fulltime rather than a part-time basis at Westfield.

In reply, the Governor wrote: "I have made arrangements so that this can be done immediately. I am sure that this will be a great help to Commissioner McHugh and to Mrs. Kramer in their joint efforts to improve the quality of the program at Westfield State Farm."

The Governor also mentioned the recent reclassification of matrons, stating: "The new salary which is provided should go far to enable us to secure the type of women as matrons who can carry out a positive program as well as maintain order."

## MRS. MCGRATH HONORED ON PROMOTION



Mrs. Viola G. McGrath, promoted to assistant director of occupational therapy, State Department of Mental Hygiene, was honored at a dinner-dance at Kings Park State Hospital. Maurice Kosstrin, associate personnel administrator, presents a gift from the hospital employees. The others, from left, are Angelo J. Coccaro, recreation supervisor and Leader columnist; Edward Dunning, senior occupational therapist, and Dr. Olga M. van Tauber, supervising psychiatrist.

## Community Chest Department Heads In State Map Plans

An organizational meeting of the chairman of all the State Departments and Agencies in the Albany Community Chest Campaign was held recently in the Red Room of the Executive Chamber at the State Capitol. More than 40 units of State Government were represented at the meeting. Commissioner of Education James E. Allen, Jr., who is Chairman of the State Division in the Community Chest Campaign presided at the meeting. Other speakers were Daniel P. Moynihan, Acting Secretary to the Governor; Russell W. Scofield, General Chairman, 1938 Campaign and Roderick T. Clarke, President, Albany Community Chest.

Most State Departments have two chairmen, one in charge of Advance Gifts Solicitation which is now well under way, and the other in charge of the Regular Employees Solicitation. Last year 31 State Departments and subdivisions won Good Citizenship Plaque Awards from the Community Chest for meeting their Fair Share Goals, which represents 30 minutes pay per month for each employee.