

Civil Service LEADER

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See Page 16

Association Scores Million Dollar Victory

U.S. Internal Revenue Dept. Agrees to Refund Taxes Paid On Maintenance in 1952-53

ALBANY, July 23—A seven-year struggle against Federal taxation on maintenance and subsistence of New York State employees has ended in a million-dollar triumph for the Civil Service Employees Association.

In a letter to Mortimer Kassell, Special Association Tax Counsel, the U. S. Internal Revenue Department announced it would not contest a decision of the U. S. District Court of Appeals in New York which ruled that taxes paid on maintenance and subsistence for 1952 and 1953 should be returned.

This is good news to thousands of New York State workers who will receive an estimated \$1,000,000 in tax refunds as a result of the IR Department's decision in one of the most important victories ever gained on behalf of public employees.

CSEA President Comments

John F. Powers, president of the Civil Service Employees Association, numbering over 60,000 State and local employees in New York State, said in commenting on the accomplishment:

"It is with pardonable pride and delight that we are able to

deemed appropriate to accomplish this purpose.

"Ultimately the suit was tried in Federal District Court. From a decision adverse to the Association, an appeal was taken to the Court of Appeals for the 2nd Circuit of the United States. Meanwhile, and in 1953, the Association was active in Washington in attempting to arrange an amendment to the Income Tax Law in this respect.

First Success

"These efforts were crowned with success as was made evident by the 1954 Income Tax Law specifically exempting such payments when for the convenience of the employer even though State law may denominate such payments as salary. The report of the Senate and House conferees with respect to the 1954 law in explaining this amendment cites identically the case of the institutional employees of this state.

"Subsequent to this amendment of the law which, of course, will affect thousands of public employees for all future years, the case was argued in the Court of Appeals for the Second Circuit by Mr. Kassell, and the lower court decision was reversed and a decision favorable to the employees rendered.

"Since the cases had been brought as test cases by the Association at Association expense, it was hoped that the Federal government would acquiesce to the higher court's decision, refused to do so. Despite repeated requests for reconsideration during the balance of the year 1955, no determination had been made by the Federal government to apply this case to other State employees similarly situated. Particularly significant is the fact that the acquiescence is limited only to New York State and those other states comprising the Second Circuit.

Claims Were Filed

"The Association informed its members that it would be neces-

sary to file claims for the years 1952 and 1953 (since later years were taken care of by the new tax law). The Association, shortly before March 1, 1956, filed on behalf of its members 5,715 claims claiming refunds of almost \$700,000 plus interest at 6% per annum. Since many other employees had filed their claims earlier, the decision of the Federal government to acquiesce is truly a mil-

lion-dollar decision for these two years alone.

"The Association is particularly delighted that the acquiescence comes at this time, since it will avoid unnecessary litigation and expense to the Association and its members. It was only within the last two weeks that the Association's Special Committee on Tax Maintenance Refunds had approved action which would re-

sult in individual lawsuits on behalf of each of the 5,715 claims, which would have entailed tremendous expense as well as a laborious legal task of organization and proof.

A Job Well Done

"I cannot help but comment that the successful conclusion of this long fight is a very pointed

(Continued on Page 16)

CSEA's First Proposals On Health Insurance Seek Broadest Coverage

ALBANY, July 23—In its first meeting with the State Temporary Health Insurance Board, officials of the Civil Service Employees Association offered several broad proposals on the type of medical-surgical insurance plan, the Association felt was best for public employees.

The Board and CSEA officials met here for the first time July 18. Accompanying Association President John F. Powers at the meeting were Joseph Lochner, CSEA executive director; John T. DeGraff, counsel, and John Kelly, Jr., assistant counsel, and Charles Dubuar, chairman of the CSEA Pension and Retirement Committee.

In general, The Association delegation urged a uniform group contract that would offer full medical-surgical coverage during the period of hospitalization; catastrophe insurance and coverage of mental and nervous disorders.

Further meetings will not be held until a definite plan is adopted.

Mr. Powers enclosed the As-

sociation's proposals in a letter to Alexander A. Falk, President of the State Civil Service Commission and chairman of the Temporary Health Insurance Board.

The Association's argument:

Nine CSEA Proposals

We take this opportunity to reduce to writing the broad proposals which the Association made at its meeting with you on July 18, 1956 in connection with the institution of a Health Insurance program for State employees.

The Association commends and urges the inclusion in such plan of the following:

1. The insurance should be by a group contract with uniform rates and benefits.

2. The plan should include a comprehensive basic hospitalization insurance under which the insured's hospital bill would be paid by the carrier except for the difference in cost of private accommodations over the cost of semi-private. Such basic hospitalization feature should provide at least 120 days for any one admission and should tie in with the major medical or catastrophe provisions of the plan for further hospitalization coverage.

3. The medical-surgical protection of the plan should guarantee full payment of medical and surgical expenses while the insured employee is hospitalized, and for the future care of such condition after the employee is discharged from the hospital. We recommend that there be no income limitation for the payment of medical and surgical bills. If income limitation be deemed necessary, it should be fixed at a level high enough to have no adverse effect on 85-90% of State employees.

4. We urge inclusion in the plan of a major medical or catastrophe insurance to protect State employees against the crushing financial burden which results from prolonged illness. We feel that this coverage should be at least \$15,-

000 for an one illness and that it should include hospitalization, medical and surgical care, private nursing duty where necessary, necessary therapeutical treatments and allied processes as well as coverage for drugs, pharmaceuticals and similar expenses.

5. We urge that both the basic and the major medical coverage include nervous and mental disorders.

6. The Association opposes any deductible or co-insurance feature whatsoever in connection with the basic hospitalization and medical-surgical coverage. Any deductible feature in the basic coverage could well result in an employee paying more under the new plan than he presently pays for hospitalization under existing plans. We recognize that most major medical or catastrophe coverages include a co-insurance feature as a part of the cost control. If such is deemed necessary in the State plan we urge that the percentage of co-insurance be kept at a minimum consistent with the safety of the plan.

7. The Association urges the most liberal underwriting practices to the end that all State employees be eligible at the time of the inception of the plan and that there be no waiting period or exclusion by reason of existing physical conditions for such employees. We also urge that new employees be given a liberal period of time to apply for the plan and that their eligibility be without reference to medical examination, previous medical history or existing conditions.

8. We urge that employees retired at the time of inception of the plan be covered to the maximum extent which it is possible to provide consistent with the cost thereof. We feel that such coverage should be separate and distinct from the active employees plan in order that the experience of the already retired group would

(Continued on Page 16)



MORTIMER KASSELL, Special Association Tax Counsel in case to recover tax paid on maintenance.

announce that the Commissioner of Internal Revenue has announced his acquiescence in the test cases which the Association brought. In 1949 the Bureau of Internal Revenue ruled that such payment, even though for the convenience of the employer, were taxable since termed salary by State statute.

"The fight to obtain income tax exemption for the value of food and lodging furnished for the convenience of the State was commenced by the Association in 1949 when it authorized its counsel, DeGraff, Foy, Conway and Holt-Harris, to associate with its Special Tax Counsel Mortimer Kassell, Deputy Commissioner and Counsel of the State Department of Taxation and Finance, to take whatever legal proceedings they

Desk Audit Shows New List of City's Administrative Posts

The break-down of titles after the desk audit of positions made by the NYC Department of Personnel will be of interest to all city employees. After on-the-job studies the Department of Personnel has released the new list of evaluated titles and the number of positions under such title. The list of names of employees affected by the evaluations are being prepared for submission to the municipal departments and will appear in an early issue of the LEADER.

Supervising Housing Inspector	9
Supervising Housing Manager	9
Supervising Investigator	13
Supervising Medical Superintendent	4
Supervising Pathologist	1
Supervising Personnel Examiner (Classification)	1
Supervising Personnel Examiner (Engineering)	2
Supervising Personnel Examiner (Examining)	8
Supervising Personnel Examiner (Railroad)	1
Supervising Personnel Examiner (Research)	1
Supervising Personnel Examiner (Training)	1
Supervising Plumbing Inspector	1
Supervising Psychologist	2
Supervising Public Health Sanitarian	4
Supervising Physician and Surgeon (New York City Transit Authority)	1
Supervising Roentgenologist	3
Supervising Real Estate Manager	4
Supervising Shorthand Reporter	1
Supervising Superintendent	10
Supervising Superintendent of Nurses	4
Supervising Traffic Control Inspector	1
Supervisor of Building Custodians	1
Supervisor of Real Estate Maintenance	1
Supervisor of X-Ray Technician Service	4
Under Sheriff	1
Administrator	41
Administrative Associate	237
Anesthesiologist	1
Archivist	8
Assistant Chief Accountant	4
Assistant Chief Accountant	4
Assistant Director of Duties	1
Assistant Director of Examinations	2
Assistant Director of Recreation	1
Assistant Medical Director (Transit Authority)	1
Assistant Park Director	12
Assistant Supervising Real Estate Manager	2
Assistant to Commissioner (Fiscal Management)	1
Assistant to Commissioner (Motor Maintenance)	11
Auditor of Accounts	11
Bridge Operator-in-Charge	31
Chief Accountant, Transit Authority	1
Chief Accountant (Comptrollers Office)	1
Chief Administrative Officer	2
Chief Architect	2
Chief Auditor of Accounts	1
Chief Budget Examiner	2
Chief Doorman	1
Chief Engineer of Board of Estimate	1
Chief Engineer (Bureau of Budget)	1
Chief Engineer (Office of Comptroller)	1
Chief Engineer (Parks)	1
Chief Examiner, President, Borough of Brooklyn	1
Chief Engineer (President, Borough of the Bronx)	1
Chief Engineer (Water Supply, Gas and Electricity)	1
Chief Claim Examiner	1
Chief Fire Marshal	1
Chief Housing Manager	4
Chief Investigator (Hospitals)	1
Chief Maintenance Superintendent	1
Chief of Project Planning (Housing Authority)	1
Chief Public Health Sanitarian	4
Chief Purchase Inspector	1
Chief Supervisor of Radio Operation	2
City Superintendent	1
Civil Engineer	22
Civil Engineer (Structural)	18
Deputy Chief Fire Marshal	1
Deputy Director of Management	1
Deputy Director of Planning	1
Director Management Analysis	1
Director Park Maintenance Operations	1
Director of Architecture (Education)	1
Director of Operations	1
Director of Recreation	1
Electrical Engineer	7
Foreman of Gardeners	22
Head Nurse	638
Head Nurse (Nursing Education)	190
Mechanical Engineer	6
Medical Director (NYCTA)	1
Personnel Examiner	1
Personnel Examiner (Exam.)	3
Personnel Examiner (Classification)	15
Personnel Examiner (Research)	1
Personnel Examiner (Training)	2
Principal Accountant	6
Principal Actuary	1
Principal Assessor	1
Principal Attorney	11
Principal Auditor of Accounts	3
Principal Budget Examiner	13
Principal Chemist	3
Principal Civil Engineer	21
Principal Civil Engineer	21
Principal Civil Engineer (Sanitary)	1
Principal Claim Examiner	13
Principal Electrical Engineer	3
Principal Electrical Inspector	3
Principal Engineer	3
Principal Investigator	6

Principal Management Analyst	1
Principal Nutritionist	1
Principal Personnel Examiner (Classification)	1
Principal Personnel Examiner (Eng.)	1
Principal Personnel Examiner (RR)	1
Principal Purchase Inspector	2
Principal Shorthand Reporter	1
Principal Statistician	3
Principal Superintendent	1
Principal Water Use Inspector	1
Roentgenologist	1
School Lunch Aide	50
School Lunch Assistant	1
Senior Accountant (Group Chief)	63
Senior Actuary (Group Chief)	2
Senior Administrator	8
Senior Administrative Assistant	37
Senior Anesthesiologist	1
Senior Appraiser (Real Est.)	4
Senior Architect	4
Senior Assessor	5
Senior Attorney	6
Senior Auditor of Accounts	1
Senior Budget Examiner	1
Senior Chemist	3
Senior Civil Engineer	10
Senior Civil Engineer (Highway Traffic)	1
Senior Civil Engineer (Sanitary)	1
Senior Civil Engineer (Structural)	3
Senior Court Clerk	2
Senior Clerk	1
Senior Electrical Engineer	1
Senior Electrical Engineer (Railroad Signal)	1
Senior Housing Manager	18
Senior Investigator	61
Senior Landscape Architect	2
Senior Laundry Worker	284
Senior Management Analyst	3
Senior Meat Cutter	8
Senior Mechanical Engineer	9
Senior Medical Superintendent	1
Senior Pathologist	2
Senior Personnel Examiner (Examining)	6
Senior Photographer	10
Senior Planner	1
Senior Principal Auditor of Accounts	1
Senior Principal Budget Examiner	1
Senior Property Manager (Waterfront)	1
Senior Psychologist	12
Senior Public Health Physician (Epidemiology)	1
Senior Purchase Inspector	1
Senior Resident Building Superintendent	2
Senior Roentgenologist	4
Senior School Lunch Helper	212
Senior Superintendent	23
Senior Superintendent of Nurses	7
Senior Supervisor of Mechanical Installations	1
Senior Supervisor of Park Operations	13
Senior X-Ray Technician	24
Supervising Accountant	28
Supervising Air Pollution Inspector	1
Supervising Assessor	12
Supervising Attorney	27
Supervising Auditor of Accounts	6
Supervising Construction Inspector	6
Supervising Doorman	2
Supervising Elevator Inspector	14
Supervising Fire Marshal	5
Supervising Heating and Ventilation Inspector	1
Supervising Housing Groundsman	70

Cop Knows Nature; Saves Building; Wins Citation

Corporal Albert Genantone, Bear Mountain State Park policeman, is a man who believes lightning does strike twice. He put his theory into practice early on the morning of July 9, thus winning a citation from the Palisades Interstate Park Commission for saving park property valued at thousands of dollars.

The experienced park cop knew that the Bear Mountain area is a perfect lightning target, so when a severe storm struck the spot about 4:15 A. M., Genantone decided to make a survey. He walked straight to the general storehouse building, which houses all park system supplies. There he discovered the start of a dangerous fire, threatening not only the storehouse itself, but also a lumberyard and other valuable buildings nearby.

Genantone promptly radioed for help, and just as promptly got it—from the fire departments of Bear Mountain Park, Highland Falls, Stony Point and Fort Montgomery, as well as from park employees.

The corporal was cited by the park commissioners at ceremonies held in front of the building he had saved. Corporal Genantone is a member of the Bear Mountain Chapter of the Civil Service Employees Association.

One-Third Disqualified

The N. Y. City Personnel Department disqualified five out of 15 candidates in the principal personnel examiner (research) open competitive exam.

Summer No Bar To Ice Skating At Lake Placid

ALBANY, July 23—Adirondack resort communities have plans to keep their visitors busy this summer. In Lake Placid ice skating has taken the spotlight. This year is the 25th season for the indoor rink in the Olympic Arena where skating's top stars practice. Lake Placid also will hold a national women's swimming championship on August 11 and 12.

In Old Forge, heart of the Central Adirondacks, a new half-million dollar attraction will be open for late-season visitors. "Enchanted Forest" will feature such legendary characters as Paul Bunyan and Robin Hood, as well as such traditional favorites as Sleeping Beauty, Cinderella and Mother Goose.

At Blue Mountain Lake, one of the oldest of the resort communities, visitors will be able to see the first exhibits in the New Adirondack Museum, an ambitious project that will preserve and present the fascinating history of this famous forest region.

Mountain climbing is one of the traditional Adirondack sports. A ten-mile road from Lake Placid leads to Heart Lake and the foot of the highest peaks. Trails lead to the top of Mt. Marcy (5,344 ft.), a hike that requires a full day for the round trip. In contrast, it takes only twenty minutes to get to the top of nearby Mount Jo (2,830 feet). For the vacationist who wants to do his climbing in a really easy way, the Whiteface Mountain Highway is made to order. An eight-mile pavement leads to the summit of the state's sixth highest peak and a view which is as spectacular as that from any of the Adirondack summits.

Camping is another popular Adirondack diversion and the greatest number of public campsites in the east is found here. Thirty-one sites are operated under the jurisdiction of the Conservation Department. The sites vary in size up to the big one at Fish Creek Ponds which has space for more than 3,000 tents and becomes in mid-summer a complete community.

Probably trout fishing is a form of sport that attracts most Adirondack anglers. Miles of fast-flowing, forest-bordered streams make excellent trout water. However, trout are not the only fish the Adirondacks offer. In the lakes and ponds there are bass and lake trout as well as panfish.

Sightseers find the mountain country rewarding. In addition to the vistas of mountain peaks there are man-made attractions, Frontier Town, the newly opened Enchanted Forest, Ausable Chasm, Old MacDonald's Farm, Sterling Alaska Game and Fur farms, to mention just a few. Among the historic spots are Fort Ticonderoga, Crown Point and John Brown Farm.

A complete listing of things to see and do, communities offering accommodations in the Adirondack area is included in a free 196-page guide, "New York State Vacationlands," distributed by the New York State Department of Commerce, 112 State Street, Albany 7, New York.

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

CORRECTION CORNER

BY JACK SOLOD

Annual Crime Seminar

Each year at St. Lawrence University in Canton, N. Y., a seminar is held on delinquency and crime. Many leading educators, penologists and experts in the social sciences lecture on new methods of treatment. The New York State Departments of Correction, Mental Hygiene, Social Welfare, Civil Service, also the New York State Youth Commission, Division of Parole and St. Lawrence University cooperate to make this the outstanding meeting of its kind.

This course is called the Frederick A. Moran Memorial Institute and is attended by varied groups interested in law enforcement, rehabilitation and the general treatment programs for delinquents and criminals. The N. Y. State Department of Correction plays the most important part in this Institute; of about 500 people attending, 175 are from Correction. Of this number, generally 50 are prison guards. This is the bone of contention in many State prisons—not enough guards are given the opportunity to attend.

Every commissioner, including the present Commissioner, Thomas J. McHugh, has repeatedly stated that the prison guard is the "backbone" of every prison program, and yet some prisons send only 2 guards to attend this Institute. Each prison is allocated between 10 and 15 members of the personnel to spend from one to two weeks, all expenses paid, to take these courses. Let's see more of the prison "backbone" attending these sessions at St. Lawrence University.

About The Warden List

Wardens list not yet out, it is said five passed including Charlie McKendrick whom I picked for No. 1... Don, Buchanan and yours truly not running for re-election as President and Delegate at Woodbourne Prison; time for some new blood... One present vacancy for warden at Napanoch, now being filled by Acting Supt. Harding, who also passed the test... Most police forces have a summer short-sleeve uniform shirt, but we can now go without ties—still the same shirt... Prison wall taps say only 4 passed exam for Principal Keeper... N. Y. City Correction Commissioner Anna Kross in a blistering report showing pennywise and pound foolish methods of city officials responsible for conditions in city prisons... Commissioner McHugh the first to lift veil of secrecy around State prisons. Newspapers are getting the story to the general public for the first time, citing aims and good job done in N. Y. State prisons... First youth facility camp in Pharasala to open in September. Second will be near Elmira Reformatory, in Monterey... County Judge and Surrogate Lawrence Cooke of Sullivan County, in a far reaching decision, ruled that a volunteer fireman who suffered a heart attack while fire fighting is entitled to a disability... Inmates at Woodbourne now getting paid for the first time, a nickel a day... No rehabilitation in prisons? Are you kidding? Recently ran into a man who served 10 years and learned the tailoring trade in prison. Now has 3 shops of his own and is a credit to society.

Two NYC Cops Fight Navy And City; Get Jobs Back

After carrying their fight to the Navy Department and the local courts, two New York City Patrolmen, Dominick Lori and Vincent J. Gallo, have won reinstatement to their jobs and back pay for over three years.

The roots of the case go back to 1944 when the two men were honorably discharged from the U. S. Navy. However, at the time, unknown to either of them, they were both classified by a Navy Medical Board as having a "constitutional psychopathic personality." Later, they both applied to the Civil Service Commission for patrolman applications, passed the test and were appointed probationary patrolmen, Lori on Oct. 1, 1952, Gallo on December 30, 1952. As part of the regular routine, they signed papers authorizing the Commission to obtain copies of their Naval medical records.

Then, in 1953 they were both notified by the Civil Service Commission that their appointments to the Police Department were revoked and they were dismissed. The grounds, that they had falsely sworn that they had never been confined to a mental institution or been treated for a mental condition.

As the first step, they applied to the Secretary of the Navy for hearings which were granted and won a Naval determination that the medical findings were "erroneous and improper." On May 9,

1955, the Navy ordered those findings "expunged and deleted from the record."

So they asked for their jobs again, but no good.

Next step, a law suit against the City. The City agreed that the Navy had said they were O. K. but insisted they waited too long to ask for reinstatement and were out of luck.

In New York County Supreme Court last week, Justice Jacob Markowitz agreed with their counsel, Samuel Resnicoff, that injustice had been done and ordered them put back on the force with a substantial back-pay award.

The judge declared that the case was one of men with exemplary records appealing for justice and that there couldn't be any legal delay in their complaining against what was a continuing wrong perpetrated against them by the City of New York.

U. S. FOREMAN WANTS JOB BACK

Frank Barberi, a World War I veteran who was separated from his position as labor lead foreman April 30, because of a reduction in force, has instituted an action in the United States Court of Claims. Represented by attorney Samuel Resnicoff, Barberi claims that his bumping rights were completely overlooked, and that veterans with fewer retention points and non-veterans were retained.

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Association Sets August For All-Out Effort on Payroll Authorization Dues Deduction

August will be the month for an all-out effort by the Civil Service Employees Association to make Association membership available through the payroll deduction of dues.

Joseph Lochner, CSEA executive director, reports that chapter presidents throughout the state will receive appeals this week urging them to organize and alert membership committees. An all-out effort is asked to obtain payroll deduction authorizations from present members and non-members.

By payroll deduction, dues would amount to 30 cents per day check for 25 pay periods instead of a lump sum payment of \$7.50, as is

necessary at present.

The State Legislature authorized such payments for the convenience of state employees and Comptroller Arthur J. Levitt approved collection of dues through payroll beginning Oct. 1, 1956.

The authorizations are voluntary. They will, however, provide the convenience of maintaining CSEA membership with little financial burden and will allow the recruiting of new members without an immediate cash outlay.

Material for the authorization and membership drive, as well as the actual payroll authorization cards, will be in the hands of chapter presidents in a few days.

World War II Vets to Get Extension on Rights to Build Home with GI Loan

The right of World War II veterans to Veterans Administration housing loans, due to expire in July, 1957, apparently will be extended.

Andrew C. Dittrich, VA loan guarantee officer for the 11-county New York area of the VA, informed The LEADER that Congress is considering several extension bills at the moment.

The VA official said that many World War II veterans would probably take advantage of the extension. His prediction was based on the fact that only 22 per cent of eligible veterans have taken advantage of the so-called GI loan for homes in this area.

Korean veterans' loan rights extend until 1965.

Mr. Dittrich said that, from the viewpoint of his office, the veterans demand for new housing is still high. As of April, 1956, his office has approved 264,000 veteran home loans in the Principal amount of some \$2,442,000,000.

Because of the "highly satisfactory experience" with loans to veterans, Mr. Dittrich predicted a continued boom in building in this area.

While some veterans are now tending to purchase existing built homes, new houses are the choice of most home buyers, he said. Fur-

thermore, veterans are slowly coming from the \$13,000 average price into the higher priced home brackets, Mr. Dittrich added.

Nassau County is still the favorite location of most veterans but veteran home building in Westchester and Rockland Counties is on the increase, the VA official reported.

Mr. Dittrich pointed out the large number of veterans now in civil service who have, or are planning to have, homes purchased through a "GI loan."

"They are among the best loan risks," Mr. Dittrich said.

Congressional extension of loan rights to World War II veterans may change the home building picture.

Utica State Honors Chaplain's 26th Year

The employees of Utica State Hospital honored the hospital chaplains at an informal reception held at Hutchings Hall, commemorating the twenty-sixth anniversary of the Rev. Robert W. Anthony, Protestant Chaplain and the fifteenth anniversary of the Rev. William J. McCabe, Catholic Chaplain. The employees presented purses to the chaplains.

Air Force Offers Positions to Globe-Trotters

One hundred secretaries who missed out on the summer wave of overseas excursions because of empty purses or full travel bookings are being offered a second chance through the courtesy of the United States Air Force.

The Air Force is inviting men and women who can take shorthand at 80 words a minute and type at 40 to take their pick of 10 working locations around the globe — including tourist-mecca France, the Azores and the inscrutable Orient. The jobs pay \$3,415 a year, but with free housing and a special overseas allotment running as high as 25% of salary in some areas, the annual paycheck could come to well over \$5,000. Transportation is free and most of the jobs call for a two-year tour of duty. Applicants must be U. S. citizens at least 21 years of age.

Five shorthand reporters who can handle 165 words a minute can choose from four overseas locations in Europe and the Far East. These jobs pay up to \$7,500 a year including overseas allowances.

Secretaries and shorthand reporters who are anxious to spread their wings should visit the Commercial Office of the New York State Employment Service at 1 East 19 Street, Manhattan, Monday and Tuesday, July 23 and 24, where they will be interviewed by an Air Force representative.

Hudson Valley Armory

At the meeting held at the Peekskill Armory by the members of the Hudson Valley Armory Employees Chapter on July 11, Robert J. Many, Ossining Armory, president, Mr. Charles Lamb, Vice President of the CSEA Inc., who represented Mr. John J. Kelly, Jr. held a very informative discussion as to how advisory jurisdiction of classification of armory employees would affect them.

Mr. Alfred Aldrich, Delegate of the Hudson Valley Armory Employees Chapter thanked Mr. Lamb for the information and help he so willingly gave. Mr. Aldrich expressed the hope that all other chapters of armory employees in the State of New York would become interested in this matter.

LOW RATIO ON RR CLERKS

Only four out of 105 successful candidates for Transit Authority railroad clerk accepted the job. The reason: the pay, which recently was raised to \$1.64½ an hour. The TA, needing 54 men, has asked for another certification.

Impresa MHEA President; Group Seeks 40-Hour Week; Testimonial Set for Krumman

ALBANY, July 23—Emil Impresa, of Brooklyn State Hospital, was elected president of the Mental Hygiene Employees Association by delegates who met here July 16 in the Hotel Wellington.

He succeeds Fred Krumann, of Syracuse State, who withdrew from the race for president.

In view of Mr. Krumman's five years of service as president of MHEA, delegates voted to turn the annual dinner meeting of the

become an ex-officio member of the MHEA board.

The delegates were unanimous in the opinion that the MHEA would be able to work in the closest cooperation with the CSEA in this way. The Association representative is invited to attend all MHEA board meetings and will be permitted to present his views and arguments on matters concerning mental hygiene aides.

Major Resolutions

Five major resolutions were approved at the meeting by delegates.

The MHEA announced it would seek:

1. A forty-hour work week, accompanied by a 20 per cent increase in salary. The salary increase would allow for a reduction of four hours in the present work week without loss in present pay and provide a 10 per cent increase on present wages.
2. A promotional series for attendants.
3. A 37½ hour work week for clerical workers.
4. 25-year retirement plan.
5. Pay differential for evening and night work.

Resolutions covering other needs of employees will be announced soon.

Other New Officers

One new officer was elected to the MHEA and two others were re-elected.

William Rossiter is the new first vice president. He succeeds John O'Brien, who withdrew his candidacy.

Remaining in office were Jesse Davis, second vice president, and Sam Cipola, third vice president.

The new officers will be installed at the MHEA annual meeting here in October.



EMIL IMPRESA, Of Brooklyn State Hospital, who was elected president of the Mental Hygiene Employees Association.

group here in October into a testimonial dinner to Mr. Krumman.

One of the first actions of delegates was to approve a resolution which invited the Mental Hygiene Department representative on the board of directors of the Civil Service Employees Association to

New Pay Rule Protects Downgraded U.S. Workers

The Civil Service Commission has supplemented recent legislation by issuing regulations protecting from salary reductions Federal employees whose Classification Act positions are reclassified downward without fault of their own after two years of satisfactory service in the job.

If the reclassification occurred on or after June 18, 1956, when

the bill became law, the employee must hold career or career-conditional status in the Federal competitive service to receive this "saved rate," which cannot be less than the amount he was paid in that position on the date of reclassification.

16, 17, 18 Not Covered

The "saved rate" is not preserved to employees with less than satisfactory ratings, those with less than two years' service in the reclassified position, those who voluntarily take positions at lower rates or lower salaries, or those demoted to another position in a reduction in force. It is not granted to employees who do not hold positions subject to the Classification Act nor to employees in the three top grades under the Classification Act (GS-16, 17, and 18).

Employees are eligible to earn step increases only in the grade to which demoted, and in accord by the regulations normally governing such step increases, the Commission said. Any general pay raises granted by law will increase an employee's "saved rate."

An employee is entitled to retain his "saved rate" until he receives an increase through operation of other provisions of the Classification Act (such as within-grade salary increases), he leaves his position, or the job is abolished.

Two Changes Made In Fireman Exam

The City Personnel Department announced the following changes in key answers for the fireman #7733 written test held on May 26: question 29, from E to B or E; question 77, from E to C or E.

Of the 8,960 candidates who took the test, 71 sent in letters of protest, objecting to 59 items.

NYC REPORT ON PROGRESS OF EXAMS

NYC issued a progress report on examinations.

A full copy of the report which is of importance to those who have already taken City examinations and those interested in future tests, is available for public inspection at the offices of The LEADER, 97 Duane Street, Manhattan.

State Civil Service Staffers Enjoy Their Day in the Sun



Lake and Pool bathing were enjoyed by members of the CS staff at their annual picnic. In foreground above is Virginia Leatham, social chairman CSEA. The other photo shows a group including Louis Luzzi watching Larry Kerwin sampling the pool.

THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



The 55-Year Retirement Plan

All members of the State Retirement System have a new opportunity to join the 55-year retirement plan. A bill enacted by the last legislature and signed by the Governor extends this new opportunity up to December 31, 1956. It is improbable that the chance to join the 55-year plan will be given again. The legislature and the administration have been generous in extending the chance for employees to participate. However, it is obvious this cannot go on forever.

The 55-year retirement plan is a good plan. It provides the chance to retire earlier. It will provide for a larger pension. It will encourage thrift. Also, even if the employee who is a member of the plan does not want to retire at 55, he will be able to retire at any time before age 70.

These are a few of the benefits.

From time to time during the next few weeks, others will be presented.

The Civil Service Employees Association has advocated this plan for more than twenty years. It first proposed it in 1930. In 1950 the hope became a fact. The legislature, the Governor and the Comptroller, are in full accord with the Association on the validity of the plan. The employees who are not members of the plan should make the most of their opportunity and join it within the next five months. After December 31, 1956, it may be too late.

Association Wins In Hotelling Case

At LEADER press time it was learned that Supreme Court Justice MacAffer, Albany County, has held illegal the State downward reclassifications made on October 1, 1954, retroactive to April 1, 1954.

The decision marks a victory for the Civil Service Employees Association, which brought a test case against the downgradings on behalf of Mae Hotelling, and other similarly situated employees, against the State.

A full report on the court's decision, and its possible effects is ready for this week's issue of The LEADER.

STATE JOBS

4117. RADIOTHERAPY TECHNICIAN, \$3,320 to \$4,180. (Friday, September 7).

4101. ASSOCIATE ATTORNEY, \$8,390 to \$10,100. (Friday, September 7).

4099. SENIOR ATTORNEY (insurance), \$6,890 to \$8,370. (Friday, September 7).

4542. CASEWORKER, JUNIOR CASEWORKER, various cities and counties. Salary varies. (Friday, September 7).

4543. PUBLIC HEALTH NURSE, various cities and counties, salary varies. Open to any qualified U. S. citizen. (Friday, September 7).



FULL OF IDEAS! Miss Elizabeth E. Klein of 1303 Carbon St., Syracuse, a member of Syracuse Chapter, Civil Service Employees' Association, and also a senior stenographer at State University of New York College of Forestry in Syracuse, accepts her fifth Certificate of Merit award from Dr. Edwin C. Jahn, acting dean of the College. Miss Klein, a career employee with 17 years of state service, submitted winning suggestion. She is one of the first employees to win five Certificates of Merit. The State Employees' Suggestion Program is sponsored by the New York State Merit Award Board of the New York State Department of Civil Service.

Will NYC Commission Go Modern And Fully Utilize the U.S. Mails?

Who's going to win, the Post Office or the NYC Transit Authority? That's the question being debated by the masterminds at the offices of the NYC Department of Personnel.

As it stands now, and for many years back, anyone who wants to file application for a city job or a promotion test has to drag himself down to the Application Bureau of the Civil Service Commission at 96 Duane Street, a long haul from the outer reaches of The Bronx or Queens. That's good for the coffers of the subways and bus lines, but it doesn't make the applicants happy.

Both the State of New York and the Federal Government accept applications by mail for open-competitive tests and promotion tests. Opening NYC tests for mail filing would boost the Post Office business to some extent.

Pros and Cons

While the Department of Personnel admits that it has been pondering the matter of receiving filled out applications and checks through the mail, they say there is more to the problem than meets the eye. Item one is the notary requirement (which may be on the way out). Another is the claim that such a move would require additional mail clerks and other employees to handle the incoming forms (and the Budget Bureau isn't too anxious to add to their payroll).

Most important, say the local civil service pundits, is the fact that they're afraid mail applications would be full of errors and omissions and that it would be necessary to maintain a steady stream of correspondence with applicants to fill out their papers. Now, when the candidate hands his filled-out form and payment to the cashier, the paper is examined and any errors can be spotted and corrected.

However, many candidates call or write The LEADER to ask why they can file by mail for U. S. or State jobs, but face a trek to

downtown Manhattan if they are interested in working for or being promoted by the City.

U. S. Finds No Problem

The U. S. Civil Service Commission's regional office in New York says that they have occasional problems with an incorrectly filled-out application, but that they cover a two-State area and couldn't very well ask people to come in person

from all over New York and New Jersey.

"No Major Problem" Says State

A spokesman for the State Civil Service Commission says that they haven't found any major problem in handling the business of accepting applications by mail, and that like the Federal Government, they must consider the area from which their candidates come.



QUARTER CENTURY AWARDS went to five long-time employees of Gowanda State Hospital as the highlights of the institution's annual picnic. The veteran employees (left to right) are: Frank Peglowski, upholsterer; Mrs. Sheldon Brandt, (stand-in for husband Sheldon Brandt, head nurse); Dr. I. Murray Rossman, Gowanda Director; Priscilla Harvey, medical secretary, and John Hew, supervising nurse.



WITH BEST WISHES: Tompkins Chapter President Allan Marshal was caught by the camera in the act of making a presentation of luggage to CSEA Field Representative Ben Roberts, former chapter 1st vice president and chapter representative for the past five years. The presentation was made on behalf of Tompkins Chapter.

Sanitation, School Cases May Set New Precedents

Two current law cases are of interest to many NYC employees. In one, a widow of a retired sanitation worker, who married her husband after his retirement, was granted a widow's pension. The second concerns a teacher, who after three years' teaching, was advised that she did not have the required preparation for a regular license.

Sanitation Widow Wins Pension
Mrs. Bertha Hirsch, the widow

of Max Hirsch who recently instituted a lawsuit against Sanitation Commissioner Andrew Mulrain for a widow's pension, will receive a widow's pension effective October 1, 1955.

Represented by attorney Samuel Resnicoff, Mrs. Hirsch brought suit when she was advised she would not be awarded a pension because when she married her husband, he was already retired on a pension.

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Protest Warden Test

Noted Penologist Tells What's Wrong With NYC Promotion Exam

If any members of the NYC Department of Personnel run afoul of the law and end up in a City prison, they'd better toe the line. Seven deputy wardens were failed by the Department on the December 7, 1956 examination for promotion to Warden. The previous exam for that title was held in April, 1947, so it looks as though the failees may face a long wait before another chance to get promoted comes up.

To add to the situation, four of the deputies who went down on the test, men with a total of 101 years in the Department of Correction, feel that they weren't given a square deal on the test and have filed a joint complaint with the Department asking for redress.

They base their appeal largely on an analysis of the test-questions and the rating system made by Sanford Bates, nationally recognized expert on penology.

What's Wrong With the Test
In a searching 13-point analysis of the promotion examination, Professor Bates indicated what he found wrong in a letter to Eugene R. Canudo, former NYC Magistrate and counsel to the four appellants, which was submitted as part of the appeal he stated.

The Indictment
"It is my opinion that for the following reasons the examination was not properly conducted, its result was unfair to the candidates and not necessarily productive of a situation where the most competent and experienced men are likely to be appointed and this important service (Correction Department) may suffer as a consequence.

I
"It was unfair to separate the written test into two (2) parts and require a mark of 70% on each part.

II
"The ten (10) questions asked were all related to the job for which the candidates were being examined. They were about the same general subject matter and the same type of question. For example, in part I "Riot" were referred to in two (2) questions and in part II "Riots" were mentioned in one.

III
"The questions were all of the same weight according to the instructions and were numbered 1 to 10... 1 to 5 in the morning and 6 to 10 in the afternoon, not 1 to 5 in each, as might have been expected if the parts were separate examinations.

IV
"There was no apparent reason for the division of the written test into two parts except that of time and secrecy.

V
"The instructions at the head of the paper were as follows:
Written Test—Weight 50—70% required

"This has apparently been construed to mean that if a candidate does not reach 70% in the first Part he cannot be rated on the second—but it does not so state explicitly.

"If a man gets 70% on each part he must get 70% on the whole, which makes this provision senseless.

"It would be meaningful if it meant that a candidate with 60% on part I and 80% on part II would have all weights being

equal) a passing mark on the whole, and it is contended that this is how the ruling should have been construed and the candidates give the benefit of the doubt—in view of the misleading character of this instruction.

VI
"It is common practice to divide an examination into separate parts—like (a) written test (b) oral examination (c) experience sheet (d) character report and (e) health and strength—but it is almost unheard of to divide one of these classifications into two and require passing in each.

VII
"Where, as advertised here, a total passing on an essay type (m) written test (where precise and universally correct answers are often not available is 70%, a candidate is entitled to differ with the examiner on, let us say, 3 out of 10 questions.

"In this instance, if he differs on 2 out of 10 and those 2 happen to be in the first 5, he is rejected even though he may get all of the last 5 correct.

VIII
"It is therefore likely and quite possible that a candidate barely passing on each part would have a total mark considerably less than one who was disqualified on part I only, e.g. A gets 65% in the morning—95% in the afternoon—total mark: 80%; B gets 72% in the afternoon—total mark: 72%.

IX
"The correctional service of New York City may thereby suffer and men of long experience and excellent service records be denied the prospect of an earned promotion.

X
"If civil service merit ratings are to govern such promotions, tests should be fair and so contrived as to test the candidate's total knowledge of his job.

XI
"I have been informed that seven out of thirteen who took the examination were flunked and that even though some barely squeaked through part I, they all passed part II. This was a rather remarkable coincidence, since there were six prospective vacancies (one actual and five anticipated).

"This must be taken as an indication that part II was "easier" than part I and that some of the candidates disqualified on the first part could well have brought their marks up by answers to questions 6 to 10. This chance they have been denied by what seems to be an arbitrary ruling.

XII
"Suppose the examiner had happened to reverse the order and had given questions 6 to 10 in the morning and 1 to 5 in the afternoon. Is there any likelihood that the result could have been the same? And is it fair or proper that the future advancement of men who have faithfully served the City of New York for twenty years or more should be denied by refusing them the right to answer all the questions?

XIII
"One might as well say that the winner of a mile race could be selected from those who were in the lead at the half-mile post, as to say that without considering the latter part of a comprehensive test

those who happen to be behind half-way through are to be eliminated.

"It is my opinion that the examination should be protested as being unfair, illogical, uncertain, arbitrary and not designed to secure the most qualified candidates for office.

"I should be glad to confer with you further as to how this injustice may be remedied. One method might be to give the eliminated candidates five new questions and if their total mark then exceeds 70%, as called for, place their names on the eligible list, or more properly, revise their marks on 1 to 5 and then mark them on 6 to 10."

The Department's Solution
The Department of Personnel has apparently found a simple solution to the problem. On the Department Calendar for its Tuesday, July 17 meeting (which was adjourned), appeared an item recommending the dismissal of the appeals on the ground that the commission hears protests "only from the individual candidates".

First immediate response to that item was a telegram from Judge Canudo to the Department: "Request adjournment of item 1287 to give me opportunity to present reasons why attack on Warden examination may properly be presented by counsel on behalf of employees who were unfairly disqualified."

Meanwhile, Department of Personnel members had better stay out of the "cau", or pick a place" run by one of the deputies they passed.

CSC Interested In Dropping Fees

Interest in cancelling notary fees
Various public employee groups and eligible associations have shown interest in the notarization which the New York City Civil Service Commission requires on applications for examinations. The purpose of the notarization is to safeguard the public by guaranteeing the identity of the applicant and exposing him to penalty for any material misstatement on the application form.

As The LEADER has pointed out, the same safeguards could be effected by adding a form to the application blank which the candidate would sign. This would subject him to the same penalty for misstatement or misrepresentation as if the application were actually attested.

The fact that the U. S. and New York State tax return forms require no oath, but have the same sanctity as an oath, has aroused the interest of NYC authorities who are considering the same form of procedure in the examination application forms.

NEW JOBS APPROVED
A law providing for the appointment of a Post Office Department solicitor, and general counsels for the Department of Agriculture, the Army, Navy and Air Forces, has been passed by the Senate and awaits House approval.

Questions answered on civil service. Address Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

ATTORNEY PROMOTION DUE
The city Law Department will grant three attorney promotions at \$7,100 from the following certified list: George Rasmussen, George Weiller, Sidney Bremer, Albert Grant, Elias Low and Irwin Herzog.

PSYCHIATRIST EXAM DATES
The City Personnel Department has changed the date for the open competitive psychiatrist exam from January 18 to March 22, 1957. The filing deadline has been moved

ahead from October to December, 1956.

Visual Training
OF CANDIDATES For
**PATROLMAN
FIREMEN
POLICEWOMEN**
FOR THE EYESIGHT TESTS OF CIVIL SERVICE REQUIREMENTS
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Applicants for FIREMAN

Did you have 70 or more correct answers in the Written Examination? If you did you should now be training for the Physical Test which is expected to be held in September.

KEEP IN MIND THAT THE PHYSICAL EXAM COUNTS 50 POINTS

Your mark in the Physical may well determine whether you pass or fail the entire exam and A HIGH PHYSICAL MARK WILL CERTAINLY IMPROVE YOUR CHANCES OF EARLY APPOINTMENT!

CLASSES MEET DAILY AT CONVENIENT HOURS DAY OR EVE
A few weeks of training should increase your final average at least 5%.

Advance Your Career This Summer! Study in our AIR CONDITIONED CLASSROOMS

A New Exam Has Been Ordered For PATROLMAN — N. Y. C. POLICE DEPT. Salary \$5,440 a Year After 3 Years

(Includes Annual Uniform Allowance) Pension After 20 Years

19,865 applicants who competed in the last 3 exams for Patrolman FAILED TO PASS THE WRITTEN TESTS!

REASON: These exams are not easy. The applicant is required to exercise judgment in technical police situations, correctly interpret involved reading matter, have a knowledge of first aid, be well informed on current events and governmental functions, and be capable in word usage and grammar.

Few applicants can score a high percentage in such a test without some SPECIALIZED TRAINING.

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In MANHATTAN: TUESDAYS, at 1:15, 5:45 or 7:45 P.M.
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Free Medical Exam — Inquire for Schedule of Doctors' Hours

New Examination Will Be Ordered Soon for

SANITATION MAN — N. Y. C. SANITATION DEPT. STARTING SALARY \$3,950 A YEAR (\$76 a Week)

Increases During 3 Yrs to \$4,850 A YEAR (\$93 a Wk.)

FULL CIVIL SERVICE BENEFITS INCLUDING PENSION

Be Our Guest at a Class Session in Manhattan or Jamaica
IN MANHATTAN: Monday at 1:15, 5:45 or 7:45 P.M.
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START PREPARING NOW — APPLICATIONS OPEN SEPT. 5th for SURFACE LINE OPERATOR — CONDUCTOR

(N. Y. CITY TRANSIT AUTHORITY)

Salary \$1.86 - \$2.10 an Hour Plus Overtime

Appointments to either position are made from same list.

Many Worthwhile Opportunities for Promotion

AGES up to 50 Yrs — N. Y. City Residence NOT Required

Min. Hgt. 5' 4" for OPERATOR — 5' 6" for CONDUCTOR

Be Our Guest at a Class WED. at 7:30 P.M. (Manhattan Only)

Opportunity for Men & Women — Ages 17 yrs and UP to

Start Careers in the Clerical Service of N. Y. City!

Applications Open Nov. 5 for Exam for Starting Position as

CLERK - Salary \$2,750 to \$3,650

THOUSANDS OF APPOINTMENTS WILL BE MADE!

Promotional Opportunities to Higher Clerical and Administrative Positions at Salaries of \$7,500 and UP

NO EXPERIENCE REQUIREMENTS

Preparatory Class Now Forming — Inquire for Full Details

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\$1.82 AN HOUR with Increases to \$2.19 an Hr.

18 Years and up — No Minimum Height

No Educational or Experience Requirements

Our Course Fully Prepares for Official Exam

Classes Meet on Thursdays at 1:15 and 7:30 P.M.

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TUESDAY, JULY 24, 1956

In Answer to Comm. Falk

IN our issue of July 10 we published the full text of a letter to the editor by Commissioner Alexander A. Falk, President of the State Civil Service Commission, in which he criticized our editorial of the preceding week. We regard the issue created impersonally and we are confident that the Commissioner does too. We welcome the issue and believe that it will eventually result in the improvement of the State's examination procedures.

In our editorial we commented on the case of Connaughton v. Taylor which had just been decided by the highest court in this State and which marked the first time that the State's key answers on an examination had been overruled by the courts. We suggested the adoption of a tentative key answer system and the abandonment of the State's policy of concealing questions and answers after examinations.

Mr. Falk states that it is not the State Commission's policy to conceal examination material because the petitioners in the Connaughton case had an opportunity to examine the material when they prepared their appeals. He also states that the tentative key answer system would have meant nothing in the Connaughton case. We have asked Mr. Harold L. Herzstein, the attorney for the successful litigants, for his opinion of these statements. He fully agrees with the Commissioner on the first, but was uncertain about the latter.

We do not feel that our suggestions should stand or fall because there may be some disagreement as to whether they would have affected the Connaughton case had they been in effect at the time. It is obvious that this is unimportant because the Commissioner, regardless of the Connaughton case, takes the firm position that the material should be kept secret. He states that to disclose it would be to destroy the value of much testing material which the Commission has developed. He further states: "The farther we progress in this vital phase of our examination program, the more reason there seems to be that we should not make public our questions and key answers."

Live vs. Canned Exams

We disagree with the Commissioner. He conceives a civil service examination as something static. Of course, if it were, then the material would have to be safeguarded. Such a position is as wrong as the position taken by some of our critics that a civil service position is static. We believe that testing methods should be live and that the material used should not be canned. There are sufficient questions and answers for any civil service examination. In our position we are sustained by the practices of the Municipal Civil Service Commission of New York City and many other commissions throughout the Union.

Disclosure makes for better public relations. The recruitment difficulties might be somewhat lessened in time by more personalized procedures. The more a candidate understands about the administrative details, the more will he be confident in the examination. The tentative key answer system and the disclosure of material after the examination would help.

We know that disclosure makes for more confidence. We can recall that candidates were more confident in the days when they used to get progress reports. They then knew what was going on and when their eligible lists would be published. It would be a good idea to reinstate that along with the institution of a tentative key answer system and a policy of full disclosure.

In private industry, the personnel officer can telephone to an applicant after the mere receipt of a letter or a brief interview, and tell him he is hired. The Civil Service system, of course, cannot have such directness and we do not want it. But we must do our best to compete with private industry for the best personnel whenever we can do so by improving our employment techniques.

In our editorial we made the statement that the examination was so poorly drawn that it could not be called a "genuine" competitive examination. When the key answers on an examination are wrong, as they were in the Connaughton case, then those who answer them right get no credit and those who answer them wrong get credit. We believe that under such circumstances an examination cannot be considered genuinely competitive.

We feel that the principles of this editorial apply equally to the Federal Civil Service Commission and to municipal civil service commissions.

MRS. MOORE HONORED ON RETIREMENT

Mrs. Etta Moore, financial secretary of the Civil Club, was honored July 17 for her service to the city at the club's annual bus outing at Paradise Farms, Cuddybackville.

Mrs. Moore, who retired as nurse from the Department of Hospitals April 1, received an award for her faithful service and for the charity work she has done for the Club, an organization of various governmental agencies.

LETTERS TO THE EDITOR

RE: FEDERAL EXAMS

Editor, The LEADER:

Would it be possible to answer this query in your paper.

In the July 3rd, 1956 issue of the "Leader" you list U. S. Gov't. positions now open. Among them is "Dental Officer", No. 41.

Such announcements appeared previously in your paper in January and February 1956.

At that time I made application and completed a lengthy itemized experience and ability questionnaire. On the basis of simple arithmetic, my rating should be well over 95%.

However, five months passed and I have received no acknowledgment of word of a rating or position or standing on a list, if any.

It doesn't seem logical to be announcing again at this time without having done anything with applications for five months, or is it?

In reply to a telephone inquiry which I made to the U. S. Civil Service in April, they informed me that the list would be out early in May.

For obvious reasons I am not adding my full name to this letter, but would be a grateful reader if you could enlighten me on this matter in your columns.

Very sincerely yours,

M. S.

The Federal U. S. Civil Service Commission operates behind a paper curtain. It is difficult sometimes for anyone to figure out just how they operate, but there is some method to their system, as they manage to hire people for jobs with the Government.

A SUBWAY QUERY

Editor: The LEADER:

As a group of employees of The New York City Transit Authority, we would like to request information concerning our Civil Service status. As the prevalent opinion of some of the employees, we are not considered Civil Service Employees.

We will appreciate any information that you may render us on any law that may be referred to by us, that would clarify our Civil Service Status.

Sincerely,

THOMAS C. KING

THANKS TO ROCHESTER

Editor, The LEADER:

We wish to take this means of expressing our appreciation for the very warm and sincere welcome extended to the undersigned employees of Rochester State Hospital, Rochester, New York, former employees of the Biggs Memorial Hospital, Ithaca, N. Y., by the staff and employees of Rochester State Hospital.

Thank you so very much.

DOROTHY L. PENNINGTON
MARIE BOLGER
MARGARET McPEAK
LETTIE C. PETTIFORD
NOLIE T. TURLEY

WORRIED ABOUT INCREMENT

Editor, The LEADER:

I did not get my increment on the first of July because of below average rating. If my work improves, will I get my increment in 6 months, or in one year? Will it be retroactive to July 1, 1956?

A. S.

NYC DEPARTMENT OF HOSPITALS

You will have to wait a full year, until next July 1, for the increment. There's no way to make up

MODERN PUBLIC ADMINISTRATION

Cities Urge Pigeons to Scram

Officials in many cities have been driven to extremes to get rid of pigeons that roost, nest, fight, and raise families on the cornices, column caps, and ledges of public buildings.

The American Public Works Association says that pigeons have three main character defects that make them such a social problem: (1) they make too much noise, (2) their uncivilized habits deface the surroundings and imperil people walking below, and (3) their very numbers mar architectural beauty. The same criticism also applies to starlings, and some cities have found similar fault with woodpeckers and even squirrels. But reports to the association indicate that pigeons have been the greatest troublemakers of late.

Among cities to report the need for firm measures against pigeons are Chicago, Ill.; Denver, Colo.; Montreal, Que.; Cincinnati, O.; New Orleans, La.; Baltimore, Md.; and New York city.

The Chicago Transit Authority has just hired the Twin City Pigeon Eliminating Company of St. Paul, Minn., for a year to service its elevated railway stations. The CTA had tried to conduct its own pigeon program by use of sharply toothed metal stripping along roosting beams. But the birds did not mind the discomfort enough to go away. The company set traps that are box-like, chicken wire containers.

The lures are shell corn, water—and a female pigeon. At the end of the day, the pigeons who have succumbed to these appeals are to be disposed of painlessly.

One of the reasons that pigeons flock around city halls, statehouses, auditoriums, and post office buildings is that people feed them. New York has undertaken to remind residents that it is against the litter law to feed pigeons. New York has also included funds for "pigeon-proofing" in its appropriation for replacing the exterior stonework on its city hall. The "proofing" is described as an electronic, pulsating device that will shock and irritate pigeons seeking to come to rest on windowsills and other projections.

Course in Traffic Engineering

Traffic engineers in cities of Indiana and nearby states will attend a short course, Aug. 6 to 10, at Purdue university, West Lafayette, Ind., in ways to get the best use of streets, with special attention to the problems of smaller cities.

The American Public Works Association has learned that the course will serve as a model for possible nation-wide application in the future by a special committee formed to promote in-service training to traffic engineers. Following is a list of the topics to be covered: traffic volume, speed, delays, street capacity, accidents, traffic regulations, signs and markings, design of signals, one-way streets, off-street parking, and intersection designs.

On-the-job Hazards Greet Driver's License Examiners

The men who give road tests to new drivers have received special recognition in California for sustaining "shock to the nerves and bruises to the body"—all in the line of their work.

According to word sent the Civil Service Assembly from the California department of motor vehicles, there were 2,144 accidents during driving tests from 1947 through 1955. This averages 238 accidents a year and 20 a month.

But excerpts from the examiners' own reports tell the hazards of the work better than accident statistics: "sprained ankle and back;" "head injury, thrown into windshield when applicant suddenly put on brakes;" and "shaken up due to collision of applicant's car with two others." One examiner reported that an elderly applicant died at the wheel in the midst of thick traffic.

Officials of the department say that the nervousness of the applicant is a major factor in the high rate of accidents during road tests, as well as the lack of driving skill of a beginning operator.

Applicants fear they will fail the test, and they fear the examiner will try to trick them into maneuvers contrary to the law to see how well they know the law. These fears keep an applicant from driving as capably as he might. Some of the results detailed by the department's reports are: the applicant takes his turns too widely; he stalls the engine in a busy street or strikes a pedestrian at a crosswalk; he fails to look for traffic when pulling away from the curb, makes unsafe changes from one lane to another, and steps on the gas instead of the brake.

One examiner's report quoted was: "Car being used by applicant . . . stopped on hill . . . engine stalled . . . hand brake would not hold . . . foot brakes would not hold . . . car rolled rapidly downhill backwards . . . swerved to left, knocked another parked automobile up on the sidewalk."

"Examiner returned instruction permit to applicant and drove car to point of start of test."

the year's increment you lost because of the below-average rating. That means it will take you one year longer to reach the top grade of your salary scale.

Did you take advantage of the opportunity explained on the certificate you received with your below average rating to appeal to the Department of Personnel? You have 30 days from the day you receive the below-average rating to make an appeal to the department, at 299 Broadway, Manhattan.

HOUSING ELIGIBLES ACT

The Housing Officer Eligibles Association is trying to arrange a conference with Housing Authority personnel officials to discuss increasing the Housing Officer force. Eligibles Chairman Anthony Buccieri announced that the next Association meeting will be held Monday, August 6, at 8:15 P. M. at Werdermann's Hall, 16th Street and Third Avenue, New York City. A full report will be made to the membership at that meeting, he said.

NEW YORK STATE JOB OPENINGS

The following New York State and County examinations are open for receipt of applications. Closing date appears at the end of each notice. Examinations are scheduled for Saturday, September 8. Unless otherwise indicated, candidates must be permanent employees in the department or promotion unit for which the examination is announced.

Promotion

3907. EMPLOYMENT MANAGER, Division of Employment, Department of Labor, \$5,660 to \$6,940. Vacancies occur from time to time. Permanent employment in above division for one year prior to September 23, 1956, as senior employment interviewer or assistant employment security manager, plus public relations abilities. Apply to the State Department of Civil Service. (Friday, August 24).

3908. PRINCIPAL CLERK (PROPERTY CONTROL), Upstate Area, Division of Employment, Department of Labor, \$3,480 to \$4,790. One vacancy, in Albany. Permanent employment in above division for one year preceding September and analytical abilities. Apply to State Department of Civil Service (Friday, August 24).

3103. SENIOR PUBLIC HEALTH NUTRITIONIST, Division of Medical Services, Bureau of Nutrition, Department of Health, \$5,390 to \$6,620. Two vacancies in Albany. Permanent employment for one year in the

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Health Department, exclusive of the Division of Laboratories and Research and the Institutions. (Friday, August 10).

3104. PRINCIPAL DENTIST, Institutions, Department of Mental Hygiene, \$9,280 to \$11,110. One vacancy, Central Islip State Hospital. Permanent employment for one year as associate dentist or two years as senior dentist. (Friday, August 10).

3105. ASSOCIATE DENTIST, Institutions, Department of Mental Hygiene, \$7,990 to \$9,640. One vacancy, Buffalo State Hospital. One year's permanent employment as senior dentist or two years' as dentist. (Friday, August 10).

3106. ASSISTANT HARDWARE SPECIFICATIONS WRITER, Department of Public Works, \$5,660 to \$6,940. Two vacancies, Albany. One year's permanent employment in an engineering or architectural position, grade 15 or higher. (Friday, August 10).

3107. ASSISTANT SOILS ENGINEER, Department of Public Works, \$5,660 to \$6,940. One vacancy, Babylon. One year's perm-

anent employment in an engineering position, grade 15 or higher. (Friday, August 10).

3108. DRAFTSMAN, Department of Public Works, \$3,320 to \$4,180. Several vacancies. Six months' permanent employment as junior draftsman or junior engineering aide. (Friday, August 10).

3110. ACCOUNTANT Treasurer's Office Rockland County, \$3,800 to \$4,200. One vacancy. Six months' permanent employment in the above office, and either two years' experience compiling and maintaining financial accounts and records plus high school graduation, or an equivalent of training and experience. (Friday, August 10).

3446. SENIOR LIBRARY CLERK, Buffalo and Erie County Public Library, Erie County, \$2,710 to \$3,510. Three vacancies. Six months' permanent employment as above at a minimum of \$2,270, high school graduation, and one year's library clerical experience or one of the following: two years of college, four years' general clerical experience, or an

equivalent of training and experience. (Friday, August 10).

3449. SENIOR CASHIER, County Clerk's Office, Westchester County, \$3,320 to \$4,240. One vacancy. Six months' permanent employment as above, and one of the following: high school graduation and three years' clerical or business experience in fee collecting, seven years' clerical experience of which two must have been in fee collecting, or an equivalent of experience and training. (Friday, August 10).

3450. SUPERVISING CASHIER, Automobile Bureau, County Clerk's Office, Westchester County, \$3,640 to \$4,640. One vacancy. Six months' permanent employment as above, and one of the following: high school graduation and five years' clerical experience, of which three must have been in fee collecting, a two-year secretarial or business course plus three years' business experience in fee collecting or an equivalent combination of training and experience. (Friday, August 10).

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Federal Job Opportunities in N.Y. & N.J.

Positions listed below represent the most urgent needs in localities specified. Areas not mentioned may also have opportunities in these fields. Applications for these positions will be accepted indefinitely. Age: minimum 18 unless otherwise stated—no maximum. Salaries quoted are starting salaries. Send your application to the address indicated for the job for which you apply.

Chemist, \$5,440 to \$11,610 a year; jobs located in New Jersey and New York. Apply to Board of U. S. Civil Service Examiners, Picatinny Arsenal, Dover, New Jersey. Refer to Announcement No. 2-18-5(56).

Physicist, \$5,440 to \$11,610 a year; jobs located in New Jersey and New York. Apply to Board of U. S. Civil Service Examiners, Picatinny Arsenal, Dover, New Jersey. Refer to Announcement No. 2-18-5(56).

Engineer, \$6,115 to \$11,610 a year; openings throughout New Jersey and New York in the following fields:

General, Safety, Fire Prevention, Maintenance, Materials, Architectural, Civil, Construction, Structural, Hydraulic, Sanitary, Mechanical, Internal Combustion Power Plant Research, Development & Design, Ordnance, Ordnance Design, Electrical, Aeronautical, Aeronautical Research, Development & Design, Airways, Ma-

rine, Naval Architect, Chemical, Welding, Industrial.

Request Announcement No. 2-32(56) from the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, New York.

Stenographer, \$2,960 to \$3,415 a year and Typist, \$2,690 to \$3,175 a year. Minimum age: 17 years. Send Form 5000-AB to: Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, N. Y. for jobs in New York City (2-52), Newark and Jersey City (2-92), Syracuse, N. Y. (2-91); Board of U. S. Civil Service Examiners, U. S. Naval Training Device Center, Port Washington, N. Y. for jobs at Port Washington and Kings Point (2-6-3); Board of U. S. Civil Service Examiners, U. S. Naval Supply Depot, Bayonne, N. J. for jobs in Bayonne (2-8-5); Board of U. S. Civil Service Examiners, V. A. Hospital, Lyons, N. J. for jobs in Lyons (2-70-4); Board of U. S.

Civil Service Examiners, Picatinny Arsenal, Dover, N. J. for jobs in Dover and vicinity (2-18-8).

Tabulating Machine Operator, Card Punch Operator, \$2,960 and \$3,175 a year in New York City. Requirements: Written test plus from 3 to 6 months appropriate experience. Send Form 5000-AB to Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, New York. Refer to Announcement No. 2-34 (56).

Dental Hygienist, \$3,415 a year; jobs located at the V. A. Hospital, Northport, L. I., N. Y. Requirements: Registration as a dental or oral hygienist plus 2 years of appropriate technical experience. One year of study in an approved school of dental hygiene may be

substituted for one year of experience. Send Form 57 and 5001-ABC to Board of U. S. Civil Service Examiners, V. A. Hospital, Northport, L. I., N. Y. Refer to Announcement No. 2-71-1(55).

Nursing Assistant, (Psychiatry) \$2,960 a year; jobs are located at V. A. Hospital, Northport, L. I., N. Y. and V. A. Hospital, Lyons, N. J. Requirements: No experience is required but ability to read and write the English language is necessary. Competitors will be required to appear for an oral interview. Males preferred. Send Forms 60 and 50001-ABC to Board

(Continued on Page 10)

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Where to Apply for Public Jobs

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

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

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

NYC Travel Directions

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

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

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

Data on Applications by Mail

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

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

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

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No Experience Needed for Clerk and Other Jobs

With some 200 immediate vacancies available and many more expected during the coming year, the New York City Clerk examination open to both men and women in all five boroughs is certain to prove highly popular with job-seekers.

Current salary for the job, which offers promotional opportunities to higher clerical and administrative positions is \$2,750, increasing to \$3,659 by regular increases based on satisfactory service.

According to present plans, the Department of Personnel will issue applications for the written examination starting on Monday, November 5, and the written test will be held about 90 days after the close of the filing period.

There are no formal educational requirements for taking the test which will be designed to test the candidates' skill at following instructions, spelling, grammar, mathematics, general office procedure, knowledge of civic affairs, vocabulary, general intelligence and aptitude for learning. Normally these tests are open to persons from 18 to the retirement age of 70, although those very close to the retirement age may find some difficulty in receiving appointments.

Cleaner Jobs

Also expected to open in the Fall months is an examination for cleaner, men and women, which was ordered by the Department of Personnel on June 30. Wait for the formal announcement of the filing period before making application.

For these jobs the written examination is simpler than that given for the clerks, and generally the candidates must pass a qualifying physical test and be in good enough medical condition to perform the somewhat rugged work of cleaning in the city buildings and institutions to which they may be assigned.

These jobs were recently placed in the Career and Salary Plan and the cleaners will enjoy all the benefits of civil service job-protection and retirement benefits. The starting salary is \$2,500 for women and \$2,750 for men. By regular increases the women go to \$3,400, the men to \$3,650.

Many women with family responsibilities will be attracted by the working hours which may of-

ten be arranged to fall outside of the normal 9-5 work-day.

Transit Patrolman

Also in view is an examination for the popular transit patrolman exam which was also ordered by the Department of Personnel on June 30, and for which hundreds of young men are awaiting the notice of the filing period.

The physical requirements for the transit patrolman job are important as the post requires the performance of regular police

duties in the subways and on the platforms. Some transit police are even assigned to detective work. Minimum height is 5 feet 7½ inches, with weight in proportion to height; 20/20 vision without glasses, and no physical impairments. The maximum age is 32, and veterans can deduct the time spent in military service from their actual age.

The starting salary is \$77 a week and jumps to \$102 after three years.

Watch The LEADER for news of the filing period, when announced.

JR. ATTY. KEY CHANGES

The following key-answer changes have been announced for the city junior attorney written test of June 2: question 11, struck out; question 90, answer changed from B to either B or C.

The number of questions proctored was 19. Of the 422 candidates tested, 15 sent in protest letters.

COURT REPORT DUE JAN. 1

Mayor Wagner's committee on court reform, headed by Allen T. Klots, has set January 1 as the tentative deadline on its findings. The committee was appointed to help the Mayor solve problems in a proposed court reorganization.

CSC STAFF NOW 4,080

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U. S. Exams Now Open

(Continued from Page 8)
 of U. S. Civil Service Examiners, V. A. Hospital, Northport, L. I., N. Y. Refer to Announcement No. 2-71-6(55); or Forms 57 and 5000-ABC to Board of U. S. Civil Service Examiners, V. A. Hospital, Lyons, N. J. Refer to Announcement No. 2-70-2(55).
Food Service Worker, \$1.26 per hour; jobs located at V. A. Hospital, Northport, L. I., N. Y. No experience necessary but applicants must be able to read and write the English language. Males preferred. Send Forms 60 and 5001-ABC to Board of U. S. Civil Service Examiners, V. A. Hospital, Lyons, N. J. Refer to Announcement No. 2-70-3(53).
 Following positions are restricted by law to persons who are entitled to veteran preference. Ap-

plications will be accepted from persons who are no entitled to veteran preference, but such persons will be considered for positions only when persons entitled to veteran preference are not available.
Food Service Worker, \$1.15 per hour; jobs located at V. A. Hospital, Northport, L. I., N. Y. No experience necessary but applicants must be able to read and write the English language. Males preferred. Send Forms 60 and 5001-ABC to Board of U. S. Civil Service Examiners, V. A. Hospital, Northport, L. I., New York. Refer to Announcement No. 2-71-1(55).

Ellenville Music Lovers Summer Haven

ALBANY, N. Y., July 23—Music lovers from all parts of America attending the Empire State Music Festival at Ellenville this summer are discovering the peaceful charm of the Catskill Mountains, the locale of this cultural event.
 Commissioner Dickinson, State Commerce Department, who attended one of the concerts, was enthusiastic about the festival and pointed out that it is bringing this lovely region into national prominence.
 "Thousands of persons," he said, "here for the first time to enjoy the festival, are visiting the Catskill resorts. Many are touring the scenic mountain highways and stopping to look at the 17th-century stone houses for which the area is noted."

This is the second season of the festival, which features concerts by the "Symphony of the Air," formerly directed by Arturo Toscanini, as well as opera, ballet and dramatic works. Productions are presented in a mammoth tent at the edge of the village, with the Shawangunk range of mountains as a backdrop. The tent was designed by Frederick Kiesler, who built the first "theatre in the round" in Vienna. There are 2,000 seats in the tent, 2,000 outside chairs and room for 3,000 on the lawn. The four-week season ends July 29.

The festival area and other sections of the northern Catskills can be reached in two to three hours from metropolitan New York via the New York State Thruway.
 Ellenville is in Ulster County, one of the earliest settled areas in the Hudson River Valley. In Kingston, the county seat, the first session of the State Senate was held in the Senate House, now a state historic site. An adjoining museum has many relics including a complete set of governors' autographs, valuable John Vanderlyn paintings and boat models, pilot wheels, charts, old prints and other reminders of steamboat days on the Hudson. George Clinton, the state's first governor, is buried in the graveyard of the Old Dutch Church, in the center of the city.

NYC's Progress Report

According to the six-month report of the New York City Department of Personnel for the period ending June 30, 1956, varied action was taken on a total of 384 examinations indicating the scopes of the department's job is the list of 53 written examinations which were currently being rated, while another 80 tests had been OK'd for advertising or reopening.
 The breakdown of the report shows:
 Examinations ordered—advertisement to be prepared 124
 Advertisement awaiting Budget Director's approval 13
 Examinations approved for advertising or re-advertising 80
 Written tests scheduled 23
 Awaiting establishment of final key answers 2
 Rating of written tests in progress 53
 Non-written tests scheduled 8
 Rating of non-written tests in progress 15
 Lists being prepared 49
 Examination to be cancelled 1
Total 364

et Director's approval	13
Examinations approved for advertising or re-advertising	80
Written tests scheduled	23
Awaiting establishment of final key answers	2
Rating of written tests in progress	53
Non-written tests scheduled	8
Rating of non-written tests in progress	15
Lists being prepared	49
Examination to be cancelled	1
Total	364

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- Bridge & Tunnel Officer \$2.50
- Captain (P.D.) \$3.00
- Car Maintainer \$2.50
- Chemist \$2.50
- Civil Engineer \$3.00
- Civil Service Handbook \$1.00
- Claims Examiner (Unemployment Insurance) \$4.00
- Clerk, GS 1-4 \$2.50
- Clerk 3-4 \$3.00
- Clerk, Gr. 2 \$2.50
- Clerk, Grade 5 \$3.00
- Conductor \$2.50
- Correction Officer \$2.50
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- Electrical Engineer \$3.00
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Questions answered on civil service. Address Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

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

LEGAL NOTICE

CITATION—The People of The State of New York By the Grace of God Free and Independent, To the heirs at law, next of kin and distributees of VIRGILIA GIOVANNINI, also known as Gilla Giovannini, deceased, if living, and if any of them be dead to their heirs at law, next of kin, distributees, legatees, executors, administrators, assigns and successors in interest whose names are unknown and cannot be ascertained after due diligence, the next of kin and heirs at law of Virgilia Giovanni, also known as Gilla Giovannini, deceased, send greeting:

WHEREAS Albert S. Marzo, who resides at 18 Willow Drive, Fort Washington, 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 10th day of November, 1955, relating to both real and personal property, duly proved as the last will and testament of Virgilia Giovanni, also known as Gilla Giovannini, deceased, who was at the time of her death a resident of 160 West 72nd Street, Manhattan Borough, 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 New York, on the 24th day of August, at the Hall of Records in the County of New York, one thousand nine hundred and fifty-six, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

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 William T. Collins, Surrogate of our said County of New York, at said county, the 13th day of July in the year of our Lord one thousand nine hundred and fifty-six.
(Seal) PHILIP A. DONAHUE
Clerk of the Surrogate's Court

CITATION—The People of the State of New York, By the Grace of God, Free and Independent to Attorney General of the State of New York; Albert E. Smith; Solomon West; Joseph V. Smith; John T. Smith; James F. Sales, if living, and if dead his executors, administrators, distributees and assigns; Coraoline J. Cogan; and to "John Doe" the name "John Doe" being fictitious, the alleged husband of SARAH E. SKIFFINGTON, deceased, if living, or if dead, to the executors, administrators distributees and assigns of said "John Doe", deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein.

And the next of kin of Sarah E. Skiffington, deceased whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein.

Being the persons interested as creditors, next of kin or otherwise in the estate of SARAH E. SKIFFINGTON, deceased, who at the time of her death was a resident of 150 East 48th Street New York, N. Y.
Send Greeting:

Upon the petition of The Public Administrator of the County of New York having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, Room 509 in the County of New York, on the 2nd day of October 1956, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled. In Testimony Whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable WILLIAM T. COLLINS a Surrogate of our said County, at the County of New York, the 20th day of June in the year of our Lord one thousand nine hundred and fifty-six.
PHILIP A. DONAHUE
(Seal) Clerk of the Surrogate's Court

LEGAL NOTICE

HARPER, ELIZABETH BURNIE.—SUPPLEMENTAL CITATION—P 2059, 1955.

The People of the State of New York By the Grace of God Free and Independent, To DAVID J. BURNIE, 344 Irving Street, Apt. 64, Cambridge, Mass.; DR. JOSEPH R. PEDEVILLE, of No. 722 Highland Avenue, Fallchurch Park, N. J.; FLORENCE LENOX COOPER, of No. 144 East 39th Street, New York City; AMERICAN FOUNDATION FOR THE BLIND, INC., of No. 15 West 10th Street, New York City, and JOHN COLLINS, ELIZABETH COLLINS, AGNES YOUNG, HUGH YOUNG and OLIVE PAULKNER, whose whereabouts are unknown if living and if they died prior or subsequent to the decedent herein, to their executors, administrators, legatees, devisees, assigns and successors in interest whose names and places of residence are unknown, and to all other heirs at law, next of kin and distributees of ELIZABETH BURNIE HARPER, the decedent herein, whose names and places of residences are unknown, and cannot after diligent inquiry be ascertained, the next of kin and heirs at law of ELIZABETH BURNIE HARPER, deceased, send greeting:

WHEREAS, IRVING TRUST COMPANY, having its principal office at No. 1 Wall 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 December 5th, 1953, relating to both real and personal property, duly proved as the last will and testament of ELIZABETH BURNIE HARPER, deceased, who was at the time of her death a resident of the Borough of Manhattan, City and State 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 28th day of August, one thousand nine hundred and fifty-six, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

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 WILLIAM T. COLLINS, Surrogate of our said County of New York, at said county, the 17th day of July, in the year of our Lord, one thousand nine hundred and fifty-six.
(L.S.) PHILIP A. DONAHUE
Clerk of the Surrogate's Court

How to Prepare for NYC Written and Physical Tests

Thousands of men and women in New York City are looking forward to the coming series of NYC open-competitive exams which will pave the way for life-time careers. As described in earlier issues of the LEADER, the most popular tests in view are those for Surface Lines (Bus) Operator, Patrolman, P. D. Clerk, and Sanitationman, with both men and women eligible for the clerk test.

Preparation a "Must"

With the many persons expected to complete for these jobs, the difference of even a fraction of a point on the written examinations may mean the difference between fast appointment and a long wait—or even not getting an appointment. Very often persons on big eligible lists (made up of those who pass the test) never make the job as the list expires with names never reached for appointment.

Careful preparation for the examination can mean the difference between passing and failing or a high or low place on the list.

School Training Helps

Many schools in New York City offer courses to prepare for these job-tests. Perhaps the best-known is the Delehanty Institute at 115 East 13th St., Manhattan and 90-14 Sutphin Boulevard in Queens, which has been training civil service candidates for many years. Other schools offering courses in civil service preparation are the Eastern School at 133 2nd Ave.; Mondell Institute, 230 W. 41st St., and other branches; Washington Business Institute 2105 7th Ave., (at 125th St.), Monroe School of Business, E. 177th St. and E. Tremont Ave., and Collegiate Institute, 501 Madison Ave.

For Home Study

Those who are unable to attend

classes will find that they can get ready for the test by using the valuable books which have been prepared for almost every type of civil service examination. The listing of civil service study texts advertised on Page 10 of this week's LEADER contains study books for the coming examinations. Many of the city's libraries also maintain civil service desks where the librarians will be glad to recommend texts for study in preparation for civil service exams.

Get in Shape

The men who are considering applying for the Patrolman and Sanitationman tests should begin to get their bodies in shape to pass the physical examinations which are required for those job-tests. The Delehanty Schools offer gymnasium facilities for candidates who enroll in the schools. The Bronx Union YMCA at 470 East 161st St., and the Central YMCA at 55 Hanson Place, Brooklyn, hold physical classes with individual instruction throughout the summer.

Again, home preparation is possible for those who can't attend gym sessions. An excellent guide

to home preparation for the physical tests is "Home Training for Civil Service Physical Exams" by Francis Patrick Wall, professor of Physical Education and consultant to the New York City Civil Service Commission. This book was published by The LEADER and is available at its office, 97 Duane St.

TWO AIR FORCE EMPLOYEES FIGHT "RIFF" NOTICE.

On March 9, 1956, Jacob J. Gerber and Mandel Spector, after many years of service, received reduction-in-force notices downgrading them from their positions of Supply Inspector, WB-11. Represented by attorney Samuel Resnicoff, the men appealed their proposed "riff." The Commission ruled that the Agency violated procedural requirements.

The agency served two new "riff" notices, and Gerber was reduced to a Mail Clerk, Grade 2, and Spector to a Supervisory Clerk, GS-5. Mr. Resnicoff again appealed the adverse action taken, and a hearing will shortly be held before the Commission. The men claim their bumping rights were ignored, and that employees with less retention points were retained.

Mondell Institute In Bigger Quarters

Louis I. Mondell, Director and Founder of the Mondell Institute, announces acquisition of new, larger quarters in an expansion program to accommodate the increasing number of students who are being trained as draftsmen. The new space covering 11,500 square feet is located on the second floor at 154 West 14th St., New York at the corner of Seventh Ave. and is easily reached by subway and bus transit. The Drafting School will be fully equipped with new modern facilities. Enrollment for Drafting Design and Mathematics courses are now in progress and classes will begin July 30, 1956 with new groups forming each week.

Mr. Mondell states, "Industry is in dire need of draftsmen on all levels, and this condition has now reached the stage of acute shortage." He strongly urges men and women with an interest in drafting to register for immediate training. Mondell graduates are acceptable and qualified to secure and hold positions offering unlimited opportunities in industry.

Mr. Mayor . . .

We Demand an Immediate Pay Increase of \$500 for Every Correction Officer.

WE CANNOT LIVE ANY LONGER ON PROMISES!

We Resent Being Treated As the Step-Children of Your Administration.

This is not a threat of strike or other reprisal for our miserable working conditions. This is an appeal to you to correct the grave situation that exists in the Correction Dept. This is merely a warning that the Correction Officers are in an angry mood and may do something drastic. The COBA does not want it to happen and you can rest assured that the COBA will have no

part in such action. The COBA has proved its loyalty to you during the trying period when your Correction Department was severely castigated by the press. This appeal is made directly to you not only as the Mayor of this great city, but also as the son of an illustrious father who went down in the history of our country as the greatest exponent of justice for labor.

What we are now appealing to you for, Mr. Mayor, is Justice for Laboring Men and Women in the Correction Department.

Your Budget Director, your Labor Commissioner, and yes, you yourself promised us at various conferences to adjust our grievances. **SUCH PROMISES HAVE NOT BEEN KEPT.** Your Budget Director at a meeting with us in December, 1954 promised to take care of us under the Career and Salary Plan in lieu of thousands of man-days overtime, without overtime pay, we put in our jobs. **THIS PROMISE WAS NOT KEPT.** When we asked for the 40 percent pay differential other uniformed employees received, we were turned down. Even though we were classified as a uniformed force we were never brought up on a par with the pay granted other uniformed forces. When we appealed from the unfair slotting given us under your Career and Salary Plan, your salary appeals board voted 3-2 against us.

The 3 were your Labor Commissioner as Chairman, your Budget Director and your Personnel Director. **YOU PROMISED** all city employees the universal 40-hour week, but Correction Officers still work 42 hours and more, counting emergencies due to lack of manpower to guard and care for the inmates in overcrowded prisons. **YOU PROMISED** a 75-25 pension contribution system as police and firemen enjoy, but when we had our pension bill in Albany early this year we could not get the message of necessity. Yes, you granted us a uniform allowance and abandoned the plan to charge us for meals, for which we are grateful. But this is peanuts as compared with what other uniformed forces have received.

Your Own Commissioner Urges You to Correct Our Grievances. In Her Recent Report Among Other Things She Recommends, and These Are Her Own Words:

- 1. To raise the pay level of the (Correction Dept.) uniformed force to the same level with the New York City Police Department.
- 2. Review the maintenance and pay for overtime of the custodial force.
- 3. The calculation of the manpower needs of the custodial force was based on a mathematically incorrect formula that served only the minimum requirements resulting not only in chronic manpower shortages but in the accumulation of 8,892 man-days overtime in 1954, for which the personnel received no pay and in violation of the Rotation Law. The modifications made in this formula during 1955 still do not even include what is recognized as "boat time" from Rikers and Hart Islands. It does not provide adequate security except for the 8:00 A.M. to 4:00 P.M. tour of duty; the 4:00 P.M. to midnight and the midnight to 8:00 A.M. tours are often not fully covered and due to faulty prison structure a correction officer is responsible for 240 inmates; not only the safety of the inmate but that of the officer is at stake. This is unsound penologically and securitywise.

Mr. Mayor, we repeat, the COBA demands an immediate pay increase of \$500 for every Correction Officer. This, and this alone, will prove to us the sincerity of your administration in dealing with labor.

Your Commissioner also sees danger and gives timely warning

We also repeat, Mayor, this is not a threat. It is merely a warning that further disregard of our appeals may prove more costly to your administration and to the public than the appropriation required for the pay raise.

We urge you, Mr. Mayor, TO ACT AT ONCE

CORRECTION OFFICERS BENEVOLENT ASSOCIATION
JOHN WALSH, Treasurer
STEPHEN HARTIGAN, President

STATE OF NEW YORK
INSURANCE DEPARTMENT - ALBANY
I. Leffer Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the American Drugists Insurance Company, Cincinnati, Ohio is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1955 shows the following condition: Total Admitted Assets \$3,750,199.09; Total Liabilities \$712,352.13; Capital paid-up \$750,000.00; Surplus and Voluntary reserves \$2,287,897.97; Policyholders Surplus \$3,037,897.97; Income for the year \$999,457.90; Dividends for the year \$949,248.88.

Latest State Eligible Lists

STATE Promotion ASSISTANT ADMINISTRATIVE DIRECTOR Department of Civil Service 1. Kollin, Stanley Albany 90810

PRINCIPAL PERSONAL TECHNICIAN (PERSONAL SERVICES) Department of Civil Service 1. Dermody, James Albany 94820

SENIOR LIBRARIAN III Buffalo and Erie County Public Library, Erie County 1. Bibby, Milton Tonawanda 88709

OPEN-COMPETITIVE SENIOR SUPERVISOR OF CASE WORK (CHILD WELFARE) Division of Family and Child Welfare, Department of Public Welfare, Westchester County 1. Malillo, Catherine White Plains 79030

JUNIOR ACCOUNT CLERK AND TYPIST Town of Cortlandt, Westchester County 1. Jacoby, Anna Cortlandt 78000

TABULATING MACHINE OPERATOR First Second and Tenth Judicial Districts 1. Accardo, John NYC 99000

ASSISTANT DIRECTOR OF SANITARY ENGINEERING 1. Alexander, Aleck Boise, Ida 81800

SUPERVISOR OF SECONDARY EDUCATION 1. Eckhauser, Irwin Mt Vernon 88150

ASSOCIATE VETERINARIAN BACTERIOLOGIST 1. Gifford, Rebecca Longwood 94000

26. Blank, Paul NYC 80000 27. Goldman, William Flushing 80000 28. Kaufman, Stanley Bklyn 80000

COUNTY AND VILLAGE ENGINEERING AIDE Dept. of Public Works, Nassau County 1. Wildberger, Owen E., Hempstead 83.33

POLICE PATROLMAN Wyoming County Villages, Wyoming County 1. Cotton, Lyle Arcade 78000

Gr. 10 - Dept. of Public Works Nassau County 1. Kling, Theo G. Elmont 103.33

PARTY CHIEF Dept. of Public Works, Nassau County 1. McMahon, Wm. E., Glen Cove 83.50

INSTRUMENTMAN Gr. 18 - Dept. of Public Works Nassau County 1. Kling, Theo G. Elmont 98.75

NYC Eligible Lists NYC OPEN-COMPETITIVE ANST. ACCOUNTANT 1. Cross, Louis 104000

39. Hiler, Israel 78000 40. Metcalf, Walter 78000 41. Boyle, Cecelia 78000

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ASSISTANT ACTUARY 1. Herskowitz, Martin 98000 2. Smith, Anita 87400

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(To be Continued)

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HOUSING AWARD WINNERS: Gerald J. Carey, assistant to the chairman of the New York City Housing Authority (second from left), poses with employees after presenting them with \$150 in cash and seven certificates of honorable mention under the Housing Authority Employees' Suggestion Plan. From left, seated, are Frances Lipton, senior stenographer, office services, honorable mention; Mr. Carey; Ruth E. Loebell, supervising stenographer, legal department, \$25; Gladys B. Araumburo, housing assistant, Franklin Site, honorable mention. From left, standing: John A. Verdirame and Larry Mazzariello, both maintenance men, office services, \$12.50 each; Carl D. Danielson, elevator mechanic, central maintenance, \$50; Herman Burstin, senior clerk, office services, honorable mention; Ralph Corace, assistant manager, Selection and Rental Division, \$25, and chief of Selection and Rental Division Percy L. Frank. Not present when the photo was taken: Lucille Colella, typist, purchase, honorable mention; Ruth Cossu, senior stenographer, legal department, two honorable mentions; Stewart J. Kenney, assistant resident buildings superintendent, central maintenance, \$25, and Elmer Zellien, also assistant resident buildings superintendent, honorable mention.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Fort Stanwix

Richard Hiffa and Alicia Swierczerski, both of Rome State School, were married July 14. Dick is an instructor with the Recreation Department and Alicia a typist in the record office. The newlyweds were entertained by co-workers at the home of Mr. & Mrs. Carlton Dawley. Alicia was also guest of honor at a dinner given by the staff and office personnel at Trinkaus Manor. The Chapter's very best wishes go to the happy couple.

The officers of CSEA General Conference attended a luncheon meeting at the Beeches, Rome, July 14.

Ruth Shaddock retired from state service June 30. Members congratulate Ruth and hope she may enjoy her retirement for many years.

Celestine M. Latus, supervising dietitian, attended a dietitian's course at Cornell for several weeks.

Josephine Szarek and Mary Barry have returned from a two weeks' stay at Pensacola and Miami Beach, Florida, where they enjoyed the warm, sunny weather.

The members wish Edna Rowland a speedy recovery. She is in R. Hospital convalescing from a fractured leg. Also on sick leave are Luella Foster, Noe Lambert and Jack Castle. Everyone hopes to see them back soon.

Chapter condolences go to Margaret Brown, whose mother passed away; to Stephanie Rotolo, Wanda Burleson and Eugenia McCoy, all sisters whose father died recently; to Edna Nestle and Phyllis Holleck on the sudden death of Mr. Nestle.

Steuben County

Charles Kehler, Steuben County Lab, was elected president of the Steuben County Chapter. Also chosen were Robert Robinson, Probation Department, first vice president; C. Kenneth Conley, Hornell Police, second vice president; James Doolittle, Corning Fire Department, third vice president; Helen Manning, County Clerk's Office, secretary, and Cora Kittle, Election Commissioner's Office, treasurer.

Mr. Robinson will also serve as delegate, and Carl Todd, Highway, as alternate delegate.

The directors are Florence John-

son, Welfare; Mr. Todd, and William Gibbons, Jr., Corning City Fire Department.

Florence C. Johnson, Chapter past president, was seriously injured in a fall June 2, and has been confined to the hospital and her home since that time. She is recovering nicely and hopes to be able to resume her duties as case worker with the County Welfare Department about the middle of August.

Tompkins Chapter

Congratulations to Miss Anne Arden, Secretary to Dr. William Irvin of the Board of Education, who was recently married to Walter Andrews.

We regret to learn Dr. William Irving has resigned to take a position as Superintendent in a school in Connecticut.

Sympathy is extended to Mrs. Marie Crispell of County Hospital on the death of her husband, and Mary Burgess on the death of her father, also Bradford Sinn of County Highway on the death of his mother.

The Chicken Barbecue held June 23 was well attended including friends and members from surrounding Chapters. Willard, Elmira and Cornell, Field Representative Ben Roberts installed the newly elected officers, president Allan Marshall, first vice president Alex Yenel, second vice president Kenneth Herrmann.

Field Representative Roberts was formerly the Chapter's first vice pres. and chapter representative for the past 5 years. He was presented a piece of luggage from the Chapter by President Marshall.

Rehabilitation Hospital

On June 26, the day of the hospital school commencement, four well-known and popular hospital employees were presented with 25-Year service awards by Beveridge C. Dunlop, a member of the Board of Visitors. These employees were Margaret Bryson, John H. McBride, Fred Malone, and Salvatore Prestipino. The hospital chapter extends its heartiest congratulations to

these employees who have rendered 25 years of faithful service.

During the past three months the chapter was saddened by the death of four fine members: Carrie Townsend, staff nurse; Blanche O'Keefe, head seamstress; Ruth Keesler of the Physical Therapy Department, and Joseph Cooney, retired Physical Therapy employee and former chapter member. The chapter extends its sincere sympathy to the families of these employees, who will be greatly missed and long remembered.

A party honoring Mabel Kenyon and Cadena Spalding, institution teachers, was given by the school staff June 22. Miss Kenyon, a Rehabilitation Hospital employee for 13 years, retired at the end of the school year, and will make her home in Florida. The chapter wishes her many years of health and happiness, and success to Miss Spalding, who has resigned to teach in an American school in Japan.

Get-well wishes go to Mary Mullen, institution teacher and the chapter's social secretary.

Congratulations to Katherine Glass, elected third vice president of the Southern Conference.

Metro Employment

The following have been elected as chairman or co-chairman of this chapter's committees for the forthcoming year. They are as follows:

Auditing—William Steingesser and Aaron Burd.

Legislative—Ed Croft and Carl Muller.

Social—Gertrude Carr.

Publicity—Saul Finkel and Gertrude Carr.

Membership—Lou Barron, Carl Muller and George Roht.

Grievance and Negotiating—Grace Nulty.

Insurance—Marie Doyle.

Bernard Federgreen, chapter president, has stated that in the near future he will announce the names of a special committee that will assist him in keeping up to date in all branches of the Division. He states that this "Watchdog Committee" will play a vital part in the furtherance of services to members of this Chapter.

Keep this date open: on October 10th the chapter will hold its first social of the year. It is planned as a sort of "get acquainted with

Latest Salary and Title Rulings

ALBANY, July 23—Nine new titles, topped by Assistant Deputy Chief Engineer at \$12,530-\$14,790 have been added to the State's job-list; four were eliminated; six granted new designations; minimum salary increased for five, and three salary appeals turned down, according to the latest report from J. Earl Kelly, Director of Classification and Compensation.

The detailed story:

The following titles have been added to the State title structures:

Title	Salary Grade	Salary Range
Assistant Deputy Chief Engineer	35	\$12,530-14,790
Assistant Supervisor of Surplus Food Distribution	14	4430-5500
Associate in Speech Education	23	6890-8370
Deputy Assistant Commissioner of Mental Hygiene	33	11,330-13,440
Director of Community Development Bureau	29	9280-11,110
Senior Financial Secretary	23	6890-8370
Senior Surplus Food Inspector	15	4650-5760
Social Worker (Psychiatric-TB Service)	12	4030-5020
Surplus Food Inspector	11	3840-4790

The following titles have been eliminated from the State title structure:

Junior Chemical Engineer	15	\$4650-5760
Junior Civil Engineer (Traffic)	15	4650-5760
Junior Industrial Hygiene Engineer	15	4650-5760
Ship's Electrician	11	3840-4790

In addition to the titles shown in the sections above, the following have been eliminated and added as shown, because of reclassification:

Eliminated Title	New Title
Director of General Accounts, Grade 32, \$10,770-12,810	Director of General Accounts and Finance, Grade 38, \$13,300
Farm Placement Representative, Grade 12, \$4030-5020	Farm Employment Representative, Grade 12, \$4030-5020
Farm Placement Supervisor, Grade 18, \$5390-6620	Farm Employment Supervisor, Grade 18, \$5390-6620
Junior Graphic Statistician, Grade 10, \$3660-4580	Statistical Draftsman, Grade 10, \$3660-4580
Senior Farm Placement Representative, Grade 16, \$4880-6030	Senior Farm Employment Representative, Grade 16, \$4880-6030
Superintendent of Farm Placement, Grade 25, \$7600-9190	Superintendent of Farm Employment, Grade 25, \$7600-9190

The minimum salary has been increased temporarily for the following:

Title	Temporary Minimum Salary	Area
Associate in Industrial Education	\$7482, the 3rd year rate of Grade 23	Statewide
Associate in Vocational Arts and Crafts Education	\$7482, the 3rd year rate of Grade 23	Statewide
Boys' Supervisor	\$3183, the 3rd year rate of Grade 5	State Agricultural & Industrial School—Industry, N.Y.S. Training School for Boys—Warwick, Otisville Training School for Boys
Housefather	\$3340, the 3rd year rate of Grade 6	State Agricultural & Industrial School—Industry and N.Y.S. Training School for Boys
Senior Scientist (Geology)	\$7122, the 3rd year rate of Grade 22	Statewide

Application for salary increase has been denied by the Director of Classification and Compensation for the following titles:

Title	Salary Grade	Salary Range
Shoemaker	Grade 7	\$3170-4000
Senior Key Punch Operator	Grade 7	3170-4000
Principal Key Punch Operator	Grade 11	3840-4790

your new officers affair". Miss Carr plans a gala affair and stresses that all members keep this date open.

The next meeting of this chapter will be held on August 8th at 6:30 P. M. at 1 East 19th Street. This meeting is being called so that delegates to Association's Annual Convention can be selected, and so that any resolutions that members wish to submit before this convention can be submitted on time. All local office representatives will be notified in the mail of this meeting.

Erie

William DiMarco, of the Erie County Welfare Department, was elected president of the Erie County chapter at their regular meeting

on June 13. Other officers chosen were Anna Mae Root, Erie County Home & Infirmary, first vice president; Helen McDonald, E. H. Meyer Hospital, second vice president; Evelyn Molinaro, Erie County Home & Infirmary, third vice president; Joan H. Mulholland, Erie County Welfare Department, secretary, and Elizabeth Munger, Welfare Department, treasurer.

John P. Quinn was elected representative, and Frank F. Burke, sergeant-at-arms. The delegates are Anna Mae Root, John Hussan, Helen McDonald, Alice Gary, Clarence Brittan and Ray Downey.

Chapter members are requested to send all membership cards to the incoming secretary, Joan Mulholland, CSEA, Erie County Welfare Department, 210 Pearl Street, Buffalo, N. Y.

LEGAL NOTICE

STATE OF NEW YORK INSURANCE DEPARTMENT - ALBANY
I. Loeffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the Federated Mutual Implement and Hardware Insurance Company, Owatonna, Minnesota is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1955 shows the following condition: Total Admitted Assets \$29,899,393.28; Total Liabilities \$23,604,711.58; Policyholders Surplus \$6,194,671.70; Income for the year \$25,994,509.30; Disbursements for the year \$25,265,461.85.

STATE OF NEW YORK INSURANCE DEPARTMENT - ALBANY
I. Loeffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the Lumbermens Mutual Insurance Company, Mansfield, Ohio is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1955 shows the following condition: Total Admitted Assets \$17,838,947.34; Total Liabilities \$11,813,489.18; Surplus as regards policyholders \$6,722,458.06; Income for the year \$10,868,824.80; Disbursements for the year \$10,461,598.19.

STATE OF NEW YORK—INSURANCE DEPARTMENT, ALBANY
I. Loeffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the MILLERS NATIONAL INSURANCE COMPANY CHICAGO, ILLINOIS is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1955, shows the following condition:
Total Admitted Assets \$ 11,111,843.78
Total Liabilities 8,766,974.92
Surplus as regards policyholders 4,354,868.86
Income for the year 8,897,903.50
Disbursements for the year 8,909,088.00

STATE OF NEW YORK—INSURANCE DEPARTMENT, ALBANY
I. Loeffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the OLD REPUBLIC LIFE INSURANCE COMPANY CHICAGO, ILLINOIS is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1955, shows the following condition:
Total Admitted Assets \$ 17,266,962.10
Total Liabilities 12,744,418.87
Capital paid-up \$ 1,393,732.00
Surplus and Voluntary reserves 8,238,811.23
Income for the year 18,940,880.21
Disbursements for the year 17,654,497.02

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STATE OF NEW YORK—INSURANCE DEPARTMENT, ALBANY
I. Loeffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the ILLINOIS FIRE INSURANCE COMPANY CHICAGO, ILLINOIS is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1955, shows the following condition:
Total Admitted Assets \$ 4,809,125.88
Total Liabilities 2,688,870.85
Capital paid-up \$ 800,000.00
Surplus and Voluntary reserves 1,020,749.53
Surplus as regards policyholders 1,820,749.33
Income for the year 2,166,449.80
Disbursements for the year 2,186,791.00

STATE OF NEW YORK INSURANCE DEPARTMENT - ALBANY
I. Loeffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the Nationwide Mutual Fire Insurance Company, Columbus, Ohio is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1955 shows the following condition: Total Admitted Assets \$152,328,256.68; Total Liabilities \$116,642,677.91; Policyholders Surplus \$5,589,181.77; Income for the year \$129,707,087.78; Disbursements for the year \$115,760,936.24.

STATE OF NEW YORK INSURANCE DEPARTMENT - ALBANY
I. Loeffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the Pacific National Fire Insurance Company, San Francisco, California is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1955 shows the following condition: Total Admitted Assets \$51,474,793.89; Total Liabilities \$30,647,721.61; Capital paid-up \$1,250,000.00; Surplus and Voluntary reserves \$19,677,072.28; Policyholders Surplus \$20,827,072.28; Income for the year \$19,231,832.88; Disbursements for the year \$19,082,314.68.

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

REAL ESTATE

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LEGAL NOTICE

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I. Loeffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the Nationwide Life Insurance Company, Columbus, Ohio is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1955 shows the following condition: Total Admitted Assets \$81,891,214.49; Total Liabilities \$73,443,283.57; Capital paid-up \$300,000.00; Surplus and Voluntary reserves \$8,147,930.89; Policyholders Surplus \$8,447,930.89; Income for the year \$22,882,186.15; Disbursements for the year \$21,827,797.30.

STATE OF NEW YORK INSURANCE DEPARTMENT - ALBANY
I. Loeffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the National Mutual Fire Insurance Company, Columbus, Ohio is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1955 shows the following condition: Total Admitted Assets \$152,328,256.68; Total Liabilities \$116,642,677.91; Policyholders Surplus \$5,589,181.77; Income for the year \$129,707,087.78; Disbursements for the year \$115,760,936.24.

STATE OF NEW YORK INSURANCE DEPARTMENT - ALBANY
I. Loeffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the Pacific National Fire Insurance Company, San Francisco, California is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1955 shows the following condition: Total Admitted Assets \$51,474,793.89; Total Liabilities \$30,647,721.61; Capital paid-up \$1,250,000.00; Surplus and Voluntary reserves \$19,677,072.28; Policyholders Surplus \$20,827,072.28; Income for the year \$19,231,832.88; Disbursements for the year \$19,082,314.68.

STATE OF NEW YORK INSURANCE DEPARTMENT - ALBANY
I. Loeffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the Cavalier Insurance Corporation, Baltimore, Maryland is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1955 shows the following condition: Total Admitted Assets \$2,976,114.88; Total Liabilities \$1,898,538.02; Capital paid-up \$400,000.00; Surplus and Voluntary reserves \$677,575.86; Policyholders Surplus \$1,977,575.86; Income for the year \$1,796,182.54; Disbursements for the year \$1,979,154.49.

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LEGAL NOTICE

STATE OF NEW YORK—INSURANCE DEPARTMENT, ALBANY
I. Loeffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the BENEFIT ASSOCIATION OF RAILWAY EMPLOYEES CHICAGO, ILLINOIS is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1955, shows the following conditions:
Total Admitted Assets \$18,700,411.38
Total Liabilities 14,184,312.28
Surplus as regards policyholders 4,516,109.10
Income for the year 22,351,604.19
Disbursements for the year 21,832,719.81

STATE OF NEW YORK—INSURANCE DEPARTMENT, ALBANY
I. Loeffert Holz Superintendent of Insurance of the State of New York hereby certify pursuant to law, that the ALLSTATE INSURANCE COMPANY BROOKIE, ILLINOIS is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1955, shows the following condition:
Total Admitted Assets \$331,704,347.87
Total Liabilities 288,904,423.49
Capital paid-up \$ 3,000,000.00
Surplus and Voluntary reserves 68,867,924.48
Surplus as regards policyholders 72,867,924.48
Income for the year 250,353,084.10
Disbursements for the year 181,192,149.74

STATE OF NEW YORK INSURANCE DEPARTMENT - ALBANY
I. Loeffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law that the Cavalier Insurance Corporation, Baltimore, Maryland is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1955 shows the following condition: Total Admitted Assets \$2,976,114.88; Total Liabilities \$1,898,538.02; Capital paid-up \$400,000.00; Surplus and Voluntary reserves \$677,575.86; Policyholders Surplus \$1,977,575.86; Income for the year \$1,796,182.54; Disbursements for the year \$1,979,154.49.

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For an analysis of civil service problems in the forefront of the news, read H. J. Bernard's weekly column, "Looking Inside."
Questions answered on civil service. Address Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

IRS Agrees to Refund Taxes on Maintenance

(Continued from Page 1)

Indication that employee battles cannot be won overnight. The success in the litigation, together with the all-important amendment to the 1954 Income Tax Law, assures tax savings to institutional employees of the State in amounts each year aggregating well over half a million dollars.

"My congratulations to the committees of the Association active in this area, to our Special Tax Counsel Mr. Kassell, to the employees of the Association who have participated in this important activity and to the Association Counsel for a job well done."

Succeeding issues of the LEADER will contain further publicity and instructions with respect to

the handling of the claims for refund which have already been filed. Please do not write either to the Association or Internal Revenue Service until such procedures have been established, since additional correspondence at this time can only delay rather than assist the processing of the thousands of claims for refunds involved.

Conference Study Shows Why Cops Quit the Job

KINGSTON, N. Y. July 23.—A high Police Conference official states that a police situation in the City of Syracuse is furnishing a "graphic illustration" of why intended career men quit police jobs and young men shun them.

\$38 a Week

Conference Secretary Peter Keresman claimed that Syracuse policemen who have an entrance take-home pay of \$38.00 a week have met with city administration obstructions in their move, with firemen, to put a pay raise proposal before the voters on Election Day.

"The reason the departments of the state are undermanned and the people do not have sufficient law enforcement," Keresman said, "is floodlighted by Syracuse where officials fail to provide the first need of a policeman—a living wage."

Syracuse policemen reported to him, the Secretary said, that almost every man in the department is required to have a part-time job, in addition to his police work, in order to support his family.

Syracuse delegates to the recent Conference convention,

Keresman revealed, explained that they had incurred legal expenses in their referendum effort, and representatives of other units pledged donations to the Syracuse Policemen.

"This is a sad commentary on public officials who should be the first citizens to suggest that policemen take their pay questions to the public, as is provided for in the State Constitution," the Secretary said. He added that public officials who fear a public verdict don't belong in office.

The FBI timetable of crime for the past year, he said, recorded a major criminal offense every 139 seconds and a murder, manslaughter, rape, or assault to kill violation every 4.2 minutes; with increasing death toll in traffic and mounting vandalism and delinquency. At the same time, he noted, policemen are virtually told by some municipal officials that "law enforcement is not necessary or important."

In such a situation, the Secretary said, it is the duty of policemen to appeal to the public, "and it is likewise the duty of every public-spirited citizen to support the policemen."

Dept. Job-Hunt Aids Hermann Biggs DP's

ALBANY, July 23.—The State Health Department announced it is continuing intensive efforts to help find new jobs for all employees of the Hermann M. Biggs Memorial Hospital at Ithaca by making available advice and counselling about job opportunities in the Tompkins County area to all employees who wish it.

An employment counsellor from the Ithaca Office of the State Division of Employment spent two days talking with those employees who do not wish to leave Tompkins County. As another part of the Health Department's job finding efforts, a group of domestic, maintenance and kitchen employees from Biggs visited Wascoe State School of the State Hygiene Department in Dutchess County Wednesday to look into job vacancies there.

Non-Movers A Problem

While the State Health Department has been able to provide for most employees who will move elsewhere in the state, more difficulty is being experienced by employees who do not wish to move from Ithaca. This is because hospital employment opportunities there are fewer, although Cornell University, the Tompkins County Memorial Hospital and local groups are giving the State Health Department excellent cooperation in attempting to place Biggs employees.

For those employees who are willing to move elsewhere in the state, the State Health Department is not filling vacant jobs anywhere in the state before checking with persons in similar positions at Biggs to see if they are interested. It is also receiving placement help from the State Department of Mental Hygiene and other departments of the state government.

State Health Commissioner Herman E. Hilleboe said the Department is "most appreciative of the assistance being given by official and non-official groups and agencies in helping to solve the employment problem." He said also that the cooperation of the Biggs employees in continuing on the job as long as they were needed was of inestimable value in bringing about an orderly closing of the hospital.

Fifteen employees — domestic, dining room, kitchen and laundry workers—are being sent letters this week confirming earlier notice of termination of employment. The letters also state that the Department will continue its attempts to assist them in finding other employment.

Chapter Gives Thanks

Praise for the work being done

by the Health Department in attempting to find jobs for its employees has come from Mr. William W. Reed, who served as the last president of the Hermann M. Biggs Chapter of the Civil Service Employees Association. Mr. Reed said:

"As the last president of the Hermann M. Biggs Memorial Hospital Civil Service Chapter, I should like to commend the hospital and State Health Department officials for the work they have done in helping Biggs employees find new jobs.

"The task they have set for themselves is not an easy one. While transfers to other state agencies are available for most who want them, those employees who cannot leave the Ithaca area for one reason or another are accepting positions in local industries. I have kept in touch with Biggs hospital employees, and those who have made changes up to now appear to be satisfied with their new positions."

Statement by Durr

"The State Health Department and the other departments of the state are doing a wonderful job in helping to find new work for all employees of the Hermann M. Biggs Memorial Hospital.

They have shown a personal interest and concern about the problems of the employees, and are doing everything possible to see that they find other jobs.

"All employees of Biggs have been notified that any positions or vacancies in the State Health Department's hospitals and offices are being held open to give Biggs employees first preference in these positions. The State Mental Hygiene Department and other state departments are also giving preference to Biggs employees in positions available at title and salary grade. This policy, and all the other efforts of the Health Department to provide for Biggs employees, show a real interest in the people who work for the department. The department has gone all out in its job finding drive, and I feel its work should be made known to all members of the Biggs staff.

Association Praised

"As Health Department Representative on the Executive Board of the Civil Service Employees Association I also want to point out that the Association has and is continuing to do everything possible for the people at Biggs. I have made the rounds of Biggs and talked with many of the employees. I also have met with Biggs Chapter officers and have sent a similar letter to all Biggs employees in an effort to assist in any way possible."

STATE EMPLOYEE ACTIVITIES

Gowanda

Gowanda State Hospital employees and their families enjoyed the annual hospital picnic sponsored by the hospital, and held on the Collins Conservation Club Grounds, Sunday, June 17th.

The day was spent by some 1,500 people who did nothing but eat, play and dance.

Jack Kurtzman, Field Representative of the CSEA, was present to present the following with 25 year pins: Dr. I. Murray Rossman, Director; Sheldon Brandt, Head Nurse; Frank Peglowski, Upholsterer; Priscilla Harvey, Medical Secretary; and John Hew, Supervising Nurse.

Many children and their parents received prizes for winning games and contests which were conducted throughout the afternoon. In the evening, the employees moved into the pavilion to enjoy dancing.

Mr. Robert Colburn, Acting Business Officer, and his committees are to be commended for the excellent job they did on the food and entertainment.

Syracuse Psychopathic

Mrs. Lillian M. Whitney, Attendant at the Syracuse Psychopathic Hospital, retired from State service May 31, 1956. Dr. Mary F. Brew, Assistant Director of the hospital, presented Mrs. Whitney with a State Service pin. A buffet lunch was served and Miss Matilda Remsen, Occupational Therapist, poured tea. The decorations and flower arrangements were taken care of by Mrs. Sarah McLean, Senior Occupational Therapist and Mr. William Roach, Occupational Therapist. A gift of a very lovely English Salem Clock and orchid corsage were presented to Mrs. Whitney.

Mrs. Emma Ritter had open house for a surprise birthday party for Mrs. Whitney and about fifty guests were present. A very delicious lunch was served and Mrs. Whitney also received a gift.

Messrs. Edward Riley, Leslie Gonya and Charles Knickerbocker have given their second donation of blood to the Red Cross. Mr. Anthony Vecchio, of the Business Office, also contributed blood to the Red Cross and is a member of the Gallon Club, having given a gallon and one pint of his blood.

Get-well wishes are extended to Mr. Henry Featherly, who has been in the hospital several weeks.

Mrs. Cora Bottum who recently broke her arm and Mrs. Sarah McLean, Senior Occupational Therapist, Miss Helen O'Donnell has returned to duty after having been ill for several weeks.

Miss Helen O'Connor, dietitian, returned from spending her vacation in San Juan, Puerto Rico. Mrs. Vivian Conover, Assistant Cook, is on vacation. Miss Margaret Thomas, Miss Beatrice Jabout and Miss Priscilla Hoskins have returned from Miami, Florida. Mrs. Glenora O'Hara returned from an auto trip through Mexico and Texas.

The following from our occupational Therapy Department attended a Workshop Program at Gowanda Hospital: Mrs. Sarah McLean, Miss Matilda Remsen and Mr. William Roach.

The following from our Syracuse Chapter enjoyed an interesting meeting at Alexandria Bay recently: Mr. & Mrs. Tom Ranger, (chapter president) Mr.

CSEA's First Proposal In Health Insurance

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not be considered in the experience rating of the active employees plan.

9. We feel consideration should be given to the following in arranging the contract:

a. Waiver of premium for employees suffering prolonged disability who are off the State payroll.

b. Appropriate conversion privileges at time of termination of em-

ployment other than by retirement.

c. Non-concancellability.

d. Coverage of dependent children after 18 while attending school or college.

Realizing that these are broad general proposals which feel essential, we hope we will have an opportunity to discuss the details of any proposals which the Board may receive before final action is taken.

& Mrs. Othmer Chapman, Mr. & Mrs. Raymond G. Castle (newly elected Conference President), Ida C. Meltzer and Margaret Whitmore.

Margaret Sheedy and Mary O'Conner of the Dept. of Social Welfare are having a grand vacation in Europe this summer.

Congratulations are extended to Douglas Petrie, of the Rehabilitation Bureau, who has received a nice promotion to Sr. Counsellor.

A hearty and sincere welcome is extended to Earl Towson on his appointment to Assistant District Engineer of the Dept. Pub. Wks., District No. 3.

Get well wishes are sent to Mary Nicholson and Mrs. Mary Hunter of the DPWks for a speedy recovery.

Deepest sympathy is extended to the family of John Holmes, engineer in the Dept. Pub. Wks.

Wedding congratulations are sent to Mr. & Mrs. Don Higgs, the former Irene Sutphen of DPW.

Clarice Adams, of WCB is having a grand vacation enjoying the sights of the Grand Canyon.

Newark State School

Congratulations to Mr. and Mrs. George Marcello on the birth of a new baby girl. Harold Siegwart has joined the Army Reserves. Mrs. Alice Bradley has resigned on account of ill health. James Quinn and family are spending a week at Sodus Point. Donald Parkhurst visited his aunt in Buffalo for a few days.

Ronald Feeney has been visiting his mother at Waterloo, New York. Mr. and Mrs. Elmer Welch are spending their vacation in Las Vegas, Arizona and California. Grace Bellanca and Gertrude

Nichols have just returned from California. After visiting friends and relatives in Los Angeles, San Francisco and San Diego they then drove into Mexico and feasted on real spicy Mexican food.

William Mussack is recuperating at his home on West Maple Avenue after a recent illness. A speedy recovery is extended to Joseph Frantangelo, recently injured in an automobile accident.

Mr. and Mrs. John Tyler and family are visiting in New York City for two weeks.

The Annual CSEA Clam Bake will be held September 15 at the VFW Home in Lyons, New York, according to chairman Andy Wolf.

Mrs. Josephine Lay is spending her vacation at the Thousand Islands.

On July 10 the employees of the Boys Division of Food Service, together with their families, held their annual picnic at Roseland. About 50 attended.

A dinner was held July 12 at the Old World Inn in honor of Miss Pauline Young of the Food Service who recently resigned. She was presented with luggage.

Mrs. Mary Bidwell is touring through the New England states.

The Medical Office entertained at the Old World Inn on July 12 for Miss Shirley Lohman, who is to be married on July 28 at St. Michael's Church, Newark, N. Y., and for Mrs. Catherine Bachman and Mrs. Gall Schutt who have resigned. All were presented with gifts.

On vacation: Miss Josephine Robeyn, Mrs. Minnie Whitford, Miss Teresa Frey, Mr. and Mrs. Richard Kellar, Mr. and Mrs. Joseph McGuire, Mr. and Mrs. Angelo J. San Angelo, Mr. Ralph Credford, Mr. Anthony Crescibene, Mrs. William Rollands, Mr. John Cell, and Mrs. Lillian Pakis.