

Civil Service LEADER

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Group Issues Its

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State Gives Its Reasons on Promotion Fee Waiver Date

The President of The Civil Service Employees Association, composed of over 52,000 state employees, has released the contents of a letter received from the State Civil Service Department dated May 21 relative to the waiver of fees in promotion examinations. The letter stated as follows:

"The bill permitting the waiver of fees in promotion examinations was signed by Governor Harriman on April 15. This bill is permissive and requires action by the Civil Service Department and the Budget Director before becoming effective as to any or all promotion examinations.

"An item referring to it was placed on the Commission's Calendar for its meeting on April 24. Although the Commission as such did not have to make the decision, its advice was solicited by the President. It was agreed that we should waive fees for promotion examinations. On May 7 a letter was sent to the Budget Director requesting his approval. Approval was received on May 18.

"As you know, we hold no examinations in August and only one small series in July. Announce-

ments for the July series went out in April and applications have been received since April 30.

"A number of changes in our internal procedures are necessitated by this waiver. We will also have to make a proper announcement of the change in state policy.

"For these reasons, we did not think it practicable to try to start the waiving process before the September exams. The approval we now have from the Division of the Budget specifies that date as the commencement of the waiver period."

CSEA President Powers stated: "I am gratified by the action of Governor Harriman and the legislative leaders in the adoption of the new law to make possible elimination of promotion examination fees, and I am glad that such fees will be waived on promotional examinations taken after September 1, 1956."

CSEA Opposes Probation During A First Promotion

ALBANY, June 4—A proposal to place state workers on probation upon their first promotion has met with firm opposition from the Civil Service Employees Association, which represents the majority of state employees.

The proposal was one of many on probation periods made by the State Civil Service Department Staff, which is seeking a uniform probation program for the state.

CSEA officials declared probation periods during a first promotion were an unnecessary burden on workers who, by the time they have received a promotion, have given ample proof of their ability.

Association arguments were that civil service employees must first

meet education and other qualifications to join the service. Even before their appointment they are subject to being selected from a group of three persons.

Employee Has Proved Case

Once an employee is in service, he competes with other eligible candidates for promotion and must have a favorable service record rating. He again is subject to the choice of the appointing authority who may select any of three persons eligible.

In addition, the Association pointed out, if the promotion is in the same department the appointing authority has had ample opportunity to observe the employee's work.

The Association contends that when an employee gains a promotion through such an arduous procedure a probationary period in his new title would be both unnecessary and unfair.

The present Civil Service Rule XII requires probationary periods only in the case of original appointment in the competitive class

and in interdepartmental promotions.

In general, the Civil Service Department Staff proposed a uniform probationary period of from eight weeks to six months. For most positions, the present probationary period is three months.

Burden on Authority

The Association, which opposes the lengthening of any probation period, argued that if the Department did adopt the eight weeks to six months period that an employee be automatically accepted after eight weeks should he not be notified that his work is unsatisfactory.

This would place the responsibility of determining the end of the probation period directly on the appointing authority. The Department agreed to include this stipulation in its proposals.

CSEA officials announced they would do their utmost to protect employee interests on the matter when the proposal is submitted finally to the Civil Service Commission.

Western Conference Meets June 23 At Brockport State

The Western New York Conference of the Civil Service Employees Association will meet at 3 p.m. June 23 in the Campus School Library of Brockport State Teachers College.

Main speaker will be Jesse McFarland, CSEA Senior Administrative Assistant. Paul Kyer, LEADER editor, will address the County section of the meeting.

Claude Rowell, Conference president, reported the following slate of officers will be presented for election:

Celeste Rosenkranz, president; Vito Ferro, first vice president;

Irene Lavery and Albert Killian, second vice president; Pauline Fitzpatrick and Irene Kohls, secretary, and Thomas Pritchard and Melba Binn, treasurer.

Mr. Rowell will preside at the meeting.

The County group will be under the direction of Viola Demorest, newly elected president of that unit.

The state and county sections will hold a joint dinner at the American Legion Post in Brockport. Tickets and reservations may be had until June 21 through Mrs. Hazel Nelson of Brockport State Teachers College.

Ruling on Youths In County Jails

ALBANY, June 4—Attorney General Jacob K. Javits has called to the attention of correction officials the meaning of the Youth Court Act in regard to the detention of youth in county jails.

In a letter to the State Commissioner of Correction Mr. Javits said: "The effect of this legislative command is to require that in county jails (1) adequate provisions shall be made for the separation of female from male youths; (2) adequate provision is to be made for the separation of youths of both sexes both from persons over twenty-one and more hardened offenders."

Supervising Attendant Test Set for July 7

A competitive promotion examination for the position of supervising attendant will be held in seven state hospitals and schools, the State Department of Mental Hygiene announced.

The examination, which is to be held July 7, is open only to employees of Utica State Hospital, Letchworth Village and Newark, Rome, Syracuse, Wassaic and Wil-

lowbrook State Schools.

Four positions are open in Letchworth Village; one in Utica; two in Newark; one in Syracuse and four in Wassaic.

No general list will be established as a result of this examination. A separate eligible list will be established for the employees of each of the seven institutions.

Candidates who previously filed for this examination do not need to re-file but must submit a notarized statement bringing training and experience up to date.

A written test, performance rating and seniority are considerations of the examination. Candidates must be permanently employed in the competitive class and must have served for one year preceding the date of examination as a staff attendant or two years as a practical nurse or three years as an attendant.

The salary range is \$3,660 to \$4,580 in five annual salary increases.

2,500 Apply For College Exam Series

ALBANY, June 4—The State Civil Service Department has announced that more than 2,500 candidates applied for the "college series" exams held May 12.

The examinations, held at nearly 100 examination centers, half of which were outside the state, attracted about 135 non-residents from 28 states other than New York, and Alaska.

The 2,500 candidates numbered about three times the number who took the January examination.



COMMERCE CHAPTER EXPANDS OFFICER FAMILY: In its recent election of officers, the Commerce chapter of the Civil Service Employees Association added the post of chaplain to its officer list. Filling the position for the first time is James McAdam (standing), who is also known as a Scotsman and student of Robert Burns. Standing behind newly-elected chapter president Richard Kirk are, from left, Helen Gibbons, treasurer; Jeanette Lafayette, vice president, and Jacqueline Connolly.

CSEA Digest

1. CSEA OPPOSES PLACING EMPLOYEES UPON PROBATION WHEN THEY RECEIVE A FIRST PROMOTION. ASSOCIATION SEEKS TO PROTECT EMPLOYEES ON OTHER PROBATION MATTERS. SEE PAGE 1.

2. NEW AREAS QUALIFY FOR ASSOCIATION'S HIGH QUALITY INSURANCE PLAN.

3. WESTERN CONFERENCE WILL HOLD JUNE 23 MEET AT BROCKPORT STATE TEACHER'S COLLEGE.

4. PRESIDENT POWERS WARNS OF DANGER IN LOWERING RECRUITMENT STANDARDS TO GAIN NEEDED EMPLOYEES. (SEE 'THE PUBLIC EMPLOYEE')

5. PRESIDENT POWERS RELEASES LETTER EXPLAINING WHY STATE CHOSE SEPT. 1 DATE FOR ELIMINATION OF EXAM FEES.

Raft of Overseas Jobs Open to NYC Residents

To the job-hunting young men and women seeking thrills and excitement of living and working abroad, a host of positions has been opened by the U. S. Department of State which is typists, stenographers and clerks and needed for positions at American Embassies, consulates and legations abroad.

"Many a high school, business school, or college graduate, armed with good training and general office experience, can obtain a job that will offer the excitement of working with a government program that will take them to interesting places throughout the world," said the State Department. "Hong Kong, Rome and Bombay are only a few of the 265 posts maintained in 70 countries throughout the world."

Interviews Now Given

Mrs. Betty Grafton, personnel officer, Washington, D. C., is personally conducting interviews at the New York State Employment Office, 1 East 19th Street, until and including Monday, June 15, from 9 A. M. to 5 P. M. Monday.

Women who can type at least 40 words a minute and take shorthand dictation at 30 words may be employed as stenographers at \$3,415 a year. Typists at 40 words receive a starting salary of \$3,175. These two particular positions are in the Department of State's "Home Office" in Washington, D. C. No experience is required.

Men and Women who wish to work overseas must be between 21 and 35, American Citizens, single without dependents, and willing to be assigned anywhere. In addition to passing performance tests in typing or shorthand, same standards as already stated, they must have at least three years of office experience. Education may be substituted for no more than two years of work experience.

Liberal Program

After about six months of orientation and on-the-job training in offices and the foreign service institute in Washington, D. C., employees are assigned to an overseas post. In addition to the salary of \$3,390 a year, there is pro-

vided either government housing or a rental allowance of from 10 to 25 percent of salary, as a differential in posts that are classified as hardship ones. Some posts also provide a cost-of-living allowance over and above these other allowances.

After completion of a tour of duty, which is two years, the employees is brought back home at government expense for home leave of about six weeks. Home Leave is in addition to the 13 days of annual leave. Sick leave of 13 days a year is granted when needed, and a pay increase for each year of satisfactory service is given to all employees. Housing arrangements, recreational and educational activities, group hospitalization and government insurance are among the many facilities and benefits available to all Department of State employees.

The Department Of State Representative seeks candidates who

mirror their fellow Americans in terms of geographic origin, educational experience.

The State Department adds:

"These qualities in an employee give a true picture of the United States to our foreign neighbors. New York Area residents interested in becoming a part of this important work go to the 19th Street address to discuss the opportunities, telephone ORegon 7-9100.

Here, There and Everywhere

Jobs in South America, Africa, Europe, Asia and elsewhere in the world are what the personnel officers of the Department of State is talking about in New York City.

All persons hired must pass a rigid physical examination.

For those interested in joining the Foreign Service, but who are not qualified at present, or who prefer to work in the home office in Washington, the personnel office seeks typists and stenographers.



Leaders in State government were among those at the 40th annual Sullivan County Jefferson dinner at the Concord Hotel, Kiamesha Lake. From left, Daniel Carey, Commissioner of Agriculture and Markets; Carmine DeSapio, Secretary of State; Daniel Gutman, counsel to Governor Averell Harriman; County Judge and Surrogate Lawrence Cooke; Deputy Commissioner of Agriculture James Lyons; and Jack Solod of Woodbourne.

White House Opposes Union Recognition

WASHINGTON, June 4—The Democratic sponsored union-recognition bill, which provides for compulsory arbitration by a three-

man board, of disputes that can not be settled by the employees and the Federal agency, met with strong opposition. The bill was introduced by Senator Olin D. Johnston.

Opposing the bill on the Senate floor were Civil Service Commission Chairman Philip Young; Edward B. Powell, Defense Department; and Post Office Department personnel bureau director A. E. Weatherbee. Abe McGregor Goff, an attorney, also opposed the bill on behalf of the Post Office Department.

On behalf of the White House, Chairman Young's chief objections are that the bill would give the proposed arbitration panel the right to encroach on the authority of agency heads and Congress, since the panel could decide matters such as salary, leave, layoffs, and disciplinary measures for agency officials.

Power Enough Now

He felt that the bill could create chaos in the Federal personnel system, if enacted. He added that present Federal legislation gives ample opportunity to employee organizations to consult with agency heads and to present their opinions and enables agency heads to deal with violations of rules or laws.

The belief that present legislation provides ample opportunity for employee representation through employees-organizations

Office Machine Operators Needed

The U. S. Civil Service Commission has announced that qualified U. S. citizens who have reached their eighteenth birthday may apply now for addressing machine operator and similar positions. Annual salaries, at the grade GS-2 level, start at \$2,960 and rise to \$3,470 through annual increases of \$85. Starting salary at the next higher grade GS-3, is \$3,175, with \$85 annual increases granted until the maximum of \$3,685 is reached.

Applicants will be required to pass a written test, scored at 100 the pass mark is 70 percent. A physical exam will be given too.

The written test will be given in Albany, Syracuse, Troy, Ithaca, New York and other cities in New York State.

The jobs are of these types: addressing machine; graphotype machine, addressing machine and

graphotype, bookkeeping machine, card punch (alphabetic), card punch (numeric), miscellaneous duplicating equipment, and miscellaneous office appliance operator. Three months of specialized experience operating the specific machine for the grade GS-2 positions are required, and six months of specialized experience for GS-3 positions. Alphabetic and numeric card punch operators may substitute the completion of a resident training course for three months of the required experience.

Where To Apply

Experience requirements for bookkeeping machine unit supervisor is one year in the operation of a flat-bed, adding-bookkeeping or other bookkeeping machine. The eligible list will also be used to fill grades GS-3 and 4 positions as telegraphic-typewriter operator. Annual starting salaries for the GS-3 position is \$3,175 and for the GS-4 position, \$3,415. Jobs as operator (semi-automatic teletype equipment) at \$3,415 to start, will also be filled from this list.

Six months of specialized experience is required for teletype operator, GS-3; one year experience for GS-4; and (semi-automatic teletype equipment). Six months of the required year's experience may be general, however, and employment as a stenographer, typist, clerk, etc. is accepted.

Ask for Form 5000-AB, giving the exact title of the position, and mention announcement 62. Apply, until further notice, to the Second Civil Service Region, 641 Washington Street, New York 14, N. Y.

Conference Reports on Low Pay of Police

KINGSTON, June 4—The Police Conference reported on its annual wage survey of the municipalities of the State.

Out of 176 reporting departments, the wage was around \$3,500.

Forty-eight at \$4,000, 32 at \$4,500, 29 at \$5,000 were reported. In six departments, the Conference said, the pay is less than \$3,000.

"After deductions, the take-home pay in 61 departments is about \$50 a week," said Peter Keresman, secretary. "In view of the cost of living, and comparison with industrial wages, such police salaries are disgraceful.

"Is it any wonder that young men will not take the police job at such pay? How can policemen be expected to maintain a family at a normal standard of living? Policemen in larger numbers are still resigning to take more remunerative jobs in private industry."

U. S. Considers Paying Moving Expenses of Some New Employees

WASHINGTON, June 4 — An administration proposal, which would permit Federal agencies to pay the travel and moving expenses of newly hired employees for positions in the continental United States and Alaska in such shortage occupations as physical science and engineering, was sent to Congress by Philip Young, the President's personnel adviser and Chairman of the Civil Service Commission.

Comment by Young

Adoption of the proposal would permit agencies to pay the travel and moving expenses of such recruits from their homes to their first duty stations. It would also permit agencies to pay the actual travel expenses for their immediate families. Finally, it would permit agencies to bring qualified prospects to Government laboratories and installations as a recruitment aid.

Employees benefiting by the program would, in turn, sign an

agreement to reimburse the Government if they leave Federal service in less than a year for reasons unacceptable to their agency. Annual cost of the program is estimated at \$4,500,000.

Mr. Young said that it is a common practice in private industry to pay travel and moving expenses for new employees in shortage categories and also to pay travel expenses for plant visits.

"The Federal Government is now at a serious competitive disadvantage," Mr. Young emphasized.

"The cost of relocating on a new job could take a considerable portion of a new employee's first year's salary. Experience shows that qualified persons in shortage categories are unwilling to absorb these costs as a condition of working for the Government when they know that these same expenses would be paid by a private employer."

Changed 3 Answers In Dispatcher Test

Twenty-nine items in the April 14 promotional examination for train dispatcher, New York Transit Authority, were protested by 71 of the total 1,044 candidates who competed.

The following changes in the tentative key answers are official: Item 9 from (C), to (C) or (D). Item 14, (A), to (A) or (C); 22, (C) or (D) both are correct, instead of (D) only.

LOOKING INSIDE, news and views by H. J. Bernard, appears weekly in The LEADER. Don't miss it.

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Research Jobs In Science Are Offered

Research-minded persons with degrees in physical science or engineering may now apply for positions as aeronautical research scientists at annual starting salaries ranging from \$4,480 to \$14,800, the U. S. Civil Service Commission announced. Assignments will be made to Langley Field, Va., Moffett Field, Calif., Cleveland, O., and Edwards, Calif.

Candidates must be United States citizens, at least 18 years old, and physically able to perform the required duties. No written test will be given. Candidates will be rated on their education and experience.

They will be required to pass a physical exam.

Candidates for grade GS-5 need submit only a degree.

Appropriate professional experience is required additionally for placement in the grade GS-7 through GS-18 positions, however. Experience requirements start with six month for applicants to qualify for the GS-7 positions at \$5,335, and increase to four years for candidates applying for grade GS-18 which pay \$14,800.

Ask for card form 5001-ABC and forms 57 and 15 from the Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y., until further notice.

Per Diem Pay Bills Opposed

WASHINGTON, June 4—The two pending bills by Senator Olin D. Johnston which provide more pay for Federal per diem employees are meeting opposition from the U. S. Civil Service Commission.

The Administration contends that the bill making per diem raises for per diem employees retroactive to the date the agency undertook its salary review, rather than the date the raise was approved would be costly and unworkable from an administration end. They feel that much of the time lag and the consequent loss of salary to the employee can be eliminated through individual agency action.

Loyalty Review Report Deferred

WASHINGTON, June 4—Lloyd Wright, chairman of the bipartisan commission established last year by Congress to review the Government loyalty program, has announced that the commission's report will not be ready by December 31, next.

He cited the immensity of the task, and the inadequacy of the funds. He believes that at least \$300,000 will be needed to complete the job. This is six times as much as Congress appropriated. The commission's tenure, due to expire at the end of 1956, will have to be extended, he said.

HOUSING CARETAKER KEY ANSWERS STAND

Only four letters of protest were received by the New York City Personnel Department against key answers to the housing caretaker's examination, given April 7. The four took exception to the answers to six questions. In the written test 1,242 candidates competed.

No changes were made in the key answers.



Surrounded by a throng of employees of the Brooklyn Army Terminal, Philip G. Priveters is congratulated by Colonel Robert C. Hanes as co-winner of a joint award of \$475. At left, Harry Urkowitz, and at right, Edwin Lederkramer, the other co-winners. Colonel Edwin Deagle, terminal comptroller, is at extreme right. The three civilians suggested procedures for bringing construction equipment back from abroad at an estimated saving of \$62,000 a year.

Experts Will Try to Make Head or Tail Out of What's Written on Birth Certificates

ALBANY, June 4—Six State University colleges are participating in a New York State Health Department study of the relationship between occupational data recorded on birth certificates, social standing and health supervision.

The study, under the direction of Dr. Walter E. Boek, research anthropologist of the Health Department, aims to determine the significance of the occupational data written on birth certificates in terms of families' social levels, the extent and character of prenatal care and infant health supervision in upstate families, and the relation of such prenatal care and child health supervision to family social levels.

Colleges involved in the project include Geneseo, New Paltz, Albany, Plattsburgh, Oneonta and Cortland.

State University members taking part in the study include: Dr. Loren S. Woolston, Dr. Eugene P. Link, Dr. Edward D. Lawson, Paul Wheeler, Dr. Ernest A. Wiener, Dr. Robert H. Bohlke, Dr. Martin L. Fausold and Dr. Gustave B. Timmel.

NAPIERSKI NAMED PROBATION OFFICER

ALBANY, June 4—Albany County Judge Schenck has appointed Raymond F. Napierski county probation officer at \$3,000 a year.

Mr. Napierski has been an Albany County deputy sheriff for nearly 10 years. He was formerly employed by the Schenectady branch of the American Locomotive Company. Mr. Napierski graduated from the Christian Brothers Academy. He served during WW II in the field artillery.

Bias in Hiring Discussed By President's Committee

WASHINGTON, June 4—The Committee on Government Employment Policy convened with representatives of national intergroup relations organizations and of 27 Federal Departments and agencies to discuss the policy of non-discrimination in the Federal civil service.

Delegates heard brief talks by Maxwell M. Rabb, Secretary of the Cabinet; Dr. Archibald J. Carey, Jr., vice chairman of the President's Committee, and James P. Goode, Deputy Assistant Secretary of the Department of the Air Force. Mr. Maxwell Abbell, chairman of the committee, presided.

Dr. Arthur S. Flemming, director of the Office of Defense Mo-

bilization, discussed the importance of the non-discrimination policy to the manpower problem of the Federal Government.

Col. Harold Riegelman, former postmaster, New York post office, and counsel to the Citizens Budget Commission, spoke for the American Jewish Committee. R. Maurice Moss of the National Urban League, and Benjamin Epstein of the Anti-Defamation League, spoke on their observations of the committee's work.

The committee was established by an Executive Order of the President in January, 1955 to assist the Federal agencies in carrying out the policy of non-discrimination with regard to race, color, religion or national origin.

UFA Presents Its Pay Case at Public Hearing

The Uniformed Firemen's Association presented its case to the Uniformed Forces Salary Appeals Board at a public hearing. Backing up the New York City firemen's request for \$7,000 pay for top of grade were Fire Commissioner Edward F. Cavanaugh, Jr., Chief of Department Edward F. Connors, and a dozen other experts, uniformed and civilians.

It was the first hearing by the Board.

Pay appeals were also argued by Fire Department pilots and marine engineers, Correction officers, sanitation assistant foremen, foreman and district superintendents were heard also.

The firemen submitted charts, diagrams, and even exhibited fire-fighting tools, in support of their request.

The UFA says that its arguments and documentation set an alltime record for thoroughness and unanswerability of a request for a City salary increase.

Arthur J. Dunne, president, and

Albert Scheller, vice president, spoke for the Uniformed Pilots and Marine Engineers Association.

Prial Presents Cases
Stephen Hartigan, president, and Attorney Frank J. Prial appeared for the Correction officers Benevolent Association.

Mr. Prial, attorney also for the Association of Classified Employees in the Sanitation Department, bespoke reasonable differentials between ranks for that group.

Other speakers were Anthony LaVeglia, Aldo Franceschi, president, the District Superintendents Association and District Superintendents Biagio Liggio, Joseph T. Lennon, Martin P. O'Connell and Bernard H. Fitzpatrick.

Board Membership
The chairman of the Board is Labor Commissioner Nelson Seitel and the other members are Budget Director Abraham D. Beame, Personnel Director Joseph Schechter, John E. Carton, president of the Patrolmen's Association, and Howard P. Barry, president, UFA.

MEDICAL AND NURSING TITLES ARE UPGRADED

The Board of Estimate adopted a resolution establishing four new titles that recognize the differences in responsibilities of medical and nursing superintendents of New York City hospitals.

Originally, when the medical and hospital administrative service was established by the Board of Estimate under the Career and Salary Plan, reclassification of the title of medical superintendent in grade 28 was established for all hospital directors, regardless of the hospital population. Similar provision was made for superintendents of nursing in salary grade 15, regardless of the size of their institutions and the fact that some of the superintendents also serve as directors of schools of nursing.

The new titles and salary scales, retroactive to January 1, 1956, are: senior medical superintendent, 30; supervising medical superintendent, 31; senior superintendent of nurses, 17, and supervising superintendent of nurses, 18.

Eugene R. Canudo, counsel to both the Association of Hospital Administrators and the Association of Superintendents of Nurses, complimented the Board members and Budget Director Abraham D. Beame and Personnel Director Joseph Schechter. The latter two made the recommendation the Board adopted.

Mr. Canudo's clients also thanked Dr. Basil C. MacLean, Commissioner of Hospitals, for supporting the upgrading.

Employees Receive Training Certificates

Raymond W. Houston, State Commissioner of Social Welfare, was the principal speaker at the annual pre-commencement party of New York University's Graduate School of Public Administration and Social Service.

Certificates of completion of the special programs for municipal and federal personnel will be presented by Joseph Schechter, Chairman of the New York City Department of Personnel, and James P. Googe, regional director of the U. S. Civil Service Commission.

Dean William J. Ronan was chairman.

FINO GETS GOOD NEWS FOR POSTAL INDEFINITES

Regional Director Howard Coonan informed Representative Paul A. Fino that there are only 218 New York post office indefinite employees on the register, and that all of them should be reached for appointment by June 30.

In view of the low turnover in carrier positions Mr. Coonan found it impossible to use the carrier register to any extent.

Radiation Therapist Title Is Requested

A request that the title of radiation therapist be placed in Salary Scale 21 instead of 18 was made to the Salary Appeals Board at a hearing, by Eugene R. Canudo, counsel for the Hospitals Department's Society of Radiologists.

The Board of Estimate recently reclassified roentgenologist to the new title of Assistant Roentgenologist, salary scale 18, subject to a job audit.

Mr. Canudo stated that the roentgenologist is a physician who specializes in X-ray for diagnostic purposes. He said that the Department of Hospitals when it asked for the creation of the title, Assistant Roentgenologist did so in the belief that they were requesting creation of a title to be filled by physicians at a lower professional level than the roentgenologist and who has had only the basic minimum experience in radiation.

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

NYC Jobs

COMING EXAMS

7721. AIR POLLUTION INSPECTOR. Department of Air Pollution Control. \$4,250 to \$5,330. 13 vacancies. Four years experience in the handling, operation, testing, designing or maintenance of air cleaning or fuel burning equipment is required, or the equivalent in experience and education. Fee \$4.00. Applications issued from Monday, June 11 until Friday, July 27.

7255. MEDICAL SPECIALIST (UROLOGY). Department of Health, \$9,000 to \$11,100. Medical school graduates who have completed one year as Intern in an approved general hospital; N. Y. S. license to practice medicine; two years experience as a hospital resident in urology and five years experience in the field of urology, two years of which must have been on a hospital's in-patient visiting service. Fee \$5 (Tuesday, June 1 through Tuesday, June 22).

7254. MEDICAL SPECIALIST (PROCTOLOGY). Department of Health, \$9,000 to \$11,000. Medical school graduates; one year as a hospital intern; two years experience as a hospital resident in proctology or general surgery; two years experience on hospital in-patient visiting service and three years experience in proctology field. Fee \$5 (Tuesday, June 1 through Tuesday, June 22).

7253. MEDICAL SPECIALIST (OTOLARYNGOLOG). Department of Health, \$9,000 to \$11,000. Medical school degree; one year as a hospital intern; two years experience as a hospital resident in otolaryngology; two years experience on a hospital's in-patient visiting service; three years exper-

ience in the field of otolaryngology. Fee \$5. (Tuesday, June 1 through Tuesday, June 22).

7252. MEDICAL SPECIALIST (OTOLARYNGOLOGY). Department of Health, \$9,000 to \$11,000. Medical school degree; one year as a hospital intern; two years experience as a hospital resident in otolaryngology; two years experience on a hospital's in-patient visiting service; three years experience in the field of otolaryngology. Fee \$5. (Tuesday, June 1 through Tuesday, June 22).

7251. MEDICAL SPECIALIST (OPHTHALMOLOGY). Department of Health, \$9,000 to \$11,100. Medical school degree and one year as hospital Intern plus two years as a hospital resident in ophthalmology; two years on a hospital's in-patient visiting service staff and three years in ophthalmology. Fee \$5 (Tuesday, June 1 through Tuesday, June 22).

7250. MEDICAL SPECIALIST (GASTROENTEROLOGY). Department of Health, \$9,000 to \$11,100. Medical school degree and one year as a hospital's intern plus two years experience as a hospital resident in internal medicine or gastroenterology; two years experience on a hospital's in-patient visiting service; and three years in gastroenterology. Fee, \$5. Tuesday, June 1 through Tuesday, June 22).

7242. MEDICAL SPECIALIST (DERMATOLOGY). Department of Health, \$9,000 to \$11,100. Medical school degree and one year experience as a hospital intern plus two years as a hospital resident in dermatology and two years on a hospital's in-patient visiting service staff and three additional years' experience in dermatology. Fee \$5. (Tuesday, June 1 through Tuesday, June 22).

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

Key Answers

ASSISTANT FOREMAN (Track)

- 1. C; 2. B; 3. D; 4. B; 5. C; 6. A; 7. D; 8. C; 9. D; 10. B; 11. B; 12. B; 13. C; 14. D; 15. A; 16. C; 17. B; 18. B; 19. D; 20. D; 21. D; 22. A; 23. D; 24. C; 25. A; 26. D; 27. A; 28. A; 29. C; 30. A; 31. C; 32. C; 33. B; 34. B; 35. A; 36. C; 37. C; 38. A; 39. D; 40. B; 41. A; 42. B; 43. C; 44. A; 45. A; 46. C; 47. B; 48. B; 49. D; 50. C; 51. C; 52. B; 53. D; 54. A; 55. B; 56. D; 57. C; 58. A; 59. C; 60. B; 61. D; 62. A; 63. D; 64. D; 65. C; 66. B; 67. A; 68. C; 69. B; 70. D; 71. B; 72. B; 73. C; 74. D; 75. A; 76. A; 77. B; 78. C; 79. D; 80. D.

Last day to protest tentative key answers for this test to New York City Civil Service Commission, 299 Broadway, New York 7, N. Y., is Friday, June 15.

FIREMAN, FIRE DEPARTMENT

- 1. E; 2. D; 3. A; 4. B; 5. A; 6. B; 7. E; 8. B; 9. C; 10. B; 11. D; 12. C; 13. D; 14. B; 15. D; 16. D; 17. C; 18. A; 19. B; 20. E; 21. D; 22. B; 23. E; 24. B; 25. E; 26. B; 27. A; 28. E; 29. E; 30. A; 31. D; 32. B; 33. D; 34. A; 35. C; 36. C; 37. E; 38. E; 39. B; 40. D; 41. B; 42. E; 43. E; 44. C; 45. E; 46. E; 47. D; 48. A; 49. E; 50. D; 51. B; 52. A; 53. A; 54. D; 55. C; 56. B; 57. E; 58. A; 59. B; 60. E; 61. E; 62. C; 63. D; 64. D; 65. B; 66. A; 67. D; 68. B; 69. E; 70. C; 71. C; 72. B; 73. E; 74. E; 75. D; 76. A; 77. E; 78. D; 79. A; 80. A; 81. B; 82. D; 83. C; 84. B; 85. B; 86. E; 87. A; 88. B; 89. E; 90. D; 91. D; 92. B; 93. B; 94. B; 95. D; 96. B; 97. A; 98. E; 99. E; 100. C.

Candidates may protest key answers until and including Thursday, June 14 to New York City Civil Service Commission, 299 Broadway, New York 7, N. Y.

50-Year Service Employees Honored

Six men who have been in New York City's service for more than 50 years, and who have been on the Health Department's payroll for 25 years, were honored at a ceremony held in City Hall.

Mayor Robert F. Wagner and Commissioner Leona Baumgartner were the principal speakers as the Health Department celebrated its 90th anniversary.

The employees who were honored include physicians, clerical workers, sanitarians, bacteriologists, chemists, administrators and 112 public health nurses.

The six with more than 50 years of service are Dr. John Oberwager, general medical officer; George W. Miller, Arthur P. A. Meenagh, John J. Kearney, William J. Keegan and John F.

Payroll Deduction Needs Congress OK

WASHINGTON, June 4—Congressional authority must be given before funds may be deducted from employee paychecks, the Comptroller General has ruled.

His ruling reaffirms his earlier decisions when FBI employees, members of a mutual benefit plan, requested that their contributions be withheld from their paychecks.

The FBI plans to seek Congressional approval of the withholding plan, to oblige its employees.

FIRE DEPT. SOCIETY TO HOLD MEMORIAL

The Naer Tormid Society of the Fire Department will conduct its 27th annual memorial services at 7:30 P.M. on June 6 at Temple Rodelph Shalom, 7 West 83rd Street, New York City. Rabbi Edward Lissman, senior chaplain of the department, will officiate.

Commissioner Edward P. Cavanaugh, Jr., will head a parade to the services to the music of the department band. The glee club will sing hymns during the services.

Acting Lieutenant Joseph W. Green is in charge of arrangements.

Correction Corner

BY JACK SOLOD

Efficiency vs Popularity

One of the big gripes in the Department is the so called efficiency rating. Each year employees are handed a sheet told to "sign here" and start reading the evaluation of their work performance for the past year. In many cases the people making this work evaluation never come in contact with the people rated and know nothing about their work. This rating system has become a popularity contest, and a haven for handshakers who are generally rated superior. I have seen officers do outstanding work and only marked fair for some obscure, irrelevant reason. This has led to a general letdown on the part of these men with the institution becoming the eventual loser.

Each man should start with a rating of "Good" and by increased effort and performance go up. All marking of efficiency should be done by a three man board who come in daily contact with the work performance of the people marked. Let's get rid of the popularity contest and have a real efficiency rating.

Reason for the veto of increased death benefits for state employees is, that the social security bill looks good for next year and will bring increased benefits. Insurance Company lobbyists all over Washington trying to beat increased social security benefits. Using every conceivable story such as: "female employees are against benefits at 62"! These giant companies are afraid that a liberalized social security will cut into their sales of pension plans and annuities.

25-Year Retirement Goal

High on the prison guard agenda next year, is the 25 year retirement age 50 bill. Joint Legislative Committee on Pension revision have agreed that guards should be in a hazardous occupation group. This committee will recommend

such a bill for police, firemen, and prison guards. . . N. Y. City correction officers go on 40 hour week this September. Buffalo penitentiary officers also on 40 hour week. . . Jails in Albany, Rochester, Syracuse, Buffalo, Westchester and N. Y. City received \$1.05 per day increase from the State to maintain felons. . . As predicted here months ago we now have junior and senior guards again. Officers who this year have 10 years of service are paid \$5578. per year instead of \$5616.

This and That

Judge Daniel Gutman has not lost any of his oratorical prowess. Filling in for Gov. Harriman at the Sullivan County Jeffersonian Dinner, he laid them in the aisles. . . Prison guards will be represented at the big dinner for Sen. Arthur Wicks, June 7 to pay their respects to a grand old guy who helped a great deal thru the years. . . New movement gaining momentum with retired employees. Old luxury hotels are bought up, rejuvenated and only retired people are guests. Many housekeeping and other services are done by the guests thus keeping the rate very low. Situated mostly in choice resort areas this form of retirement living has brought happiness within a price range of many people. Six hotels are in Florida, two in Pennsylvania, one in Texas and several are now being opened in California. This idea is catching on and may be the answer for many retired people with limited income.

Sincerely Jack Solod

Attica Employees

Attica chapter, collected 149 pints of blood from among the employees of Attica prison and Attica village residents last Monday, when its bloodmobile visited Attica.

Prison employees who assisted the American Red Cross by helping to secure blood donors include:

- John Bloom, Lester Brown, U. S. Byram, Charles Churchill, William Cortright, John Delany, Raymond Dugan, William Harloff, Howard Hay, Sgt. L. P. Hembel, Dorman Herrington, Stanley Jamalkowski, Robert Kirkpatrick, Sgt. Richard Maroney, Francis McRae, Marion Merrick, Richard Middlebrook, Frederick Muth, Philip O'Shea,

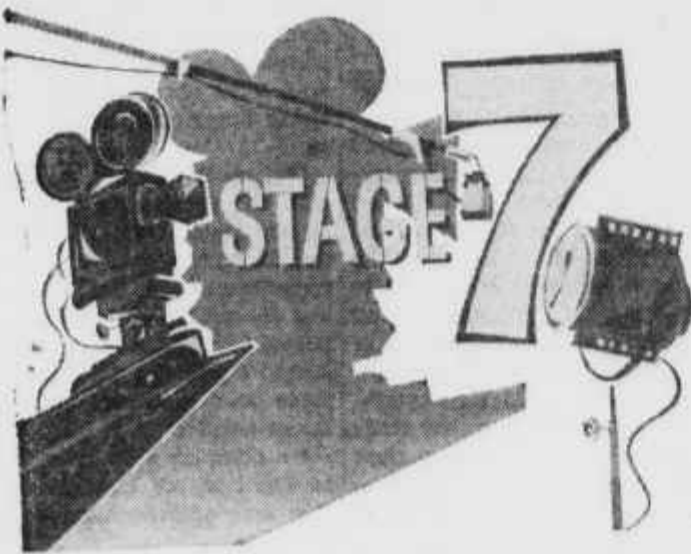
Give Blood

Wallace Parrow, James Powers, William Purtil, Woodrow Ruff, Fred Scofield, Glenn Schurr, Lavern Siler, William P. Stevens, Kenyon Tice, Lester Tiffany, R. N., William Tiffany, Douglas Van Houten, Robert Vickery, Lester Wechter, Chauncey Wellman, John Wicjforek, and Lewis Wood.

CORRECTION

A typographical error in a story about the HIP in the May 29 LEADER stated that about \$250,000,000 fully prepaid physicians' services are provided annually. It should have said that HIP is providing 2,500,000 physicians' services a year, and is serving 493,000 persons.

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between 18 and 55 to prepare now for U. S. Civil Service tests in New York, New Jersey and many other states. During the next 12 months there will be many appointments to U. S. Civil Service jobs in many parts of the country.

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BUT, in order to get one of these jobs, you must pass a Civil Service test. In some tests as few as one out of five applicants pass!

. . . Franklin Institute is a privately-owned firm which help many pass these tests each year. The Institute is the largest and oldest school of this kind, and it is not connected with the Government.

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CITY ZONE

THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



On Lowering Recruitment Standards

For many months the Civil Service Employees Association has been uneasy over the tendency of the State Commission to lower its examination qualifications in the announcement of new-competitive examinations. This has occurred in a sufficient number of instances to cause some concern to the Association and its members. We are sympathetic with the problems of recruitment with which the State Commission is faced. It is not easy for a governmental agency today to bid against the industrial concerns for an adequate labor supply. These latter know no limits in their salary scales except those imposed by a profitable balance sheet, while the public service is limited by budget and compensation plans which are enacted as laws.

Generally speaking, these public compensation schedules are prepared and for all practical purposes fixed anywhere from six to eight months in advance of the Legislative act. We are also faced with the continued scrutiny and criticism of tax paying groups since increases in public pay must be paid for in some way by the tax dollar. These groups are obviously not disposed to increase their own dollar expenditures on the governmental services.

As a result, governmental services have always tended to lag. Government thus finds itself handicapped in its bidding for workers in the labor market.

the lowering of the standards of the public services in order to simulate this recruitment. Certainly, there are enough highly qualified people who would be attracted to the public service if the salary and benefit levels were to be made sufficiently attractive.

Flaws in Private Employment

All is not gold that glitters in the industrial yard. There are features to industrial employment which are decidedly not attractive, such as the paternalism with which several of our large concerns recruit their employees. A man may be uprooted with his family and children and moved from one section of the country to another. His children must be taken from school sometimes in the middle of the year and forced to adjust to the social problems of another area. This type of movement could take place not once, but several times in the career of an industrial employee.

Again, an industrial worker may keep the lien on his job only by constantly meeting increasing quotas of production. The competition for profits in industry is fierce. As statistics indicate, the physical toll which is being taken of its workers, it has become a cliché to relate the ulcer and heart attack to the industrial executive.

Right Pay, Right Standards

If the public salary and benefit levels could be pegged sufficiently high to maintain a man and his family in accord with the American standards of living so that he does not feel a sense of inferiority in comparison with his neighbor who does comparable work for a manufacturing plant, we are certain that the public service would gain many more excellently qualified workers.

Certainly we do not agree in the debasing of our standards to attract people. Such a practice can only mean the lowering of the efficiency of our services. This would be a dangerous practice for any democracy in this uneasy world.

Chief Engineer, Other Posts Opening in Public Works

ALBANY, June 4—The New York State Department of Public Works is looking for a new chief engineer.

The post, which pays \$17,000 annually and is in the exempt class, will be vacated July 1 as the result of the resignation of Eugene F. Gibbons, who will leave the department to go with a private construction firm.

The resignation of Mr. Gibbons, who will take a new position in private industry at higher pay, will leave two top spots open in the department.

Department officials are also reported looking for another new deputy-level appointee to serve as a finance and administration expert.

Approval of the new post has already been asked of the Civil Service Department as part of a proposed basic reorganization of the Department of Public Works.

The reorganization, now under study by department officials, including Superintendent John W. Johnson, first deputy E. Burton Hughes, executive deputy Raymond Fisher, and employees from the State Budget Division's management unit headed by Donald Axelrod, may also require special legislative action.

An appropriation of \$100,000 was provided in the State's supplemental budget to permit the department to speed up the proposed reorganization plans in order that the \$126 million highway program announced by Governor Harriman early in May can be handled by a "streamlined" public works department.

Although the reorganization plans are now concerned solely with the department's central office, it is expected that the district engineer officers will eventually be involved.

Maybelle Gilman Dined on Retirement

ALBANY, June 4—Mabelle I. Gilman, principal stenographer, State Conservation Department, was guest of honor at a luncheon given at the Sheraton-Ten Eyck Hotel by her fellow-employees.

Miss Gilman, who retired on May 31, joined the State service in April, 1916. She was secretary to the Conservation Department's secretary.

At the luncheon were Commissioner Louis A. Wehle and his predecessor, Perry B. Duryea; Deputy Commissioner Justin Mahoney and former Deputy Commissioner Victor Skill. Assembly Conservation Committee chairman, Leo Lawrence also attended.

EXAMS NOW OPEN

STATE

Open-Competitive

4000. EMPLOYMENT CONSULTANT. Vocational Placement, \$6,240 to \$7,620. One vacancy at Albany. Bachelor's degree and three years' experience in vocational counseling or the equivalent in experience and education. \$5. (Friday, June 8).

4073. YOUTH PAROLE DIRECTOR. Department of Social Welfare, \$7,778 to \$8,370. One vacancy. Six years' experience in social case work with children and two years of graduate work in a recognized school of social work or the equivalent in experience and education. \$5 (Friday, June 8).

4074. SENIOR STORES CLERK. Correction, Mental Hygiene, Social Welfare and Health Departments, \$3,320 to \$4,180. Two vacancies, one in Warwick and one in Otisville. Four months' residence in the counties of Dutchess, Orange, Putnam, Rockland or Westchester. Two years' experience in warehouse or storeroom handling foodstuffs, chemicals household supplies, etc. \$3. (Friday, June 8).

4008. ASSISTANT BUILDING ELECTRICAL ENGINEER. Department of Public Works, \$5,660 to \$6,940. Three vacancies at Albany. Bachelor's degree in engineering and two years of engineering experience the equivalent in experience and education. \$5. (Friday, June 8).

4018. ASSISTANT HEATING AND VENTILATING ENGINEER. Department of Public Works, \$5,560 to \$6,940. Two vacancies. Bachelor's degree in engineering and two years' experience, or the equivalent. \$5. (Friday, June 8).

4070. SENIOR ARCHITECT. Department of Public Works, \$6,890 to \$8,370. 30 vacancies. License to practice professional architecture and two years of satisfactory architectural experience. \$5. (Friday, June 8).

4071. SENIOR GAS ENGINEER. Department of Public Service, \$6,890 to \$8,370. One vacancy at Albany and one at New York City. License to practice professional

engineering in New York State and two years of engineering experience with a public utility or regulatory body. \$5. (Friday, June 8).

4065. SUPERVISOR OF MATHEMATICS EDUCATION, Education Department, \$8,554 to \$9,190. One vacancy at Albany. Five years' experience as mathematics teacher in secondary schools, two of which must have been in a supervisory capacity and completion of 60 graduate semester hour and 36 hours in mathematics. \$5. (Friday, June 8).

4064. CHIEF, BUREAU OF PSYCHOLOGICAL SERVICES, State Education Department, \$3,390 to \$10,100. One vacancy at Al-

bany. Ph.D. in psychology and three years of professional experience in psychology. \$5. (Friday, June 8).

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FOR

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Those who passed the last written test for Patrolman will be called for their PHYSICAL EXAMS starting June 13th. This is only a qualifying test BUT FEW MEN CAN PASS IT WITHOUT SPECIALIZED TRAINING. Candidates should strive to attain a percentage of 80 in order to be sure of passing this exam.

THE FIREMAN PHYSICAL

This is a COMPETITIVE TEST and COUNTS 50% of a candidate's FINAL rating. Men who hope to attain a high place on the eligible list should BEGIN TRAINING AT ONCE and CONTINUE REGULARLY until called for the official physical test.

A gain of 20% in your physical rating will mean a difference of hundreds of places on the eligible list.

The 400th man on the last list had a rating of 89.45, whereas the man with 79.45 was number 1600—a difference of 1200 places. This can mean at least two years difference in time of appointment.

TRACKMAN PHYSICAL

Many men do not realize the importance of the Physical part of this exam . . . IT COUNTS FOR 60% IN THE FINAL RATING!

Few men can press an 80 lb. dumbbell, do an abdominal lift of 60 lbs. and a broad jump of 8 ft. without considerable training. THOSE WHO PASSED THE WRITTEN TEST SHOULD START PHYSICAL CLASSES IMMEDIATELY!

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Di Falco Installs Crossing Guard

Supreme Court Justice S. Samuel DiFalco, Democratic candidate for Surrogate of New York County, was the principal speaker and officiated at the installation of officers of the School Crossing Guards Benevolent Association at Central Commercial High School.

"By the fine work that you are doing in this cause," said Justice DiFalco, "you have helped free policemen to carry on the work of crime prevention and detection, as well as their other police duties. You are serving as the mother, chaperon, policeman and guardian of little children who would recklessly cross the street and perhaps be seriously injured, maimed or killed were it not for your guidance and protection. Each parent owes you a resounding vote of thanks, and each of you should be happy in the knowledge that you are performing a great public service."

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TUESDAY, JUNE 5, 1956

Paying Appointees' Moving Expense Good Idea

THE plan to pay the moving expenses of those it hires to fill special jobs remote from their legal residence shows progressive thinking by the U. S. Civil Service Commission. The plan has been submitted to Congress for legislative sanction.

How much better it would be, however, if government paid such expenses in any case. After all, government spends large amounts examining candidates, the failures among them, and often doesn't get the eligible it prefers because he cannot afford the moving expense.

The situation is particularly true in the Federal government, much less so in New York State government, where the moving distance is normally modest, but the principle applies equally in both cases. In New York City the problem does not arise, not only for geographical reasons, but because of the three-year-prior-residence law.

The Federal plan shows growing official recognition of the need to spend more to get more, or to get the best.

Up and Coming

Another plan, marked by equally farsighted thinking, though one that no public official has sponsored yet, is to have government finance working models of mechanical or electrical machines for submission to merit award boards. Such a machine could cost more than moving. If a panel of experts would determine which ones appear to merit the investment, such a plan could be prevented from getting out of bounds. Many an improvement might be reduced to practice that is now lost to government.

Ideas like these two indicate that public personnel administration is fast taking on a higher, more liberal tone. They are seeds of the promise of many more advances in the early future. America is as eager to show the way in public administration as it was in steam navigation, aviation, radio and television.

Next New York City Will Start Check Off

DEDUCTION of organization dues from payroll, effective in the State Government on October 1, is bound to expedite the inauguration of the plan in New York City.

The Wagner Administration has not only already endorsed checkoff in principle but has submitted a proposed plan of operation to employee organizations. Counter-proposals, mainly for reducing the cost to the employee groups, were made. There is an indication of Administration willingness to go along with that idea.

More and more, government is extending to its employees the benefits and advantages enjoyed by workers in private industry.

All employee groups in the State and its communities owe a debt of gratitude to The Civil Service Employees Association for obtaining the checkoff in State Government, and for the resulting example set by that success.

THE NEW YORK CITY Fire Department has issued rules for processing grievances. When will the Police Department do likewise? Or are we being funny?

STORY from Albany says the Fire Chief's car will be black, nothing red on it except the flashing light on top. What color tail-light, please?

LETTERS TO THE EDITOR

HIGHER PAY AN URGENT NEED FOR RECRUITMENT

Editor, The LEADER:

New York City should reevaluate its position as an employer. Only a glance is needed to show that something is drastically wrong. Turn-over is high, examinations have to be given yearly for social investigators, police, probation officers, etc. City staff that have been well trained only too frequently resign.

Years ago City employment was attractive because of its pensions, fringe benefits, and security, but private industry has long since overtaken us. A change is overdue. Leave regulations are a good place to start. Make the Career and Salary Plan live up to its name and intent. It was not designed to reduce employee salaries, opportunities and benefits, as is now proposed for so many city employees.

Our chief requests are: Annual leave of at least 30 working days, sick leave of 18 days yearly, indefinitely cumulative use of part of the accumulation as terminal leave; mandatory terminal leave of one month for every 10 years of service, and five days for religious observance.

The elementary justice of giving full retroactive sick leave to employees of agencies where no accumulation or a limited accumulation of sick leave allowance has been permitted should be apparent. A good rule of thumb rule would be, 10 to 12 days of sick leave for each year of service, assuming an 18-day annual sick leave allowance.

LLOYD V. THOMSON
President, Probation & Parole Officers Ass'n.
New York, N. Y.

PROTESTS DELAY ON KEY ANSWERS

Editor, The LEADER:

What kind of a civil service paper do you publish, anyway? I had to go out and buy a Long Island Star Journal today to get the key answers to the recent New York City Fireman Test. What happened? You people are supposed to be first in civil service information. You boys better wake up down there.

DISGUSTED

The Personnel Department refuses to give out key answers of Saturday exams until Monday, instead of on Saturday, especially in popular exams, as was the practice of previous administrations. We go to press, Saturday. We have tried often to get the department to show more consideration for candidates' anxiety, but it refuses to do so. Complain to the department, 299 Broadway, New York 7, N. Y., and you may be doing yourself and many thousands of future candidates a real service. We have tried often to budge the department, and did so in this case, but to no avail. Editor

ASSISTANT ACCOUNTANT WANTS MORE PROMOTIONS

Editor, The LEADER:

New York City, is seeking assistant accountants mentions the promotion opportunities. They are not as good as intimated. After one has years of City experience, the Department of Personnel refuses to accept City experience. Work in private industry is credited towards open-competitive examinations. The promotion lists barely move.

ASSISTANT ACCOUNTANT
New York, N. Y.

MODERN PUBLIC ADMINISTRATION

A Suggestion About Suggestion Plans

A suggestion system is intended to encourage employees to think about how best to do their job, says the Civil Service Assembly.

Yet the director of the creative engineer laboratory at the Massachusetts Institute of Technology thinks that suggestion systems as now set up may do more to stifle than to stimulate creative thinking, the Assembly says. He believes that if all any employee had to do was to write out his suggestion in any form he sees fit, and drop it in a suggestion box, more employees would participate, and the plan would be more effective. He also recommends that if a suggestion embodies a mechanical or electrical device, that the employee be granted enough paid leave, and additional funds, if necessary, to prepare a scale model. The important necessity is to give the employee, he says, every opportunity to carry out his idea.

Annual Report on Films

Pictures as annual reports are gaining popularity. Two cities have altered the form of their annual reports to citizens from a printed booklet to the use of film. Wichita, Kan., put its report on more than 140 colored slides with the accompanying recorded commentary. A number of the slides have been featured on television, and the City Hall lobby has an automatic slide projector to show sections of the report. The set of slides is also available for showing to school, church, and civic groups.

St. Louis, Mo., made a report to its citizens in a 24-minute motion picture of municipal services. The documentary film, called "The Big City," pictures fire-fighting, water purification, enforcement of the anti-smoke ordinance, traffic control, and other day-to-day city activity. The movie stresses constructive aspects of city administration to show people how their tax money is spent.

Policemen Want to Be Firemen

The Safety Director for the City of Cleveland, O., is worried about what appears to be a trend among policemen — the desire to change from the police force to the fire department. Twenty police officers, one with seven years' service, took the examination for fire department vacancies, were certified by the civil service commission as eligible, and have indicated a desire to become firemen. In New York City experience has been similar. Forty-seven patrolmen resigned to accept jobs as firemen.

The apparent reason is reported as the difference in work schedules or discipline or both. Policemen in Cleveland work a 40-hour week, but their shifts rotate each month around the clock. Their part-time employment is also limited to 20 hours a week and must be of a nature acceptable to the department. Firemen in Cleveland work 60 hours a week — in New York City it's 42 — but are on duty 24 and off from 24 to 48. There is no limit on the hours the Cleveland firemen may work at other employment. New York City firemen are allowed to hold outside jobs, patrolmen are not.

The Cleveland Safety Director has pointed out that the city stands to lose an "incalculable training investment" made in policemen. He plans to interview them and ask about the personal circumstances that motivate them to make the switch.

UN Salaries Being Surveyed

A resolution adopted at the UN General Assembly last December provided for "a committee of 11 experts nominated by governments to undertake a comprehensive review of the United Nations salary, allowance, and benefits system. The member governments of Argentina, Denmark, Egypt, France, Great Britain, India, Japan, New Zealand, Russia, Switzerland, and the United States were asked to name a representative to serve on the committee.

The group has now been formed and will begin work about the middle of May. The experts' study will include a review of the salary system of the UN specialized agencies, and is expected to take six or eight weeks to complete. James M. Mitchell, formerly Director of the Civil Service Assembly's headquarters office and now Associate Director of the National Science Foundation, will serve as the United States representative on the Council.

Welcome Mat Out for Young Citizens

The U.S. Civil Service Commission has planned a program for giving high school students who will visit Washington, D. C. this spring first-hand information about the merit system and civil service, in cooperation with the Greater National Capital Committee, Monday, Wednesday and Friday, to the end of June. Visiting students are greeted by a Commission official who tells them about the organization of federal agencies and calls attention to career opportunities in the federal service. The teacher-escort will be presented with a kit of material for the school library.

On a year-round basis, public school students in Lynchburg, Virginia, are escorted through City Hall and various activities of the city government are described to them. The City managers explain the council-manager form of government and several department heads outline the functions performed by their departments. The tour also includes visits to police headquarters, the jail and municipal court room, and the fire station.

PRESIDENT EISENHOWER says that the bill introduced for Federal civil service pension liberalization would involve far too much cost. Oh, happy day when some public executive complains that a pension liberalization plan doesn't cost nearly enough.

29 Lists Coming Out

New York City will issue six open-competitive and 23 promotion eligible lists on Wednesday, June 6. They may be inspected at THE LEADER office, 97 Duane Street, from then until and including Wednesday, June 13.

The lists and the number of eligibles:

OPEN COMPETITIVE

- Assistant mechanical engineer, 20.
- Burroughs 7200 operator, 27.
- Climber and pruner, 44.
- Announcer, 30.
- Junior physicist, 3.
- NCR 2000 payroll operator, 20.

PROMOTION

The promotion lists and the number of eligibles:

- Senior storekeeper (P W), 1.
- Senior storekeeper (DD), 1.
- Assistant mechanical engineer, (AP), 3.
- Assistant mechanical engineer (BT-car maintenance), 2.
- Assistant mechanical engineer (PW), 2.
- Assistant mechanical engineer (HD), 1.
- Assistant mechanical engineer (BD), 1.
- Senior telephone operator (CT), 2.
- Senior telephone operator (BT-maintenance of way), 27.
- Supervising telephone operator (BT-maintenance of way), 13.
- Supervising telephone operator (PW), 13.
- Supervising telephone operator (CT), 2.
- Senior storekeeper (WD), 3.
- Senior storekeeper (CP), 6.
- Senior storekeeper (HD), 3.
- Assistant mechanical engineer (Gen. list), 17.
- Assistant mechanical engineer (HE-architectural and engineering unit), 1.
- Assistant mechanical engineer (BT-power department), 1.
- Assistant mechanical engineer (BT-construction department), 5.
- Senior telephone operator (HD), 42.
- Assistant foreman (structures-group B) (BT), 16.

U.S.

2-70-3 (53). KITCHEN HELP-at V. A. Hospital, Lyons, N. J. ER, \$1.05 per hour; jobs located Males only. No experience necessary. Positions restricted by law to persons entitled to veteran preference. Persons not entitled to veteran preference will be considered only when persons entitled to veteran preference are not obtainable.

NYC to Open Police Test

New York City has scheduled an examination for patrolman (P.D.) to be held in April, 1957. Applications will be distributed in November.

Requirements, in addition to NYC residence, enables men between the ages of 19 and 29, at least 5 feet 7½ inches tall, with 20/20 vision in each eye without glasses to compete. Possession of high school diploma on the examination date and 3-years residence in N. Y. C. were also required in the last exam.

Police Commissioner Stephen P. Kennedy believes that the residence requirement should be waived to enable eligibles who now live in the suburbs to be appointed. He also feels that salaries and other incentives must be increased to attract qualified men and women and to hold policemen and women now in service.

DISCRIMINATION CHARGED IN JOB LOSS

A Governors Island board reserved decision in the case of Mrs. M. DeLloris Tait, who charged racial prejudice resulted in her dismissal from her supervisory position with the Industrial Security Division, Department of the Army.

Her attorney is Samuel Resnicoff.

Mrs. Tait says her superior officer, a Lieutenant Colonel, told her to "look in the mirror and see herself as she really is."

WOMEN — OPPORTUNITY AT HOME

Shelter Boarding Homes are urgently needed in time of family emergency for an expanding program for newborn Jewish infants to children 7 years old. Homes sought in Queens, Brooklyn and the Bronx.

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\$85 or \$87 for one child. Medical care and clothing also provided. Children leave after staying up to 90 days. Homes will then serve other children needing shelter care. Call Templeton 8-4500 weekdays. Ask for Mrs. Diamond

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

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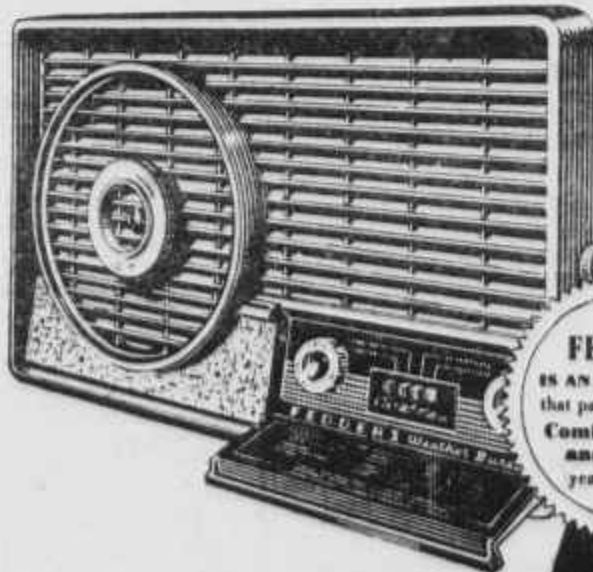


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Apply for U.S. Clerk Jobs Until June 11

Last day to apply for U. S. clerk
(male and female), grade gr. 1,
2 and 3, is Monday, June 11.
Starting salaries for these jobs

range from \$2,690 to \$3,170 a
year.

Mail completed applications to
Director, U. S. Civil Service Com-
mission, 641 Washington Street,
New York 14, N. Y.

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QUESTIONS of general inter-
est are answered in the interest-
ing Question Please column of
The LEADER. Address the editor.

**VET PREFERENCE BARRED
TO LEGALIZE EMPLOYEES**

WASHINGTON, June 4—Federal
District Court Judge Alexander
Holtzoff ruled that legislative em-
ployees are not covered by the
Veterans Preference Act. A Gov-
ernment printing office proofread-
er, W. T. Duncan, changed shifts
and lost a 15 percent salary dif-
ferential. The fact the employe
is a veteran does not protect him
in such a case, the court ruled.

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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
BARCLAY 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 Satur-
day, 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 applica-
tions if postmarked not later than the closing date. Because of cur-
tailed 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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53,000 New York State government employees now enrolled in the Blue Cross HOSPITAL Plan and the Blue Shield MEDICAL Plan have been asking this question: Can Blue Cross and Blue Shield provide uniform state-wide contract?

THE ANSWER IS YES!

Although Blue Cross and Blue Shield are locally operated in order to reflect local hospital and medical practices, we have recognized the special needs of large employers whose employees are located in various parts of the state. We, the undersigned, have accordingly pooled our facilities and our know-how to develop a special cooperative program of state-wide uniform hospital, medical, and extended health care benefits.

THE ANSWER IS YES!

A comprehensive Blue Cross hospital service contract has already been prepared and is now on file with the New York State Department of Insurance. (37,000 employees of a large organization working in New York State are already enjoying the protection of this comprehensive contract.)

THE ANSWER IS YES!

A companion program of uniform coverage for medical care is being worked out and is nearly complete. This will be offered by Blue Shield in conjunction with the Blue Cross state-wide contract.

THE ANSWER IS YES!

The combined program will give you all the unique Blue Cross and Blue Shield basic "service" features plus "the same for everybody" extended benefits.

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BLUE CROSS AND
BLUE SHIELD PLANS**

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HOSPITAL SERVICE CORP. OF WESTERN NEW YORK, Buffalo, N. Y.
CHAUTAUQUA REGION HOSPITAL SERVICE CORP., Jamestown, N. Y.
ASSOCIATED HOSPITAL SERVICE OF NEW YORK, New York, N. Y.
ROCHESTER HOSPITAL SERVICE CORPORATION, Rochester, N. Y.
GROUP HOSPITAL SERVICE, INC., Syracuse, N. Y.
HOSPITAL PLAN, INC., Utica, N. Y.
HOSPITAL SERVICE CORP. OF JEFFERSON COUNTY, Watertown, N. Y.

Blue Shield Plans

NORTHEASTERN NEW YORK MEDICAL SERVICE, INC., Albany, N. Y.
WESTERN NEW YORK MEDICAL PLAN, INC., Buffalo, N. Y.
UNITED MEDICAL SERVICE, INC., New York, N. Y.
CENTRAL NEW YORK MEDICAL PLAN, INC., Syracuse, N. Y.
CHAUTAUQUA REGION MEDICAL SERVICE, INC., Jamestown, N. Y.
GENESEE VALLEY MEDICAL CARE, INC., Rochester, N. Y.
MEDICAL & SURGICAL CARE, INC., Utica, N. Y.
MEDICAL & SURGICAL CARE, INC., Watertown, N. Y.

Human Side Of the Tax Dept.

Tax chapter is building up its blood bank, a well-needed boon to members in the past. Members wishing to donate should contact blood bank chairman Donald F. McCullough. . . We understand that the Division of the Treasury, U. I. Benefits Sections, has added a new unit—a tropical aquarium. Population of the new section at last report was one snail, one catfish and two guppies.

Terminating service, via retirement, are five Tax employees with long records of state service: John A. Wilcox, Rochester motor vehicle license examiner; Mary J. McCarthy and Martha G. Angell, clerks in the New York City motor vehicle bureau; Mary T. Borey, a typist in the Albany corporation tax unit, and Joseph P. Flannery, a clerk in the Albany tax bureau.

Newly-promoted are Alfred A. Castellano, now head clerk at the Albany motor vehicle bureau, and Beryl T. Christian, now a senior file clerk in the New York City motor vehicle bureau.

Other recent promotions include those of Donald J. Hughes, to truck mileage tax examiner in the Buffalo district office; Herbert Feldman, Mamie Blount, Elizabeth Curry and Bertha Burns, all to senior clerk in the New York City motor vehicle bureau.

New appointees include the following: To typist at the Albany motor vehicle bureau—Edna M. Wallace, Mabel D. Ring, Marcia Schwartz, Anna Dennis, Mary Hargraves, Ariene Shellenberger, Genevieve P. Stack, Joan Trasky and Harriet T. Sinovy. To typist in the NYC motor vehicle bureau, Joan A. Mario and Barbara Ann Liguori. Also appointed to typist posts were Edith Priscilla Albright, at the Albany treasury unit, and Joseph L. Langdoc, at the Albany collection unit.

Recently appointed to steno posts with Tax are Eleanor V. of the Albany administration section and Rose Marie Turski of Stakaukas of the Albany miscellaneous tax bureau, Joyce Carol Way Albany motor vehicle bureau. Other appointments include those of Elmer Lane, to director of motor vehicle inspection at Albany; Bertel M. Pedersen, to mail and supply helper in the Rochester district office, and Elizabeth A. Curtis and Florence Polett, both to clerical office; Marlene G. Horn, to key punch operator at Albany motor cal posts in the New York City motor vehicle office.

Also appointed were seven metropolitan area pari-mutual examiners at \$17.72 per day. Appointed were: Nathan Apse, John G. Fleming, Joseph M. Fodrowski, Nicholas J. Holand, Joseph S. Kleinfeld, Jacob Lifschitz, and Irving Perlman.

Manhattan President Communion Breakfast

The Catholic Guild of the office of Manhattan Borough President received its seventeenth annual corporate Communion on Sunday, May 27, at the 9 A. M. Mass in St. Andrew's Shrine Church, opposite the Municipal Building.

Breakfast was served on the Starlight Roof of the Waldorf-Astoria hotel. The principal speakers were the Rev. Joseph N. Moody, Borough President Hulan E. Jack and Monsignor Joseph A. Nelson.

The Color Guard of the President, Borough of Manhattan Post No. 84, American Legion, was present.

John T. Carroll was chairman and toastmaster of the breakfast, Walter J. Gillen, president of the Guild, and William J. Quinn, chairman of the ticket committee.

BUS TOURS

(From Albany & Troy)

Montpelier, Vermont June 9-10; Valley Forge & Hershey (Pa.) Flower Show June 13-18; Lake Placid, June 16-17; Montreal, June 23-24; New Hampshire (Mt. Washington), Franconia Notch, Winnepesaukee July 2-6; Nova Scotia Bay of Fundy July 30-Aug. 3.

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Looking for a Home? See Page 11.

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

EMPLOYEES RESENT EXCLUSION FROM RAISE

The New York Teachers Guild complains that social workers and psychologists in the Bureau of Child Guidance in the lower steps of the salary schedule were not given the additional \$100 salary increase that went to all other

pedagogical employees of the New York City Board of Education. President Charles Cogen in a letter to Board President Charles H. Silver, charged that "this neglect appears to be the pettiest sort of discrimination." He contrasted it with raises granted.

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- Car Maintainer\$2.50
- Chemist\$2.50
- Civil Engineer\$3.00
- Civil Service Handbook \$1.00
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- State Trooper\$3.00
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- Steno Typist (GS 1-7)\$2.50
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Police Commissioner Stephen P. Kennedy of New York City accepted with regret the resignation of Vincent L. Broderick as Deputy Commissioner in charge of legal matters. Mr. Broderick has become general counsel to the National Association of Investment Companies.

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Union Merger Nearer; Portends Supremacy Battle with Teamsters

A formula having been agreed on for national merger of the American Federation of State, County and Municipal Employees and the Government and Civic Workers, the actual merger is to be voted by a joint committee in July or August.

The LEADER was first to reveal the cooperative efforts of the two unions, in a front-page article three months ago, and in the May 22 issue predicted that the merger formula would be ratified.

In New York City two public employee organizations will have to solve the problem of running the joint operation, but the national leadership has set the pattern.

On the national scale, an administrative vice president and two general vice presidents will be added to the executive board of the AFL-CIO.



RAY DIANA

The AFSCME was formerly AFL, the GCE was CIO. Arnold Zander president of the AFSCME, is expected to be chosen as president of the merged public employee unions, while Milton Murray, GCE treasurer, is slated to be administrative vice president.

That solution portends the choice of Jerry Wurf, general representative of the AFSCME in New York City, to head the merger here, with Raymond E. Diana, now GCE regional director, as administrative vice president.

PORTENT ANALYZED

The merger was considered by experts on union affairs as a step toward the ultimate creation of one big union in the public employee field. The only other large union aside from postal groups, and the Federation of Government Employees, are the Teamsters. In New York City the actual Teamster leadership in the public employee field is exercised by John J. DeLury, president of the Sanitationmen's local, under the General

Trades and Labor Council, of which Martin T. Lacey is head. Mr. DeLury has saturated the Sanitation field, processing practical exclusive bargaining rights.

The Teamsters, however, are not going it alone, either. They have not gone in for mergers, but for cooperative agreements with other unions. Recently, the policy was extended to include the powerful Building Service Employees Union, a local of which was defeated by Mr. DeLury's union in the Sanitation Department election. However, no wounds remained unhealed, and soon an organizing drive will be started, with Teamsters and Building Service leaders addressing themselves to employees in specific titles, some of which titles already have been allocated to one group or the other.

One Big Union—Maybe

There remains, nevertheless, the prospect of an ultimate One Big Union of public employees in New York City. Conferences working in that direction are to be held soon. If such a result accrues, the officers would have to be reshuffled, since the Teamsters would want to be out front as the largest and most powerful union in the world. Nationally—private and public employees combined—the membership exceeds 1,300,000.

The main object of the national merger is to provide united strength for organizing employees in industries that have stalemated all organizational efforts. That fact reveals that the two unions, heretofore operating only in the public employee field, will branch out to cover some fields in private industry, too. The Teamsters public employee unions, like Mr. Feinstein's are headed in the same direction. Unless unity to include Teamsters is successful in New York City employee groups, the pending merger indicates a survival battle between Teamsters on the one side and AFSCME and GCE on the other.

The whole idea of the creation of the National One Big Union—

the AFL-CIO merger—was to unify efforts, but the parental merger did not change at all the tactics of locals that continued to fight one another, and resist solutions of difficult problems because they were unwilling to apply the rule of give-and-take. The national leadership is determined to end local bickering.

FOUR CHANGES IN PHARMACIST ANSWERS

The New York City Personnel Department received 15 letters protesting 10 items in the pharmacist's exam given April 7 to 115 candidates.

The following changes have been made in the key answers: Items 92 and 99 are deleted. B or C are now correct answers for item 15. A instead of B is correct for item 93.

STATE ELIGIBLES

- HEAD LAUNDRY SUPERVISOR**
(Prom.), Department of Mental Hygiene
- 1. Baker, Alton, Rush 90800
 - 2. Boyer, Charles, Lodi 87200
 - 3. Flynn, Alexis, Utica 80000
 - 4. Haydenburgh, G., Bayshore 80000
- SENIOR CLERK (MEDICAL RECORDS)**
(Prom.), Department of Mental Hygiene
- 1. Eoff, Otilie, Staten Isl. 96200
 - 2. Kibin, Sara, NYC 93200
 - 3. Swenson, Marie, Binghamton .. 92800
 - 4. Moody, Willard, Middletown .. 92800
 - 5. Walling, Thelma, Buffalo 92000
 - 6. Marshall, Mary, Rochester 90050
 - 7. Bergen, Sadie, Middletown 87800
 - 8. Kahlenger, John, NYC 85200
 - 9. Belasko, Rosemary, Angola 83200
 - 10. McAlister, Lulu, Ogdensburg .. 81250
 - 11. Bower, Carol, Smithtown 81150
 - 12. Murphy, Margaret, Citi Islip .. 80800
 - 13. Keating, Gertrude, Kings Park .. 79200

LEGAL NOTICE

NOTICE OF CERTIFICATE OF LIMITED PARTNERSHIP OF BUCKNER & CO.

The undersigned, desiring to form a limited partnership pursuant to the provisions of the Partnership Law of the State of New York, do make, sign and acknowledge this certificate and certify as follows:

1. The name of the partnership is BUCKNER & CO.
2. The character of the business is a general brokerage business in securities and commodities and the business of underwriting and distributing securities.
3. The location of the principal place of business until July 1, 1936 is 120 Broadway, Borough of Manhattan, City, County and State of New York. After July 1, 1936 the location of the principal place of business will be 122 East 42nd Street, Borough of Manhattan, City, County and State of New York.
4. General Partners Walker G. Buckner, 90 Rockledge Road, Bronxville, N. Y.; George W. Knight, 114 East 84th Street, New York, N. Y.; Limited Partner Helen W. Buckner, 90 Rockledge Road, Bronxville, N. Y.
5. The term for which the partnership is to exist is until the close of business on May 31, 1936; until sixty (60) days following the death, incompetency or retirement of Walker G. Buckner unless the remaining partners determine within said (60) days to continue the partnership; until its dissolution or termination by written agreement of all the partners; or until a general partner or partners who has or have; as the case may be, contributed more than forty per cent (40%) of the capital of the firm directs its dissolution or termination by giving written notice to all of the other partners at least forty-five (45) days prior to the date fixed in such notice upon which such dissolution shall take effect; whichever of such above alternatives occurs first.
6. The amount of cash contributed by the limited partner is none; the other property contributed by her consists of securities of the agreed value of Two Hundred Thousand Dollars (\$200,000).
7. No additional contributions have been agreed to be made by the limited partner.
8. The time when the contribution of the limited partner is to be returned is following the end of the term of the partnership as provided in Article 5 above, or within ninety (90) days after the expiration of twelve (12) months following the giving of written notice to the partnership of her determination to retire at the end of said twelve (12) months, or within ninety (90) days following the effective date of her retirement from the partnership which may be compelled by thirty (30) days' written notice to her by a general partner or partners who has or have contributed more than forty per cent (40%) of the capital of the partnership.
9. The contribution of each partner to the capital of the partnership may at any time or from time to time consist of or

be invested or reinvested in such securities as he or she shall designate, and any securities constituting such partner's contribution may be withdrawn upon the substitution of cash in an amount equal to the value of the withdrawn securities at the time of substitution or by delivery to the partnership of other securities satisfactory to the partnership having a value at least equal to the then value of the securities to be withdrawn.

9. The share of the profits or the other compensation by way of income which the limited partner shall receive by reason of her contribution is thirty per cent (30%) of the net profits of the partnership and interest on fifty per cent (50%) of her capital contribution at the rate of two per cent (2%) per annum.

10. The limited partner has no right to substitute an assignee or contributor in his place except with the approval of the partnership.

11. The partners by agreement may admit additional limited partners; if there is any difference or want of unanimity among the partners Walker G. Buckner has the right to decide and his decision shall be binding on the other partners.

12. The remaining partners have the right to continue the business of the partnership on the death, retirement or incompetency of a general partner, except that if said general partner is Walker G. Buckner, the remaining partners must decide to continue the business of the partnership within sixty (60) days following his death, retirement or incompetency, otherwise the partnership terminates at the expiration of said sixty (60) days.

13. Other than as provided in Article 5 above, the limited partner has no right to demand and receive property other than cash in return for her contribution.

IN WITNESS WHEREOF, the parties hereto set their hands and seals as of the day, month and year first above written.

The foregoing Certificate of Limited Partnership, signed by all the partners with their signatures acknowledged, was filed in the office of the County Clerk of New York County on June 1, 1936.

EMPLOYEE TO BE HONORED

Mabelle I. Gilman was feted at a luncheon at the Sheraton-Ten Eyck hotel, Albany.

Miss Gilman, who has been a principal stenographer and secretary to the Department of Conservation secretary, is retiring after 40 years of state service. She has also been a member continuously of the Civil Service Employees Association since 1916.

Commissioner Justin T. Mahoney attended the luncheon along with former Commissioners

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Big Growth Is Predicted for Pre-Fabricated Homes

Construction methods that within five years may see 50 per cent of all one-family homes being prefabricated are predicted by Raymond Irving, president of Consolidated Contemporaries, Inc., 333 West 57 Street, New York City. "The old-fashioned idea," said Mr. Irving, "that a prefabricated home has to be of inferior construction, containing poor materials and involving workmanship, is rapidly giving way. A modern, factory-built home, with its superior selection of woods and appointments, and more precise, snug-fitting construction methods is really your best buy."

Growing acceptance of this prefabricated method of home building is born out of the fact, he added, that in the past 10 years, more than half a million prefabricated packages have been sold, and this year's expected output will represent about 30 percent of the total anticipated construction of one-family dwellings throughout the nation.

Wide Variety Permitted

"Today's prefabricated home," he resumed, "contrary to popular belief, is a highly customized

package permitting limitless variety of panel and window arrangements. The Consolidated Contemporary Home, such as the one which will soon be obtainable by the public throughout the metropolitan area, and which is now being built in Connecticut by Zika Realty Corporation, Inc., 667 Madison Avenue, New York City, is truly the ideal family home in the private dwelling market. Spacious rooms, a wealth of closet and storage space, together with huge window area, lend themselves to the informal mode of 'Indoor-Outdoor' living so popular today.

"Perhaps the most fascinating feature of our home is that, even with its size, more than 50 feet in length, and the heavy weight of its timbers, the entire structure can be erected in less than one day. Our luxury-type Contemporary Home comes within easy reach of even the low-income family.

"The final reason that assures the future of prefabricated homes is the fact that the factory construction method, long frowned upon as a detriment to labor, actually helps labor by creating more jobs for more people."

CITY SIFTS DOUBLE DOCKING

The New York City Department of Hospitals has established a committee to investigate the practice, complained of by Local 237, Teamsters' Union of deducting two days' pay from a hospital employee's salary if he has been absent for one day only.

The union met with Commissioner Maurice H. Matzkin and

other Hospital Department officials on May 25. It objected also to the department's alternative practice of compelling the absentee to work one extra day to reduce loss of pay to one day.

Local 237, hospital division, has voiced indignation over the policy of penalizing an employee doubly for a single day's absence.

Sick Leave Demanded By Only Group In City Who Do Not Receive It

Per diem employees of the Department of Public Works have brought to the fore their demand to be included among employees granted sick leave. They are the only regular employees of NYC not granted any sick leave.

A state law, enacted several years ago, removed the necessity of granting sick leave to per diem employees generally, but an amendment of the Administrative Code of New York City, adopted by the Council and approved by the Mayor, gave department heads discretionary authority to grant sick leave up to 30 days.

Mayor's Action Sought

Addressing a meeting of the Board of Estimate, Henry Feinstein, president, Local 237, Teamsters, said that not only have department heads discretionary authority to grant sick leave, but that the City Administration has given encouragement to the exercise of such authority in the employees' favor.

The struggle to obtain sick leave has been going on for a long time. The union now asks that that delay be ended, and decision made in the employees' favor.

What the Commissioner Wrote
In previous correspondence, Mr. Feinstein has been importuning Commissioner Frederick H. Zur-

mühlen to grant sick leave. In reply to one of Mr. Feinstein's letters, the Commissioner wrote:

"It is my understanding per diem men are paid the prevailing rate, in accordance with the Labor Law, which rate is arrived at on the basis of salaries paid to similar type employees in private industry.

"In private industry, per diem men are paid only for days they work. Inasmuch as the compensation paid to per diem men in this department is based upon the same rights and privileges extended to per diem men in private industry, I feel that our policy in connection with sick leave is proper. Therefore, until such time as a citywide policy has been estab-

lished, the proposals you make will not be acted upon."

Feinstein's Comment
Mr. Feinstein, in discussing that reply, said that the Commissioner gave a distorted picture of what obtains private industry and was being too cute.

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LEGAL NOTICE

of a substituted Limited Partner, as is hereinafter provided for, payment of the deceased present Limited Partner's interest in the partnership to his estate or personal representative shall be deferred; and until the expiration of such four months period, or until such admittance of a substituted Limited Partner, whichever shall first occur, such interest of the deceased present Limited Partner shall remain at the risk of the business of the partnership in the same manner and to the same extent as though he were living during said period; and any claim of the personal representative or of the estate of the said deceased present Limited Partner to such interest shall be subordinate in right of payment and subject to prior payment in full of claims of all present or future creditors of the continuing partnership arising out of any matter occurring prior to the said admittance of a substituted Limited Partner or prior to the expiration of said period of four months, whichever shall first occur.

The partnership shall not, however, be extended under the provisions of this section beyond the thirty-first day of August, One thousand nine hundred and fifty-seven (August 31st, 1957).
IX. The share of the profits or other compensation by way of income which the said Limited Partner shall receive by reason of his contribution are:
Twenty per cent (20%) of the profits and said Limited Partner shall bear Twenty per cent (20%) of the losses of the partnership, to be computed as of June 30th and December 31st in the calendar year, and in the case of profits, after deducting any sums previously withdrawn by him on account of profits during the intervals between such dates, with interest thereon at the rate of Four per cent per annum (4%), paid or credited to said Limited Partner, and in the case of losses, debited to him on those said respective dates; and in addition, interest at the rate of Four per cent per annum (4%) on the amount of the Limited Partner's capital contribution shall be credited and paid to him semi-annually as an expense of the partnership.

X. The right of a limited partner to substitute an assignee as contributor in his place, and the terms and conditions of the substitution are as set forth in Article VIII of this Certificate.
XI. The right of the remaining General Partner or Partners to continue the business on the death, retirement or insanity of a general partner is as follows:
On the death, retirement or insanity of anyone of the General Partners the partnership shall cease and its affairs shall be liquidated forthwith unless all the surviving General Partners and Limited Partner shall agree that it is better for all interests concerned to continue the business of the partnership for a period not exceeding four months, and shall consent thereto in writing, in which event the business may be continued for a period not exceeding four months from the date of death, retirement or insanity of such General Partner.

In case this partnership shall be continued for a specified period pursuant to the foregoing provisions hereof, then and in that event the payment of such partner's interest in the partnership to his estate or personal representative or committee shall be deferred for the said specified period for which the partnership is thus continued; and, until the expiration of such period such interest of such partner shall remain at the risk of the business of the partnership and shall be considered as capital of the partnership (in the same manner and to the same extent as capital contributed to a limited partnership by a Limited Partner); and any claim of the personal representative of the estate of, or of the committee of, said General Partner in such interest shall be subordinate in the right of payment and subject to the prior payment or provision for payment in full of claims of all present or future creditors of the continuing partnership arising out of any matters occurring before the end of such period for which the partnership is thus continued.

The Partnership shall not, however, be extended under the provisions of this section beyond the thirty-first day of August, One thousand nine hundred and fifty-seven (August 31, 1957).

IN WITNESS WHEREOF, we, all of the members of said Limited Partnership of BREINING & CO. have hereunto signed and acknowledged the foregoing Certificate of Formation of Limited Partnership. Dated, April 27th, 1956.

Charles Bowsky
James J. Gurney
George J. Metzner
Frederic A. Williamson
General Partners
Harold A. Weissmann
Limited Partner
The above Certificate was signed and acknowledged by all the partners and filed in the New York County Clerk's office May 1, 1956.

LEGAL NOTICE

BREINING & CO.
CERTIFICATE OF FORMATION
OF
LIMITED PARTNERSHIP
CHARLES BOWSKY, JAMES J. GURNEY, GEORGE J. METZNER and FREDERIC A. WILLIAMSON, as General Partners, and HAROLD A. WEISSMANN, as Limited Partner, desiring to form a Limited Partnership under Article 8 of the Partnership Law of the State of New York and known as the uniform Limited Partnership Act, do hereby make and severally acknowledge the following Certificate:

I. The name of the Partnership is BREINING & CO.
II. The character of the business is the stock and bond, brokerage and commission business ordinarily transacted by members of the New York Stock Exchange and the American Stock Exchange and other similar exchanges, and brokerage and commission business in the purchase and sale of commodities as carried on by the various exchanges handling such business.

III. The location of the principal place of business is in the Borough of Manhattan, City, County and State of New York.
IV. The name and place of residence of each member, general and limited partners being respectively designated, is as follows: Charles Bowsky, General Partner, residing at No. 137 East 38th Street, New York City, New York; James J. Gurney, General Partner, residing at No. 84 Hillcrest Drive, Dumont, New Jersey; George J. Metzner, General Partner residing at No. 8005 69th Avenue, Forest Hills, New York; Frederic A. Williamson, General Partner, residing at No. 614 North Chestnut Street, Westfield, New Jersey; Harold A. Weissmann, Limited Partner, residing at No. 2 Hotel Drive, White Plains, New York.

V. The term for which the partnership is to exist is from May 1st, 1956 through April 30th, 1957, except as such term may be extended pursuant to the provisions of Article numbered VIII and XI of this Certificate, but in no event shall this partnership be extended beyond the 31st day of August, 1957.

VI. The amount of cash and a description of, and the agreed value of the other property contributed by each limited partner is:
Two hundred thousand dollars (\$200,000) cash contributed by the only limited partner.

No other property has been contributed by said limited partner.
VII. No additional contributions have been agreed to be made by said sole limited partner.

VIII. The time, if agreed upon, when the contribution of each limited partner is to be returned, is as follows:
Upon the dissolution or termination of the partnership, after there has been paid the liabilities to all creditors in order of priority as provided by law, including the liability to the Limited Partner arising on account of any dealings had by him with or through the partnership as a customer thereof but excluding the liability to said Limited Partner for the return of his capital contribution, payment shall be made to the partners in the following order:

- 1st. To the Limited Partner, the sums to which he is entitled by way of interest on his capital contribution and as his share of the profits;
2nd. To the Limited Partner, the amount of his capital contribution;
3rd. To the General Partners, such sums as may be due them respectively, if any other than for interest on their capital contributions and as their share of the profits and their capital contributions.
4th. To the General Partners, such sums as they are respectively entitled to receive by way of interest on their capital contributions and as their share of the profits.
5th. To the General Partners, the amounts of their respective capital contributions.

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Group Life Benefits Are Listed

The Civil Service Employees Association has issued a statement explaining how it has attempted to make the Group Life Insurance Plan, available to its members, the most attractive buy, one unequalled by that of any other insurance arrangement open to the state and local government employees.

The CSEA Group Life Plan special features are listed:

Members under 29 years get \$1,200 life insurance protection for 13 cents bi-weekly. Its protection is broad for death due to any cause whatsoever and it pays double indemnity for accidental death. Payment is easy through payroll deductions arranged by CSEA. Claim payments are prompt. Benefit checks are transmitted to the beneficiary of the deceased member usually within 24 hours after Association headquarters is notified.

Who Are Eligible

CSEA Group Life Insurance is now open to employees of the State, the counties of Westchester, Chemung and St. Lawrence, and the cities of White Plains, Ogdensburg, Potsdam and Elmira if the employees are or become members of the CSEA.

Only employees of the state or a political subdivision within the state are eligible for CSEA membership.

Applications and explanatory literature relative to CSEA Group Life Insurance may be obtained from any one of the Association's 180 chapters throughout the state, or direct from CSEA Headquarters, 8 Elk Street, Albany, N. Y.

New state employees may get CSEA Group Life Insurance without medical examination, if they apply for it within the first 120 days of state employment; otherwise the usual medical examination at the expense of the insurance company is necessary.

"CSEA Group Life Insurance is something every state and local government employee who is eligible should investigate carefully," the CSEA advises.

Crime Control To Be Topic At Institute

CANTON, June 4—John P. McGrath, member of the Waterfront Commission, will be the principal speaker on July 31 at the annual banquet of the Frederick A. Moran Memorial Institute on Delinquency and Crime, at St. Lawrence University.

Mr. McGrath will report on crime control to more than 500 correctional workers.

He was formerly Corporation Counsel of New York City and campaign manager for Governor Averell Harriman.

The institute will meet from July 29 to August 4. It is sponsored by the State Departments of Correction, Social Welfare, Mental Hygiene, Education, and Civil Service; the State Youth Commission; the State Division of Parole; the State University, and St. Lawrence University.

State Fund Chapter

The State Fund Bowling League ended its season on May 17, 1956, with the Claims Seniors Team emerging as victors. The annual bowling dinner will be held on May 29 at the Stonewall Inn.

Next season we will be bowling on Tuesday nights at the Sheridan Square Recreation Center, 75 Christopher Street, New York City. Anyone interested in bowling can contact any of the bowling team captains.

The winners of the essay contest were as follows:

Group I (Junior Division) First Prize: A \$25 bond awarded to Edward Klingner's daughter, Gail. Ed is a Personnel Department employee.

Group II (Senior Division) First Prize: A \$25 bond awarded to Laureta Dwyer's daughter Kathleen. Laureta works in Machine Accounting.

Second Prize: A \$10 check presented to Vera Wilson in behalf of her daughter Joan. Vera represents the Actuarial Department.

The testimonial dinner tendered to Mr. Anthony Graziano on April 24 was attended by the following people:

Edward Coonradt, Louis De Vivo, Thomas Dwyer, James J. Perry Moss, Raymond J. Oakley, Cornelius O'Shea, Harry Schechter, William Seidl, Victor Fiddler, William Sweeney, William Stieglitz, Martin Vulpis, and Edna Willuschat.

Accounts and Finance

Otto Theodore is enjoying a California holiday. Happy vacation. Ted.

Audit and Review

We wish F. T. McCarthy, head of this Division, a speedy recovery from his illness.

Collection

Congratulations to Victoria Ceppos on her recent promotion to Principal Clerk in charge of nonpayment cancellations. Good luck, Vicky.

Payroll and Audit Dept.

Edith Brooks is leaving to start a luncheonette business with her husband. Lots of luck, Edith.

We are welcoming back Josephine Demme not only to the Fund but to this department after many many years.

Kitty Murphy is on the sick list with a broken ankle. We hope you recover quickly, Kitty.

Personnel Dept.

Just heard that Rita Alston has accepted a promotional job in the Payroll Division.

Maureen Walsh and Frank Fusaro, a former Personnel Department employee, will be married on Saturday, May 26. Lots of happiness to you both.

Safety Service Dept.

Testimonial dinner tendered to Safety Director Lawrence L. Christopher by his numerous friends in Yonkers where he was born and reared. It was held at the 44 Club in Yonkers and attended by members of the Safety Service Department.

Sincere sympathy to Mr. William E. Dillon upon the loss of his sister, Mary Mayher.

Underwriting Dept.

Randy Jacobs' two sons are honor students at Olinville Jr. High.

Sadie Griff, of New Business, has just given us the sad news her father passed away one day last week.

Mary Fucella is leaving us on June 1, awaiting her blessed event.

Taxation, Albany

George W. Hayes, president, Albany Taxation and Finance chapter, CSEA, has submitted the following slate of officers for election: Salvatore Filippone and Charles Stricos for president; John Hawron and Ann Henderson for 1st vice president; Erma de Jong and Fred Ristau for 2nd vice president; Frank Carry and Henry Weitzel for 3rd vice president; Evelyn Lane and Louise Scarsella for secretary; Frank Comparetta and Nicholas DiMarco for treasurer. Five delegates are also to be elected from among Edward Fitzgerald, George Hayes, Henry Hildenbrand, Harry Kennedy, Vincent Mollineux, Jacquelyn Riede, Bernard Schmah, Celeste Smith, Anne Warren, Florence Winter and Arnold Wise.

The chapter is accepting reservations now for its annual picnic to be held Wednesday, June 20, from 1 p. m. on at the Crooked Lake Hotel, at \$2.75 a person.

Albany Public Service

The Albany Public Service chapter, CSEA held its last meeting on May 28. Committee chairmen to serve for the coming year were appointed by Raymond C. Carriere, chapter president, at the meeting and plans for the chapter's annual picnic were outlined.

The following committee chairmen were appointed: Charles Eilenberger, grievance; John F. Burns, legislative; Kenneth A. Gendron, membership; Molly Buckley, discount; Mary T. O'Connell, good will fund; Richard T. Purchell, auditing. Laura Walrath is the new social committee president. She will be assisted by Patricia Belleville, Donald Williams, Willis VanCott, James Waltersdorf and Betty Kieran with the arrangements for the chapter's picnic, tentatively scheduled for June 21.

Newark State School

Forty members attended the regular C.S.E.A. meeting held Wednesday evening, May 16th. Mr. Frederick Hughes and Mr. Salvatore Mazyara, members of the Merit Award Board, were guests and explained the operations and purposes of that board. Mimeographed sheets were passed throughout the school together with application forms. It is hoped some one will come across with a good idea for improvement.

All retired members of the C.S.E.A. in the past year will be guests at the next regular meeting to be held June 20th at the V.F.W. Hall. A buffet supper will be served by the Auxiliary—\$1.25 each. Election of officers for the ensuing year will follow.

Congratulations to Mr. and Mrs. Howell of Florida on the birth of a daughter.

Mr. and Mrs. William Gaboury of West Avenue, Newark, are entertaining Mrs. Gaboury's sister, whom they haven't seen for 34 years.

Miss Jane Calnon is visiting her mother in Norfolk, New York.

Sympathy to Edward Schantz on the loss of his mother on April 24th.

Mr. and Mrs. LaVerne Chatfield have just returned after spending a two weeks vacation in Florida.

Mr. and Mrs. Peter Lundgard are moving to their new home in Phelps, New York and Mr. and Mrs. Leo Baker to theirs on Minstead Road.

Enjoying a fishing trip in Canada over the past week-end were Chester Pells, Harry Ross, Charles Bowker, Clifford Boekhout, Everal Youngs, Dr. Jan Perillo and Harry Piles.

On May 18 the employees of the Children's Building entertained at a dinner at Turkey Town in honor of Caroline McCann, Barbara Stell and Ethel Bennett, whose marriages are to take place in the very near future. Gifts were presented.

Alice Odit spent several days in Utica, New York, visiting her family.

While on vacation Mr. and Mrs. "Mert" Wilson spent a few days in Virginia.

Mrs. Luella Ikewood, Food Service, is attending school at Hudson River State Hospital, Poughkeepsie, New York.

Mrs. Margaret Mechle, Mrs. Anna Ryan, Mrs. Hazel Lonneville, Jacob Havert and James Quinn are ill in the Vaux Memorial Hospital.

On her return from a six weeks' trip to England, Mrs. Rachel Hoyt reports a wonderful time.

Deepest sympathy to Mr. and Mrs. Abe DeSmith on the death of his mother.

Welcome to new employees Bernard Bramer and Winifred Curtis.

On vacation: Mrs. Alice Hammond; Christine Newcombe; Mr. and Mrs. Fred Henry; Jennie Rose; Julia Carpenter; Virginia VanSchaffel; Olive DeCracker; William Husner; Mr. and Mrs. William Maddock; Jacques Kelecom; Robert Smith; Richard Sistik; Alfred Smith; Paul Derby; John Delaney; Clayton Smith; Mrs. Alice Casselman; Cecilia Muller; Mary Satta; Ruth Davis; Charles DeSain; Edwin Cook; Russell Kennison; Evelyn Orbaker; Irene Hollenbeck.

Mrs. Rose Burr and Mrs. Ernestine Mayou, Girls' Hospital, have just returned from a trip to Virginia.

Pilgrim State

The advisory committee of the Pilgrim State hospital school of nursing held a luncheon meeting at Staff house. The committee has assisted the hospital and the school of nursing in the recruitment of more and better qualified students. Dr. Eugene Hoyt, superintendent of schools, Brentwood, N. Y. is chairman of this committee.

Present at the luncheon were Drs. Harry J. Worthing, Hyman Barahal, and Maurice Wander; Nurses Mae E. Dearling, Mary H. Sahle, Lawrence McDonald, Katherine Elliott, Kazmier K. Firth, Julia McCollum, and the Reverends Frederick Turner and Albert A. Leininger. Lloyd Moreland, superintendent of schools, Bay Shore, N. Y. also attended along with Dr. Hoyt.

Kings Park

J. William Mason, occupational therapist, Kings Park State Hospital, was elected president of the hospital's CSEA chapter. A. J. Coccaro, outgoing chairman and new Metropolitan Conference president, announced.

Mr. Mason has been active in the CSEA for many years having served on the chapter's executive committee as vice-president and as social committee chairman.

As an occupational therapist, Mr. Mason now conducts the hospital's occupational therapy training school for employees and supervises the ward occupational therapy program. He has been employed by Kings Park for most of the 25 years he has lived in Smithtown, interrupting his hospital service to serve in the U. S. Navy for 3½ years during WW II when he saw service in the European and Pacific theatres of war. In addition to his membership

in the CSEA, Mr. Mason belongs to the American Legion post and Lions Club of Kings Park, the Long Island Beagle Club, and is a volunteer fireman in Smithtown.

Also elected to the chapter's executive committee are: Margaret Lyons, Clarissa Ostrander and Fred Nelson, vice presidents; George Rohrback, secretary; Mary Wilson, assistant secretary; Ann Gaynor treasurer, James Grogan, sergeant-at-arms; Robert Burns, Einar Drivdahl, Edgar Douglas, John MacNair, Neil McEriain and Molly Dunn, board of directors.

Letchworth Village

Eighty-nine members of the Letchworth Village chapter, CSEA attended the chapter's 11th annual dinner held recently at the Wayside Inn, Stony Point.

John F. Powers, CSEA president, was the principal speaker at the dinner. He spoke on the procedure followed by the CSEA in dealing with the legislature. Dr. Harry C. Storrs, director of Letchworth Village, Francis Casey Field, CSEA representative, and Ernest C. Palck, also spoke. Father John Mead, the Catholic chaplain delivered the invocation. Tommy Hanlon served as toastmaster at the dinner.

The speakers were followed by the installation of officers for the coming year by Mr. Powers. Anthony Van Zetta, reelected chapter president for the coming year, thanked the outgoing officers for their cooperation during the past year.

The other new officers include Anthony Deifino, vice president, Ruth Van Zetta, recording secretary, Ruth Gage, corresponding secretary, Sarah Collins, delegate and Thomas Hanlon, treasurer.

The Mancuso orchestra supplied music at the dinner which was followed by dancing.

Ray Brook Center

Frank Hockey, president, Ray Brook chapter, CSEA, thanked the other officers on the chapter's executive committee for the splendid cooperation he received during the past year. Singled out for special mention at the chapter's last special meeting were Harry Sullivan, vice president; Gene McAuliffe, secretary; Nina Perry, treasurer; Emmett Durr, Dr. Frederick Beck and Lee Emigh.

Plans for the chapter's annual dinner dance to be held June 9 at the Elks Club where the newly elected officers will be installed were completed. Dr. Joseph Pecora will be toastmaster and Joseph Donnelly will be principal speaker at the dinner. Emmett Durr will install the new officers who are: Harry Sullivan, president; Vera Peddick, vice-president; Eugene McAuliffe, secretary and Nina Perry, treasurer. Invitations to join Ray Brook's employees at the dinner were sent to neighboring chapters at Wilmington, Saranac Lake and Dannemora.

Refreshments were served by Nina Perry and Agnes Dora when the chapter's business was concluded.

It'll be an August wedding for Rose Gokey and Art Johnson. Speedy recovery greetings to Mrs. Liddy, still on the sick list.

Frank Ratigan's new kitchen is almost completed.

Roy Perry spent his vacation working on his new lawn.

Tompkins

Nursing staff member Charlotte Schulte was honored at a dinner on the eve of her departure for Fort Myers, Florida, where she will be a night supervisor in a hospital, by her co-workers and the director and assistant director of nurses, Mrs. Townsend and Mrs. Andrews. Mrs. Schulte was presented with a handbag containing money as a going-away gift.

Mabel Broadhead of the nursing staff and Marjorie Hamilton, relief telephone operator are both back on duty after recuperating from recent illnesses.

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



Vernon B. Santen of the State Budget Division welcomes Dr. Luther Gulick, center, to the annual dinner meeting of the Capital District chapter, American Society for Public Administration, at the Aurania Club, Albany. Dr. Gulick was the principal speaker. At left, John R. Clark of the State Education Department who succeeds Mr. Santen as chapter president.

EDITORIAL

Treasury Department Does A Good Deed

THE General Accounting office will install machines to reconcile paychecks with payroll figures. About 100 fewer employees will be needed.

The department sets a fine example of humane solicitude for its employees when an efficiency plan causes a reduction in force.

Civil Service League Awards Set for July 2

The National Civil Service League makes its second annual presentation of career service awards Monday, July 2, at the Sheraton-Park Hotel in Washington, D. C.

The awards will be made in the 72nd anniversary year of the founding of the League. Ten career employees of the Federal government who have demonstrated the highest characteristics of the career service in an outstanding manner will receive them.

Queen for a Day To Be Chosen June 20

ALBANY, June 4—Taxation and Finance workers, who usually put their best foot forward all year long, are changing the format for one day this year.

The candidates, representing all upstate Civil Service Employee's Association Tax Department chapter units, will vie for the title at the annual chapter picnic at Crooked Lake.

Government Agency Deplores Low Pay

WASHINGTON, June 4—Jobs offered by private industry for Certified Public Accountants are so much more attractive than those provided by the Federal Government that about 20 percent resign for more lucrative jobs, the General Accounting Office has found.

This number is almost 8 percent more than the turnover for all the GAO 5,800 employees, whose resignations average 12.6 percent.

HOW TO TRAVEL

—and get paid for it There's a job waiting for you somewhere—on a ship, with an airline, in overseas branches of American firms, in foreign firms overseas—even exploring if you're adventurous.

Fingers Travel Less On New Typewriter

WASHINGTON, June 4—If the G-Girl typists can master a new standard keyboard, they will be able to save 19 miles of "daily travel" on the typewriter.

General Services is testing a keyboard that distributes the keys most frequently used by the typist more evenly between the right and left hands.

A typist's fingers travel an average of 20 miles a day on the present standard keyboard. On the new model, fingers will have to travel only one mile to produce the same amount of typed copy.

If You're Only a Professor Here Are Jobs for You, Too

ALBANY, June 4—The State University has 65 openings at its teacher colleges.

- Positions include: Associate professor of Education, with specialization in reading. Nurse-assistant professor. Assistant college librarian.

REAL ESTATE

Brooklyn's Best Buys APARTMENTS - HOMES - COOPERATIVES



LOT OWNERS Low Cost Summer-Year Homes Homes CUSTOM BUILT—4 ROOMS AND BATH Financing Arranged \$1,960 DOWN PLYMOUTH BUILDERS, INC.

BROOKLYN 4 Room home on 40 x 100 plot in one of Flatbush's more exclusive neighborhoods. \$16,900 HOLLISTER 2300 Church Avenue IN 2-2800

RELIANT HOMES BUILD YOU OWN FIREPROOF HOME Precast Fireproof Concrete Walls Suitable for one family homes or bungalows.

RESORTS MYERSVILLE, N. J. 2 1/2 and 4 room Bungalows, all improvements, beach, social hall, swimming — 1 hr. N.Y. — Playground for children — Millington 7-9790, Mrs. Veinger.

CATSKILLS Board for elderly people or pensioners permanent home, heated house - best food Mrs. A. Madden, Round Top, N. Y. Cairo 9-2534.

NEW-2 Family Brick Houses OUTSTANDING VAL. at \$15,995 Conventional or VA Sale NEPTUNE AVE. (Coney Island) Del. 39th & 30th Sts. Agent on Premises or Albert Management Co. 135 Montague St. Bklyn TR 5-4390

FLATBUSH & VICINITY HOMES FOR SALE Solid Brick, Modern Bungalow \$16,950 2 Family detached 40 x 100 ... 15,900 1 Family Handyman Special ... 13,250 9 yr. old 2 Family Brick ... 21,950 THESE AND MANY OTHERS NEWMAN REALTY 1627 E. 10th St., Bklyn, N. Y. ES 5-6000

SUMMER RENT Catskill's Schoharie County—Two story farm house for summer-rent. 8 rooms, two bathrooms, 2100' elevation, never sultry, near Crystal Lake, Dmitry, Box 130, Rd. 2, Middleburgh, New York.

Gosnell Issues Check List on Social Sciences

The New York State Library has recently released a "Checklist in the Social Sciences", attractively bound in a blue cloth cover.

The checklist is a complete index of Federal and New York State documents on file in the New York State Library. Its purpose is to simplify inter-library loan procedures. It is the Library's first attempt to make a complete list of its holdings on anthropology, science, philosophy, political science, psychology and welfare available to its users.

Charles F. Gosnell, State Librarian and Assistant Commissioner of Education for Libraries, prepared the book. He was assisted by Dr. Robert H. Dely, Mason Tolma, Alice P. Walsh of the State Library staff, and by Milton Muscus, John R. Clarke, and Charles F. Probes. The Bureau of Statistics Services, Machine Unit headed by William Van Vranken and later by Kenneth W. Duryea, also rendered valuable assistance in the preparation of the checklist.

MCCARTHY HEADS FUND UNIT Henry L. McCarthy, New York City Welfare Commissioner, has been appointed chairman of the public service advisory committee of the Greater New York Fund.

LEGAL NOTICE

CITATION—The People of the State of New York By the Grace of God Free and Independent. To JAMES KNIGHT and EVAN ELINE HARRIS, if living and if dead to his or her heirs at law, next of kin and distributees whose names and places of residence are unknown and if he or she died subsequent to the decedent herein, to his or her executors, administrators, legatees devisees, assignees and successors in interest whose names and places of residence are unknown and to all other heirs at law, next of kin and distributees of ANNA KNIGHT, the decedent herein, whose names and places of residence are unknown and cannot, after diligent inquiry by ascertained ... and to Edith Johnson and Eunice White the next of kin and heirs at law of ANNA KNIGHT, deceased, send greeting:

Whereas, MARY FUTRELL, who resides at 213 West 131st Street, 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 June 28, 1949 relating to both real and personal property, duly proved as the last will and testament of ANNA KNIGHT, deceased, who was at the time of her death a resident of 2340 Seventh Avenue, 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 22nd day of June, 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 5th day of May in the year of our Lord one thousand nine hundred and fifty six. (L.S.) 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 TOMAS ZACEK, KATARINA M. ZACEK, THERESA ZACEK, PETER W. HOGUET being the persons interested as distributees, creditors or otherwise in the estate of Margaret Zaack deceased, who at the time of her death was a resident of 1016 Fifth Avenue, New York, N. Y. Send Greeting:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 209, 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 29th day of June, 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, and why the distributive shares of Tomas Zacek and Katarina M. Zacek should not be paid into Court pursuant to Section 209 of the Surrogate's Court Act.

In Testimony Whereof, We have caused the seal of 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 14th day of May in the year of our Lord one thousand nine hundred and fifty-six (L.S.) PHILIP A. DONAHUE Clerk of the Surrogate's Court

St Lawrence

The St. Lawrence chapter, CSEA, is now completing plans for its eighth annual dinner. Mrs. Virginia N. Aldous, social committee chairman, announced Othentended the committee's last meeting committee members who attending include Edna Hall, Barbara Irish, Marlene Morris, Weltha B Kip, and Marion C. Murray.

LEGAL NOTICE

CITATION—The People of the State of New York By the Grace of God Free and Independent. To EMIDIO RANIERI, the next of kin and heirs at law of GIUSEPPE RANIERI, also known as JOSEPH RANIERI, deceased, send greeting: Whereas, GIULIO RANIERI, who resides at 816 Wynwood Road, Ardmore, Pennsylvania has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date April 17, 1926 relating to both real and personal property, duly proved as the last will and testament of GIUSEPPE RANIERI, also known as JOSEPH RANIERI, deceased, who was at the time of his death a resident of 325 West 19th Street, Borough of Manhattan, 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 June, 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, Hon. WILLIAM T. COLLINS, Surrogate of our said County of New York, at said county, the 17th day of May in the year of our Lord one thousand nine hundred and fifty-six. (Seal) PHILIP A. DONAHUE Clerk of the Surrogate's Court

PASCHKES, LOUIS.—CITATION.—THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God Free and Independent To ANITA PASCHKES, BERTHA HARBET, ROBERT PARKS, GERTRUDE HERZOG, ERNEST PARKS, HERMINE PARKER, ELIZABETH PARKER, THERESA SONN, Dr. CURT PARKER, Dr. HARRY PASCHKES, JOSEFINE STEFANIDES, WILLIAM PASCHKES, NATHAN MITCHELL, as executors of Joseph Paschkes, deceased, SELMA EFRAN, ARNOLD PASCHKES, MICHAEL PASCHKES, JOYCE JAFFE, MARGARET MENDEL, EDITH HAGMAN, ERICH PASCHKES, RAY HARRIS, HERBREW NATIONAL ORPHAN HOME, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise in the estate of LOUIS PASCHKES, deceased, who at the time of his death was a resident of New York County, Send Greeting:

Upon the petition of WILLIE PASCHKES, residing at 310 West 94th Street, New York City, and MAX R. SCHNEER, residing at 151 West 74th Street, New York City.

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 3rd day of July, 1956, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of WILLIE PASCHKES and MAX R. SCHNEER, as executors of LOUIS PASCHKES deceased, should not be judicially settled, and why Max R. Schneer, as attorney for executors, should not be allowed the sum of \$5,290.00, as reasonable compensation and disbursements.

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 21st day of May, in the year of our Lord one thousand nine hundred and fifty-six. PHILIP A. DONAHUE Clerk of the Surrogate's Court.

DANIELS, Joseph E.—In pursuance of an order of Honorable George Fraenkel, Surrogate of the County of New York, NOTICE is hereby given to all persons having claims against Joseph E. Daniels late of the County of New York, deceased, to present the same with vouchers thereof to the subscriber at his place of transacting business at the office of Melness & Gamble his attorneys at 551 Fifth Avenue in the Borough of Manhattan, City and State of New York, on or before July 10th, 1956. Dated: New York January 3, 1956. RAYMOND E. MICHELSON, Executor. M-INNES & GAMBLE, Attorneys for Executor 551 Fifth Avenue, New York 17, N.Y.

Central Conference To Have Gala Time At June 16 Workshop

The St. Lawrence chapter, CSEA, will be host to the county workshop to be held in conjunction with the Central New York Conference at Alexandria Bay on June 16.

The chapter has invited all county division members and their friends to attend and enjoy the recreational facilities at Alexandria Bay when the workshop is not in session. These include deck tennis, swimming, fishing, boating, etc. at Pine Tree Point Club.

Dinner will be served at the Crossman hotel, and reservations may be secured for \$5 a plate. A free boating trip on the bay will be offered to everyone who purchases a dinner ticket. Reservations for over-night stays at the Crossman hotel can be secured for \$3.

Alexandria Bay is in the heart of the Thousand Islands.

Canton Forum

ALBANY, June 4—More than 500 correctional workers are expected to attend the Frederick A. Moran Memorial Institute on delinquency and crime at St. Lawrence University, Canton, N. Y., July 29 to August 4.

The institute is sponsored by the New York State Departments of Correction, Social Welfare, Mental Hygiene, Education and Civil Service; the New York State Youth Commission, Division of Parole and the New York State University.

Principal speaker at the institute banquet, July 31, will be John P. McGrath, a member of the New York Harbor Waterfront Commission. His topic will be "Crime Control."



Newly elected officers of the Livingston county chapter, CSEA, from left, are Mrs. Mildred P. Westbury, secretary; Loren S. Bink, president; Joseph F. Griffo, vice president; Florence C. Burger, treasurer.

The members of the health education staff of the New York City Health Department conducting the chest x-ray drive in the South Bronx, received a plaque and certificates of merit from the Public

BUY YOUR HOME NOW!

Contract Combining Blue Shield With Blue Cross Ready Soon

New York State civil service employees will welcome the news that a state-wide contract providing Blue Cross and Blue Shield benefits will soon be obtainable. A comprehensive proposed Blue Cross contract is now on file with the State Department of Insurance. Meanwhile, final details are being worked out in connection with a companion Blue Shield program to be offered in conjunction with Blue Cross.

For some years Blue Cross and Blue Shield have brought protection against the cost of health care to New York civil service employees. The cooperation of State government has made it possible for 53,000 employees to enjoy a deep sense of security through the protection provided by these non-profit, community services.

Thousands of employees and their family dependents have received Blue Cross and Blue Shield benefits. Those fortunate enough to remain in good health have been relieved of concern about the potential budget-crippling medical and hospital bills that reflect today's high living costs.

Ideas Now Pooled

The eight Blue Cross and Blue Shield organizations which have been providing types of coverage according to their various programs have pooled their ideas, their facilities, and their know-how to work out a special cooperative program.

The new program will offer uniform benefits for all New York State civil service employees. Better still, it will provide more comprehensive benefits. All the basic "service" features which make Blue Cross and Blue Shield unique in the prepaid health coverage field plus the "same for everybody" advantages have been incorporated in the new program. This is particularly noteworthy in view of the widely differing areas covered and the widely differing hospital facilities in those areas.

Blue Cross has been called a public service, a social instrument, a device of hospitals to invite more people to pay for hospital care, and a partnership between hospitals, doctors, and the public in the interests of better health. Actually, it is all of those things and more. Perhaps it can best be described as a prepayment service between a large number of hospitals and a large number of people who want protection against hospital bills, priced within their means.

Each of the eight Blue Cross organizations in New York State must meet the requirements of the New York State Department of Insurance and the New York State Department of Welfare. They also must meet a set of rigid requirements for approval by the American Hospital Association.

Advantages Listed

Here are some of the advantages of Blue Cross coverage: Blue Cross pays most hospital bills in full. Blue Cross puts no cash limit on

a broad range of hospital services.

Blue Cross works directly with hospitals—pays hospitals directly for contracted services.

The eight Blue Shield Plans—an outgrowth of Blue Cross with the same basic concepts of non-pay the doctor in much the same way as Blue Cross pays the hospital. Sponsored by the Medical Society of the State of New York and local medical societies, Blue Shield represents the medical profession's program for giving the public the highest quality medical care.

GROWTH FACTORS

Among the factors that account for the growing acceptance of Blue Shield are:

- Free choice of doctor
- Fee-for-each-service payments to the doctor
- Low subscription costs.
- Blue Shield, like Blue Cross coverage is not cancelled when a person retires, loses his job, or makes frequent use of his coverage.

EMPLOYEE NEWS

Tompkins

News notes from Tompkins chapter, CSEA, Ithaca, tells us that chapter president, Allan Marshall is back on the job after a short vacation, as are county highway boys, Edwin Slater, William Dean and Ransom Sways, all three of whom have been ill.

The chapter extends speedy recovery greetings to Ken Herrmann, now a patient at the Tompkins county hospital, and condolences to Clara Goodman whose father died recently.

Central Islip

The Central Islip State Hospital Athletic Association's bowling jamboree started Friday night at Robbins Hall and Carleton Lanes and continued Saturday at Oscar's Alleys until 8:00 P.M. The tournament was followed by a large buffet, dancing and the awards of trophies by Dr. Cohen, according to Ted Asher, bowling chairman.

The top teams were: Men's division, first in handicap, 2,824 pins for the five men's teams in three games went to Middletown State Hospital's team, John Vuolo, captain. Net 3-game total series by Carl Berry, Middletown, 611. Roy Devine of Central Islip scored 236 in the singles, and Ed Kuehns was second with a score of 235.

In the women's division, handicap team total, three games, 2,708 was scored by the Central Islip team, Irene Meech, captain. The Middletown team shot 2,047 in the 3-game net series. Hannah Vuolo is captain of the Middletown women's team. Helen Asher scored 509 in the individual 3-game net series. High single score of 193 was achieved by Central Islip's Eleanor Poloskey. Marion Muntz of Rochester scored 189.

SOCIAL SECURITY FOR PUBLIC WORKERS IS GOAL OF CSEA

Join your fellow employees in CSEA today.

Take an active part in the efforts of CSEA to supplement Retirement benefits with Social Security coverage.

This goal is important to you and your family.

Join YOUR "Bread and Butter" Organization—use the application below.

New members may now join at the half-fee Rate.

See the CSEA Representative today or send your Application with dues to

The Civil Service Employees Association, Inc.
8 Elk Street, Albany, New York

Print Last Name		First Name	Initial	DO NOT WRITE IN THIS SPACE
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Street and Number		Zone	City	
WORK ADDRESS				
EMPLOYED BY:	<input type="checkbox"/> COUNTY, <input type="checkbox"/> TOWN, <input type="checkbox"/> CITY, <input type="checkbox"/> VILLAGE, <input type="checkbox"/> DISTRICT	<input type="checkbox"/> STATE	[Specify above name of government unit checked]	
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DEPARTMENT OR DIVISION OF ABOVE GOVERNMENTAL UNIT				
SIGNATURE OF APPLICANT				



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