

Civil Service LEADER

America's Largest Weekly for Public Employees

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Two Conferences Meet Ne

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Admit Errant Youths To Civil Service Jobs, Commission Recommends

ALBANY, Dec. 26—The Temporary State Commission on Youth and Delinquency has recommended that State and local governments "practice what they preach" in regard to employment of errant youths.

The Commission, headed by T. J. Watson Jr., has recommended to Governor Averell Harriman and the Legislature that State law be amended to include this new section:

"No person shall be disqualified for employment in the civil service of this State or any of its political subdivisions nor made ineligible for license, franchise, permit or other privilege granted by law in this State or any of its political subdivisions, solely by reason of having been arrested or taken into custody while under the age of 21 and not subsequently convicted of crime or subsequently adjudged a youthful offender, wayward-minor, juvenile delinquent or neglected child."

Wants Wrong Righted

Senator Alfred E. Santangelo, New York Democrat, told *The LEADER*: "Government urges private enterprise to employ errant youth but denies errant youth an opportunity to gain gov-

ernmental employment.

"The righting of this wrong has been one of my fondest hopes for many years," the Senator said. He is a member of the Commission. "It came repeatedly to my attention when administrators, for fear of criticism or other baseless reason, categorically denied civil service employment to persons who had gotten into difficulty."

The proposed legislation does away with a person being ineligible for a civil service job merely because he had been arrested without legal basis. Under the new plan, only a conviction of crime would make a person, under 21, ineligible for governmental employment. Some jurisdictions, like NYC, do not hold arrests against a candidate, but only convictions, except that the Police Department may do so.

The Commission's main proposal called for the reconstitution of the State Youth Commission as a permanent State agency, with greatly expanded staff to do research training, set up pilot programs at the local level, manage State aid for youth projects and recommend legislative changes.

Southern Conference Urges Top Efforts Go to Achieve Pay Raise, 40-Hour Week

NEWBURGH, Dec. 26—"Much will be accomplished along the lines of Resolution No. 1 of the CSEA program," John J. Kelly Jr. told the Southern Conference, at its winter meeting here.

That resolution calls for a 20 per cent across-the-board increase of base pay to all State employees, a maximum mandatory 40-hour work week, State contribution to medical, surgical and health insurance, and pension improvements.

Mr. Kelly, who is the Association's assistant counsel, told Conference delegates of a preliminary conference with Budget Director Paul H. Appleby.

"Though the conference was very promising," he noted, "no commitments were made by either side in reference to salary and hours. The contemplated program was received with an open-minded attitude."

Resolution No. 1 and other planks of the CSEA's 1956 legislative program comprised the Conference meeting, December 16 at the Newburgh Armory.

Mr. Kelly stressed the importance of personal contact and letter writing to legislators, especially senators and assemblymen in one's own area, to urge the passage of bills carrying out the CSEA program.

Much discussion centered on



JOHN J. KELLY JR.

the prospects of Social Security coverage for public employees in New York State. Mr. Kelly said that CSEA, and its special committee on Social Security, will carefully scrutinize all recommendation, to protect against any infringement on the present retirement systems. Under Federal law, he explained, the State must hold a referendum among employees now covered by the retirement system to find out if they want the suggested Social Security coverage.

It was pointed out that if all the employees voted Yes for such coverage and one person, pre-

viously covered in the retirement system, voted No, he would not be covered, as each member has a contractual constitutional agreement that his contract or equity can not be diminished.

Charles E. Lamb, Conference president, reported that a CSEA special committee has been appointed to review the background of CSEA efforts relative to Federal income tax on maintenance. The committee will also plan the Association's future action on the matter. Mr. Lamb, who is a member of the special committee, asked that questions be submitted to him so he may present them to the committee. Its first meeting was held December 21.

'Stick to Your Guns'

Francis A. MacDonald, past Conference president, urged State employees to "stick to their guns" during the coming legislative session, and insist that the State give its employees the same consideration it expects private industry to give its employees.

"This is the year for an increased salary, plus the 40-hour week," said Robert L. Soper, CSEA 2nd vice president, and Conference treasurer. "We will leave no stone unturned until we accomplish the job."

State Senator Thomas C. Desmond and Assemblyman Wilson Van Duzer are fully in accord with a diminished work week for State employees. Such was the gist of telegrams from the legislators, read at the meeting by John D. O'Brien, Conference 1st vice president.

(Continued on Page 16)

ACTIVITIES OF EMPLOYEES IN STATE

Mt. Morris Holds Christmas Party

MT. MORRIS, Dec. 26—The annual Christmas party for Mt. Morris employees was held December 12 at the Ridge Restaurant under the sponsorship of the hospital's CSEA chapter.

The program consisted of a turkey dinner, carol singing, gift exchange, felicitations by Dr. Armstrong, hospital director, and dancing to the music of Joe Barbera's family orchestra. Both Joe and Mrs. Joe are staunch chapter members and deserve much credit for the success of the evening.

Arrangements were made by the social committee consisting of Jeanette Forbes, John Barrett and Elmer Pfeil.

more active student social programs.

Kings Park student nurses were hosts to their student colleagues from the general hospitals and other State hospitals at a Christmas dance on December 16. Music was furnished by the McWilliams orchestra and refreshments were served.

Get well wishes to Matthew Kennedy and George N. Essler, both of Building C. Continued get well wishes to Gustave Santoro of Building C.

Albert Busby, formerly employed as a cook in 93 Kitchen, is now in Building C as an attendant.

Best wishes for a speedy recovery to Mr. and Mary Reynolds, supervising nurse of Building L, who has returned home from Lenox Hill Hospital.

(Continued on Page 16)

Resolution No. 1 First, Foremost

The Southern Conference met a month earlier than usual, so that Conference delegates could take a positive, definite stand on Resolution No. 1. They did so.

Delegates unanimously urged the CSEA to use all its efforts to have Resolution No. 1 passed, "even if it must disregard all other State resolutions."

The hope was expressed that other Conferences might adopt similar resolutions.

Albany Civil Servants Show There Is A Santa

ALBANY, Dec. 26—State civil service workers in Albany are resting lightly on their laurels (or should we say wreaths) this week after giving hundreds of children a sound demonstration that there is a Santa Claus.

Taxation and Finance women, for instance, dressed 450 dolls provided by the Salvation Army, added 80 more of their own, and sent them on their way to inmates of various children's homes around the city.

Another 500 dolls were individually dressed by women of Audit and Control, Commerce, Civil Service, Labor and Public Works Departments and added to the group.

More than 80 women in the Department of Health knitted some 200 articles which were sent to underprivileged children in Albany and flood-ravaged Winsted, Conn. The wool used in the articles was paid for through voluntary contributions taken at all Health Department offices.

One hundred children from St. Joseph's Infant Home in Troy, mingled with the 600 children of employees of the Division of Employment and a capacity crowd of youngsters filled the auditorium at the Health Departments annual children's Christmas party. The youngsters were entertained and all received a special gift right from the hands of Santa.

Christmas Caroling At Kings Park Hospital

KINGS PARK, Dec. 26—Christmas caroling, under the direction of the Recreation Department, was featured at Kings Park State Hospital. Each building was visited.

The cataloging of the hospital library is well under way and will be opened to patients and employees January 3.

Republic Aviation employees sponsored a party for the veteran patients at York Hall, December 22. Donations at one party in the past were estimated at \$10,000.

Twenty-nine students completed their three-months affiliation in psychiatric nursing on November 29 and a new group began affiliation on December 7. A tea was held in their honor by the Kings Park State Hospital student nurses.

The Nursing School Advisory Committee met recently to discuss the proposed changes in the curriculum, and the social activities. Plans were made to promote



Some of the 500 dolls dressed by employees of the Truck Mileage Tax Bureau in Albany, for Christmas distribution by the Salvation Army.

Supplementation Leads, Integration Second, in Tally of Other States

BY H. J. BERNARD

The issue of combining in some way the benefits of Social Security with those of the State Employees Retirement System, and local retirement systems, promises to be hot at the coming session of the Legislature.

The State Pension Commission is to report to Governor Averell Harriman and the Legislature, giving the estimated cost of various methods, and probably recommending some particular method, or a choice of methods that the actuaries making the cost study consider feasible. The questions of cost and pension amount are paramount.

Until the Pension Commission, of which H. Elliot Kaplan is counsel, has reported, there is no concrete basis for taking a stand for or against any proposal. However, what choice even the Commission, or the State Administration, or the Legislature would have, is fairly well shown by the results of similar studies and actions in other States.

Results of Tally

A tally made by The LEADER shows that 15 States have approved supplementation, which consists of superimposing in full the benefits of Social Security on those of the State or local government retirement system; seven have approved integration, or the survivorship benefits of Social Security added, with some offset of pension benefits under the public

employee system, though the total pension is not less than what it would be without Social Security. Two States have only excluded titles, so that employees who have no pension coverage at all can get Social Security. The exclusion is from eligibility to a public employee pension system. In four States votes are to be taken, in two instances by the Legislature, on an enabling act to permit some form of combination of benefits, and in the other instances by referendum among employees, as enabling statutes have been enacted.

Some States repealed their own systems and substitute Social Security benefits that their own systems did not provide. However, the Legislatures of several of these States will have the subject before them this winter.

State employees in California defeated integration, 4 to 1, because pensions were not increased.

The number of States in which employees do get Social Security benefits is bound to increase. The question uppermost in the minds of employees of New York State, and its local governments, is whether their State will be one of them, and on what basis.

In Forefront of News

While any attempt to say what the State Pension Commission will recommend is pure speculation, nevertheless informal conversations reveal that the plan uppermost in the minds of those who will have to report is one of

integration. Such is the proposed, publicized plan for Federal employees, on which Congress will vote at the coming session.

Social Security is bound to be in the forefront of legislative news this winter, for public em-



H. ELIOT KAPLAN

ployees, at least, and of equal importance to them as tax reduction or even salary increases, because of the close relationship of the three subjects.

Since supplementation, and not integration, has been the rule in other States, with the exceptions numerous, there is bound to be a strong drive for supplementation, although it may not be expected to have much actuarial support. The State Pension Commission may be expected to estimate what the method would cost employer and employee.

The State Government, as well as local governments that have their own pension systems, like NYC and Buffalo, are anxious to reduce their accrued liabilities, that would be accomplished by integration, but not by supplementation. They also are willing to assume a disproportionately large share of the cost of Social Security, even pay the whole.

(Continued on Page 13)

Six Months Limit Set for Gaining Overseas Job Status

WASHINGTON, Dec. 26 — A time limit of six months has been set by the U. S. Civil Service Commission for agency recommendation of employees for civil service status when their jobs are brought into the competitive civil service. Previously there was no time limit.

The limit is applicable under the overseas program, that becomes effective April 1, when 20,000 positions will be brought under civil service. Similar action last August 1 concerning 10,000 positions in Alaska is also affected.

In the case of jobs that were brought into the competitive service before the change in policy, recommendations must be submitted no later than June 15. This provides a minimum of six months in all cases.

Some Departments Want Social Security Benefits Without Social Security

WASHINGTON, Dec. 26—Some of the old-line agencies, like the Department of Agriculture, already have reported to the U. S. Civil Service Commission on the Administration's proposal for tying in Social Security with the U. S. Civil Service Retirement System. While no official announcement of the comment has been made, The LEADER learns that the trend is toward asking for incorporation of all benefits in the USCSRS.

The departments acknowledge the benefits that Social Security would afford are valuable, and should be granted, but they ask that the Commission, which has jurisdiction over the USCSRS, should try to work out some plan whereby no danger of Social Security crowding out any part of the Federal Retirement system could possibly exist.

Employee Opposition Noted

Some inkling that the Commission is prepared to answer such criticism was indirectly given recently by John W. Macy, Jr., executive director of the Commission. In a talk in Los Angeles he said there is no danger of Social Security swallowing up the USCSRS.

The departments that have commented on the advisability of having the USCSRS remain intact referred also to opposition that employee groups have offered to proposed integration. Under the Administration plan, the full details of which have not been officially disclosed, the survivorship benefits of Social Security would be added, the USCSRS pension would be reduced by the amount of the Social Security pension, leaving the total at least equal to the present, the employees would pay not more than now, except when Social Security rates go up for all, and the ultimate pension might be 6 or 8 percent higher.

Pension Rise Sought

The Commission has sounded out sentiment elsewhere, and notes that in some States, New York included, where the question of some form of combination is to be decided, some employees are generally satisfied with a plan

that does not cost them any more, except in the ultimate small rise in the Social Security tax, but that they also want the pension to rise, not stand still. Thus, if the Eisenhower Administration's plan forecasts a rise of 6 or 8 percent or thereabouts, the Commission feels that at least some of the present opposition would subside, if not disappear. In a few instances, however, the opposition among employee groups is to any mixing of Social Security with the USCSRS.

On the question of making all the benefits obtainable under the present retirement system, and ignoring Social Security, the Commission has not issued any statement, but is known to feel, on the basis of actuarial reports, that the such a radical change in the structure of the present system would be inadvisable. Social Security benefits are based on a social concept, the needs of surviving dependents under age 18, as well as widows and parents, and retirement possibility after short service. The USCSRS, the Commission notes, is a staff system, in which the employee is encouraged to continue in Federal employ, to gain the maximum benefits, and, in many instances, any pension benefit at all. Social Security coverage is transferrable, from job to job, an advantage that the USCSRS could not offer, the Commission is expected to report.

The Administration's plan will be contained in the draft of a bill to be introduced in Congress. The draft is expected to be made public any day.

Thus Congress will be voting on integration, supplementation, or coordination at the same time New York State, and other States, are considering the same general subject.

JAMES A. DAWSON GETS HOUSING AUTHORITY POST

Chairman Philip J. Cruise appointed James A. Dawson as director of development of the NYG Housing Authority, effective January 16. Mr. Dawson, presently privately employed, will replace John P. Riley, resigned.

State Pension Commission Eyes Social Security Plan

The State Pension Commission, meeting in NYC, discussed various aspects of proposed unity of Social Security with public employee retirement systems of the State and communities in the State, as a preliminary to reporting to Governor Averell Harriman and the State Legislature. No announcement was made of details of the discussion.

The Commission did have before it, however, the total State-local payroll, excluding policemen and firemen who by their own choice are not admissible to Social Security, except on their own petition. The total is \$438,000,000 a year, covering all members of the State Employees Retirement System.

On the basis of the average Social Security tax of 5 percent (total for both employer and employee), this figure would indi-

cate that supplementation, or superimposing all Social Security benefits on all present public employee retirement benefits, would cost the State nearly \$11,000,000 a year, and the employees as much. The Commission, largely guided by actuaries, is expected to include in its report an estimate of the cost of supplementation.

Enabling Act Forecast

Informal discussion by persons close to Commission members indicates the expectation that some form of integration will be adopted finally, as the only economically feasible plan, but that the benefits may be greater to the employees than assumed by some who have been protesting to The LEADER against the pension not being increased, and a proposed denial of present Social Security benefit prospects to public employee pensioners. It was agreed that the 1956 Legislature will probably pass an enabling act, at least.

At present, a Commission member said, the nature of the report is unknown to even one member of the Commission, hence any comment is highly speculative.

It is expected that the report will be rendered by January 20, five days later than previously hoped.

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CITY ZONE

THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



Highlights of the CSEA Program

ON JANUARY 4, the New York State Legislature convenes for the 1956 session. For the public employee it will be a session of great importance. The Association will present bills to correct many injustices now existing in the public service. These bills will affect both the local and the State employee. It is impossible in this column for us to spell out the whole Association program. We can, however, mention only a few important items. They are all important.

In the first place, there is the 40-hour week. Everyone is familiar with that issue. Everyone agrees that in an enlightened State like ours, its existence as an issue is an anomaly. But like Mark Twain's weather, no one ever does anything about it. In a State where the Labor Law sets a 40-hour week for industry, and where the Governor has repeatedly expressed his belief in the law's validity, it is strange to find more than 20,000 of the State's employees forced to work as long as 48 hours every week.

Then there is the question of the State's pay level. A fact-finding report by the Director of Compensation shows that the hiring rate for State employees is considerably behind that of industry. The Governor of the State has on several occasions said that the floor of wages should be \$1.25 an hour. It is to be hoped that these two factors alone will be sufficiently urgent to cause the necessary corrections in the lagging State salary scale.

Social Security

Thirdly, there is the all important question of the combination of the Social Security Law with the Retirement Law. The Congress has by amendment extended the Social Security coverage to all public employees with a few exceptions. (These exceptions are unimportant at the moment). A special pension commission is preparing to present a plan to the Legislature this session which will bring about a coordination of the two systems. Unfortunately, this plan is cloaked in secrecy—only rumors about it exist. As a result, the public employees are becoming confused about an issue about which there should be no confusion, only clarity. The money the public servant gets upon retirement is important. It represents his security in his old age. It represents his self-support in the community, yet there are all sorts of rumors—some to the effect that if Social Security is adopted, the retirement allowance will be lessened. They are having a bad and disturbing effect. The Governor, the Legislature, and the Pension Commission should release the proposed plan as soon as possible to enable it to be thoroughly studied before the necessary referendum is voted upon.

For the local employees, the Legislature should mandate that all local government units be required to set up orderly classification and compensation plans. This is particularly true in the school districts where a hodge-podge of job titles and pay scales exists. Modern personnel administration no longer tolerates such loose and inefficient ways of dealing with employees. Industry and advanced governments have found orderly classification and compensation plans to be both economical and serving good administration.

There are many more items about which we could write, but space prevents. From time to time in our recent columns we have spelled out in detail salient points. It is now necessary for us to act in a body and impress the governing powers with the force of our convictions and beliefs.

Metro Group To Hear Talk By Kaplan

An important meeting on the question of Social Security and retirement allowances will be held by the Metropolitan Conference, Civil Service Employees Association on Tuesday evening, January 31 at Rosoff's Restaurant, NYC.

H. Elliot Kaplan, counsel to the State Commission on Pensions, will address the group.

Several upstate members of the Association, including Conference chairman and the members of the special CSEA committee on Social Security and retirement problems, as well as consultants to that committee, have been invited.

"In this way," said Henry Sheinin, Conference chairman, "the latest report of the State Commission on Pensions may be speedily disseminated to allow interested groups more time to study the problem."

All State employees who desire to attend that portion of the meeting consisting of Mr. Kaplan's talk, and the discussion of Social Security, are invited.

County Officers Assn. Ready Albany Quarters

ALBANY, Dec. 26—The County Officers Association is setting up permanent offices here, similar to those maintained by the State Conference of Mayors and the Association of Towns.

The new county headquarters will be at 192 State St., with Clarence L. (Monty) Chamberlain, widely known Audit and Control official, in charge.

Mr. Chamberlain has resigned his associate counsel post in the Division of Municipal Affairs to accept the position of director for the association. He will be in charge of the group's Albany legislative efforts, beginning January 1.

Widely known in local government and State circles, Mr. Chamberlain was associated for years with Frank C. Moore, when he was State Comptroller. He is a recognized expert in the field of local government and law.

Western Conference, County Aides to Hear Mahoney and Brydges

BUFFALO, Dec. 26—Senator Earl W. Brydges will address the afternoon session, and Senator Walter J. Mahoney the evening meeting, when the Western Conference meets January 28 at the Sheraton Hotel here. Claude E. Rowell, president of the Conference, a Civil Service Employees Association unit, will chair the deliberations of delegates from State Division chapters. William Hudson will preside for the City and County group.

Other State legislators, officers of the statewide Association, and chairmen of CSEA Conferences will attend.

The meetings get under way at 3 P.M.

Cocktails will be served at 5:30 P.M., with dinner at 8:30.

Dinner reservations may be obtained from Jeannette M. Finn, at the Tax Department, State Build-



CLAUDE E. ROWELL

ing, Court Street, not later than January 25. Tickets are \$4 each. A check must accompany reservation.

Eligibles for Promotion To MH Staff Attendant

STAFF ATTENDANT (Prom.), Mental Hygiene	
BINGHAMTON STATE HOSPITAL	
1. Oakley, Robert G.	103050
2. Sherwood, Thelma M.	98550
3. Gould V. Howard	96800
4. Longwell, Nellie E.	96300
5. Richards, Ethel I.	95900
6. Gould, Beverly L.	95050
7. Ryan, Robert C.	93550
8. Jacobs, Clifton C.	92900
9. Davis, William G.	92700
10. Ciofani, Marian F.	92450
11. Andrus, Dorothy A.	92100
12. Pelton, Regina M.	91950
13. Steyer, Blanche V.	91950
14. Baker, Evelyn E.	91800
15. Wilcott, Leon D.	91700
16. Fitch, Rosemary F.	91250
17. Oden, Richard A.	90800
18. Mosher, Marlon L.	90350
19. Reuter, Grant L.	89900
20. Lyon, John H.	89750
21. Curran, Alice M.	89700
22. Coyle, Lillian E.	89100
23. Salls, Roger W.	88750
24. Ross, Elizabeth	88600
25. Brzda, Isabel H.	88100
26. Howard, Blanche J.	87700
27. Harrington, Kibet	87600
28. Kerr, Mary A.	87450
29. Redmond, William M.	86100
30. Snyder, William G.	85800
31. Murray, Helen L.	85350
32. Fitch, Willard P.	83950
33. Stewart, Robert C.	83800
34. Smith, Cecil S.	83450
35. Peck, Leah B.	83450
36. Boughton, Blanche	82300
37. Leonard, Jay O.	79600
38. Pelton, Leonard E.	79300
BROOKLYN STATE HOSPITAL	
1. Abramson, Stephen	97750
2. Sonnenfeld, Kurt	96900
3. Ransauer, Jacob D.	95550
4. Napoli, John F.	94450
5. Wachenmann, E.	93150
6. Conforti, Marie T.	91750
7. Rogers, Helen	90650
8. Weinberg, Arthur	89550
9. Mager, Elizabeth	88800
10. Karnow, Etta	85150
11. Doherty, Bridget	84600
12. Cirmellaro, V. J.	81800

BUFFALO STATE HOSPITAL	
1. Tait, Ralph L.	101200
2. Phillips, Kenneth	99000
3. Treadway, Melvyn	98500
4. Oakley, Mildred R.	98000
5. Bramer, Floyd A.	95900
6. Mahon, Harry	95400
7. Robinson, Erlene	95200
8. Roets, Arthur L.	93250
9. Murray, Edwin J.	93000
10. Phillips, John B.	92850
11. MacDonnell, Ann J.	91450
12. Miller, Martha F.	91400
13. Bosie, Ruth D.	91300
14. Donahue, John J.	91100
15. Nelson, Archie M.	90900
16. Wyzlak, Ruth V.	90900
17. Mancuso, Harriet M.	88750
18. Massey, Nicholas J.	88350
19. McLaughlin, Esther	87950
20. Almond, Ella L.	87550
21. Kozlowski, Ruth E.	87100
22. Bosie, Frank	86350
23. Fritsch, Florence	86300
24. Cooley, Edward H.	86250
25. Ross, Paul W.	84800
26. Hayes, Lillian E.	82800
27. Littlefield, Ruth	82150
28. Coyne, Julia D.	82000
29. Anderson, Anna M.	81400
30. Conitt, Mary H.	81300
31. Beverly, Mildred	81250
32. Downs, Kathleen R.	80900
33. Fenon, Lewis G.	80700
34. Kelly, Thomas	80500
35. Ferris Ruth M.	80200
36. Hurst Roberta C.	79700
37. Burnt Marion	78900
38. Cummings, Geneva M.	78800
39. Rose, Iva E.	75300
CENTRAL ISLIP STATE HOSPITAL	
1. Folin, Henrietta	99000
2. Doren, Rodger B.	97750
3. Julian, Frances M.	95900
4. Clancy, Minerva E.	95100
5. Morziano, Robert J.	93050
6. Bianchi, Theodora	91600
7. Indiveri, Mae S.	91450
8. Lyon, Russell P.	91400
9. Reinhardt, William	91200
10. Kuchacka, Florence	91050

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Oneonta Chapter Holds Annual Christmas Fete

ONEONTA, Dec. 26—The annual Christmas party of Oneonta chapter, CSEA, was held December 14 at the State Health Department offices here.

Prior to the party a short business meeting was held, and a nominating committee composed of the following members was named: Thomas Natoli, Homer Folks, chairman; Mrs. Irene Foster, State Health Department; Mrs. Milda Mercun, State Teachers College; Mrs. Grover Iamphere, Homer Folks, and Mrs. Margaret D. Carle, Employment Office.

It was announced that Harry O. Fox, CSEA treasurer, will be guest speaker at the January 18 meeting, at 7:30 P.M. at the Health Department offices, 250 Main Street.

The Christmas party featured the arrival of Santa Claus, who distributed gifts to each member present. Various games and entertainment were enjoyed by all.

Readers have their say in The LEADER's Comment column. Send letters to Editor, The LEADER, 27 Duane Street, New York 7, N.Y.



The choir of State Education Department employees, as it sang Christmas carols in the rotunda of the State Library. The group, under the direction of Dr. Joseph Saetveit, director of music for the department, made many public appearances during the holiday season. From left to right, first row, Doris M. Langley, Beverly Duryea and Marjorie Taylor. Second row, Gwen Vedder, Peggy Geene, Dolores Connery, Jessie Love, Ann Sager, Diane Lanciault, Hazel Abrams, Irene Nash, George Place, Theron Johnson, and Dr. Saetviet. Third row (w/ rear right), Nancy Krolak, Dot Nichols, Sarah Kramer, Joyce Twiss, Nancy Palits.

Increase in Death Benefit May Hinge On Social Security

NEWBURGH, Dec. 26—"An increased death benefit of one year's salary, instead of the present six-months benefit, looks favorable—but it may be wholly dependent on the outcome of the Social Security recommendation to the Legislature," John J. Kelly Jr. has said.

The Civil Service Employees Association assistant counsel told delegates to the recent Southern Conference meeting that the increased death benefit would help alleviate some of the present inequities of the 30-day waiting period now in force for retirement purposes.

At present, the beneficiary of a deceased employee receives six months' salary after 12 years' service. Under the resolution proposed by CSEA, this would be increased by an additional month's salary for each additional two years' service, beyond the original 12 years.

Civil Servants' Spare Time Used to Boost Low Incomes

The next time someone asks you what civil servants do in their spare time you can answer them with two words—"They Work!"

About half of the five million government employees in the United States also work at some kind of outside jobs, according to a recent survey conducted by the Civil Service Press Association. This represents a 10 to 15 per cent increase over figures reported in similar surveys a decade ago.

Civil servants perform official duties that fall under some 3,000 separate job titles ranging, in the alphabetical extremities, from account clerk to Youth Commission representative. In their sparetime occupations, however, the range is relatively narrow, with selling in various form far exceeding the others.

'Profitable Hobby'

Public jobholders in professional or technical fields usually supplement incomes by performing their services privately. A few employees have small business, often tended full time by other members of the family. Some are occupied in their spare time with work in the "profitable-hobby" class. Most of the other extra jobholders make selling their avocation, the CSPA survey shows.

Legal counselling leads in the category of professional services. Many government lawyers are also insurance brokers or agents. Accountants service small businesses. Engineers and architects draw up plans and analyses for private clients. Many of those professional and technical aides, including also chemists, social workers, psychologists, may hold down part-time teaching jobs. A few of them make extra money by writing for publications in their respective fields.

Police and firemen hire out as occasional special guards for private institutions and sports arenas. Maintenance workers tend and repair various technological equipment in private industry.

Selling Is Foremost

But for the bulk of non-professional civil service personnel, selling provides the main source of the "extra" income.

Most popular in this group, the

survey shows, is work in which individuals can pick their own hours, crowding them all into week-ends or one to three nights a week, sometimes merging social activity with money-making.

One of the newer firms offering such conditions to spare-time workers reports it has over 200 civil service employees on its payrolls, almost all of them women. This company, Tupperware Home Parties Inc., of Orlando Fla., which markets polyethylene plastics kitchenware, set up dealerships for women who demonstrate the articles at home parties.

It is believed that the popularity and success of such new selling plans among government employees are due largely to the social nature of much civil service employment with its large-scale personnel and group organizations.

A number of firms reporting in the survey found that civil service workers were desirable part-time representatives because of their "reliability" and "regularity." As a group, their records showed greater continuity in staying with "extra-money" jobs, the companies pointed out.

Harriman Attends State Dept. Party

ALBANY, Dec. 26—Governor Averell Harriman attended the Christmas party given by Secretary of State Carmine DeSapio, the first time that a Governor has attended a party given by that branch of government. Governor Harriman stayed half an hour, and chatted with employees.

The party was marked by cocktails, a dinner, and entertainment and dance. Employees of the department did the entertaining, among them Erma Bruce, Ann Mayor and Ken Sullivan.

Assistant Secretary of State Sidney Squire and Executive Deputy Secretary of State Lotha Stillerman and Deputy Secretary of State Samuel London had charge of the event. Eighty persons attended.

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

Trained Reader Has Edge In Exam

The efficient trained reader goes into a written civil service test with a 10-point advantage, says Robert M. Phillips, director of Adult Reading Improvement Program at 11 West 42nd Street, NYC. What most people don't realize, he points out, is that the average examination is at least as much a test of reading ability as it is a test of skills and knowledge.

Raising Reading Speed

Even more important, Mr. Phillips added, persons don't realize that it is now possible for the average reader to double his reading speed and increase his comprehension in a short time, understand faster and remember more. Top business executives by the hundreds have been finding this out for themselves by taking 10 or 12 session-courses and one big firm after another has had employees and executives take such courses.

"Among our students have been accountants, engineers, advertis-

ing and sales executives, postal clerks and others," says Mr. Phillips. "Almost all of them start at about 250 words a minute (seventh grade level) or less and end up at anywhere from 375 to 600 words a minute, with increased comprehension.

Special Machines

"Specially-developed reading training machines and new techniques of reading are the reason. One machine, the tachistoscope, which was first developed by the Air Force, increases the eye-span (you see more words at a glance when you read) and quickens your perception (you see them faster and hold on to them better); another, the electric accelerator, pushes you ahead as you read and prevents your looking back—a frequent cause of slowness. The whole idea is to set up a new pattern of reading so that your eyes take in more words and your mind absorbs more ideas.

"What courses like ours have proved, is that the good reader is

the fast reader and the slow reader is the poor reader. And intelligence has little to do with it."

WANTED! MEN—WOMEN

between 18 and 55 to prepare now for U.S. Civil Service tests in and around New York. During 1954 there will be many appointments to U.S. Civil Service jobs in many parts of the country.

These will be jobs paying as high as \$377 a month to start. They are well paid in comparison with the same kinds of jobs in private industry. They offer far more security than is usual in private employment. Many of these jobs require little or no experience or specialized education.

BUT, in order to get one of these jobs, you must pass a Civil Service test. The competition in these tests is intense. In some tests as few as one out of five applicants pass! Anything you can do to increase your chances of passing is well worth your while.

Franklin Institute is a privately-owned firm which helps 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.

To get full information free of charge on these Government jobs fill out coupon, stick to postcard, and mail at once—TODAY. The Institute will also show you how you can qualify yourself to pass these tests. Don't delay—act NOW!

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Age: _____ Single Married (No. of children: _____)

Additional operators under age 25 in household of present time:

Age	Relation	Marital Status	No. of Children	% of Use

Do you pay work auto driven to work? _____ One way distance is _____ miles.
 Is car used in any occupation or business? (including to and from work) Yes No

Occupation: _____
Purchase Date: _____ New Used

Estimated mileage during next year: _____ My present insurance expires: _____
Please include information and rates on Comprehensive Personal Liability Insurance.

918

CORRECTION CORNER

This column is for employees of the State Correction Department. It is written by Jack Solod, himself an employee of the department with intimate knowledge of worker problems in his agency. Mr. Solod has been given a "free hand" in writing his material, and his views are his own. Members of the department who would like Mr. Solod to discuss matters of special importance to them are urged to write him in care of the Civil Service LEADER, 97 Duane Street, New York City 7.

BY JACK SOLOD

Medley of This and That

U. S. GOVERNMENT reports personal income for 1955 is 20 billion dollars above 1954. This is about 300 more for every working person in the country. Somewhere along the line the State employees each lost \$300 last year. . . . The name of the book is "Andersonville" by McKinlay Kantor, a gripping story of a Southern prison camp during the Civil War. . . . Woodbourne Chapter, Civil Service Employees Association, does a good community relations job contributing to March of Dimes, Heart Fund, Christmas seals, and paying full cost of supplies necessary for Operation Toys, a project which distributes thousands of toys for Christmas under the supervision of Father Wilkins. . . . Unofficial survey at Woodbourne shows all against integration of Social Security. . . . Correction Conference was held in July. Where are the minutes of that meeting?

December 5 on Studio One, a prison drama entitled "Blowup at Cortland" showed millions of TV viewers what happens when prison guards are underpaid and undermanned. Constant worry over finances and debt led to a disinterested attitude towards inmates, which resulted in riot and the blowup. Very ably presented.

Hope the "package" being contemplated in Albany will not turn out to be another Pandora's box. . . . Talk of a picket line around the State Capitol to focus attention on the 40-hour week. . . . Best employee-administration relations at Clinton, Elmira and Woodbourne, with Napanoch coming up fast. . . . How many do you know that fled for that Norwich camp setup? Bet even money (\$1) that Charlie McKendrick of Clinton Prison will be No. 1 on the coming warden's list. . . . First time since Mulrooney was commissioner that a former uniformed man is not a Correction Commissioner.

Am anxious to take the wrapper off that Albany "package." . . . Whatever happened to the time-and-a-half for overtime? This was a must in the 1954 elections. . . . Governor Harriman looks great in his televised report to the people. I hope he looks as well to the State employees April 1, 1956. . . . Voluminous reports are written by educators citing the great job of rehabilitation being done. Remember, without custody there is no rehabilitation.

Results of the appeals which have been filed expected in March. This will give the Board a chance to note the new salaries which will be negotiated. Anyone reclassified upward will have two years' back money coming. Dream on, boy. Appeals filed for prison guard upward reallocation include those by James Adams, CSEA Correction representative for the various chapters, and by yours truly on behalf of Woodbourne chapter, CSEA.

Happy Chanukah, Merry Christmas, Happy New Year.

Ferrante Named to Industrial Post

Leader Lubin, State Industrial Commissioner, announced the appointment of Nicholas Ferrante of Syracuse as Assistant Industrial Commissioner for the Syracuse district, effective January 4. The district includes Onondaga, Oswego, Seneca, Cayuga, Cortland and Jefferson counties. He succeeds Frank J. Costello, resigned.



Governor Averell Harriman swears in Dr. Robert C. Weaver, former Deputy Housing Commissioner, as State Rent Administrator, and Charles Abrams, former State Rent Administrator, as Chairman of the New York State Commission Against Discrimination.

U. S. Jobs

Apply to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., until date indicated.

5-118-11 (55). RADAR INSTRUCTOR, \$4,525, and radar instructor (trainee), \$3,670. Jobs at Keesler Air Force Base, Biloxi, Miss. Apply to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (No closing date.)

11-4-18 (55). STUDENT TRAINEE (FORESTRY), \$3,175 Civil Service Commission, 641 and \$3,415. Jobs in Western States and Alaska. Apply to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (No closing date.)

2-67 (55). STENOGRAPHER, TYPIST, \$1.29 to \$1.42 an hour. Jobs in NYC. Part-time jobs for those who have completed two or three years of a four-year high school course. Apply to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (No closing date.)

26 (B). DIETITIAN, \$3,670 to \$4,525. Jobs with Veterans Administration. (No closing date.)

10-1-3 (55). ENGINEER, \$4,345 to \$5,440. Jobs, in all branches of engineering, with Bureau of Reclamation in western States and Alaska. (No closing date.)

25. FEDERAL SERVICE ENTRANCE EXAMINATION, \$3,670 to \$4,525. (No closing date.)

24 (B). HIGHWAY ENGINEER TRAINEE, \$3,415 to \$4,345. Jobs with Bureau of Public Roads. (Tuesday, January 24.)

27. INFORMATION AND EDITORIAL POSITIONS (press, publications, radio, visual (still), television general), \$5,440 to \$11,610. Jobs in Washington D. C. (No closing date.)

28 (B). INTERNATIONAL INFORMATION SPECIALIST (press, publications, radio), \$5,440 to \$11,610. Jobs with U. S. Information Agency in Washington, D. C. (No closing date.)

23 (B). STUDENT TRAINEE (in engineering and physical sciences), \$3,690 to \$3,415. Jobs in Washington, D. C. (April 18, 1956.)

NEW YORKERS WIN AWARDS

Eleven cash awards totalling \$1,205 were given to employees of the Department of Health, Education and Welfare for outstanding work and suggestions, by Joseph B. O'Connor, regional director. Two recipients live in NYC — Agnes Dowd, \$100, and Mary O.

Another Vet, Dropped Without Hearing, Sues

ALBANY, Dec. 26 — A former Republican State official will seek to upset his dismissal by the Democratic State Administration in a Supreme Court test of his rights as a veteran.

Colonel Charles E. Walsh, dropped from his \$11,500-a-year State Public Works Department post, has instituted legal proceedings to force his reinstatement.

He claims he was entitled to a hearing on charges of incompetency or misconduct because he is a veteran and held a subordinate job.

Mr. Walsh was replaced, as assistant superintendent of buildings and grounds. The Harriman Administration appointed Frank

J. (Dick) Colligan, chief of building guards in the Capitol and a long-time civil service employee. Other Cases

At present, the Appellate Division is considering another case in which the lower court reinstated a veteran in his job, who had been dismissed by the State Administration.

The Harriman Administration is seeking to upset the Supreme Court ruling by which Albin H. Erickson of Brooklyn was ordered reinstated as a Deputy Commissioner of the State Athletic Commission. Mr. Erickson, a Republican, had been dismissed but won reinstatement on the ruling of Justice Herbert D. Hamm, of Troy.

City Appeals Case of Widow Seeking Old-Law Pension

The Appellate Division, First Department, will pass on the legal question whether a woman who marries a man already retired from the NYC Sanitation Department is entitled to a pension.

Ellen M. Barry is such a widow. She sued for \$3,600 in back pension, saying that under the law she's entitled to a pension half of what her husband received.

The City moved in City Court to dismiss the suit but lost. Then the City appealed to the Appellate Term, which upheld the widow. After the City lost its attempt to get permission from the Appellate Term to appeal, it went directly to the Appellate Division. This time the City succeeded.

Cites the Law

Attorney Samuel Resnicoff, in the petition, states that the husband was retired under the old Department of Street Cleaning Pension Fund. This fund has been closed to new entrants for more than three decades. But the City Charter provides that when a member of that fund dies, his widow is entitled to a pension, said Mr. Resnicoff. He quoted

Section 552, which provides that "the widow of any member of the Street Cleaning Department who shall have been 10 years in service in said department by the time of his death, or who shall have been retired in said department by the time of his death, or who shall have been retired on a pension, is entitled to a widow's pension."

He cited two cases, in which he was attorney. The courts ordered the pension granted. He adds that the Sanitation Department has been refusing widows' pensions under circumstances in which the courts have held that pensions must be granted.

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700 PROMOTIONS ON WAY

U. S. Budget Director Abraham D. Beame recommended about 700 promotions effective January 1.



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Member Audit Bureau of Circulations

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TUESDAY, DECEMBER 27, 1955

Too Many Have to Work Too Much Just to Live

Recent survey of how civil service workers spend their spare time reveals that more than half of them in all political divisions, federal, city and county, spend this time supplementing their incomes.

These civil servants take salesman jobs, work in shops, and employ their particular skills in many ways to boost their earnings.

This situation again highlights the fact that many government salaries are sub-standard.

When income is too low, as it is now in so many cases, the public employee is deprived of one of America's greatest assets—leisure time.

We suggest that both Democratic and Republican legislators who tout the advantages of New York State take a good look at their public servants to see if they are enjoying the same opportunities for the "good life" afforded to millions of other New Yorkers.

Wagner Is Encouraging On General 40-Hour Week

While the statement made by Mayor Robert F. Wagner that the general 40-hour week can not be instituted under the current NYC budget proved disappointing to employees, they were encouraged by the interest the Mayor showed. His intimation that at least a start toward that goal may be accomplished under the next budget proved heartening.

Meanwhile, however, it would be possible to extend the 40-hour week in cases where there would be no or little extra cost, as in the Hospitals Department. This should be done.

More Liberalization Marks Federal Service

Signs of liberalization of Federal civil service continue. Temporaries are to be admitted to permanency, if they meet the same minimum requirement imposed on others; no second probationary period need be served by an employee who is appointed to a different job, from a competitive register, if he satisfactorily completed his probation in his former job.

The advances constitute enlightened action.

Social Security Stirs Record Reader Interest

Nothing that The LEADER has published in the more than 15 years of its existence has evoked as many letters from readers as have the news stories, articles and comments on combining Social Security in some way with existing State and local government retirement systems.

Some form of combination appears to be favored, but opinion is sharply divided on what the terms should be.

LETTERS TO THE EDITOR

WHY SENIOR CLERKS SEEK HIGHER PAY

Editor, The LEADER:

I am a senior clerk in the NYC Welfare Department. In the reclassification, senior clerks were the only employees whose wages were downgraded. Other employees received raises up to \$1,400.

The work of a senior clerk varies only slightly from that of a supervising clerk. In many offices, the only time you can differentiate one from the other is on pay day. The supervising clerks receive \$1,400 more a year.

The reclassification virtually eliminates mass promotions, which will be made only to fill vacancies created by retirements, deaths, firings and resignations. The average senior clerk will remain a senior clerk until he retires, dies or is fired. The quantity or quality of his work will be immaterial. His loyalty and devotion to duty will not matter.

We ask treatment comparable to that accorded other clerical employees.

BART LANIER STAFFORD III
Hollis, N. Y.

WANTS NYC TO RAISE ITS PENSION CONTRIBUTION

Editor, The LEADER:

NYC should pay a larger share of the cost of the pension of its employees generally. It has been doing so for the police and firemen. Next year is as good a time as any to give us this lift. Greater take-home pay would result, and with no tax increases.

FRANK WAGNER
New York, N. Y.

KEEN FOR BACK PAY TO PROVISIONALS

Editor, The LEADER:

Continue your efforts to have NYC provisionals receive the 40 per cent back pay to which they are entitled and which they were promised. Your excellent editorials on the subject are appreciated.

EDWARD PARTIS
New York, N. Y.

Public Administration Assn. to Hold Dinner

The metropolitan chapter of the American Society for Public Administration is planning to hold a dinner soon. The chapter, of which NYC Deputy Personnel Director Theodore H. Lang is the newly elected president, serves as a clearing house for Federal, State, City and quasi-public agencies.

Seminars are being held, at which four main topics are being taught. The first sessions have been held. The second ones, and those teaching the subjects, are:

January 10, Port Authority Building, staff development; Richard C. Brockway, director, Division of Employment, State Labor Department.

January 11, performance budgeting. Carnegie Endowment Building, UN; former Purchase Commissioner Albert Pleydel.

January 17, communication and management reporting, Carnegie Endowment Building, UN; Dr. Charles E. Redfield, Graduate School, NYU.

January 23, public relations for administrative personnel, Carnegie Endowment Building, UN; Deputy City Administrator Maxwell Lehman.

Evening sessions are held.

MODERN PUBLIC ADMINISTRATION

Residence Requirements Ignored by Some

THREE LARGE U.S. CITIES are currently having trouble with local laws requiring their public employees to live inside city limits, according to the Civil Service Assembly.

In Chicago, Ill., the police commissioner ordered a survey to find out whether members of his force are violating the city code and police department rules requiring city residence. The fact that the city code permits Chicago school teachers to live outside the city has brought resentment from policemen who contend that they should also have the option of living in the suburbs, the Assembly said.

In the Chicago survey, each policeman has been asked to submit a report listing his home address, the address of his family, and the address to which his city vehicle license and his driver's license are issued. He must also say whether he is registered to vote at that address and whether he gets city utility services there.

Non-resident police face dismissal if it is found that they do not live in Chicago, but the commissioner has said that he will allow a non-resident time to move into the city before bringing charges.

Newark, N.J., tabulated results when all city employees answered a questionnaire on which one item asked for a bonafide residence address. The results showed that one out of every eleven made their homes outside Newark, thus violating a municipal ordinance. A bonafide city residence is required in Newark as a condition of employment, but department heads can give special permission for outside residence for special reasons, such as health. Yet the city administration found that only a few of the more than 550 local employees reporting non-residence had ever been given permission to live out of town.

While considering a new residence policy, Newark sought to find out what other cities of similar size were doing about the matter. The following four cities reported that they are now enforcing residence requirements: Rochester and Buffalo, N.Y.; Cincinnati, O.; and Pittsburgh, Pa.

On the other side of the picture, some suburbs have policemen who live outside their borders but for different reasons and without violating any rules. The average home in some of those localities may cost \$30,000 and up, and members of the police force simply could not afford to live in the town where they work.

NYC is considering a bill to repeal the Lyons Residence Law. A public hearing, held recently, showed a strong sentiment for repeal, among civil, professional and other groups.

Police Have Portable Rogue's Gallery

SQUAD CAR AND DETECTIVE DETAILS in Pittsburgh, Pa., now carry pocket-size rogue's galleries for on-the-spot identification checks of known criminals, according to the International City Managers' Association.

Two hundred and fifty copies of the four-by-five-inch booklets are in daily use. They were originally designed as a way that new officers could become familiar with known criminals in the Pittsburgh area without spending a long time at the central "mug files."

The pages are held together by a loose-leaf notebook ring, which makes frequent changes easy. New entries of released person with criminal records are added regularly, and photographs of apprehended criminals removed.

Right now about 170 safecrackers, all now outside custody, are contained in the booklet. Plans are for more pages to cover burglars, stick-up men, pickpockets, morals offenders, and other criminals.

Law Cases

Sidney M. Stern, counsel, has submitted the following summary of law cases to the NYC Civil Service Commission:

JUDICIAL DECISIONS

Special Term

Timms v. Moses. The petitioner complains that certain employees in the Department of Parks are working out of title as tractor operators. The Parks Department contends that it employs no tractor operators on a permanent or temporary basis. Justice Benvenga held that the matter should be set down for trial.

Adams v. City. The disqualification of the petitioner from the position of social investigator on medical grounds was within the power of the Commission. Justice Levey held that the action of the Commission was not arbitrary or capricious and that the court would not substitute its judgment for that of the Commission and its psychiatrist, where their conclusions are not unreasonable.

Appellate Division

Previti v. Schechter. Two ques-

tions are to be determined by Special Term: whether petitioner's appointment as towerman was permanent or temporary, and whether laches (delay) should bar judicial action. The court remitted the matter to Special Term for further determination, holding, however, that the part of petition which requests additional credit on the promotion exam for towerman is barred by the four-months statute of limitations.

PROCEEDINGS INSTITUTED

LaTorre v. Schechter. The petitioner asks to be admitted to exam for college office assistant B, and to strike out requirement that applicants for promotion from college office assistant A be able to type 45 words per minute. On the return of the order to show cause, the motion to stay the exam or to admit petitioner conditionally to it was denied. Justice Levey held that the requirements for taking the exam, as set by the Commission, were not arbitrary, capricious or unreasonable.

A Report in the Public Interest

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or harm your washer or to grey the clothes you've just washed and blemish them when you iron. And because *all* is the *only* detergent recommended by Whirlpool, you'll find a box of *all* in *every* new Whirlpool automatic washer!

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State Trooper Exam Opens

Francis S. McGarvey, Superintendent of State Police, announced the opening of a State Trooper exam, with the written test date set for Saturday, January 28. The closeness of that date to the last date for applications, Monday, January 23, indicates that the Division of State Police is in a hurry to fill jobs from the new list.

The test will be held at various centers throughout the State, depending on the response. Included will be Albany, Bay Shore, Binghamton, Buffalo, Elmira, Glens Falls, Hudson, Jamestown, Kingston, Malone, Newburgh, Plattsburgh, Poughkeepsie, Rochester, Syracuse, Utica, Watertown and Yonkers. Other places will be added as needed.

\$2,600 to Start

The salary range is \$2,600 to \$4,400 a year, plus food or allowance in lieu thereof amounting to approximately \$1,172; in addition, lodging, all service clothing and equipment, are provided. There is provision for retirement after 20 years' or 25 years' service in the Division of State Police, medical, surgical and disability benefits, State Police School instructions and training, and opportunities for advancement.

Official Requirements

The official announcement gives the minimum requirements and other data:

- (1) United States citizen.
- (2) Between the ages of 21 and 40 years (candidates must have reached their 21st birthday and must not have passed their 40th birthday on the date of the written examination).
- (3) Sound constitution.
- (4) Not less than 5 feet, 8 inches in height measured in bare feet.
- (5) Free from all physical defects.
- (6) Physically strong, active and well proportioned.
- (7) Weight in proportion to general build.
- (8) No disease of mouth or tongue. No dental caries, unless corrected; no missing incisor teeth. Reject if more than three teeth are missing, unless they could be replaced.
- (9) Satisfactory hearing.
- (10) Color perception and satisfactory eyesight (20/20) without glasses; no ocular disease.
- (11) Good moral character and habits.
- (12) Mental alertness and soundness of mind.
- (13) Minimum education, attainment of graduation from a senior high school or the equivalent thereof.
- (14) License to operate motor vehicle on the highways of this State.
- (15) No conviction for crime within this State or elsewhere.

Failure to meet these requirements at time of examination is disqualifying. No re-examination will be allowed.

Persons not possessing the requirements should not file applications.

Subjects of Examination

(a) Written examination. The written examination will cover matters of general information and other subjects designed to test the general intelligence of the applicant.

(b) Oral interview to determine mental alertness, soundness of mind, initiative, intelligence, judgment, address and appearance.

(c) Physical examination.

(d) An investigation of moral character.

Candidates are required to attain at least 75 per cent in each announced subdivision of the written examination. Any candidate who fails or who is disqualified in any one or more parts of the examination will not be further considered for eligibility. Candidates may be required to present themselves at Albany, or at some other designated point on days subsequent to the date of the written examination for a continuance of prescribed tests.

Applications must be submitted on blanks provided by the Superintendent and may be obtained in person or by mail from the Division of State Police, Capitol, Albany, N.Y. Applications must be filed with the Division of State Police, Capitol, Albany, N.Y. Applications filed by mail bearing a postmark later than midnight of January 23, 1956 may not be accepted. Applications filed in person in the office of the Division of State Police later than midnight of January 25, 1956 may not be accepted. No applications filed prior to the date of this notice will be considered. Applications which are incompletely filled out or which indicate that the applicant does not possess the necessary qualifications will be rejected. No candidate will be admitted to the examination without a notice indicating that he is eligible to take the examination. No copies of examinations, laws or other publications relating to the work of the Division or to any matters which may be the subject of the examination will be furnished to candidates. Any candidate who intentionally makes a false statement in any material fact or who practices or attempts to practice deception or fraud in his application will not be considered further for eligibility.

Do not mail military discharges or other documents with your application. You will be advised concerning them at a later date.

All persons appointed to the State Police must become members of the State Employees Retirement System.

All persons appointed to the State Police must be willing to accept assignment to any State Police location in the State of New York.

Appointment to the State Police will not affect conscription status under the Selective Service Training Act.

Immediate appointments will be made.

The eligible list established by this examination shall remain in force and effect for a minimum period of one (1) year from the date of establishment.

Central Bureau To Decide Appeals Of Postal Employees

WASHINGTON, Dec. 26—The U. S. Civil Service Commission's Bureau of Inspections and Classification Audits in Washington will handle all appeals from postal employees in connection with classification reorganization in the Post Office Department. All cases will be decided in the central office. There will be no further appeal.

The Post Office Department's program went into effect on December 3. Congress provided employees with the right of appeal to the Commission. The Post Office Department has established its own appeal procedure. The Commission has encouraged postal employees to use their own department appeal system whenever possible.

The Commission said that it will ask its regional offices to obtain further information in specific appeals whenever necessary. However, all cases will be referred for decision to a single unit within the central office until precedents have been established.

Postal employees who filed appeals with regional offices have been notified that their cases are being referred to the bureau. The central and regional offices of the Commission have received 166 appeals.

QUESTIONS of general interest are answered in the interesting Question Please column of The LEADER. Address the editor.

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SHEAFFER'S SARATOGA Snorkel Pen with gold-filled trim, hand-ground 14K gold point, regularly \$11.95. Now only **\$9.95**

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Auto steel body repairers at \$2.12 an hour, mobile equipment accessory repairers at \$1.88, and grounds keepers at \$1.63 are needed at Bolling Air Force Base, Andrews Air Force Base, and the Aeronautical Chart and Information Center, all in the Washington, D. C. metropolitan area.

Apply to the U.S. Civil Service Examiners, Bolling Air Force Base, Washington 25, D. C.

EXECUTIVE POST FILLED IN JOB POLICY GROUP

WASHINGTON, Dec. 26—Maxwell Abbell, chairman of the President's Committee on Government Employment Policy, appointed Dr. Ross Clinchy as executive director. Dr. Clinchy has been director of the Baltimore Region of the National Conference of Christians and Jews.

Greetings from the
HOUSE OF MONTAGUE
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Join your friends at Albany's favorite meeting places . . . the Sheraton-Ten Eyck TOWN ROOM & TEN EYCK ROOM.

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NEW YEAR'S AT FALZANO'S—Host Gene Falzano wishes a Merry Christmas to all you boys and girls in Albany helping Governor Harriman run the State. Come New Year's Eve, and you are thinking of a convivial spot to observe '55 go and '56 rush in, just drive out Western Avenue to FALZANO'S at State Farm Rd. Gene has reopened his Cocktail Lounge with new decor and engaged Marty Schantz at the organ. . . . As of old, Curly will have charge of the Gastronomic Dept. Chef Curly, if you haven't heard, is the food wizard who has bewitched more palates than any other appetite sparker in the Capital Area. . . . Plenty of parking space. . . . Wine and dine and have fun at FALZANO'S Restaurant, Albany, N.Y.

LUTZ ELECTED HEAD OF EDUCATION GROUP

The Association of Technical Employees, NYC Board of Education Bureau of Supplies, elected the following officers: Oscar F. Lutz, president; Samuel Koslin, vice president; John Zawasky Jr., secretary; Benjamin Harris, treasurer.

Sidney Israel, Mr. Harris and Mr. Koslin were named Federation delegates and Morris Lerner, Solomon Sauber and Phillip Periman alternates.

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MANUFACTURERS' SHOE OUTLET, Nationally advertised men's shoes at cut prices, 25 S. Pearl St. (Near Beaver) Albany.

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LEW CHARLES, Beautiful Shoes, 10% Discount to Civil Service Employees, 37 Maiden Lane, Albany, N.Y.

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JACK'S PAINT & WALLPAPER, Dupont, Dura Paints, Paint & Painters' Supplies, 10% Discount, Wallpaper, 20%. All C.S. employees, Free Parking, 93 S. Pearl St., Albany, N.Y. 4-1974.

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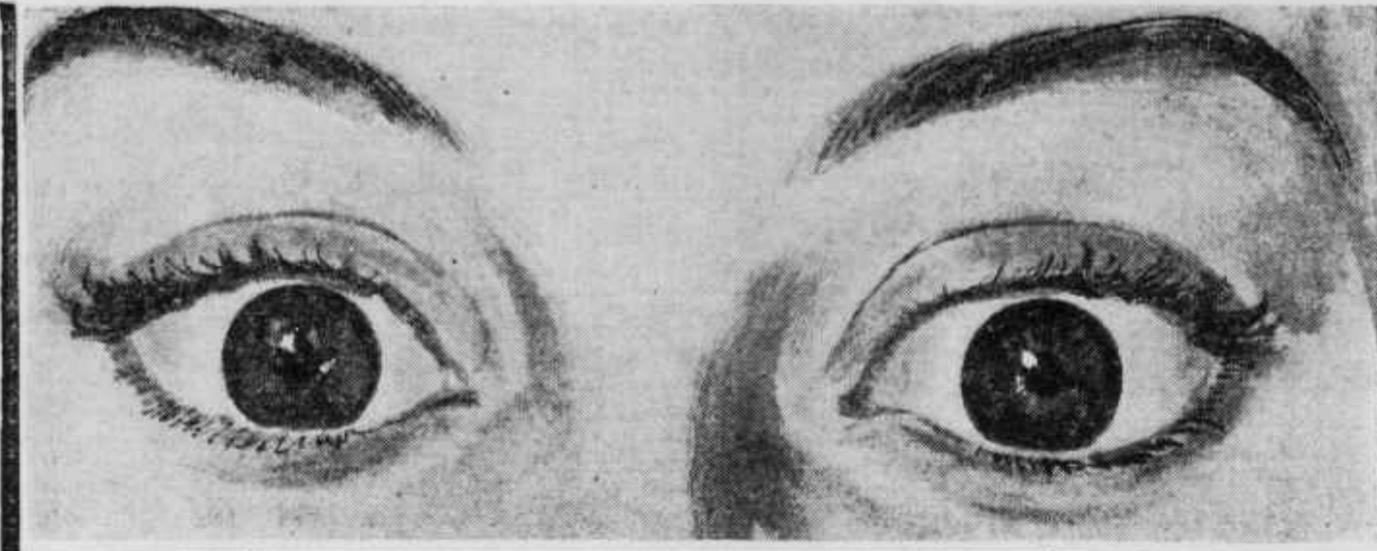
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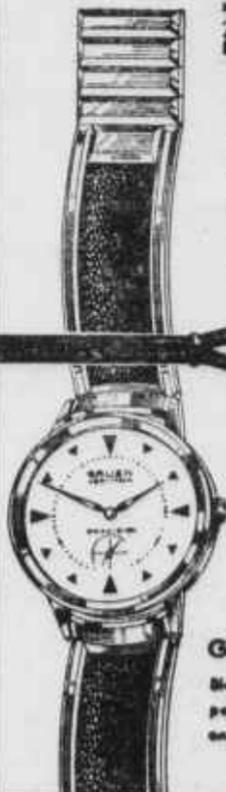
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State Jobs

Promotion

Candidates must be present, qualified employees of the State department or promotion unit

mentioned. Last day to apply given at end of each notice.

1177. SENIOR CLERK (MEDICAL RECORDS) (Prom.), Institutions, Mental Hygiene, \$2,870 to \$3,700; one vacancy in Utica. One year in positions now allocated to grade 3 or higher. Fee \$2. (Friday, December 30).

1178. HEAD LAUNDRY SUPERVISOR (Prom.), Institutions,

Mental Hygiene, \$3,730 to \$4,720; one vacancy at Manhattan State Hospital. Two years as laundry supervisor. Fee \$3. (Friday, December 30).

1179. HEAD MAINTENANCE SUPERVISOR (Prom.), Institutions, Department of Mental Hygiene, \$5,360 to \$6,640; one vacancy at Letchworth Village. One year as senior maintenance supervisor. Fee \$5. (Friday, December 30).

1180. SENIOR VALUATION ENGINEER (Prom.), Department of Public Service, \$6,590 to \$8,070; one vacancy in NYC. Three months as assistant valuation engineer, or assistant or senior gas, electric, hydraulic or telephone engineer. Fee \$5. (Friday, December 30).

1181. ASSISTANT VALUATION ENGINEER (Prom.), Department of Public Service, \$5,360 to \$6,640; three vacancies in Albany, one expected in NYC. Six months as junior valuation engineer, junior or assistant gas engineer, junior or assistant electric engineer, assistant hydraulic engineer, or assistant telephone engineer. Fee \$5. (Friday, December 30).

1182. PLANNING DELINEATOR (Prom.), Public Works, \$5,090 to \$6,320; one vacancy in Albany. One year as junior planning delineator. Fee \$5. (Friday, December 30).

1183. SENIOR HOME ECONOMIST (Prom.), Department of Social Welfare, \$5,090 to \$6,320; one vacancy. One year as home economist. Fee \$5. (Friday, December 30).

1184. ASSISTANT DISTRICT TAX SUPERVISOR (Prom.), Tax and Finance, \$6,940 to \$8,470; one vacancy in Rochester. One year as senior, associate or supervising tax examiner or as tax administrative supervisor in income, corporation, commodities, mortgage, stock transfer, estate, pari-mutuel or truck mileage tax, or as senior or associate special tax investigator. Fee \$5. (Friday, December 30).

1185. RENT ACCOUNTANT (Prom.), metropolitan area, Temporary State Housing Rent Commission, \$4,130 to \$5,200; one vacancy in NYC. One year as junior accountant. Fee \$4. (Friday, December 30).

1186. PRINCIPAL CLERK (Prom.), Temporary State Housing Rent Commission, \$3,540 to \$4,490; one vacancy in the Bronx. One year in clerical positions now allocated to grade 7 or higher. Fee \$3. (Friday, December 30).

1187. JUNIOR ADMINISTRATIVE ASSISTANT (Prom.), State Board of Equalization and Assessment, \$4,130 to \$5,200; one vacancy in Albany. One year in positions now allocated to grade 10 or higher; or in positions now allocated to grade 7 or higher, plus completion of State employee traineeship. Fee \$4. (Friday, December 30).

1203. ASSISTANT DIRECTOR

3 COLOR PEN SETS

With Pocket Protector and Comb Three Beautiful Retractable Ball Pens Each a Different Color, Red, Blue and Green, \$1.00 per set plus, Refills 6 for \$1.00 and.

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Exam Study Books

Excellent study books by Arco, in preparation for current and coming exams for public jobs, are on sale at The LEADER Bookstore, 97 Duane Street, New York 7, N. Y., two blocks north of City Hall, just west of Broadway. See advertisement, Page 15.

Jobs Available In Counties, Towns

Open-Competitive

The following exams for jobs with counties of New York State and their political subdivisions are open to qualified residents of the locality, unless otherwise indicated. Apply to offices of the State Civil Service Department, except where a local address is given. Last day to apply is at end of each notice.

2581. CHILD PSYCHOLOGIST, Erie County, \$4,050 to \$5,170. Open state-wide. (Friday, December 30).

2585. GUARD-FARMER, Westchester County, \$3,320 to \$4,240. Open state-wide. (Friday, December 30).

2588. PSYCHOLOGIST (MENTAL HYGIENE), Westchester County, \$4,380 to \$5,620. Open state-wide. (Friday, December 30).

2589. SENIOR PSYCHOLOGIST, Westchester County, \$5,380 to \$6,900. Open nation-wide. (Friday, December 30).

2590. SENIOR SANITARY ENGINEER, Westchester County, \$6,000 to \$7,680. Open nation-wide. (Friday, January 20).

2592. ASSISTANT PLANNER (RESEARCH), Westchester County, \$3,980 to \$5,100. Open nation-wide. (Friday, January 20).

2594. SENIOR PLANNER (RESEARCH), Westchester County, \$4,850 to \$6,210. Open nation-wide. (Friday, January 20).

2595. ASSOCIATE PLANNER (RESEARCH), Westchester County, \$6,000 to \$7,680. Open nation-wide. (Friday, January 20).

134. CASE SUPERVISOR, GRADE B (PUBLIC ASSISTANT), Orange County Public Welfare Department, \$4,000 to \$4,300. Open to all qualified State residents. Apply to Orange County Civil Service Commission, County Building, Goshen. (February 1, 1956).

OF CANCER INSTITUTE (Prom.), Roswell Park Memorial Institute, Department of Health, \$12,230 to \$14,490; one vacancy. One year in positions now allocated to grade 32 or higher or formerly allocated to G-42 or higher. Fee \$5. (Friday, December 30).

1908 and 1909. ASSOCIATE UNEMPLOYMENT INSURANCE HEARING REPRESENTATIVE (Prom.), Division of Employment, \$5,360 to \$6,640; several vacancies in NYC. Requirements for 1908: one year as senior UI hearing representative; for 1909, two years as senior UI claims examiner. Fee \$5. (Friday, December 30).

1910. SENIOR UNEMPLOYMENT INSURANCE HEARING REPRESENTATIVE (Prom.), Division of Employment, \$4,580 to \$5,730; one vacancy in NYC. One year as UI hearing representative. Fee \$4. (Friday, December 30).

1911. HEAD CLERK (Prom.), Division of Employment, \$4,350 to \$5,460; one vacancy in NYC. One year in clerical positions now allocated to grade 11 or higher, or formerly allocated to G-10 or higher. Fee \$4. (Friday, December 30).

2582. SEARCHER, Erie County, \$3,140 to \$4,040. (Friday, December 30).

2583. STENOGRAPHER, Tompkins County, \$2,300 to \$2,800. (Friday, December 30).

2584. TYPIST, Tompkins County, \$2,200 to \$2,700. (Friday, December 30).

2586. JUNIOR PERSONNEL TECHNICIAN Westchester County Personnel Department, \$3,640 to \$4,640. (Friday, December 30).

2587. MAINTENANCE MECHANIC, Tarrytown Housing Authority, Westchester County, \$3,600. (Friday, December 30).

2591. SUPERINTENDENT OF RECREATION, Dobbs Ferry, Westchester County, \$4,000. (Friday, December 30).

Promotion

Candidates must be present, qualified employees of the local governmental until mentioned. Last day to apply given at end of each notice.

1500. MOTOR VEHICLE BUREAU SUPERVISOR (Prom.), Bronx County Clerk's Office, \$5,450 to \$6,890; one vacancy. (Friday, December 30).

1501. JANITOR FOREMAN (Prom.), Rockland County Buildings Department, \$3,500. (Friday, December 30).

1503. SPECIAL DISTRICTS CLERK (Prom.), Town of Amherst, Erie County, \$3,390 to \$4,350. (Friday, December 30).

1504. COURT ATTENDANT (AUDITING ABILITY) (Prom.), New York County Court of General Sessions, \$5,877. (Friday, December 30).

CHIKOFFSKY NEW HEAD OF NAER TORMID

The Naer Tormid Society of the Fire Department elected Leon A. Chikoffsky president for 1956-57. Other officers elected are Charles Korn, 1st vice president; Nathan S. Budd, 2nd vice president; Frank Schwartz; Moe Hirschfeld, financial secretary; Sydney L. Bennett, recording secretary; Benjamin Teitelbaum, sergeant-at-arms; Arthur Lind, assistant sergeant-at-arms, and David Phillips, Leonard M. Paisner, Camiel Hauser, Sidney N. Klein, Joseph W. Green and Abe Hershkowitz, trustees.

WELFARE EMPLOYEES GIVE \$6,674 TO CHARITY FUND

A check for \$6,674.63, contributions to the Greater New York Fund made by employees of the NYC Welfare Department, were presented to Anna Arnold Hedgeman, chairman of the municipal employees' drive, by Deputy Welfare Commissioner Robert J. DeSanctis.

Make \$90.00 Weekly

Addressing Envelopes Enclose 50c for Instructions Money Back Guarantee EWELL FARLEY Harlan, Ky.

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 Saturday, 9 to 12. Tel. CORTLANDT 7-8880. Any mail intended for the NYC Department of Personnel, should be addressed to 299 Broadway, New York 7, N. Y.

NYC Travel Directions

Rapid transit lines for reaching Civil Service Commission offices in NYC follow: State Civil Service Commission, NYC Civil Service Commission—IND trains A, C, D, AA or CC to Chambers Street; IRT Lexington Avenue line to Brooklyn Bridge; BMT Fourth Avenue local or Brighton local to City Hall.

Save over \$2.00 per 100 on Vitamins

Get more for your \$ in health, resistance against colds, and other ailments with

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Until recently these vitamins were available only under group industrial plans. Used by some of the country's largest firms to improve the health and stamina of employees. Now offered to Civil Service Employees at a group price saving of more than \$2.00 per 100 capsules.

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Window Cleaning Service ALBANY WINDOW CLEANING CO., 90 Hamilton St., Albany, N. Y. Office Buildings, Stores, Houses. Also Floor Washing, General Cleaning, Porter Service. 4-6635

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PANTS OR SKIRTS We make your jackets and suits patterns. Ladies Tailoring & Weaving Co., 100 Fulton St., corner Broadway, N. Y. C. 1st floor apt. WU 6-2317 & Mr. Fish

Joint Board Election

The complete results of the election to the NYC Joint Board, Government and Civic Employees, AFL-CIO, follow:

Joseph E. Collins, engineer, Brooklyn Borough President's Office, chairman.

Roderick Dyer, Board of Education, school luncheon division, vice chairman.

Anthony La Torre, Board of Higher Education, secretary.

Francis J. Petrocelli, Welfare Department, treasurer.

Executive secretary, sixth term, Raymond E. Diana. Mr. Diana is also a national representative, as is Harry Gray.

The locals comprising the board, and their presidents: Amalgamated Local 370, Hugh Monahan; Welfare Local 371, Francis J. Petrocelli; School lunch Local 372, Goodman Kerstein; Marine and Aviation Local 373, Stuart Ainsworth; Quasi-public Local 374, Anthony Spennicchia; Civil Service Technical Guild Local 375, Alexander Lurkis; Attendance Officers Local 379, Jack Wettstein; Laboratory Assistants Local 381, Harry Cole; Consolidated Local 383, Jeremiah Carroll; Board of Higher Education Local 384, James Mangano.

LEGAL NOTICE

ATLANTIC ADVERTISING CO.,
A Limited Partnership

Substance of a limited partnership certificate signed and acknowledged by all of the partners, and filed in the New York County Clerk's Office on December 15, 1955.

1) Name of Partnership:—ATLANTIC ADVERTISING CO.

2) Character of Business:—The advertising business and conducting an advertising agency.

3) Location of Principal Place of Business:—220 West 42nd Street, New York, New York.

4) General Partners:—Murry E. Cohen, 7324 255th Street, Glen Oaks, New York; Irving H. Glick, 111-50 76th Road, Forest Hills, New York.

5) Limited Partners:—Albert Coleman, 1217 Norton Drive, Far Rockaway, Queens, New York.

6) Terms of Partnership:—January 1, 1954 to December 31, 1960.

7) Amount Contributed by Limited Partners:—\$8,000.00 in cash.

There is no provision for any additional contributions to be made by the limited partner.

The contribution of the limited partner shall be returned either on the termination or dissolution of the partnership, the death of the limited partner, or the voluntary withdrawal of the limited partner from the partnership.

The limited partner shall receive ten (10%) per cent of the profits.

The limited partner has no right to substitute an assignee as contributor in his place.

The partners have no right to admit additional limited partners.

There is no right of priority as between limited partners as to contributions or as to compensation by way of income, because there is only one limited partner.

The remaining general partner shall have the right to continue the business on the death, retirement or insanity of the other general partner.

No right has been given to the limited partner to demand or receive property other than cash in return for his contribution.

CAPTION — The People of the State of New York, By the Grace of God, free and independent to Attorney General of the State of New York; Wilhelm Sander; Consul General of German Federal Republic; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of EDWIN SANDERS, also known as Edwin J. Sander and E. J. Sander, deceased, if living, or if dead, to the executor, administrators, distributees and assigns of said "Mary Doe" deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein.

and the next of kin of EDWIN SANDERS, also known as Edwin J. Sander and E. J. Sander deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein.

being the persons interested as creditors, next of kin or otherwise in the estate of EDWIN SANDERS, also known as Edwin J. Sander and E. J. Sander deceased, who at the time of his death was a resident of 138 West 51st Street, New York, N. Y.

Send GREETING: Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 509, 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 27th day of January, 1956, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

Witness, Honorable GEORGE FRANKENTHALER a surrogate of our said County, at the County of New York, the 14th day of December in the year of our Lord one thousand nine hundred and fifty-five.

(Seal) Philip A. Donahue
Clerk of the Surrogate's Court.

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QUESTIONS of general interest are answered in the interesting Question Please column of The LEADER. Address the Editor.

32 More Tests On NYC's List For Near Future

The NYC Civil Service Commission has ordered 20 open-competitive and 12 promotion exams. "Ordering" is the first step in the examination procedure. Next come approval of the minimum requirements, and the setting of application dates.

The exams:

OPEN-COMPETITIVE

- Assistant electrical engineer.
- Audience promotion assistant.
- Buyer.
- Continuity writer.
- Director of medical services (Department of Welfare).
- Film editor.
- Head dietitian.
- Home economist.
- Hospital recorder.
- Junior landscape architect.
- Junior physicist.
- Mechanical engineer.
- Neuropathologist.
- Program production assistant.
- Psychiatrist.
- Senior physical therapist.
- Statistician.
- Supervising institutional inspector.

PROMOTION

- Assistant electrical engineer, all departments.
- Assistant housing manager.
- Housing Authority.
- Chief school lunch manager, Education.
- Custodian engineer, Education.
- Deputy chief medical examiner (Office of the Chief Medical Examiner).
- Housing manager, Housing Authority.
- Medical superintendent, Hospitals.
- Senior institutional inspector, Hospitals.
- Senior physical therapist, Hospitals.
- Statistician, Education, Housing Authority.
- Supervising institutional inspector, Hospitals.
- Supervisor of recreation, Parks.

ADDED TITLE GIVES INVESTIGATORS AN OPPORTUNITY FOR RAISE

An added title promises to help NYC investigators to obtain a raise in pay.

The reclassification, as originally proposed by the Personnel Department, consisted of three titles — investigator, supervising

investigator, and principal investigator. The Teamsters successfully argued in favor of sandwiching a senior investigator title between

investigator and supervising investigator. This accomplishment now makes the upward reallocation more practical.

ANOTHER AMERICAN HOME CENTER VALUE . . .

Come to the FRIGIDAIRE COLOR FAIR at American Home Center Exciting New Refrigerators for '56 in a choice of 4 Beautiful Colors and White



14.3 cu. ft. Cold-Pantry with Bottom Freezer for 168 lbs. food!
Almost 5 cu. ft. frozen storage space in a completely separate freezer — with storage baskets that roll all the way out, in sight, in easy reach! And the new Ice-Ejector delivers a whole trayful of cubes — into a storage bin — with one easy push! Refrigerator section on top is self-defrosting, has Roll-to-You Shelves, Meat Tender, Egg and Utility Drawers and tall-bottle space. Shelves on door.

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Shows

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This is the year to pamper your love of color, and these are the thrilling new Food Freezer-Refrigerators to do it. Wait till you see them — color inside and out — breath-taking colors that will make your kitchen sing. They're such practical beauties, too, with feature after feature that will banish your food-keeping problems in a flash.

Change color schemes in a flash with new

DECORATOR PANELS!

Now your kitchen can be the brightest, gayest room in the house. Thanks to these attachable Decorator Panels you can accent your present colors or introduce a new one at will. Made for Ranges, and the Imperial Upright Food Freezer too.



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Here's BIG storage space in small kitchen space (only 27 1/2" wide) and priced for economy! Look what you get — Full-width Freezer, Full-width Chill Drawer, Storage Door with tilt-down Egg Server, Leftover dishes, Butter Compartment, tall-bottle space, removable Shelves. Full-width, porcelain-finished Hydrator, sliding Meat Tender — and choice of beautiful exterior colors.

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Social Security Big Issue in Next Legislature

(Continued from Page 3)
 Social Security tax, on an out-of-pocket basis, and recoup in later years, if not in full, at least substantially, through the reduction in accrued liabilities. That willingness would constitute an offset.

Pros and Cons

Some employee groups are bound to argue that the recouping is too large, but the proponents of integration will point out, as they have done already, that the employee will not be called upon to pay anything more than he is paying now, and that his retirement allowance not only will not be less under the combination plan, maybe greater, and meanwhile the survivorship benefits, absent from nearly all public employee plans, would be operative. These consist of monthly

payments, in case of death of the member, to children under 18, dependent parents, and widow. For Social Security pensioners, the spouse of the member gets half as much pension, in addition, on reaching age 65, the Social Security minimum retirement age. But the member must be retired, too, by that time, for that benefit to apply.

All through the national picture appears the opposition or reticence of teachers regarding Social Security being tied in with their system in any way, although in some jurisdictions teachers have voted for supplementation.

Ramifications

Under the Federal law, public employees who were not eligible to membership in, or even if eligible but never joined a public employee retirement system, could be covered by Social Security by exclusion of titles from eligibility. Later the Federal law was amended, so that a member of a public employee system could be included in Social Security also, solely on the basis of his public job. Of course hundreds of thousands of them were included as veterans, who had Social Security during their war service, full tax, both sides, paid by the Government, until last June 30. Still others were included because of outside jobs they held while working for the public employer, or any jobs, full-time or otherwise, that they held before they accepted public employment.

To be able to cover under Social Security members of a public employee retirement system, a State must pass enabling legislation, and sign an agreement with the Federal Government (Department of Health, Education and Welfare). Such enabling legislation is what is to be proposed by the Harriman Administration in New York State. The principle is backed also by the Republican majority. No specific plan has been mentioned, nor cost stated, just the principle approved, by both political sides.

Once enabling legislation is enacted, employees would vote in a referendum, by pension groups, as to whether they would accept one plan or another, or possibly the single plan offered.

Referendum Required

The Federal law requires such a referendum. Therefore the argument, raised by some readers of The LEADER, that an attempt might be made to force Social Security upon a minority, or "syp" employees out of valuable benefits and rights, does not hold. The question is, rather, how good a

deal can the employees get from the State, on some basis of combining Social Security with present public employees pension systems. They may succeed in getting even better than what the Pension Commission may recommend.

No matter what the Pension Commission recommends, or what bill or bills are before the Legislature, there is bound to be considerable opposition. The whole subject is extremely controversial. Employees naturally would vote in their personal best interest, not necessarily in the best interests of the majority. Whatever one pension group votes will be binding on all members of that group. Hence how such groups shall be constituted will be an important question, too. A staff of a single institution, like a State college, might comprise one small pension group, while all the members of a large department might compose another.

CSEA Names Committee

The Civil Service Employees Association has appointed a special committee to consider the whole subject. The committee consists of Charles C. Dubuar, chairman; William Dugan, Jesse B. McFarland, John P. Quinn, J.

Allan Stearns and Henry Shemin. Consultants are E. Kenneth Stahl and Edward Sorenson.

Power of Example

The drive for more than bare integration is bound to be intense, especially as some States have a full supplementation plan, and others, like Florida and Rhode Island, have a half-offset plan of supplementation, meaning that instead of all the Social Security

pension being deductible from the public employee pension, only half would be.

The following is a roundup of what has happened in other (Continued on Page 15)

Is your retirement coming up soon or are you already retired?
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 Send ORRERTING:
 Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:
 You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, Room 309, in the County of New York, on the 17th day of January 1956 at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.
 In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.
 Witness, Honorable George Frankenthaler, a Surrogate of our said County, at the County of New York, the 6th day of December in the year of our Lord one thousand nine hundred and fifty-five.
 (SEAL) Philip A. Donahue
 Clerk of the Surrogate's Court.

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(Continued from Page 3)

11. Bowser, Monica T. 93900	21. Rizzuto, Charles 70000	41. Pittman, Billie 80200	61. Rouse, Charles H. 92150	81. White, Monica B. 91450
12. Griggs, Elizabeth 92950	22. Daisse, Barbara S. 78050	42. Harris, Diana M. 80050	62. Prober, Anna F. 91150	82. Cain, Eleanor C. 90950
13. Bach, Arthur W. 92600	23. (KREEMOOR STATE HOSPITAL)	43. Prosser, Clara C. 87000	63. Mannion, Anthony D. 90450	83. Allen, Capitola 89400
14. Emerina, Charles 91900	1. Chalk, John J. 98000	44. (GOWANDA STATE HOSPITAL)	64. Kishanishi, Max F. 90200	84. Wilber, Seth E. 88100
15. Hayes, Helen M. 91250	2. Paska, Solomon 98100	1. Wade, Alberta H. 100250	65. Lindolph, Viola E. 89750	85. Timperlake, Thelma 88050
16. Frye, Beverly L. 91100	3. Belermann, Alfred 97250	2. Arthur, Ella M. 100350	66. Lavigne, Gloria B. 88550	86. Miller, Mary E. 87000
17. Hossain, Margaret 90750	4. Teaynor, Mary M. 97200	3. Chodacki, Ruth M. 102300	67. Snguzera, Joseph A. 87800	87. Sterling, Margaret 87350
18. Grolona, Evelyn B. 90150	5. Dennison, Bert 95900	4. Johnson, Henry A. 101050	68. Sheldon, Elizabeth 87550	88. Blodest, Arthur P. 87100
19. Wenzara, William 89000	6. Foltz, Irene H. 94100	5. Koopman, Robert J. 100900	69. Jones, Elsie H. 87100	89. Gudd, Robert C. 86950
20. Longboat, W. G. 89150	7. Major, Kathryn H. 93250	6. Roman, Wilma M. 97900	70. Johnson, Frederick 86250	90. Whitton, James R. 86000
21. Clacher, Susan 88500	8. Winfield, Mildred 92250	7. Griffin, Leocadia 95450	71. Conklin, Richard R. 86200	91. Mani, Anna B. 84450
22. Miller, William F. 88100	9. Wortham, Eloise 92950	8. Kuntzer, June E. 95100	72. Eastland, Herbert 85550	92. Timperlake, Earle 83900
23. Carragan, George W. 88000	10. McGuckin, Susan 92950	9. Gunther, Shirley M. 95100	73. Eastland, Herbert K. 85550	93. Crane, Genevieve A. 85400
24. May, Mary E. 88000	11. Fuller, Clark H. 91750	10. Lutz, Evelyn E. 94800	74. Zelnosch, Lillian 84400	94. Hughes, Esther 85100
25. Saider, Olivia B. 88400	12. Cotton, Peter P. 91200	11. McKenn, Richard C. 94800	75. Rose, Anna 84100	95. Baxter, Franklin 85100
26. Dorech, Norma 87800	13. Macklin, Leslie M. 90950	12. Kingsley, Charles 94700	76. Burrows, Elsa M. 83050	96. Boxall, Marjorie A. 84000
27. Seichas, Elizabeth 87250	14. Kuzmich, Vera 90800	13. Roseney, Flora 91350	77. Greenwood, Rita M. 82100	97. Gwara, Felix P. 82750
28. Grandalope, Gloria 87100	15. Oser, Edna 90100	14. Wehling, Elizabeth 92300	78. (HUDSON RIVER STATE HOSPITAL)	98. Harney, John J. 82250
29. Bolter, Wilbur B. 86900	16. Henry, Violet R. 89900	15. Turner, Dolores M. 92050	1. Vansplinter, Jacob 104200	99. Lenthall, Mary 81400
30. Dayre, Edward J. 86900	17. Holmes, Petunia 88250	16. Pratt, Lucy M. 91950	2. Empest, Carmela M. 100900	100. North, Tracy W. 81400
31. Mahoney, Frances M. 85550	18. Young, Helen M. 88250	17. Vancinik, Albert A. 91750	3. Empest, Stephen J. 99950	101. Boxall, Janet E. 80950
32. Shortwell, Norma S. 85800	19. Smith, Bernard E. 88100	18. Bovick, Ruth M. 91600	4. Welch, Robert E. 98100	102. Donohue, M. J. 80300
33. Shute, Russell M. 85450	20. Williamson, Julia 89950	19. Hills, Marjorie A. 90700	5. Evereti, Harriett 96200	103. Roman, Elma E. 79800
34. Gilmore, Frederick 84750	21. Turner, Catherine 89800	20. Gayford, Isadora M. 90550	6. Auspach, John H. 95900	104. Spotten, Jessie 79450
35. Culock, Mary 84500	22. Faly, Anna M. 89600	21. Gunther, Berolise 88400	7. Burke, John W. 95450	105. (MIDDLETOWN STATE HOSPITAL)
36. Wolf, John J. 84000	23. Reuka, Bernard 89450	22. Thompson, Maude P. 88400	8. VanNostrand, M. E. 95050	1. Tripp, Mary R. 107000
37. Merrill, Lucy A. 84250	24. Hall, Edna V. 85450	23. Sage, Rose 87400	9. Davin, James J. 94800	2. Summers, Hugh D. 100950
38. Bradford, Gloria M. 84250	25. Babby, Mildred E. 85250	24. Vava, Hazel E. 85950	10. Burke, Myrtle C. 94550	3. Reaton, Susan 97050
39. Shute, Lorraine T. 82800	26. Sullivan, Ben F. 84250	25. Anderson, J. L. 85650	11. Haight, Ruth A. 93750	4. Reed, Richard E. 97000
40. Fallon, Peter 82400	27. Campbell, William 84050	26. Murphy, Helen L. 85150	12. Nelson, Theresa M. 92950	5. Sontag, Doris D. 90850
41. Taylor, Florene E. 82400	28. Bagdikian, T. 83600	27. Scott, Amelia S. 82750	13. Kelly, Conrad C. 92800	6. Hunt, Claude W. 90450
42. Shortwell, Herbert 82350	29. Choba, Dorothy L. 83250	28. McCoy, Mary E. 81900	14. Horton, Lorraine S. 92400	7. Kilson, Anona M. 90200
43. Hauglin, Clement E. 82300	30. Woster, Joseph 83150	29. Taber, Clara M. 81800	15. Fitzgerald, Vera L. 91700	8. Martins, Yelma M. 95400
44. Pietras, Mary A. 82200	31. Stepien, Warren W. 82700	30. Bartholomew, Louisa 81250	16. Fogarty, Ruth B. 90900	9. Sheldon, Thomas J. 95100
45. Darsch, Loretta J. 82100	32. Steinhil, Kra E. 82400	31. Miller, Shirley A. 107350	17. Fogarty, Christine 90750	10. Smith, Raymond A. 94190
46. Cabasa, Salvatore 81400	33. Deoyse, Emma L. 82100	32. Vanstem, Helen 103050	18. Beach, Lena B. 90250	11. Robbins, Gilbert 93250
47. Harris, Joseph J. 81300	34. Debono, Frank 81950	33. Coyle, Margaret R. 102450	19. Fisher, Lillian R. 90100	12. Schroeder, Joseph 92100
48. Harton, Mae 81100	35. Piccolo, Angela 80950	34. Cooper, Mary M. 101950	20. Widgell, Ruth 90100	13. Mosher, Helen R. 92700
49. Morrison, Mary T. 80250	36. Viola, James 80950	35. Curtis, Sumner W. 101100	21. Neward, Clifford 90100	14. McCarey, Bertha S. 910500
50. St. Hugh, Margaret F. 79900	37. Walker, Ruth L. 80200	36. Ostrowski, A. E. 101050	22. Duda, Florence A. 89800	15. Garber, Rose L. 91350
	40. Ramstad, Mae 89250	37. Daidain, Leonard 99050	23. Hopkins, Margaret 89800	16. Hinchert, George C. 90800
			24. Bisball, Vincent 89050	17. Zimmer, Florence S. 90350
			25. Forrest, Julien S. 88900	18. Sauer, Olive B. 90300
			26. Golnick, Herman F. 88750	19. Schoch, Adam J. 90950
			27. Bator, Edward A. 88600	20. McCallion, W. A. 88950
			28. Severing, Henry G. 88450	21. Bunting, Richard L. 88950
			29. Zaklowski, Joseph 88100	22. Shanley, Marion F. 87950
			30. Rudman, Howard 88100	23. Lee, Mildred A. 86750
			31. Davis, Charles E. 88050	24. Tripp, Henry S. 86300
			32. Davis, Isabel S. 87450	25. Bender, Clara R. 85550
			33. Dabrymoph, Flora 86550	26. VanLan, Mary C. 84450
			34. Ingraham, Tressa L. 86450	27. Amadio, Kathleen 86100
			35. Carey, Ruth S. 86270	28. Hawking, James J. 86100
			36. Vandemark, Harby 85300	29. Kroeger, Curtis L. 86100
			37. Coleman, Keith A. 85100	30. Murray, Barbara E. 86100
			38. Moore, Arnold E. 84800	31. Teph, Roy V. 84950
			39. Troita, Dominic H. 84800	32. Davis, Donald A. 84750
			40. Anson, Raymond L. 84675	33. Newsome, James E. 84400
			41. Bryant, Ida M. 83550	34. Clark, Daniel B. 84300
			42. Loggillo, J. K. 83000	35. Davis, Helen P. 82600
			43. Serra, Frank E. 82400	36. Martin, Myrtle V. 82250
			44. Cole, Clayton R. 81250	37. Clark, Gertrude B. 81850
			45. Caron, Leo B. 80550	38. (Continued Next Week)
			46. Breen, Katherine V. 79900	
			47. Fratolig, Helen M. 79250	
			48. Lucas, Walter Y. 78950	

CSEA County Chapter Membership Committees

The following concludes a list of membership committees in the County Division, Civil Service Employees Association. Committees of other county units appeared in last week's LEADER.

Nassau — Irving Flaumenbaum, president. Neal Olsen, chairman. Meadowbrook Hospital—Gertrude Birkenstock, Margaret Delaney, Laura Geison, Mary Eichinger, Louis George, Margaret M. Gibbons, Dorothy Graffagnino, Catherine Johnson, Arthur Kaufman, Helen Kientsch, Marjorie Keever, William Menche, Edith Olsen, Doris Poma, Mary Radgowski, Florence Rauff, Domenico Ragni, Dorothy D. Quellhorst, Audrey O'Brien, William Weifert, Harold Williams. County Sanatorium — John R. Ray, Grace Stillman, Edward Finan, Rosemary Daly, Public Works—Margaret M. Cooney, William J. Finnegan, William A. Clark 2nd, Mario DeRose, Robert Hutchings, Walter Stafford, Larry M. Pivarnik, Raymond H. Matschat. County Clerk's Office — William H. Errett and Ruth W. Neary. Comptroller's Office — Court K. White. Purchasing—Stuart C. Insley. Probation — Francis J. Diviney and Harold Donahue. Public Welfare—James A. Keating and Olive M. Knight. Health—Grace McCullough and Estelle Morrison. Bridge Authority—William H. Goode and Thomas McDonagh.

Oneida — Chester Milostan, president. Leah Knox, County Welfare; Colletta Brady, City of Rome; Ruth Van DeWalker, Rome County Home; Edna Fredericks and Ann West, County Hospital; Betty Tomasetti, Rosalie M. Sarmie, Joseph Kulas and Joseph Calogero, Court House; Frank Daniels, Edward Romanowski, Walter Jones, Louis Zito and S. Samuel Borely, City of Utica; Natalie Ricci, City Court.

Onondaga — David D. Rogers, president. Co-chairman, City, Laura Gurniak, Dept. of Audit; co-chairman, County, Thomas Jackson, Highway Dept., North Syracuse; secretary to committee, Marie Wilsey, Water Dept., Addressograph, City Hall — Norma Barry, City Clerk's Office; Dorothy Beuscher, Smoke Control; Ada Carr, Vital Statistics; Irene Cregg, Health Nurses; Mary Duda, Real Estate; Mary Ewright, Bureau of Buildings; Margaret Hayford, Health; Eleanor Rosbach, Finance; Genevieve Viat, Assessor's Office; County — Florence Gilbert, Margaret Maloney, Charles Noice, Donald Boyle and June Rust, Welfare; Kenneth Given, Penitentiary; Herman Spring, County Highway; Ruth McCollum, County Home; Anne Clyne and Betty Johnson, Veterans; Court House — Russell Crawford, Surrogate Court; John Bachman, Auditor's Office; Village — Mary Conroy, Solway; Emerson E. Topper, Baldwinsville.

Central School; Miscellaneous — Sophie Adler, Health Laboratory; George Alaura, Parks Storehouse; Audrey Arnold, Pioneer Homes; Mary Casey, City Hospital; Mary Claxton, Police; Valra Conway, Sales Tax; Alice Cregg, Nurses; Allen Ferguson, Recreation; Matilda Francey, Education; Winifred Johnson, Social Hygiene; Mabel King, Sales Tax; Joseph Kresser, Parks; Anne Osterdale, Public Library, Mary Palerino, City Planning; Elmer Royal, Pioneer Homes Maintenance; Ella Ryan, Parks Main Office; Anne Sansone, Salt City Homes; Robert Sawyer, Public Works; Mabel Smith, Education; Dorothy West, James Geddes Housing.

Osteo — Arnold Koelliker, president. William Bice, Highway Department, Fly Creek, and Mrs. Verna Jewell, Welfare Dept., Scheneyus.

Montgomery—Richard Tarmey, president. Mrs. Mabel Curran, Welfare Department; Fred Moller, County Laboratories; Alfred Mount, Board of Education; Mrs. Betty Heller, City Hall; Howard Fitzdam, County Highway.

Oswego—Harold G. Bradford, president. County chairmen, George Wellwood, County Building and David E. Rider, County Garage. Towns — Albion, Norman Spear; Amboy, Harry G. Bryant; Constantia, Charles Lord; Granby, Glenn H. Rumsey; Kannibal, Merwin Upraff; Hastings, Harold Myers; Mexico, Glen Walton; Minetto, Charles W. Kennedy; Orwell, Benjamin E. Bohanan; Parish, Andy Lewis; Redfield, William J. Aloan; Richland, Virgil LaVeck; Sandy Creek, Hugh Allen; Scriba, Nelson Hutchinson; Schroepel, Howard T. Dight; Volney, Fred L. Eames; Williams-town, DeEarl Webb; Villages — Mexico, Howard E. Fults; Phoe-

nix, Walter C. Stone; Pulaski, John L. Schneider; Schools — Fulton, Charles E. Fuller and George Snyder; Phoenix, Harry N. Ward; Pulaski, Marjorie B. Murphy; Central Square, Francis Fitzgerald; Fulton City — City Hall, Harold E. Baker; Public Works, Leo B. Quinn; City Garage, Ray D. VanAlstine; Water Dept., William Young and Margaret McKnight; City of Oswego — Public Safety, William Gahan; Water Dept., George W. Joyce; Fire Dept., Monte R. Lass; Police Dept., John J. Reed; City Hall, Gertrude A. Thompson; Health Dept., Alice M. Brown; Oswego County Offices — Probation Office, Carmelina L. Zoni; Veterans Office, Joseph H. Beals; Sanatorium, Lucy J. Vincent; Motor Bureau, Rena B. Goble; Sheriff's Dept., Glenn H. Thorpe; County Welfare, David Hopkins; Highway, Carl W. Eaton, Harold J. Norton, Vernard N. Baxter, George W. Perfield, Francis K. Shaw, Frederick H. Barnes and Otis Schaad.

St. Lawrence—Yale H. Gates, president. Florence Wood and Stanley Howlett, co-chairmen. Court House, Gerald Fitzgerald and Maurice Gardner; County Home, Welthia Kip; Village of Potsdam, Don Blackman; Water Dept., Ogdensburg, Mary Hackett; Police, Ogdensburg, Norman Martel; Education, Ogdensburg, Betty Whalen; Probation, Ogdensburg, John Loucks; City Hall, Ogdensburg, Simon Sargent; County Sheriff's Office, Ceylon Allen; Village of Gouverneur, Arnold Porter; Village of Massena, Beverly Dalton; County Highway, James Kane; County Laboratory, Dr. Robert Robers; City Engineers, Ogdensburg, Ross Jermano; Fire Chief, Ogdensburg, Francis Cadieux.



The Joseph LaBarbera Family Orchestra which entertained at the annual Christmas party for employees of Mt. Morris Tuberculosis Hospital. From left, Joseph, Pat, Joe-Jim, and Mrs. LaBarbera and Johnnie. The party, at the Ridge Restaurant, was sponsored by the hospital's CSEA chapter.

KINGS PARK STATE HOSPITAL

1. DeWitt, Lorraine 98450
2. Rogers, Mary F. 98250
3. Johnston, Amy P. 97950
4. Smith, Hugh F. 95900
5. Vamoy, Catherine 95400
6. Giugliano, L. R. 94900
7. Campbell, Martha A. 94700
8. Wilson, Mary E. 94100
9. Jachson, Maxton G. 93300
10. Edwards, Frank T. 93200
11. DeWitt, Kenneth R. 93100
12. Mosely, Nellie H. 92750
13. Sawishi, Antonio 92100
14. Moran, Janet T. 91850
15. Curtis, Charles B. 91550
16. Kelly, Margaret F. 91350
17. Wanslow, Arthur W. 91300
18. Pinto, Victor J. 90800
19. O'Hara, Victor J. 90550
20. Ronamello, Marion 90550
21. Bahrheit, Edward L. 90350
22. Hall, Charles J. 89700
23. Santos, Elena C. 89700
24. Peive, Marie E. 89400
25. McConnel, Thomas 89400
26. McConnel, John 89100
27. Gandy, Margaret S. 88650
28. Davis, Marjorie L. 88300
29. Dake, Mary 88100
30. Scott, Helen C. 87450
31. Smith, Joseph C. 87450
32. Bagnano, Helen D. 87350
33. Hart, Raymond F. 87300
34. DeLacorte, Ciro A. 87250
35. Michalowski, A. P. 86900
36. Christiansen, R. M. 86900
37. Harrison, Carl D. 86900
38. Butt, Edward F. 86400
39. Pianigani, John W. 86250
40. Newhoff, Russell 86450
41. MacIn, James 86250
42. Vamoy, Melvin L. 85750
43. Bain, Mildred R. 85050
44. Fleming, Alice M. 84950
45. Spruce, Edward C. 84400
46. Seligowitz, Emma 84300
47. Malchiorri, John 84250
48. Mahano, Louis 84250
49. Torres, Natalie M. 83800
50. Sauer, Thomas L. 83750
51. Smith, Esther 83000
52. Settle, James W. 82800
53. Grolinski, John D. 82750
54. Gorb, Imazard M. 82150
55. McLamb, Glenwood 81250
56. Balloch, Ava M. 81100
57. McElzain, Felix 80300
58. Newvine, Lewis H. 79750
59. Melonick, Arsenio 79450

MANHATTAN STATE HOSPITAL

1. Dalton, William 100200
2. Ubb, Maxine H. 97400
3. Harner, Hubert M. 97100
4. Harrigan, Egbert S. 96950
5. Edwards, Joseph L. 95850
6. Masberry, Margaret 94400
7. Bueber, Lucille B. 91200
8. Charle, Louise G. 91000
9. King, Dorothy L. 90400
10. Jones, Aaron 89900
11. Michael, William C. 89400
12. Mitchell, Ruth 89250
13. Madsicks, Terence 89050
14. Amiger, Fannie M. 84950
15. Sharkey, Midge 84550
16. Marshall, Stanley 84300
17. Brisbane, Rudy 83500
18. Lutz, Helena A. 81950
19. Kenney, Clarence W. 81800

MARCY STATE HOSPITAL

1. Dunphy, John A. 91950
2. Peck, Arthur H. 90550
3. Gwinka, Dolores C. 90250
4. Burr, Harry P. 90250
5. Rutledge, Grace S. 90150
6. Bala, Victor J. 89150
7. Paternode, Henry J. 89250
8. Pflieger, John H. 89150
9. Merzlow, Helen B. 89100
10. Mercon, Elizabeth 89050
11. Babbs, Barbara H. 89450
12. Huchies, Ella P. 89300
13. Lemke, Esther M. 92800
14. Cook, Donald J. 92900
15. Reel, Frederick A. 92100
16. Castle, Alice M. 91850
17. Dolan, John F. 91850

EMPLOYEES ACTIVITIES

Happenings at Manhattan State

NEW YORK CITY, Dec. 26 — Recent events at Manhattan State Hospital include a visit by Virginia Leatham, supervisor of the State Civil Service Department's Training Division. She observed a class session in fundamentals of supervision.

Jennie Allen Shields and Sophie Slutz were guests of Brooklyn State Hospital chapter at a gala dinner meeting at the Farragut Inn, Brooklyn, on December 14.

Mrs. Shields, chapter president, extends a welcome to new members and reminds all that prompt renewal of dues is essential for the continuation of insurance and health policies.

Cupid has been especially busy in recent weeks in the Mabon Building, with Mabel Mullins becoming Mrs. Hodge, and Gloria Gerald and Loretta DiPace sporting diamonds. Rumor has it they also are altar bound in the near future.

To Mr. and Mrs. Charles Dugan go congratulations on the arrival of Catherine Mary. Mrs. Dugan is the former Joan Purtell who worked in the business office.

Get well wishes are sent to Patrick Tracy and Thomas Merrigan who are in sick bay. Manhattan State Hospital chapter officers extend to all best wishes for happiness and accomplishment in the year ahead.

Children's Party Held By Albany DE Chapter

ALBANY, Dec. 26 — The 2nd Annual Kiddies Party for children of Division of Employment employees and this year's special guests, the children of St. Joseph's Infant Home, Troy, was sponsored by Albany Division of Employment chapter, CSEA, with the cooperation of the Administration of the Division.

Some 450 children and 300 adults attended last year. This year's party was held on December 17 in the Menands School, with a much larger attendance.

Features of the party were "The Skinner Tops in Talent Revue" starring Al Skinner, magician extraordinary; a visit from Walter "Santa Claus" ips; and presents and goodies for each and every child.

SPINOSA HEADS GUILD IN WELFARE DEPARTMENT

Felix Spinosa was elected president of the Ozanam Guild of Catholic employees of the NYC Department of Welfare. A graduate of New York University, he is employed in the legal division. He has been a City employee for 21 years.

Other officers elected were: Mary Caruso, vice president; Clifford Kirmss, treasurer; Marie Malone, secretary; Marie Braun, financial secretary; Richard Walsh, William McNamara and James McDermott, masters-at-arms.

How Social Security Issue Shapes Up

(Continued from Page 13)

States, where referenda have been held:

Supplementation — Alabama, Arkansas (excepting teachers and employees of institutions of higher learning; Colorado, Connecticut (excepting teachers, and members of separate local public employee pension systems, with some pension groups still to vote); Kansas (including teachers); Kentucky (w/ re vote was taken, General Assembly to amend law to allow teachers to vote to come in); Louisiana, Mississippi (including teachers, but excluding employees of political division that have their own pension systems); New Mexico, Oklahoma (all 32 pension groups approved, including every Justice of the Supreme Court, and all cities that voted, though some referenda are yet to be held); Wisconsin (some referenda to be held).

Integration—Delaware (full offset); Florida (half offset); New Jersey, including teachers, if they approve in a referendum; Oregon (county employees only); Wyoming (additive for Supreme Court Justices, who voted for it solidly, but present public employee benefits remaining intact for others while Social Security is combined with present system). State employees in California rejected integration.

Coordination Additive — Michigan (approved by referenda of all 14 pension groups that voted, but Michigan State University and University of Michigan employees chose supplementation, despite additional cost); Indiana (all referenda held, teachers last to vote, December 16, results not yet announced as to teachers); North Carolina and South Carolina, each with one-half offset. Coordination additive permits choice of supplementation or, by voluntary reduction of public employee pension benefits, Social Security in-

clusion at no additional cost. (See forecast of proposed CIO bill, Page 2, bottom).

Social Security Only — Iowa (except for Municipal Water Works and Judiciary); Nevada, New Hampshire (coordination being studied); Pennsylvania (some form of including Social Security being studied).

Legislation Awaited — Georgia Legislature to consider a bill next month, to permit a referendum on excluding titles from State and local eligibility to pensions, so Social Security can apply. Illinois, like the Federal Government, does provide some modest survivorship benefits, recently improved, that nearly all other public employee systems do not provide at all, except for life insurance based on salary. Illinois has excluded titles, under which more than 8,000 employees have Social Security; New York State has done likewise, to cover 1st 000.

Social Security Substituted — Maine repealed its pension system and substituted Social Security except for employees of the University of Maine, who have supplementation. Utah did likewise, except for employees of State prisons, adult probation, and parole boards, who will hold a referendum of supplementation.

Substitution Without Referendum—Idaho substituted Social Security without referendum, because it acted before the Federal law required a referendum.

Supplementation Referenda Are Coming—California, Missouri.

Police and Firemen Out Under the Federal law, policemen and firemen are excluded. In general, they oppose any connection with Social Security. Other opponents include large teacher organizations, and postal employees. Letters The LEADER has been receiving show that some employees want Social Security benefits on the best terms on which they can get them, others

see Social Security integration injuring them, because possibly denying them the opportunity of adding the benefits of Social Security pension to their public employee pension, an advantage that might cease ultimately, under integration, but not under supplementation.

Retroactive Clause

Where integration has been effected in other States, Social Security benefits became retroactive, in some cases to 1951, hence employees did not have to start from scratch to build up Social Security coverage. This retroactive feature would take care of those who have paid Social Security tax from salary during the intervening years, but evidently would mean that others to share the benefit equally, would have to pay retroactively. In other words, employees coming under Social Security for the first time would be subject to tax for, say, 1951-56, if they cared to pay it, to equalize their pension benefit with that of the others.

EDUCATION AIDES ELECT J. P. O'CONNOR PRESIDENT

John P. O'Connor has been elected president of the Association of Administrative Employees of the NYC Board of Education.

Others elected are: Jack Trebich, vice president; Walter Huebener, treasurer; Jacob Misch, financial secretary; Eve Samuels, recording secretary; Harry Bugasky, warden; John Ramsay, James Krank and Arthur Broomfield, delegates to the federation, and Mr. Trebich, Liborio Ventimiglia and Polly Andry, alternates.

HOUSE HUNT! 'G? SEE PAGE 11

ENJOY DELICIOUS TREAT GOLDEN BROWN POTATO CHIPS
 Thinner—Crispier—More Flavorful—Keep lots on hand always... Guaranteed Fresh!



Tommy Treat

HERE IS A LISTING OF ARCO COURSES for PENDING EXAMINATIONS INQUIRE ABOUT OTHER COURSES

- Administrative Asst. \$2.50
- Accountant & Auditor
- N. Y. C. \$3.00
- Apprentice \$2.00
- Auto Engineman \$2.50
- Auto Mechanic \$2.50
- Ass't Foreman (Sanitation) \$2.50
- Attendant \$2.50
- Attorney \$2.50
- Bookkeeper \$2.50
- Bridge & Tunnel Officer \$2.50
- Bus Maintainer \$2.50
- Captain (P.D.) \$3.00
- Car Maintainer \$2.50
- Chemist \$2.50
- Civil Engineer \$2.50
- Civil Service Handbook \$1.00
- Claims Examiner (Unemployment Insurance) \$4.00
- Clerical Assistant (Colleges) \$2.50
- Clerk, GS 1-4 \$2.50
- Clerk 3-4 \$3.00
- Clerk, Gr. 2 \$2.50
- Clerk, Grade 5 \$3.00
- Conductor \$2.50
- Correction Officer U.S. \$2.50
- Court Attendant (State) \$3.00
- Deputy U.S. Marshal \$2.50
- Dietitian \$2.50
- Electrical Engineer \$3.00
- Electrician \$3.00
- Elevator Operator \$2.50
- Employment Interviewer \$3.00
- Fireman (F.D.) \$2.50
- Fire Capt. \$3.00
- Fire Lieutenant \$3.50
- Fireman Tests in all States \$4.00
- Foreman \$2.50
- Gardener Assistant \$2.50
- H. S. Diploma Tests \$3.00
- Hospital Attendant \$2.50
- Housing Asst. \$2.50
- Housing Caretaker \$2.00
- Housing Officer \$2.50
- How to Pass College Entrance Tests \$3.50
- How to Study Post Office Schemes \$1.00
- Home Study Course for Civil Service Jobs \$4.95
- How to Pass West Point and Annapolis Entrance Exams \$3.50
- Insurance Agent \$3.00
- Insurance Agent & Broker \$3.50
- Internal Revenue Agent \$3.00
- Investigator (Loyalty Review) \$2.50
- Investigator (Civil and Law Enforcement) \$3.00
- Investigator's Handbook \$3.00
- Jr. Accountant \$3.00
- Jr. Management Asst. \$2.50
- Jr. Government Asst. \$2.50
- Jr. Professional Asst. \$2.50
- Janitor Custodian \$2.50
- Jr. Professional Asst. \$2.50
- Law Enforcement Positions \$3.00
- Law & Court Steno \$3.00
- Lieutenant (P.D.) \$3.00
- Librarian \$3.00
- Maintenance Man \$2.00
- Mechanical Engr. \$2.50
- Maintainer's Helper (A & C) \$2.50
- Maintainer's Helper (B) \$2.50
- Maintainer's Helper (D) \$2.50
- Maintainer's Helper (E) \$2.50
- Messenger (Fed.) \$2.00
- Messenger, Grade 1 \$2.00
- Motorman \$2.50
- Motor Vehicle License Examiner \$3.00
- Notary Public \$2.50
- Oil Burner Installer \$3.00
- Park Ranger \$2.50
- Parking Meter Collector \$2.50
- Patrolman \$3.00
- Patrolman Tests in All States \$4.00
- Playground Director \$2.50
- Plumber \$2.50
- Policewoman \$2.50
- Postal Clerk Carrier \$2.50
- Postal Clerk in Charge Foreman \$3.00
- Postmaster, 1st, 2nd & 3rd Class \$3.00
- Postmaster, 4th Class \$3.00
- Power Maintainer \$2.50
- Practice for Army Tests \$2.00
- Prison Guard \$2.50
- Probation Officer \$3.00
- Public Health Nurse \$3.00
- Railroad Clerk \$2.00
- Railroad Porter \$2.00
- Real Estate Broker \$3.00
- Refrigeration License \$3.00
- Rural Mail Carrier \$3.00
- Sanitationman \$2.00
- School Clerk \$2.50
- Sergeant (P.D.) \$3.00
- Social Investigator \$3.00
- Social Supervisor \$2.50
- Social Worker \$2.50
- Senior Clerk \$3.00
- Sr. File Clerk \$2.50
- Surface Line Dispatcher \$2.50
- State Clerk (Accounts, File & Supply) \$2.50
- State Trooper \$3.00
- Stationary Engineer & Fireman \$3.00
- Steno Typist (GS 1-7) \$2.50
- Stenographer, Gr. 3-4 \$2.50
- Steno-Typist (Practical) \$1.50
- Stock Assistant \$2.50
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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

(Continued from Page 1)

Deepest sympathy is extended to Thomas Doyle of the hospital police on the loss of his father.

Congratulations to Mr. and Mrs. Charles Toner who were married on December 11. Mrs. Toner is the former Lorraine Barnes. . . Best wishes to Anne Schmuck on her engagement to Erwin J. Besette who is employed in Pilgrim State Hospital.

Mrs. Michael Sikora and Mrs. Calvin M. Cunningham recently joined the hospital's nursing staff as staff nurses. Also joining the staff on a part-time basis are Mrs. Donald Napp, Mrs. Edward McWilliams, Mrs. Charles Gargitardo and Barbara Kelly.

Congratulations to Margaret Sauer on her promotion to head nurse.

Best wishes to Mrs. Thomas G. Larkin who recently resigned from her position as head nurse and to George Lederman who also resigned.

The officers of Kings Park chapter, CSEA, wish to extend heartiest wishes for a very Merry Christmas and a Happy New Year to all.

Blood Bank Drive At Pilgrim State

WEST BRENTWOOD, Dec. 26 —It has become necessary to restrict credits to donors only of the Pilgrim State Hospital Employees Blood Bank.

"We are all aware that there are many people who are unable to be donors and many others who have tried and were rejected," said Pilgrim chapter, CSEA. "For that reason we would like to appeal to those who perhaps have not had the opportunity to make a donation of blood."

Donors may give blood at Southside Hospital and Huntington Hospital. The schedule at Southside: Tuesday and Thursday, 10 A.M. to 4 P.M., and 7 to 9 P.M.; Wednesday, Friday and Saturday, 10 A.M. to 4 P.M. At Huntington: first Tuesday of each month, 7 to 9 P.M.

Blood donated by Pilgrim employees at either hospital will be credited to the Pilgrim Blood bank.

"In view of the Inter-County Blood Banks, Inc. not having a unit at Pilgrim for perhaps another six months to a year," the CSEA chapter said, "employees are strongly urged to make donations of blood to either of these two hospitals."

"Won't you give a pint of your blood if it is acceptable and if you can spare it to help save someone's life? It won't cost you anything to join in the Christmas spirit in this manner."

Exhibit at Edgewood

The New York Association for the Blind held a fine exhibit at Edgewood in the nurses' library on December 5.

Pilgrim chapter wishes all the employees at the hospital a happy and healthy New Year.

The generosity and good will of hospital employees was recently shown through a collection to purchase a television set for a fellow-employee, William Cool, who is convalescing from an injury. The collection was an overwhelming success and the excess fund remaining after the purchase of the television set was presented to Mr. Cool. Bill is now enjoying many hours of entertainment and he heartily thanks his many friends for their thoughtfulness.

A farewell party was recently given for Joan Carlson of the stenographer's office. Joan has resigned to await the arrival of her baby which is expected in early January.

Congratulations to Mr. and Mrs. Henry VanDerbroek on the birth of a baby daughter.

Mr. and Mrs. George McLaughlin have moved from Lodi Point to Waterloo where they recently bought a home.

Mrs. Minnie Hanratta was honored by co-workers at a retirement party at the Romulus Hotel. She was presented with a two-piece luggage set.

A group of students completed 12 weeks' psychiatric nursing affiliation at Willard on December 4 and 27 students from Alfred and Syracuse Universities and Hartwick, Keuka and Nazareth Colleges reported for psychiatric training: Barbara Field, Ruth Purule, Carla Wetmore, Marilyn Briggs, Doris J. Matteson, Virginia L. Platt, Grace C. Rudolph, Joan E. Thomas, Ruth E. Wallace, Nancy I. Wheeler, Evelyn Costler, Joyce Gallon, Mary Elizabeth Cudde, Marilyn Moein, Barbara Kuba, Mary Pebbles, Maureen Shapley, Barbara Woodard, Linnea Love Butler, Claire Davis, Constance Davis, Kathryn Dawson, Wilma Irwin, Diane Mauro, Mary Lou Nell and Molly Seidel.

News at Roswell Park

The nursing staff at Roswell Park held a Bake Sale on November 2 to benefit the Student Nurse Scholarship Fund of New York State Nurses District 1. It was a grand success. Roswell Park has some very wonderful cooks among its employees. Ethel Chandler, director of nurses, is justly proud.

Dr. William Aungst was elected to A.O.A., National Medical Honor Society.

Sympathy to: Eddie Kaczmarek, laundry supervisor, on the death of his father.

Mrs. K. Crosby celebrated her ninth year as a Gray Lady at Roswell Park on November 25. It was also her 40th wedding anniversary and her birthday.

Doctors F. Urbach, H. Traenkle and Mr. E. Burke attended the Dermatological Convention in Chicago on December 2.

Mary Lattin is vacationing in Europe.

Porter, Willard Aide, Receives Merit Award

WILLARD, Dec. 26 — A certificate of merit and a check for \$25 were presented to Wayne Porter, a Willard State hospital employee, on December 1 by Eugene M. Cox, president of the Board of Visitors, preceding the regular monthly board meeting in the presence of Mrs. George S. Ennis, a member of the Board of Visitors, and Dr. Kenneth Keill, director. The award was presented to Mr. Porter as a result of a suggestion submitted by him concerning screening of radiators and steam pipes.

Mr. Cox also presented a certificate of attendance to Crandall Terry, an employee at Willard. Mr. Terry successfully completed a course at the in-service training institute in television maintenance and repair held in Rochester.

RESEARCH REPORT

BY F. HENRY GALPIN

Mr. Galpin is the salary research analyst of the Civil Service Employees Association. The LEADER plans to run these Research Reports from time to time as new and interesting material is received and analyzed by Mr. Galpin.

A Double Standard and the 'Prevailing Rate'

PART OF LABOR'S "Bill of Rights" can be found in the New York State Constitution in Article I, Section 17. This section states, in effect, that labor is not a commodity nor an article of commerce, that employees shall have the right to bargain collectively, and that contract labor engaged in public work shall have the eight-hour, five-day week and be paid the prevailing rate.

It seems to this writer that simple justice requires that the same basic rights should be accorded the working man in public employment as well as in private employment.

This section of our Constitution should apply with equal force to both the State and local employee as well as his privately employed neighbor.

It does not.

A State employee in the Department of Public Works, the Thruway, in Conservation, and others perform like work to his fellow worker in industry but at a substantially lower rate of pay. The same is true in our subdivisions, for example, on county highways.

'Self Evident' Truth

The truth of this is self evident when recognition is made of the simple fact that there is no machinery, State or local, to determine the prevailing rate for the public employee. It is true, however, that there is a unit of the State Department of Labor physically located in the Albany State Office Building in the Department of Public Works whose function is to assure that private contractors performing public work pay the prevailing rate. And of course the construction wage rate investigators and others in the Labor Department compile information on wages paid to building and construction workers for work performed on State and local public work projects. Ancillary to this function is the enforcement of the payment of the prevailing rate.

Yet the same employee group, the public employee, is not given the protection of the laws he is expected and required to uphold and enforce.

Surely this smacks of the double standard.

From time immemorial society has been faced with problems that arise under the "double standard" whether they be social, economic or moral problems. Double standards are usually and eventually eliminated. Probably the major contributing factor in their elimination is that it violates people's basic sense of justice. But they cannot apply their sense of justice until they know a double standard exists.

We have referred only to the payment of the prevailing rate or rather, the nonpayment of the prevailing rate to public employees—though Article I, Section 17 is broader in implication and coverage.

Eight Little Words

In 1957 and each 20 years thereafter the question, "Shall there be a convention to revise the Constitution and amend the same" shall be submitted to the electorate. So says Article 19, Section 2 of the State Constitution.

By the elimination of eight words in the State Constitution, prevailing rates would also be applicable to the public employee who is a laborer, a workman or a mechanic. The second paragraph of Section 17 now reads as follows:

"No laborer, workman or mechanic, in the employ of a contractor or subcontractor engaged in the performance of any public work, shall be permitted to work more than eight hours in any day or more than five days in any week, except in cases of extraordinary emergency; nor shall he be paid less than the rate of wages prevailing in the same trade or occupation in the locality within the state where such public work is to be situated, erected or used."

Elimination of the eight words in boldface would move toward correction of one set of double standards.

TOWN AND COUNTY EMPLOYEE NEWS

Freeport Chapter Hears Mrs. Wolf

FREEPORT, Dec. 26—The regular monthly meeting of Freeport chapter, CSEA, was held December 14 at the Exempt Fire House. Mrs. Ruth Wolf, of East Meadow, discussed problems affecting retarded school children.

Lucien Chuisano is chapter president, Daniel J. Carmichael secretary, and George Blossom treasurer.

Pfeiffer of the executive committee is confined to his home because of illness. A speedy recovery is wished him, and also Henry Konduct of the Public Library maintenance staff.

Jane Shields, stenographer in the Division of Veterans Assistance, has accepted a position with General Electric.

James Costigan, assistant county membership chairman, made a fine report on progress of prospective new members.

Season's Greetings to all.

News Briefs from Onondaga Chapter

SYRACUSE, Dec. 26 — Onondaga chapter, CSEA, held its annual Christmas party December 14 at McChesney Community House. Joseph D. Lochner weathered a bad storm to make the trip from Albany. His fine message was an inspiration.

Guests from Oneida chapter also attended. Sorry to hear that Leonard

Barge anal Aides Rue Death of Bellinger

FULTON, Dec. 26—Members of the Central Unit Barge Canal chapter, CSEA, and fellow employees extend condolences to the family of Edward Bellinger. Mr. Bellinger, who served the Canal system for 35 years, was lock tender at Minetto until his retirement. He is survived by four daughters, three sisters and several grandchildren.

Conference Acts On Raise, Hours



CHARLES E. LAMB

(Continued from Page 1)

Mr. O'Brien urged a strong united stand on the salary and hours proposition.

'Drastic Steps Now'

"Drastic steps must be taken now, before the Legislature convenes," Mr. Lamb said, "so that the Administration knows we mean business and are not willing to settle with compromises. We want a shorter week, and the necessary salary to go with it, if the State hopes to operate its facilities efficiently."



A creche in celebration of Christmas adorned the entrance to the Assembly Hall of Binghantown State Hospital. It was erected by the hospital's maintenance department through funds contributed by employees and officers of the institution.