

Civil Service LEADER

America's Largest Weekly for Public Employees

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Push Is on for

F HENRY GALPIN
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CAPITOL STATION
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See Page 16

Court Rules Retroactive Reclassification Illegal; Decision Affects Hundreds

By PAUL KYER

ALBANY, July 30—For the second time in a row, The Civil Service Employees Association has emerged victor in a million-dollar court case that will affect hundreds of state workers.

In a test case brought in behalf of Mrs. Mae E. Hotaling in Albany County Supreme Court, a retroactive reclassification of hundreds of employees by the State in 1954 was ruled unconstitutional, arbitrary, capricious, discriminatory—and all together illegal.

The only retroactivity left after the decision was back pay for the employees affected by the decision. Their retroactive salaries and increments will amount to an estimated \$1,000,000.

Only last week, The LEADER reported the Association's victory in regaining Federal income tax paid by state workers on subsistence and maintenance for the years 1952-53. The U. S. Internal Revenue Department's willingness to abide generally, in the zone in which the Circuit Court of Appeals' decision applies, to a decision that such taxes should be

refunded will result in tax refunds of \$1,000,000. The court decision was made in a test case brought by the Association.

The Reclassification Case

The second successive court victory, won by the CSEA in opposing attempted downgrading, establishes a leading case.

The State Supreme Court up-

held the Association's contentions that not only was the retroactive provision illegal, but the whole effort to downgrade Mrs. Hotaling and all other employees similarly situated was null and void because it applied to selected individuals rather than titles generally.

The State's excuse for its attempted selective downgrading

was that statutory seniority considerations made it administratively impossible to apply the downgrading evenly to all in the same title.

Mrs. Hotaling's Position

Mrs. Hotaling was a permanent principal statistics clerk in the Department of Agriculture and Markets for many years prior to April 1, 1954.

Under Chapter 307 of the Laws of 1954 the State was directed to reallocate and reclassify to the new salary grades established by that chapter, all existing positions.

In October, 1954, the petitioner was informed that her position was classified downward from principal statistics clerk to senior statistics clerk and that such

(Continued on Page 16)

Levitt Offers Aid To CSEA In Promoting 55-Year Plan

ALBANY, July 30—State Comptroller Arthur J. Levitt has promised his fullest co-operation to the Civil Service Employees Association in publicizing the 55-year Retirement Plan.

In a letter to the Comptroller, John F. Powers, president of the 62,000-member Association, declared that field representatives and chapter presidents reported to him that applications for the 55-year plan were not available to members of the retirement system at all employee locations throughout the state.

Furthermore, said Mr. Powers, explanatory literature on the advantages of the 55-year plan apparently is not generally available.

In view of the great advantages offered by the plan, the CSEA head said he felt it was important to

employees to learn enough of the plan in order to take advantage of it before the joining expiration date at the end of the current calendar year.

Replying to Mr. Powers, Mr. Levitt declared that "I wholeheartedly support your endeavor to publicize the merits of the plan . . . and have given instructions that you are to be given every consideration in your attempt to give further publicity to this program."

Mr. Levitt said himself that he did not feel that employees sufficiently understood the tremendous advantages of membership in the plan.

The Comptroller, answering Mr. Powers' request for sufficient literature and application blanks on the 55-year plan, said he will see that the material is made available.

"Please be assured that anything we can do to improve our service to the members of the New York State Employment Retirement System will be done. I hope you will continue to help us in our desire to make our Retirement System the best administered and most progressive in the country," Mr. Levitt added.

Mr. Powers reported that a series of articles is now being prepared on the merits of the plan. They will appear in future issues of The LEADER.



SUMMERTIME PICNIC SCENE: No one holds a summer picnic without getting up a softball game and the Headquarters staff of the Civil Service Employees Association got a good one going at their annual outing. The event was held recently at Brookside Park, West Sand Lake. The umpire for the game was the same man who calls the plays in a more strenuous game all year—Association President John F. Powers (In rear, with cap!). The lady at bat is Pat O'Neil, whose voice is often heard when members place calls to Association headquarter's switchboard. The young chap in the catcher's position is Dick Hayes, who is frequently seen in the mail room at Headquarters.

CSEA Digest

1. Association wins another \$1,000,000 case with victory in Hotaling test suit. See Page 1.
2. Big push starts for signing up members for CSEA under payroll deduction of dues. See Page 16.
3. Albany Internal Revenue office gives instructions on recovering U.S. taxes paid for maintenance in 1952-53. See Page 4.

Watson Lists Six Needs For Civil Service Reform

James R. Watson, executive director, National Civil Service League, says that the U. S. Civil Service Commission needs a long-range recruitment program.

"Competitive examinations can insure the selection of top-level individuals only if top-level people apply," he wrote in Good Government.

In reviewing the 75 years of civil service in the United States—the anniversary coincides with that of the league—he listed six major reforms as necessary.

He notes that 90 per cent of the Federal government's workers are under civil service, but he cautions that the real measure is not size, nor even strength of protections against political influence, but the effectiveness with which commissions staff government at all levels.

The Six Recommendations

The six-point program:
 "Salaries should be brought in to better balance with those paid in private employment. After sev-



JAMES R. WATSON

eral years in government, employees find themselves under a restrictive salary ceiling.

"Government must provide more and better training opportunities.

"Promotion must be based more on ability and achievement and less on seniority and what is sometimes called personal patronage.

"Department heads should have greater authority to remove incompetents, whether or not the incompetents happen to be veterans. Better supervision must be provided.

"More intelligent reduction-in-force procedures must be worked out to enable agencies to retain the most competent, and more equitable veterans preference in retention rights should be established.

"The career system should be made government-wide. The only exceptions should be those positions which involve policy decisions. At present, these exceptions are irregular and often are based on political rather than personnel considerations."

He comments that civil service is no longer to be considered as merely a dike against the spoils system.



John F. Powers, president of the Civil Service Employees Association, joins State Comptroller Arthur Levitt in congratulating the winners of the first college scholarship awards given by the National Commercial Bank and Trust Company, Albany, to children of employees of the Department of Audit and Control, the Department of Taxation and Finance, the Fire and Police departments of the City of Albany. From left, Mr. Powers; Ethel Maloney, daughter of James and Mary Maloney, Audit and Control; John Leonard of the same department; Frank Wells McCabe, president of the National Commercial Bank and Trust Company; Maria Mae Rescott, daughter of Olive T. Rescott, employee of the Department of Audit and Control, and Comptroller Levitt.

4 Promotions To Police Capt.; 35 More Later

Four promotions to New York City police captain are scheduled for August 1, and 35 more are expected to be made before the expiration of the current eligible

list on August 27. The Board of Estimate adopted a resolution that provides for a title change for two lieutenants at \$7,290 to captain at \$7,900, 33 additional captain jobs at \$7,900,

and a title change for 12 lieutenant jobs, (acting captain details) to lieutenant (special assignment).

DENTAL EXAM DATE CHANGED TO SEPT. 22

The New York State Department of Civil Service announced that promotion examinations for principal dentist \$104, and as-

sociate dentist \$105, originally scheduled for September 8, have been moved up to September 22. The deadline on applications is Friday, August 24.

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MODERN PUBLIC ADMINISTRATION

Sprightly Uniforms Demanded

The City Council in Oklahoma City, Okla., has passed a resolution instructing the city manager to look into the cost of uniforms and laundry service for the city's garbagemen. A council member noted that citizens have more contact with the men who collect their old tin cans and trash than with any other city employees, thus the importance of their neat appearance. The council also considers the name "garbagemen" an undignified one and suggests these employees be called "sanitationmen."

Jobs in Which the Deaf Fit

The U. S. Navy is exploring the use of totally deaf persons as ground crews for jet airplanes whose engines make too much noise for normal human endurance. A trial project is in progress at Pensacola, Florida.

Bad Spelling in Police Reports

The Chief of the County Police in Louisville, Ky., has obtained dictionaries for his men. The books, one for each district, are supplied in the hope that spelling will improve. The Chief found that police reports were full of poor spelling.

How to Deal with the Press

The Institute of Public Administration of the University of Michigan has issued a new pamphlet called "Press Relations for Local Public Officials." It is written by James C. MacDonald, assistant professor of journalism, and gives practical suggestions to help public officials deal effectively with the press. It is illustrated with anecdotes and amusing drawings.

Copies may be purchased for \$1 from University of Michigan Publications Distribution Service, 311 Maynard Street, Ann Arbor, Mich.

Disaster Fund Established

Members of the California State Employees' Association contributed nearly \$1,800 to several emergency fund drives organized to aid fellow state employees ravaged by last December's floods.

The association's temporary flood relief committee has established a standing committee of seven persons, each representing a section of the state, which will be authorized to spend up to \$1,000 to launch a fund drive and distribute relief in case of a future disaster.

Pay of Fire Departments Compared

Beginning salaries of firemen in cities of more than 500,000 population range from \$3,000 to \$4,869, with \$4,173 as median, the half-way point.

The smallest cities pay \$2,160 to \$5,200. The median is \$3,410.

Cities of more than 500,000 pay their fire chiefs a \$12,000 median. In this class of city, the lowest chief's salary is \$9,837, the highest \$25,000.

There is a wide variation in the number of fire department employees in proportion to population, the 1956 Municipal Year Book reports.

Hoboken Stops Costly Water Leaks

Hoboken, N. J., expects a savings of about \$69,000 a year on water, says the American Public Works Association.

The City found 16 major leaks or breaks in the mains, accounting for a loss of 1,910,000 gallons a day. In a year, this would involve payment of \$64,486 to Jersey City for water not resold to Hoboken consumers.

A defective meter at a large industrial concern failed to register 53,000 gallons a day, an annual loss of \$4,413 in revenue to the City.

None of these leaks showed on the surface. Even large underground leaks escape unnoticed.

All the leaks were repaired by Water Department employees.

Staggered 5 P.C. Raises Tried

Ottumwa, Iowa, has completed one year of experience with a merit pay plan. It provides five steps with 5 per cent salary raises. The first or lowest pay is the probationary rate and ends after three to six months. Next comes the in-service training step, maintained for one year. Advancement to the third step is not automatic, but failure to move up means an employee is not making the normally expected job progress. The remaining steps are reserved for recognition of meritorious performance and continued excellent service.

Factors used in evaluating employees are: ability, attitude, initiative, and longevity.

The City Manager of Ottumwa considers the plan a success. Improvement in performance in several departments is reported.

College Grads Aim Too High?

O. E. Ault, Director of Planning and Development, Civil Service Commission of Canada, told a meeting of the University Counseling and Placement Association that many college graduates have the wrong attitude in approaching a job.

Their most common fault, Mr. Ault believes, is expecting a high level position immediately upon graduation. "They have a general idea that they want to be an executive," he said, "but have no specific aims for a career."



Postal supervisors act parts to develop skill in oral communication as part of a new training program in the Metropolitan District.

Postal Supervisors Turn Actors to Learn How to Talk to Employees

The spontaneous role-playing method which was used by this group to develop skills in discussing performance has been recommended by the Post Office Department as a training technique to help people understand themselves and their fellow-employees better. The employee group displayed keen interest in acting out situations with supervisors, the supervisors frequently taking the part of employees, and employees the part of supervisors.

Although employees felt better prepared to discuss job performance with their supervisors, 75 percent felt less reluctant to talk with their supervisors about possibility of advancement, 90 percent felt the course gave them direction for the self-development necessary to grow on the job.

More than 100 supervisors in the Metropolitan area have indicated a desire to take this course next fall, which will be conducted again by Henry Jackson, the assistant regional training officer.

Appeal Is Waged to End Religious Qualifications For Probation Officer Jobs

Having won the first round, prohibition of religious qualifications for some probation officer jobs, the American Jewish Congress seeks victory in the second round, elimination of religious qualifications for probation officer jobs in other courts, and in any and all work assignments of probation officers.

The congress questioned the legal provision that probation officers and their charges should preferably be of the same religious faith, and complained to the State Commission Against Discrimination. Commissioner J. Edward Conway, former President of the State Civil Service Commission, ruled in the favor of the congress, but the protesting group insists he did not go far enough. Commissioner Conway ruled that religion is to be disregarded in appointment of probation officers to the Domestic Relations Court, which embodies the Family Court and the Children's Court.

Appeal Taken
The congress wanted, but did not get, a ruling against the practice of applying a religious

quota in the Children's Court. Such discrimination in that court, as much as in any other court, violates state law, the congress insists.

An appeal from Commissioner Conway's decision has been taken by the congress to Charles Abrams, Chairman of the State Commission Against Discrimination. Leo Pfeiffer, the congress's associate counsel, explains that this step is a possible preliminary to action in the State Supreme Court. If the appeal is unsuccessful, the court action would follow.

Chairman Abrams contends that he lacks authority to reverse Commissioner Conway, and could do no more than recommend to Commissioner Conway a review of the facts and the law, and the decision to part of which the congress objects.

The Congress's point about discrimination rests partly on evidence it says it has obtained that Jewish probation officers get the least desirable assignments in the Family Court. The congress interprets this to constitute a form of refusal to hire Jewish workers in that court.

Mail Applications Universal for Month As NYC Experiment

As an experiment, to determine if recruitment upswing results, the New York City Civil Service Department will permit mail applications in all tests in the exam series to open in September. This is only one phase of an effort to promote recruitment.

Candidates have often complained of the unnecessary nuisance of having to go to the City's application bureau in person, to apply, or even of having to send a representative.

Another complaint by candidates is against the additional

bother and expense of having to get the applications notarized. They point out that neither the Federal nor the State income tax returns have to be notarized, yet taxpayers are just as liable to punishment for willful misstatements on material points as if notarization took place. The "automatic notarization" could be effected, for both State and New York City tests, by enactment of a law.

No change has yet been made regarding notarization, but City officials are seriously considering elimination of that nuisance, too.

Department to Take Summer Siesta

During the month of August the NYC Department of Personnel will not issue or receive any applications for examinations.

However, during August those interested in stenographer or typist jobs can apply to the State Employment Service, 7 East 19th St., Manhattan, where they will be tested, and if they pass, given certificates that can be presented to the Personnel Department after September 1.

Take Your Pick Of Many Tests NYC Will Hold

The following exams are on the "ordered" list of the New York City Department of Personnel and should be opened for receipt of applications soon after summer is over.

Watch future issues of The LEADER for news on these coming tests:

Account clerk, assistant hospital administrator, assistant manager of industrial development and promotion, assistant planner, assistant public services officer, assistant secretary to the Commission for the Foster Care of Children, assistant signal circuit engineer, assistant superintendent of children's institutions, attorney, audience promotion assistant.

Also boiler inspector, borough community coordinator, chief probation officer, chief school lunch manager, consultant public health nurse, (maternity and newborn), consultant public health nurse (orthopedics), dental assistant, department library aide, department principal librarian (law), deputy medical superintendent, director of institutional education, director of medical records and statistics, director of medical services (department of welfare), director of statistical division, editorial assistant, head dietitian, head school lunch manager, inspector of borough works, inspector of fire alarm boxes, investigator, junior architect, junior bacteriologist, junior chemical engineer, junior chemist, junior landscape architect, laboratory aide, lineman's helper, maintainer's helper, mechanical maintainer, mediator labor relations, medical social worker, neuropathologist, nutritionist, pathologist, patrolman, (P. D.), planner, principal children's counselor, principal institutional instructor, probation officer, program manager, program review assistant, psychiatrist, public health educator, public health physician, public service aide.

Others on the list are: public service officer, recreation leader, research assistant, senior physical therapist, senior physicist, senior public health physician, senior street club worker, senior supervisor of medical social work, superintendent of women's prisons.

Metro Unit Officers Hold NYC Meeting

Metropolitan New York Conference of the Civil Service Employees Association held an officers' meeting in New York City July 24.

Three major topics were discussed, Andrew J. Coccaro, Conference president, reported. They were:

1. The role of the Conference and its value to individual chapters that make up the Conference.
2. A study of the role of Conference officers
3. Conference programs, past, present and future.

Mr. Coccaro reported the officers felt the meeting a great help in planning for the coming year.

A meeting of chapter presidents in the Metropolitan Conference will be held in late August to plan a 2-year program. Mr. Coccaro said.

The Conference president also announced that all committee appointments would be made known when the Conference holds its September meeting, scheduled for Kings Park State Hospital.

SEVEN CHANGES IN HOUSING MANAGER ANSWERS

The New York City Civil Service Commission announced seven changes in the tentative key answers for Part I-A of the housing manager promotion written test held April 7. They are: questions 4, B or A; 18, B or C; 37, from B to C; 40 and 41, struck out; 43, B or C, and 52, B or D.

Thirty-two of the 46 candidates wrote protest letters, objecting to 39 items.

Police Sergt. Test to Open In September

The New York City Personnel Department expects to open a police sergeant promotion exam for applications in September, and has tentatively scheduled the written test for January.

The department received more than 10,000 applications in the last test.

The current eligible list, established April 1, 1953, is in its final year. Sixteen more sergeant promotions were made.

Patrolman Physicals Resume Aug. 3

New York City will continue qualifying physicals on August 3 for 320 patrolman (P.D.) candidates and on August 6 for 142.

So far 1,074 candidates have passed the physical tests held at Van Cortland Park.

Of 1,800 men tested in the first five sessions, 247 failed, 124 were absent and 155 were twice rained out.

State Clerk Lists Nearing Finish

With 21 appointments from the last pool the New York State Clerk (with option) list has been exhausted.

On the file clerk roster, the last 11 appointments reached No. 2294. Since that list was established on August 15, 1955 and may expire on that date this year, the State Civil Service Commission is not certain that another hiring pool will be called.

Albany IR Office Gives Procedures on Gaining Maintenance Tax Refund

ALBANY, July 30—The Director of Internal Revenue for the Albany district has issued initial instructions on procedures to recover Federal income tax paid on maintenance by state employees in 1952-53.

John F. Powers, president of the Civil Service Employees Association, urged those eligible for the refunds to study the procedures (which will be listed below) with the utmost care to assure prompt recovery.

Thousands of state workers became eligible for the tax rebate when the Internal Revenue Department in Washington agreed to abide by a decision of the U.S. Court of Appeals in New York which declared that taxation on maintenance and subsistence should not have taken place during those years.

The decision was rendered in a test case brought by the CSEA and represented a million dollar victory for the Association and the 62,000 members it represents.

The following instructions, which affect only those persons in the Albany IR district, were released by Mr. Powers.

Albany IR Instructions

"All New York State employees who have filed claims with the District of the Internal Revenue, Albany, New York, for the years 1952 and 1953 to recover a refund of the Federal income tax paid on the value of maintenance received as part of their salaries will soon receive from the Albany office a request for certification in proper form from their employer.

"This certification should be secured by the employee from the head of the institution where he is employed and must state sub-

stantially that the claimant resided at the institution where employed during the period covered by the claim and where such residence was for the convenience of the employer.

"In addition to the consideration for the issue set forth in the claims for the refund, it must be appreciated that other items on the return will be the subject of certification and in such cases the tax payer will be requested to submit additional information in substantiation of other items.

"The District Director has given assurance that these claims will be processed as early as possible. Due to the large number of this type of claim, some unavoidable delay will be experienced in processing the refunds. It is suggested that taxpayers do not write to the District Director of Internal Revenue to request information as to when

they may expect their refund."

Albany District Only

It should be emphasized that this release states to the procedure which will be followed only by the Albany office, Mr. Powers said.

The Association has written to the directors of the five other IR districts requesting information from them in sufficient time to publish in next week's issue of The LEADER their instructions as to how refunds will be handled in their respective districts.

The Association will, during the next week, attempt to arrange with the various departments affected for certification by the heads of the institutions as to those people who reside on the grounds or received maintenance for the convenience of the employer during the years in question, Mr. Powers added.

Technician Tests Set for November 17

Applications for the following State jobs are not ready yet. Watch The LEADER for the announcement. The examination date has been set for November 17.

4093. **PERSONNEL TECHNICIAN** (examinations), \$4,430 to \$5,500. Vacancies in Albany. Fee \$4. Open to all qualified U. S. citizens College graduation and one of the following: by January 31, 1957, one year's experience in construction and use of tests, 30 graduate credits toward a master's degree (preferably in psychology, education or statistics), or an equivalent combination of training and experience

4094. **SENIOR PERSONNEL TECHNICIAN** (examinations), \$5,390 to \$6,620. Jobs in Albany. Fee \$5. Open to all qualified U. S. citizens Requirements are the same as for 4093, plus 60 graduate credits toward a doctor's degree in psychology, education or statistics.

Where to Apply

For jobs now open, apply at one of the following: Information Desks, Examinations Division, 39 Columbia Street, or lobby of State Office Building, Albany; State Department of Civil Service, Room 2301, 270 Broadway, New York City; State Department of Civil Service, State Office Building, Room 212, Buffalo, or local New York State Employment Service offices in the counties concerned.

7th U. S. ENTRANCE TEST FILING OPEN

The sixth Federal entrance exam is scheduled by the U. S. Civil Service Commission, Second Region for August 4. The date for the seventh test has not yet been announced.

Those who missed the July 19 filing deadline may take the seventh exam. Contact the Commission, 641 Washington Street, New York 14, N. Y., for announcement No. 25 and applications.

(The seventh test will not be held before October.)

Thruway's Financial Status Reported Good

ALBANY, July 23—The financial position of the New York State Thruway appears secure according to Arthur Levitt, State Comptroller.

The comptroller, commenting on the report of the authority on revenues for the first half of 1956, said, "On the basis of the figures to date, there seems to be no doubt that the Thruway will soon be an entirely self-supporting and self-liquidating project.

"Although the Thruway is not yet completed to the New York City line and although the vital Erie, Niagara, New England and Berkshire sections are still unfinished, the toll collection figures for the first six months of the year presage a bright financial future for the super-highway."

Levitt Says Disabled Vets Need More Aid

ALBANY, July 23—State Comptroller Arthur Levitt has called for greatly increased benefits for disabled and partially-disabled veterans and a revision of the U. S. veterans pension programs.

The comptroller, speaking before an American Legion group in Rochester last week said, "America's pension system for disabled or partially-disabled servicemen has been woefully neglected.

"Disabled veterans are, at the present time, inadequately compensated for the loss of earning power they have suffered while serving their country."

COURSE OFFERED POSTAL SUPERVISORS

The U. S. Civil Service Commission, the Post Office Dept., and New York University are cooperating in giving postal supervisors and non-supervisory employees a course to improve oral communication.

The need for the course was stressed by the fact that postal supervisors have not been sufficiently communicative with those under them.

The program will be enlarged to include the entire postal service throughout the country.

Martin B. Dworkes of NYU is secretary of the committee for special curricular for Federal personnel. The committee recommended the program.

Hearing Officers, Interpreters, Investigators Sought by State; Other Tests Soon Will Be Open

New York State announces eight exams for state jobs and five for county jobs. For State jobs requiring county residences.

Also, two State exams to be opened in August were announced.

Open to any qualified citizen of the U. S. are the state exams for senior chemical engineer, \$6,890 to \$8,370, assistant chemical engineer, Westchester County, \$5,380 to \$6,900, and for civil engineer, Westchester County, \$3,580 to \$5,100. Starting and maximum pay for grade is given.

The examinations will be held on Saturday, September 22. Closing date for filing applications where applicable, appears at the end of each announcement.

OPEN-COMETITIVE

4092. **HEARING OFFICER**, \$6,890 to \$8,370. Fee \$5. Six to ten vacancies in titles of unemployment insurance referee, motor vehicle referee and motor carrier referee. Admission to the Bar of the State of New York, and one of the following: four years' general law practice, two years of which must have been in trial of issues in courts of record; four years' experience in trial of issues as legal assistant to a hearing officer, or an equivalent combination of training and experience. (Friday, August 24).

4511. **INTERPRETER** (Italian and Spanish), New York County, \$5,000. One vacancy. Fee \$4. Legal residence in New York County for four months preceding exam date, plus ability to read, write, speak

fluently and interpret English, Italian and Spanish and some knowledge of legal phraseology. (Friday, August 24.)

4104. **NARCOTICS INVESTIGATOR**, \$4,650 to \$5,760. Two vacancies in Albany. Fee \$4. Three years' experience as a licensed pharmacist in New York State, and one of the following: one year's experience as field investigator or law enforcement officer, one year's experience as a pharmacist in the production of pharmaceuticals or an equivalent combination of training and experience. (Friday, August 24).

4103. **DEPUTY STATE REPORTER**, about \$5,200. One vacancy, in Albany. Fee \$5. Admission to the Bar of the State of New York and five years' experience in law publishing, two years of which must have been in legal editorial work. (Friday August 24).

4102. **SENIOR CLERK** (surrogate), \$3,170 to \$4,000. One vacancy, in Richmond County. Fee \$3. Legal residence in Richmond County for at least four months immediately preceding examination date, one year's experience as a court or law clerk in connection with Transfer and Estate Tax Law, estate administration, fiduciary accounting or wills, and one of the following: two years' general law office or court clerical experience, one year's such experience plus high school graduation or equivalency diploma, or an equivalent combination of training and experience. (Continued on Page 9)

Competition Complete for UFOA Offices

The Uniformed Fire Officers Association of New York City announced the candidates for posts on its executive board. They follow:

Chief's representative — Battalion Chief Perry Peterson, 31st Battalion, and Deputy Chief George David, 6th Division.

Captain's representative — William T. Heiden, Hook and Ladder Company 7, and Jerome J. Peinar, Engine Company 270.

Lieutenant's representative — Francis (Pepper) Martin, Engine 272, and Joseph Lovett, Engine 72.

This is the first time in years that every vacancy is being contested. The competition results from the published recommendation of Lieutenant John W. J. Farren that, since competition is the life of any undertaking, a lively organization like the UFOA should never be lacking in competition.

The date of the election will be announced soon.

From among the executive members the officers of the UFOA will be chosen, including the president, the nominal title of the chairman of the executive board.

Prices Slashed!

ENTIRE STOCK of BOND'S
2-Trouser Tropicals
at give-away prices

★ No charge for any alterations

★ 6 months to pay with no down payment

Frosty-Weave Miracle
of Rayon and Dacron **39.90**

Shape-Holding "Bondac"
for more wear, less care **44.90**

Finest Tropical Worsteds
Rochester-tailored! **49.90**

Bond's AMERICA'S
LARGEST CLOTHIER

Clerk-Carrier Jobs in Buffalo Post Office

The Second U.S. Civil Service Region has announced an exam for substitute clerk and substitute city carrier at \$1.82 an hour in the Buffalo post office.

The carrier jobs are open to men only, but women may be hired for the clerk positions in the postmaster's discretion.

Applicants must be citizens of or owe allegiance to the United States. All male applicants must weigh at least 125, except that this requirement does not apply to those with veteran preference, and all must be physically able to do the work. In addition, carrier applicants must have a license to drive a car.

Apply for announcement No. 2-36 (1956) in person or by mail at the Second Region office, 641 Washington Street, New York 14, N. Y. Closing date is Wednesday, August 22.

U.S. Pension Bill Passed

WASHINGTON, July 30—A bill that would provide increased pension advantages for U. S. workers without any increase in pension-payroll deductions has been voted by the House Post Office and Civil Service Committee.

The House committee approved a modified version of the Senate-approved Johnson Retirement Bill. Under this proposal, the retirement payroll deduction would remain at 8 percent, and the 30-year-service employee retiring after age 55 would have his annuity reduced 1.5 percent for each year he was under age 60.

Two Options Offered
This version of the retirement bill gives the employee two ways in which to compute his retirement annuity. Most employees would multiply their average salary by 1.75 per cent, then re-multiply by the years of service. Lower-bracket employees would find it to their advantage to multiply by 1 per cent plus \$30 then re-multiply by the years of service.

If the retiring employee wishes to set up a survivorship annuity for his wife, the new bill calls for a 3 percent reduction on the first \$2,400 of his own annuity, 10 percent on the rest.

Key Answers

BUS MAINTAINER, GROUP B
Special military promotion examination, New York City Transit Authority, held July 20.

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

Last day to protest to New York City Civil Service Commission, 299 Broadway, New York 7, N. Y., is Thursday, August 9.



ORCHIDS AND A SIGN: These touches ornamented the ceremonies at which Mrs. Lillian M. Whitney, attendant at the Syracuse Psychopathic Hospital, was presented a service pin by Dr. Mary E. Brew, assistant director of the hospital.



Rev. Robert W. Anthony, left, and Father William J. McCabe, were honored by Utica State Hospital for 26 and 15 years of service, respectively.

New State Vacation Guide Book Readied

ALBANY, July 30—The State's comprehensive guide, "New York State Vacationlands," is being thoroughly revised for 1957 publication, State Commerce Commissioner Edward T. Dickinson announced.

"More than 600 chambers of commerce and other trade organizations, as well as 500 operators of tourist attractions, are cooperating with the State Commerce Department by checking an infinite number of essential facts for the new 198-page book," Commissioner Dickinson said.

Designed to promote the state's two-billion-dollar travel business, the guide will include information on resort communities, historic sites, museums, state parks, accommodations, transportation, motoring, dude ranches, hiking, boating, fishing and camping.

500 IRS EMPLOYEES TAKE SUMMER COURSES

Nearly 500 employees of the Internal Revenue Service enrolled in summer in-service training courses.

Members of the New York audit, collection and intelligence divisions are attending school at the University of Rhode Island, Kingston, R. I.

Visual Training

OF CANDIDATES FOR
**PATROLMAN
FIREMEN
POLICEWOMEN**

FOR THE EYESIGHT TESTS OF
CIVIL SERVICE REQUIREMENTS
DR. JOHN T. FLYNN
Optometrist - Orthoptist
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Recommends Over All Others.

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FAMOUS MAKE CEDAR CHEST
Value \$89.95, Charles price \$34.99, for use
CHARLES displays Bedroom, Living & Dining Room and Bedding.

Mr. Tobias of MUNICIPAL says
Visit CHARLES for FINE FURNITURE AT BUDGET PRICES

Applicants for FIREMAN

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

KEEP IN MIND THAT THE

PHYSICAL EXAM COUNTS 50 POINTS

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

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

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

A New Exam Has Been Ordered For PATROLMAN — N. Y. C. POLICE DEPT.

Salary \$5,440 a Year After 3 Years

(Includes Annual Uniform Allowance) Pension After 20 Years

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

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

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

VISIT A CLASS SESSION AS OUR GUEST

IN MANHATTAN: TUESDAYS, at 1:15, 5:45 or 7:45 P.M.
IN JAMAICA: WEDNESDAYS at 7:30 P.M.

Free Medical Exam — Inquire for Schedule of Doctors' Hours

New Examination Will Be Ordered Soon for

SANITATION MAN — N. Y. C. SANITATION DEPT.

STARTING SALARY \$3,950 A YEAR (\$76 a Week)

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

FULL CIVIL SERVICE BENEFITS INCLUDING PENSION

Be Our Guest at a Class Session in Manhattan or Jamaica

IN MANHATTAN: Monday at 1:15, 5:45 or 7:45 P.M.
IN JAMAICA: Thursday at 7:30 P.M.

START PREPARING NOW — APPLICATIONS OPEN SEPT. 5th for

SURFACE LINE OPERATOR — CONDUCTOR

(N. Y. CITY TRANSIT AUTHORITY)

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

Appointments to either position are made from same list.

Many Worthwhile Opportunities for Promotion

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

Min. Hgt. 5' 4" for OPERATOR — 5' 8" for CONDUCTOR

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

NOW READY! Valuable HOME STUDY BOOK for
NEW POST OFFICE

SUPERVISORY PROMOTION EXAMS

To Be Held This Fall!

Our New Home Study Book prepared by experts in the Post Office field exclusively for the NEW EXAM. You may examine this before purchasing it or order by mail with our guarantee of a FULL CASH REFUND if book is returned within 5 days of receipt because of dissatisfaction. Full PRICE ONLY

\$7.50
SENT POST PAID

Exam to Be Held Soon — Thousands of Appointments Expected
OPEN ONLY TO RESIDENTS OF BROOKLYN

POST OFFICE CLERK-CARRIER

\$1.82 AN HOUR TO START with increases to \$2.19 an Hr.

18 Years and up — No Minimum Height

No Educational or Experience Requirements

Our Course Fully Prepares for Official Exam

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

CLASSES FORMING for FORTHCOMING N.Y.C. EXAMS for:

• **CARPENTER** — \$6,212 a Year (7 Hour Day 350 Days a Year)

• **RAILROAD CLERK** — \$68.20 to \$74.20 a Week

Men and Women of All Ages—Duties: Change Making, reading turnstile meters, compile reports, etc. NO EXPERIENCE REQUIRED.

Promotional Opportunities to Positions Paying \$4,500 a Year to Start

• **CLERK** — Salary Range \$2,750 to \$3,650 a Yr.

This is the FIRST STEP toward a career in the City's clerical service for Men and Women . . . Ages 17 Years and up, NO EXPERIENCE REQUIRED, Excellent Promotional Opportunities to Senior Clerk at \$3,500 to start and Supervising Clerk at \$4,500 to start. Chances to Advance Thereafter to Administrative Positions up to \$7,500 and Higher.

• **HOUSING INSPECTOR**— \$4,250 to \$5,330

DUTIES: Inspect Multiple Dwellings and other structures for violations of laws, rules and regulations.

Promotion Opportunities to Sr. Housing Inspector at \$5,150-\$6,590
Inquire for Details and Information About Our Classes

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Civil Service LEADER

America's Largest Weekly for Public Employees

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TUESDAY, JULY 31, 1956

Government Needs More And Better Recruitment

CIVIL Service commissioners, sensitive and earnest about their recruitment efforts, become "disturbed" over statements that infer considerable ground for improvement. Until recently, recruitment was on a strictly routine basis. If any brilliant ideas were developed during the routine period, we'd like to hear about them. All branches of government, hard pressed by private industry's competition, had to adopt at least some of industry's methods. But there are fields in which industry can offer no pattern. It does not have large police departments, but if it did have, it would find means of ready recruitment, and government could then follow that example.

Opportunity for New Ideas

Government should contribute some new ideas to itself, at least in those areas where private industry does not operate a free idea bank. New York City, for instance, should not be at any time without an ample eligible list to fill all prospective patrolman vacancies, and should not have to open the police exam every year, or, as recently happened, twice in the same year. It should try something other than examining the same candidates over and over again.

The hope that through some good fortune more of the repeat candidates will pass this time should be abandoned. A city as large as New York has an ample police recruitment population. It is up to the Civil Service Commission to locate the prospects, and get them to apply. Pay is one barrier. Civil service commissioners do what they can, or deem proper, to get pay raised, but their voice is hardly persuasive on that score, and the commissions, like the candidates, must largely take the pay as they find it.

Recruitment More Resourceful

Government is becoming active in attempting to recruit collegians as trainees in scientific and technical jobs. The State pays them \$60 a week in summer jobs and even puts them up at the State University. This is in line with industrial practice, except in industry the railroad fare for plant inspection trips is paid by the prospective employer, and theatre tickets and drinks, and who knows what else, are on the house.

Recruitment in a difficult market requires promotional talents that civil service commissions do not ordinarily possess. After the U. S. Civil Service Commission put a public relations expert at the head of its "information" service, the Commission won an award from a national public relations association for the way it promoted the federal service entrance examination, for excellence of execution, if not brilliance of conception. Naturally, close cooperation between the publicity and administrative arms produced the good results.

The Overall Measuring Rod

Let's have more and better efforts at recruitment for public jobs, and more showings that earn, or should earn, recognition. The day has passed when civil service commissions are merely watchdogs, and when the commissions can be forgiven for prating in their annual reports that the spoils system has gone, and the merit system is in full bloom. Most of today's candidates are too young to have known anything about the spoils system.

The work of recruitment for public jobs is being done better, but not well enough. Commissions should get on their toes, and stay there, lest someone come along with a report telling what should be done and how, and startle them. Commissions, that usually do all the exam-

ining, are now under examination. Here's hoping they all "make" the eligible list.

The merit system can never be any better than its recruitment.

All Public Employees Owe Gratitude to CSEA

DOWNGRADING is one of the worst threats in civil service.

Methods for perpetrating downgrading are provided by law. Sometimes these methods are perverted, to victimize individual employees, a sort of back-alley form of reprisal under the cloak of sanctity. In other instances, downgradings are inconsistent, discriminatory, and punitive. Regular channels are provided for disciplining employees. The blanket indictment method of downgrading is not one of them. And downgrading, even when theoretically defensible, can do more harm than good.

Downgradings are sometimes illegal, but stand because a lone employee, or a small group, cannot afford to finance a law suit, or fears the further wrath of the employer. In this case, by employer one means government. Somehow, private industry does not go in for downgrading. Government seems to have a monopoly on it, like in paying supervisors less than the employees they supervise.

Wide Ramifications

The ramifications of downgrading can be wide. If retroactive downgrading can be practiced, an employee could be compelled to return the difference in salary for the downgraded period. Also, prospectively a downgraded employee could have his salary reduced by downgrading so that he will suffer the loss all his working life.

Mrs. Mae E. Hotaling, a New York State employee, was singled out in downgrading, and retroactively, at that. But she was fortunate to be a member of The Civil Service Employees Association, which fought the attempted downgrading also on behalf of all other State employees similarly situated. The Association won a victory in the Supreme Court in Albany. The opinion, written by Justice Kenneth S. MacAffer, is a landmark. It brands retroactive downgrading as illegal. It says the whole attempted downgrading, affecting other employees, was illegal. These were the contentions made by John T. DeGraff and John J. Kelly, Jr., Association counsel and assistant counsel. Congratulations to the Association, and to them, on winning a most important and far-reaching victory.

Public employees everywhere in the United States owe a debt of gratitude for what the Association has accomplished in the field of safeguards against downgrading.

A Jurisdiction-Wide Policy

The principles on which the decision is based are generally applicable in civil service in the State and its local governments, even though the laws regarding reclassification may be differently phrased than those affecting State employees. Even New York City and Buffalo, with their semi-independent civil service administrations, must be governed by similar principles.

Danger Mitigated in Federal Government

In the Federal government the downgrading danger that menaced the future even of employees who had high seniority and ratings was so acute that legislation was required to safeguard the pay of a downgraded incumbent. That protection, limited though it is, now is the law. An employee who has had at least two years' service will not suffer pay reduction, even if his job is downgraded, and without time limit to the protection. However, where downgrading results from reduction in force, or lessened duties, or is practiced for disciplinary reasons, the protection does not apply. One may well question the wisdom of recognizing downgrading as a means of personal punishment, but at least the new law provides some remedy for what was a festering wound.

Government well deserves a sharp reminder that it was not founded for the purpose of perpetrating reprisal through downgrading, and that an employee's livelihood is something with which it must not trifle.

The Funnyscope

An assistant supervisor's tailor asked him, "How come that while your coats and vests last long, your pants wear out so fast?"

The assistant supervisor replied apologetically, "In my family the wife wears the pants."

Paula M. Hooker was such a good looker

The boys whistled each time she passed,

And all of them found her to be such a rounder

They wondered how long she could last.

LETTERS TO THE EDITOR

CLERKS' PAY DRIVE GETS STRONG SUPPORT

Editor, The LEADER:

The backing that the senior clerks in New York City are getting from public officials themselves is most encouraging, in their effort to be raised to slot 9 from slot 8.

This increase is so well deserved that it was a shame that the Salary Appeals Board did not grant it in the first instance. Now the Board of Estimate has sent the subject back to the Appeals Board for restudy.

The Appeals Board majority—the minority, consisting of employee members, favored granting the request—now finds Borough President John J. Lyons of the Bronx whooping it up for a raise, and Chairman Charles H. Silver of the Board of Education, who stops at nothing short of 9.

The LEADER has done much to publicize the justice of the clerks' cause. Their attorney, Eugene R. Canudo, has been able and untiring in presenting a thorough case for grade 9.

PASQUALE FIARO

THANKS TO MR. SILVER

Editor, The LEADER:

It has come to my attention that President Charles H. Silver of the NYC Board of Education has once again come to the aid of the senior clerks of this city by writing letters to each and every one of the members of the Board of Estimate in support of our claim for Salary Scale 9.

President Silver has shown a vast understanding of our needs in this matter. As a practical administrator he also knows that the principle of equal pay for equal work certainly pays off in employee morale and employee efficiency. Furthermore, he has read the Career and Salary Plan and realizes that we cannot even hope for the promotions that we once looked on for which we should be adequately compensated, as were others as a matter of right, and for grades and services.

It is passing strange that only this one Department head has shown the initiative and the courage to speak out for Senior Clerks at this time, when the chips are down and we reach the point of no return. Where are the others? And what are they doing, knowing, as they most certainly do, the desperateness of our plight?

BART LANIER STAFFORD, III.

EXACTLY WHAT DOES MR. KAPLAN MEAN?

Editor, The LEADER:

In your issue of July 11 you report H. Elliot Kaplan as having told the House Post Office and Civil Service Committee that some leaders of public employee groups "are expressing a decidedly biased viewpoint on plans to coordinate Social Security with public retirement systems", and as misleading many employees by misinformation. Mr. Kaplan is further reported as having stated that a plan of coordination is now being devised for New York State employees and that "many state, county and municipal workers have voted already" for a plan of coordination.

If you have correctly reported what Mr. Kaplan stated to the House Committee, it appears that Mr. Kaplan is himself guilty of spreading misinformation. If memory serves me correctly, many state, county and municipal workers have already voted for a plan

(Continued on Page 12)

MRS. DAMAR'S 84c SALE JUST TO MAKE NEW FRIENDS

It's our way of saying "pleased to meet you!" And pleased you'll be when you see these fabulous household bargains in your home. Mrs. Damar has drastically reduced the price on every product shown here in order to make new friends. Each one is guaranteed to please you in every way or your money back. If you order 3 items or more—pay only 84c each . . . Take your pick—then mail your order at once!



SILICONE IRONING BOARD COVER reflects heat, reduces ironing time. Makes one-side ironing sufficient. Scorch resistant, never needs laundering, wipes clean. Fits all boards.
No. 840884c



STEAM IRON COVER removes shine from garments. Makes it simple to iron away the telltale gleam from slacks, skirts, seams on serge, gabardine, etc. No press cloth is needed.
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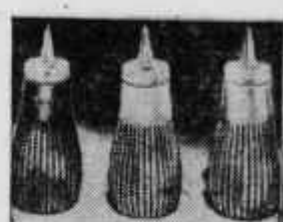
NO MORE STEAMED UP WINDOWS or mirrors in your home or car. Wipes all glass surfaces with this anti-fog cloth. Wonderful for mirrors, windows, eyeglasses, windshields. 8"x17". Lasts indefinitely.
No. 8435 ..2 cloths for 84c



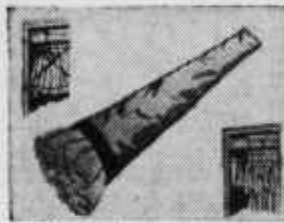
RENEW YOUR STEAM IRON with this "allair" that removes clogging scale and crust. Gives you more steam, pep up sluggish action. Odorless, non-acid and will not burn. Full year's supply.
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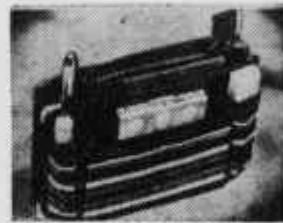
SELF-ATTACHING WALL HOOKS hold without nails or screws. Simply moisten the backs and press. Hooks will hold up to 15 lbs. on any smooth tile, glass, plaster or wooden surface.
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SQUEEZE DISPENSERS for ketchup, mustard and other dressings or sauces. Decenter shaped in flexible, unbreakable polyethylene. Simple to fill, guaranteed not to leak; and the mess of old-fashioned jars and containers!
No. 8456 .. set of 3 for 84c



CRINOLINE SKIRT TOTER protects your stiff petticoats. Puts an end to bulky storage problems. It's made of clear vinyl, has hanging loops on both ends. Really handy—and a space saver, too.
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9-POCKET CARRY-ALL keeps your purse neat. Fits your change purse, compact, lipstick, keys, cigarettes, etc., in separate easy-to-get-to compartments. Attractive striped grosgrain, reinforced meal corners.
No. 8425 84c



2-WAY HAMBURGER PRESS molds patties to uniform size and thickness. Molds fish, sausage and potatoes as well. Fill and press. Makes bun size or reverses for larger dinner size.
No. 8406 84c



SHORTENING DISPENSER and MEASURER. Simply set the handy dial for the amount wanted—1/4, 1/3, 1/2, 2/3, or full cup. Press down and it's out. No guesswork, no waste. Works every time!
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KLEEN-KUT KITCHEN SHEARS cuts poultry, vegetables, fish with ease. Has useful cap-lifter on the handle. Sturdy, sharp serrated blades never slip. No kitchen should be without one!
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PROTECT BLANKETS in this wonderfully light but sturdy transparent zippered vinyl cover. Keeps out dust, moisture, moths and other harmful insects. Measures 27"x22"x9" — easily holds as many as THREE blankets!
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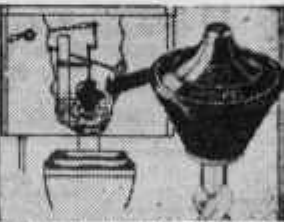
SCRATCHES DISAPPEAR from finest furniture with one stroke of this magic stick! Removes marred and faded spots to original beauty. Silicone formula used by the "furniture trade."
No. 844184c



FOAM RUBBER COASTERS in fabulous colors identify glasses, make cold drinks comfortable to hold, absorb drip and condensation. Protect furniture against marking. Expand to fit all glasses.
No. 84708 for 84c



POTATO RACK bakes potatoes inside and outside at the same time. Simply spear up to 8 potatoes on rack and place in oven. Bakes faster, gives flakier, crispier crusts. 13" long.
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STOP NOISY TOILET TANKS! Propeller action tank ball spins into place after each flush and fits like a cork. Replaces any rubber tank ball in seconds without tools. Ends water waste.
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NYLON SCOURING CLOTH never wears out! Cleans greasiest, grimmest utensils without scratching. Rinses spotlessly clean. Work like magic by itself or with a minimum of detergents.
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TOASTER DUSTER brushes out crumbs, cleans grates, penetrates into walls and "sweeps" out bottom and sides in a jiffy! Actually prolongs life of your toaster, and ends that "burnt-toast" odor!
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EGG-BOILER and TIMER for safe boiling and exact timing. Easily lifts in and out of boiling water without scalding your fingers. A real double-action kitchen aid!
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PARK THE FIRST TIME, EVERY TIME with easy parking dial. Attaches to dashboard. Tells you when to turn wheels for perfect parking. Works at once—no practicing necessary.
No. 843484c



NEW ICE TRAY freezes thin ice wafers and a gentle twist instantly crushes them for drinks, cocktails, seafood and fruit nests. Makes speedy ice chips for ice pack bags and other uses.
No. 84223 for 84c



ALL STEEL BALL BEARING CASTERS roll heaviest furniture in any direction with ease. Simply tap into legs of beds, tables, sofas, chairs, TV sets! Fits any furniture.
No. 2594, 1/2" dia. 8 for 84c
No. 3367, 3/4" dia 4 for 84c



COILZIT shortens untidy cords without cutting them. Coil excess electric cord around handy spool. Each one holds up to 3 ft. of cord. Use one on every cord in the house leading to lamps, clocks, etc.
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PEPPERMILL & SALT SHAKER SET made of beautiful, highly polished grained wood, in authentic early American style. Peppermill grinds fresh pepper to a gourmet's delight; salt shaker keeps salt dry in most humid weather!
No. 8403per Set 84c



COOK 'N' SERVE INDIVIDUAL PORTIONS to win compliments. Prepare tempting dishes for personalized portions far ahead. Freeze 'em, serve when needed. No leftovers. Makes every kind of cake, meat loaf, aspic, dessert. All aluminum. Your choice of 3 different-shaped sets, 6 pans to each set.
No. 8440.....Angel Cake Pans, 3 5/8"x1 1/2"6 for 84c
No. 8457.....Little Loaf Pans, 2 1/2"x4 1/2"6 for 84c
No. 8458....."Shorty" Shortcake Pans, 3 1/2"x1 1/2"6 for 84c



SALAD and VEGETABLE WASHER of fine flexible non-rusting woven metal. Cleans, desalts lettuce, spinach, other vegetables. Just hang from faucet and turn water on. When not in use folds flat. Imported from Europe.
No. 844584c



WRITE-ON LABELS won't smudge or smear. Stick anywhere, resist moisture and temperature. Use to identify contents of frozen food containers. Writing on them with pencil makes permanent impression. 150' roll in dispenser.
No. 843384c



NEW DISH CLOTHS wash all, grease, the stubbornest dirt and grime from dishes, glass or wooden surfaces. Soft, long-lasting, never stains. Linens, and clean as new with one quick rinse!
No. 84758 for 84c



PRETTY SPOON REST makes an ideal "parking place" for two cooking or mixing spoons. Ends unsightly drip and messy stoves; no more hunting for misplaced spoons. When not in use makes an attractive wall plaque for your kitchen.
No. 845184c

Mrs. Dorothy Damar
5222 Damar Building, Elizabeth, N. J.

HOW TO ORDER: (For prompt delivery, just follow these simple instructions)

Please order by Stock Number. Orders for 3 or more items — 84c each. Orders for less than 3 items — \$1.00 each. Please add 15c for postage and handling for your order.

Simply send your name and address with cash, check or money order. Money back guaranteed if your purchase is returned within 10 days. Order with confidence — today!

Patrolman, Clerk, Sanitationman and Other Tests Coming Up

New York City will have openings this fall for both men and women in all five boroughs as clerks and cleaners, and for many qualified young men as patrolman, transit patrolmen and sanitationman, no experience needed in any case.

Applications for the City clerk exam will be issued beginning on Monday, November 5. No formal education is required. Candidates will be tested for ability to follow instructions, and in spelling, grammar, mathematics, general office procedure, knowledge of civic affairs, vocabulary, aptitude for learning and general intelligence. Those from 18 to 70 may apply, but the oldsters may have some difficulty in being appointed.

Current salary for the clerk job is \$2,750, rising to \$3,659, with increases based on satisfactory service.

Jobs as Cleaners

The exam for cleaner will also be given in the fall. The salary is \$2,500 to \$3,400 for women, \$2,750 to \$3,650 for men. The written examination will be simpler than the clerk exam. Generally, candidates must pass a qualifying physical and be in good enough medical condition to do the work.

For transit patrolman, physical requirements will be of the utmost importance, as the slot calls for policing subways and subway platforms, and possibly detective work. Applicants must be no shorter than 5 feet 7½ inches, with weight in proportion; have 20/20 vision without glasses, and no physical impairments. Maximum age is 32, and veterans can deduct their service time from actual age. The salary starts at \$77 a week, with an increase to \$102 after three years.

Patrolman (P. D.) Jobs

The patrolman (P. D.) written test is scheduled for early 1957, probably not later than March, with physicals in the spring. Tentative application dates are from Monday, November 5 to Monday, November 26.

About 1,000 more patrolman may be appointed in the current fiscal year. The starting pay is \$4,000, increasing to \$5,440 (if uniform allowance is counted in) after three years, plus sick leave, vacation and pension benefits. Applicants should be between 19 and 29. There is an age concession to veterans over 29. Minimum appointment age is 21, minimum height 5 feet 7½ inches, 20/20 vision, no glasses allowed.

Sanitationman Test

The sanitationman exam is expected soon. Starting pay is \$4,850 a year, \$76 a week, and an age 55 retirement plan. The job is open to men 18 to 40, though older veterans may compete. Minimum height is 5 feet 4 inches, and glasses are allowed.

Don't Try to Apply Now

Do not attempt to apply now for any of these tests. Await the opening date. As soon as other opening dates are set, the LEADER will publish them.

HOME FOR SALE

UPSTATE - CENTRAL N. Y.
Nice private home, very modern with every convenience, excellent location. Must be seen to appreciate. \$10,900. Write Box 370 c/o THE LEADER.

MUTUAL FUND SALESMEN

Parttime. Top commission. Inexperienced men will get individual training. No investment necessary.
B. C. MORTON CO.
118 Hudson Ave. Albany, N. Y. 4-5191

MAKE SOME EXTRA MONEY

Parttime (or fulltime) Auto Salesman. Three nights a week, or more if you have time. Apply for appt. Ralph Muttterer, MUTTERER CHEVROLET, Castleton, N. Y. Albany-5-3975.

WANTED

JUNIOR DIRECTOR

Male or Female
To assist Dist. Manager in conducting Junior Club Program for Modern Woodman of America. Background preferred and a genuine fondness of children. For further details contact Mr. Zarch, Albany 5-5578.

HOUSE HUNT in Albany with Your Lady Licensed Real Estate Broker

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The U. S. Civil Service Commission announced the following salary increases for technologist, U. S. Naval Supply Depot, Bayonne, N. J.: GS-9 from \$5,440 to \$6,115; GS-11 from \$6,390 to \$7,035. The increases are part of the effort to stimulate recruitment.

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Where to Apply for Public Jobs

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

STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BRaclar 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—END trains A, C, D, AA or CC to Chambers Street; IRT Lexington Avenue line to Brooklyn Bridge; BMT Fourth Avenue local or Brighton local to City Hall.

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

Data on Applications by Mail

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

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

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

NEW YORK STATE JOB OPENINGS

(Continued from Page 4)
ing and experience. (Friday, August 24).

4522. ASSISTANT DIRECTOR (Administrative), hospital, Westchester County, \$6,700 to \$8,580. One vacancy. Fee \$5. College graduation and one year's experience in hospital administration or one of the following: two additional years' experience as above, master's degree in business or public administration plus one more year's experience, a master's degree in hospital administration, or an equivalent of training and

experience. (Friday, August 24).

4087. SENIOR CHEMICAL ENGINEER, \$6,890 to \$9,370. One vacancy, in Buffalo. Fee \$5. Professional engineering license, and two years' chemical engineering experience in industrial air pollution control. (Friday, August 24).

4509. JUNIOR CIVIL ENGINEER, Westchester County \$3,980 to \$5,100. Appointment expected at \$4,540. Fee \$3. High school graduation or equivalency diploma, and one of the following: bachelor's degree in civil engineering, bachelor's degree plus one year's field and office experience, master's degree, two years' in construction

technology, plus field work and three years' survey work, drafting, project design or supervising construction; six years' such experience, or an equivalent combination of training and experience. (Friday, August 24).

4097. JUNIOR ARCHITECTURAL ESTIMATOR, \$4,650 to \$5,760. Four vacancies, in Albany. Fee \$4. One year's experience with building construction cost estimate, and one of the following: two year's college training in engineering or architectural technology; plus two years' experience as an architectural or engineering assistant; high school graduation or equiv-

agency diploma plus four years' such experience, or an equivalent combination of training and experience. (Friday August 24).

4096. HIGHWAY GENERAL MAINTENANCE FOREMAN, \$4,220 to \$5,250. Eleven vacancies in various locations. Fee \$4. Eighteen months' experience in construction or maintenance of engineering structures of modern paved highways, six months of which must have been as foreman. (Friday, August 24).

4095. ASSISTANT ARCHITECTURAL ESTIMATOR, \$5,660 to \$6,940. Two vacancies, in Albany. Requirements are the same as for

4097, plus one additional year's experience assisting in architectural or engineering work. (structural), \$3,840 to \$4,790. Several vacancies expected in Albany. Fee \$3. High school graduation or equivalency diploma and one year's drafting experience on structural engineering projects and one of the following: graduation from a junior college or technical institute with appropriate major; two years' toward bachelor's degree in engineering or architecture; two years' drafting experience, or an equivalent combination of experience and training. (Friday, August 24).

NYC All Set To Cure More Job Inequities

Employees are looking forward to the correction of more inequities that still are a torment under the Career and Salary Plan. The City is finally staffed to handle the various phases of appeals.

On the one hand are two salary appeals board that hear appeals from allocations or slotings the uniformed forces serving the same purposes as the one for the civilians.

The membership of those two boards differs. Labor Commissioner Nelson Seitel is chairman of the board dealing with pay of so-called civilians, while the other members are Budget Director Abraham D. Beame and Personnel Director Joseph Schecter, for the City Administration, and two employee members, Anthony C. Russo and Jeremiah T. Sullivan. The equivalent board for the uniformed forces consists of the same Administration members, with Commissioner Seitel again chairman, the employee members being John E. Carton, president, Patrolmen's Benevolent Association, and Howard P. Barry, president, Uniformed Firemen's Association.

Those officials and employees deal with grade and pay changes where the title remains the same. An entirely different, though related, function is classification and reclassification, which deals with salary increases through grade elevation by getting a new or different title. The classification appeals board, in both the civilian and uniformed cases, has the same membership as the companion board that deals with allocation.

The City Administration felt that the City's best interests would be served if the membership of the two boards were the same, because then there would be assurance that everybody on each board would know the score. They would have had experience dealing with the allocation problems, which often concern facts that will arise in reclassification cases.

BOOKLET ON LEAVE RULES TO BE ISSUED SOON

New York City will issue in a few weeks a booklet in question-and-answer form on the new leave rules.

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134. Wright, David 72900
135. Crocker, Charles 72900
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138. Rios, James 72875
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166. Taylor, Cecil 71500
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169. Payne, Charles 71375
170. Kuefer, Clayton 71000
171. Fields, Joseph 70900

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37. Morgan, Hortense 71500
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4. Bayne, Albert, L. Greenlawn 80850
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11. McLaughlin, W., Wappinger Fl 88500
12. Baldwin, Roger, F. Dannemora 88380
13. Hayden, Charles, Plattsburg 87870
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(Cont. on Page 13)

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3. Nichols, Joan, Rye 90910
4. Mag, Marjorie, Tuckahoe 85450
5. Leyendecker, G. L., Tarrytown 81820
6. Doherty, Anne D., N. Rochelle 80910
7. Yawinkel, Albert, Yonkers Ht 80900
8. Dugina, Anthony, White Plains 72770
9. Sommer, Robert G., Pleasantville 74550
CLERK,
Grade 3, Surrogate's Court, Bronx County
1. Dwyer, Catherine, Bronx 103000
2. Quinn, Ann, Bronx 100600
3. Tierney, Kathleen, Bronx 91500
4. Gozzina, Marie, Bronx 87750
GUARD-SHIFT CAPTAIN,
Department of Public Welfare,
Westchester County
1. Marley, Edwin, Yorktin Hgt 88670
2. Hroy, John, Yonkers 84240
3. Stanley, Vincent, Tuckahoe 84100
4. Polhill, Birtram, Amawalk 81970
5. Stockinger, George, Mt. Kisco 80250
6. Shaw, Theodore, N Tarrytown 80080
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Long Island State Park Commission,
Department of Conservation
1. Magenheimer, C. C., Babylon 92100
2. Flude, Evelyn, M., Brentwood 87750

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8th Ave. Subway "E" Train to Sutphin Blvd. Sta. North Exit

LEGAL NOTICE

JENES, KIRKLAND, GRUBBS & KEIR — Notice is hereby given that the persons herein named have formed a limited partnership for the transaction of business in the State of New York and elsewhere and have filed a certificate in the Clerk's office of the County of New York, of which the substance is as follows: The names of the limited partnership is JENES, KIRKLAND, GRUBBS & KEIR. The character of the business is a general investment brokerage and advisory business. The location of the place of business in the State of New York is 25 Broad Street, Borough of Manhattan, City of New York. The name and place of residence of each member is as follows: Morton Jenes, Philadelphia, Pa.; Samuel N. Kirkland, Bryn Mawr, Pa.; Norton M. Grubbs, Ben Avon, Pittsburgh, Pa.; Harold M. Keir, Bellevue, Pa.; Lawrence A. Brown, Haverford, Pa.; Herbert S. Whitman, Wilton, Conn.; Harold H. Beebe, Pitman, N. J., all of whom are general partners; and Gilbert Megargee, Haverford, Pa.; Cummins Catherwood, Haverford, Pa., who are limited partners. The partnership term continues without limit as to time provided however, that the general partners, then entitled to more than 65% of the net profits of the partnership, may dissolve the partnership upon sixty days notice or may terminate the partnership at the end of the calendar year upon ninety days notice. The remaining partners may elect to dissolve upon withdrawal of a general partner.

The cash contributed by Gilbert Megargee is \$50,000 and by Cummins Catherwood, \$25,000. There are no agreements for further contributions by the limited partners. The capital contributions of the limited partners, subject to diminution resulting from losses suffered by the partnership, are to be returned to them upon dissolution of the partnership or upon earlier withdrawal from the partnership at any time upon ninety days notice. The limited partners are entitled to receive interest upon their capital contributions at the rate of 5% per annum. The limited partners are further entitled to receive the following: Gilbert Megargee, 11% and Cummins Catherwood, 5% of the remaining net profits. No right is given the limited partners to substitute an assignee as contributor in their stead. The partners entitled to 65% of the net profits in aggregate have the right to admit additional partners. No right of priority is given a limited partner over any other limited partner as to contributions or as to compensation by way of income. The limited partner have no right to demand or receive property other than cash in return for their contributions.

The death or withdrawal of any partner shall not be construed to affect the dissolution of the partnership. Upon the death or withdrawal of any partner (except Whitman, whose contribution of a membership in the New York Stock Exchange is subject to control by the rules of said Exchange and by specific provisions more fully set forth in the Articles of Agreement), the remaining partners shall have the privilege of purchasing the share of such deceased or withdrawing partner at any time within a period of six months after the death or withdrawal of the partner upon payment of the amount of his then share of the capital as shown by the partnership books with interest accrued to the date of settlement at the rate of 5% per annum and payment of his share of undistributed profits.

The certificate referred to above has been signed, sworn to and acknowledged by all of the general limited partners. Dated: June 1, 1956.

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

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5 rooms and enclosed porch semi-attached. Finished basement, attic, 1 car garage. Automatic steam heat, awnings, stair carpeting, combination refrigerator and freezer, other extras.

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Jamaica \$13,750

G. I. \$700

Large detached 2 family, 11 rooms and porch, modern kitchens, walk to subway. Live rent free!

S. Ozone Park \$11,990

G. I. \$600

2 family detached, gas steam, garage. Newly decorated. Live rent free!

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1 family solid brick, 6 rooms, 1 1/2 modern colored tile baths with stall shower, newly decorated, modern kitchen, oil heat, garage, loads of extras.

HOLLIS \$16,500

1 family solid brick bungalow, detached, modern throughout. Hollywood colored tile bath, finished basement, oil heat, garage, nicely landscaped. Small cash.

ST. ALBANS \$13,900

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See this lovely 8 room detached home, 4 up and 4 down, 3 baths, 2 kitchens, oil heat, 2-car garage, extra garage. Small cash.

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7 room brick, natural fireplace, 2 years old, 40x100, 3 bedrooms down, expansion attic, 1 car garage, many extras — Price \$19,900.
Monthly Payment — \$90

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2 family, 4 room apt down, 3 room apt up oil heat, modern throughout, extras include furniture, 2 car garage. Owner sacrifice. Price \$13,500.
Monthly Payment — \$75

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112-52 175th PLACE, ST. ALBANS

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CASH \$190

\$62 Monthly G.I. Mtge.
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Immaculate white stucco home, modern kitchen, 3 cheerful bedrooms, bright sunny living room, modern bath; FINISHED BASEMENT; hot water heating; extras include screen & storm windows; Venetian blind refrigerator and washer. Set on beautifully landscaped plot with 24x20 knotted oak flowering shrubs and trees in a quiet, country-like neighborhood. Only 6 minutes from 8th Ave. subway, walk to school & shopping. B781.

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CASH \$290 G.I.

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4 1/2 impressive 17-year-old house of massive dimension, 6 full rooms, 3 bedrooms, tile bath & kitchen, full dining room, 19 ft. living room, hardwood flooring throughout. Full basement, view of stream, heating; recent block garage; 1 1/2 blocks from park area for picnicking, boating, recreational facilities, via 8 minutes from 8th Ave. subway; 2 blocks from shopping, etc. B743.

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6 room frame, gas heat, finished basement, full attic 1 car garage, hardwood floors, 30x100.

Price \$13,200

OZONE PARK

6 room frame, 30x100. Oil heat, 1 car garage, hardwood floors. Vacant.

Price \$12,000

JAMAICA

6 room, frame enclosed Sun Porch, large kitchen, walk in pantry. Plot 40x100.

Price \$12,000

ST. ALBANS

6 room brick bungalow, oil heat, full basement, cement windows, hardwood floors 40x100.

\$18,000

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JA. 6-8361

RE. 9-8393

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HOLLIS—1 family brick; 6 rooms; color tile bath; modern kitchen; hardwood floors; aluminum storms and screens; steam oil; garage;

ASKING \$11,900

ST. ALBANS—2 family brick; 5 1/2 and 4 room apts.; color tile baths; scientific kitchens; finished basement; aluminum storms and screens; steam oil; 2 car garage; plot 50x100; quick sale;

ASKING \$19,500

ST. ALBANS — 1 family, asbestos shingle; 6 rooms; porch; modern kitchen; tile bath; hardwood floors; storms and screens; semi-finished basement; steam oil; garage; newly painted;

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City: 209 W 125th St. 9:30 to 8 P.M. — Sunday 10 to 7 P.M.

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

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

LETTERS TO THE EDITOR

(Continued from Page 6)

of supplementation—not a plan of coordination (formerly called integration). In fact, many expressly voted in opposition to any plan of coordination or integration. In fact, the Civil Service Employees Association adopted a resolution for supplementation and a bill to that effect was enacted by the 1936 Legislature but was unfortunately vetoed by the Governor—ostensibly for the purpose of allowing more time for study of the problem.

Could it be that Mr. Kapian, as counsel to the State Commission on Pensions, could use more time to study the plan of coordination? Is that what is behind the statement he is reported to have made that a plan of coordination is now being devised for state employees? I think it might be advisable for the Association to get some information about what is behind Mr. Kapian's statement. In fact, it would be a public service if you would obtain and publish a statement from Mr. Kapian clarifying his position on the problem and stating what the State Commission on Pensions is now doing relative to Social Security.

RICHARD S. TOLHURST

**RETIREES FROM WYOMING
REMEMBER HARRY LANGDON**

Editor, The LEADER:
We are interested in your retirement stories and would like to find out the reaction of other retirees, as this is a real problem.

One retired man we all know and admire for his untiring efforts for Civil Service employees is an expert administrator, Harry R. Langdon. He worked his way up through Civil Service by open competitive examinations, was cited time and again in the LEADER for his many and varied activities. Personally, we could never understand why he retired, although he had worked for 40 years, because he was still young in spirit and quite active. He was founder of the In-Service Training Courses for all New York City employees, director of the Municipal Credit Union, and head of many other associations. We hear he is still active and well known as manager of the Lotos Club in Manhattan. We would like to see Mr. Langdon's retirement reviewed.

The LEADER is a paper we really enjoy reading.

JOE, IVES & BILL
Covey's Little America
U. S. Highway 30, Wyoming

**PHARMACIST WHO AUDITS
HAS PAY COMPLAINT**

Editor, The LEADER:

The pharmacist, as usual, remains the "scapegoat," even when he has to work out of title.

Pharmacists working in the medical auditing section of the New York City Department of Welfare, where they audit bills for medicines and sick room supplies, are in salary slot 8, \$4,000 to \$5,180. Other city employees who audit bills are in slot 15, \$8,050 to \$7,490. Comparable pay for comparable work was the policy stated by the Board of Estimate concerning the Career and Salary Plan.

The duties of pharmacist, as described by the Department of Personnel, are "to compound, preserve and dispense drugs and medicines." Does that describe auditing? If pharmacists working out of title many years got comparable pay for comparable work they would be satisfied. The pharma-

cists have been among the poorest paid employees of the City. These men are specialists in their field, doing technical auditing work of greater responsibility than that done by senior accountants in slot 15.

The pharmacists expect to be treated under the Career and Salary Plan like every other auditor.
J. MICHAELS

**POLICE-FIRE COMBOS
CALLED AN ANOMALY**

Editor, The LEADER:

Every once in a while I see a squib somewhere, never in The LEADER, telling about small communities experimenting with the operation of a combined police-fire department. No matter how small the community is, the two duties do not mix. They require different training and skills. It is too much to expect anybody except a genius to be able to cope with both diverse duties. Besides, the pay offered is not of the level that attracts geniuses.
NON-GENIUS' POLICEMAN

**FILLIP OF CULTURE
INTRIGUES HIM**

Editor, The LEADER:

The fact that the LEADER publishes cultural articles and editorials on civil service, in addition to giving the run of civil service news, including job opportunities, makes the paper ever so much more readable. Congratulations.
EDWARD FIERSON

Question, Please

DO I NOT have a right to be rehired to the public job I resigned five months ago? C. E.

No. Rehiring of resigned employees is a matter of indulgence, not of right. If the resignation took place not more than a year previous, rehiring may be done, without the applicant having to take another test. Department heads may exercise their discretion about rehiring, but seldom knock themselves out to comply with the wishes of someone who quit. The idea that a public job can be used as an ace in the hole does not at all well with department heads.

ARE NOT veteran preference and seniority, for which credits are given in promotion tests, contrary to the merit system, in that factors other than knowledge, competence, and skill become to a considerable degree the determining factor? G. V. O.

In general, no. The effect of veteran preference has been reduced in recent years, so that, in promotion tests in the State and its subdivisions, premium points are only half of what they are in open-competitive tests. To this reduced extent veteran preference, by popular vote, does become a modified substitute, but, if not overdone, is certainly fair, and in the public interest. The seniority score, averaged with the written test score, is in keeping with the best principles of the merit system. What better proof of competence is there, than that an employee filled the next lower job capably for a number of years?

I WAS EMPLOYED by the State Department of Mental Hygiene from October, 1940 to August, 1942. I resigned to accept a defense plant job. I returned to work for the Mental Hygiene Department

State Offering Foreman Jobs On Highways

ALBANY, July 30—The State will hold a highway general maintenance foreman examination on Saturday, September 22. Apply until Friday, August 24.

The Department of Public Works has 11 highway general maintenance foreman vacancies throughout the State, at \$4,220 to start. Annual raises bring pay to to \$5,250 in five years.

The positions now open are in Albany, Utica, Rochester, Buffalo, Watertown and Poughkeepsie, in the Babylon area and near Syracuse. Other vacancies are expected.

Candidates must be residents of counties in which vacancies exist.

Will Fill Other Jobs, Too

Highway general maintenance foreman candidates must have 18 months' experience in construction or maintenance of engineering structures or modern paved highways, at least six months of which must have been as a foreman. They must also have a chauffeur's or driver's license.

The eligible list will be used also in filling jobs as section maintenance foreman with the Thruway Authority.

Apply, if by mail, to the State Civil Service Department, State Office Building, Albany, N. Y., and enclose nine-inch, six-cent stamped, self-addressed envelope. In New York City apply in person at 270 Broadway, corner Chambers Street.

Mount Vernon Needs Planner

The Building Department of the City of Mount Vernon, New York, has an opening for plan examiner at \$5,170. The fee is \$5. Requirements: legal residence in Westchester County for one year immediately preceding examination date (Saturday, November 17), six years' building construction experience, two years of which must have been in structural design or checking structural specifications, plus a bachelor's degree in engineering or architecture, and a New York State professional engineer's or architect's license, or one of the following: five years' experience as above plus a master's degree in engineering or architecture, or any equivalent combination of training and experience. Apply to the Municipal Civil Service Commission, Mount Vernon, New York. Closing date: Friday, October 26.

in March, 1946 and have been continuously employed there ever since. Is there any way I can pay into the pension fund for the three and a half years of outside employment? I did not draw out the money that I had paid into the retirement fund between 1940 and 1942. C. E.

Employee contributions to their annuity account can be made only for periods of active membership in the public pension system. Employment by private industry is not service covered by a public employee pension system.

ACCOUNT CLERKS CERTIFIED

Nineteen account clerks will be appointed at \$3,000 from a 36-name certification made by the City Personnel Department July 18.

EDITORIAL

George Washington Had Some Merit System Ideas

THE principle of appointment to public office on the basis of merit is older than you think.

While formal civil service is 75 years old, 167 years ago George Washington, our first President, made all his appointments on a merit basis. The only hitch was that nobody was appointed unless he was a member of President Washington's Federalist Party. Still, Washington's bounded respect for merit was in sharp contrast to the spoils system prevailing then—and perhaps even now—throughout the remainder of the world.

In our own day party allegiance has not gone unrewarded, either, in filling jobs of the type we now call non-competitive, of which there were many in temporary agencies. We recall Michael DiSalle, when he was head of the Office of Price Stabilization in Truman's Administration, being cross-examined by Republicans on his non-competitive appointments. Mr. DiSalle, former Mayor of Toledo, a man with a real sense of humor, said that he, too, appointed only the most competent. Thus was he aligning himself with the nation's number one hero, not a bad move. Pressed to explain why the appointees all turned out to be loyal Democrats, he remarked casually that there didn't seem to be many Republicans left in this country any more.

Mr. DiSalle will be running for Governor of Ohio in November, but not against Governor Frank Lausche, who'll probably be bidding for a Senate seat. The contest will be against Attorney General William O'Neill, and may decide whether the disappearance of Republicans is as complete in Ohio as Mr. DiSalle reported it to be nationally, in his amusing testimony before a Congressional committee.

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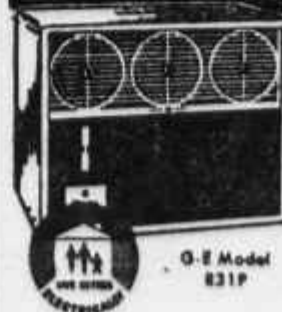
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G-E Thinline ROOM AIR CONDITIONER that FITS ANY WINDOW!

No installation problems, because it's only 16 1/2 inches "thin", takes 1/2 less space! No unsightly overhang, inside or outside. 7 1/2-ampere 115-volt model—with High Power Factor for low operating cost. Features include fiber glass filter, vent control.

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ELIGIBLES

(Continued from Page 10)

- 94. Kimball, Frank, Danemora 82120
95. Beaudry, Victor, Beacon 81780
96. Bheeta, Pasquale, Hopel Jet 81670
97. Sands, Joseph, Beacon 80740
98. Barkness, Ernest, Peru 80570
99. Gorey, Michael, Beacon 79790
100. Rusted, Edward, Wappinger Pl 79020
101. Lyman, Veronica, Beacon 78240
102. Ferrone, Louis, Beacon 78240
103. Ferrone, Nicholas, Beacon 78240

CRIMINAL HOSPITAL SENIOR ATTENDANT

Matteawan and Danemora State Hospitals, Department of Correction

- 1. Tighe, John 86840
2. Wing, Catherine, Beacon 81080
3. Rondeau, Robert, Beacon 80340
4. Darran, Clarence, Beacon 80090
5. Cohen, Herbert, Beacon 80540
6. Tompkins, Arnold, Beacon 80390
7. Gardiner, John, Glenham 80080
8. Tripp, Clifford, Danemora 80090
9. Tolosky, Jacob, Danemora 80580
10. Prisco, Patrick, Beacon 87840
11. Stephens, Mildred, Beacon 87710
12. Russell, John, Beacon 87020
13. Pietuchow, Oleg, Beacon 87020
14. Corliu, William, Plattsburg 80320
15. Douglas, Thomas, Beacon 80030
16. Edelman, Theodore, Peekskill 80470
17. Champagne, Dennis, Plattsburg 80340
18. Simmons, Edward, Beacon 80340
19. O'Connor, Daniel, Fishkill 84500
20. Beauchemin, E., Danemora 84500
21. Ducette, Emmett, Plattsburg 84500
22. Brushnesfeld, J. S. 84500
23. Woodin, Clara, Beacon 84500
24. Lacro, Eugene, Nelsonville 84500
25. Garo, Michael, Beacon 84500
26. Robinson, Beacon 84500
27. Balash, Charles, Beacon 83040
28. Case, Arthur, Hopel Jet 83510
29. Duvan, Donald, Beacon 83510
30. McArthur, Stanton, Beacon 83820
31. Ryan, Lawrence, Beacon 83820
32. Odell, Ruth, Glenham 82250
33. Sapienza, Ulysses 81980
34. Guarino, Roy 81980
35. Brownell, Sadie 81980
36. Carter, Ellison, Danemora 81980
37. Hart, Philip, Beacon 81980
38. Placente, Carmine, Beacon 81430
39. Fontaine, Robert, Beacon 81140
40. Sherilla, Irene, Fishkill 81140
41. King, Robert, Cadville 81140
42. Gardiner, Alice, Glenham 81140
43. Masauca, John, Beacon 81120
44. Mitchell, Roger, Plattsburg 80990
45. Rabideau, Arthur, Cadville 80300
46. Rabideau, Arthur, Cadville 80300
47. Palmer, Harry, Beacon 80300
48. Defendorf, Paul, Cold Spg 80150
49. Garrow, Donald, Danemora 79840
50. O'Leary, Harry, Beacon 79820
51. Thom, William, Cold Spg 79400
52. Betterton, Donald, Beacon 78880
53. King, Francis, Danemora 78820
54. Good, Carlton, Beacon 78020
55. Marinaccio, Joseph, Glenham 78002

ASSISTANT LIBRARIAN (REFERENCE)

State Library, State Education Department

- 1. Lindsey, Mary Delmar 82750
2. Tompkins, Edgar, Albany 81900
3. Kleinbaum, G. H., Castleton 80350
4. Reed, Melvin, Goldensrod 80700
5. Flores, Robert, Watervliet 80600
6. Jennings, Mary, Albany 85350
7. Koenen, Marion, Albany 83700
8. Weisbard, E., Albany 79200

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- 1. Wilson, Gordon, Ossining 80840

348 FLUNK TRANSIT TEST

Of the 456 candidates who took the New York City promotion exam for assistant transit foreman (track), 348 failed. The May 26 written test was weighted 50, as are record and seniority. There are about 30 vacancies, starting at \$2-24 an hour.

Plainedge Unit Gains Recognition

Plainedge School District No. 18, unit of the Nassau Chapter CSEA, has been recognized as the official employees organization by the Plainedge School Board.

Irving Flaumenbaum, president of Nassau Chapter, played an important part in negotiations which led to the unit's recognition and granting of seniority rights and the establishment of a grievance committee which will hold regular meetings with the school board.

Walter Degen, publicity director, reports that Assistant Supervising Principal G. Bretton was "most cooperative" in the problems of the local school employees.

DR. DIFIORE ON COMPENSATION BOARD

Dr. John A. DiFiore is a member of the Medical Appeals Unit, New York State Workmen's Compensation Board. His oath of office was administered by the Hon. Carmine G. De Sapio in a ceremony at the office of the Secretary of State, 270 Broadway, New York City.

EISENHOWER TO SIGN POSTAL STATUS BILL

WASHINGTON July 30—President Eisenhower is expected to sign a bill granting regular status to nearly 25,000 postal substitutes who qualify through regular civil service exams.

The bill was passed by the Senate and House. Temporary and indefinite substitutes would benefit.

ACCOUNTANT & ATTENDANT HIRING POOLS TO BE HELD

An August hiring pool for open-competitive assistant accountant and attendant eligibles is being planned by the New York City Personnel Department.

21 MOTORMAN PROMOTIONS

The Transit Authority promoted twenty-one employees to motorman from the April 28, 1954 eligible list, at \$2.11 to \$2.29 an hour.

JUDGES' SURVIVORS' BENEFIT

WASHINGTON, July 30—The Senate passed a bill granting pensions to widows and dependent children of Federal judges.

NYC Adds 29 Tests to Early Future List

New York City has ordered 29 new tests. Five are promotion, and 24 open-competitive.

Housing inspector, assistant accountant, stationary engineer, dentist, pipe caulker, and recreation leader are among the open-competitive ones.

Watch The LEADER for application dates and requirements, to be announced soon.

Court Orders Hearing On Claims Examiners' Raise Denial Protest

TROY, July 30—Supreme Court Justice Donald Taylor, sitting in the Troy County Supreme Court, signed an order directing J. Earl Kelly, Director of Classification and Compensation, and the Classification and Compensation Appeals Board, to show cause why principal compensation claims examiners should not be upgraded from R-23 to R-28.

The petitioners are Joseph A. Angione, Walter B. Blake, Jacob J. Goldman, Perry Moss, Philip E. Mulry and Abraham Schwartz. All are lawyers permanently employed by the State.

Hearing Set for August 24

On May 25, 1955 the Director of Classification and Compensation denied the petitioners' appeal for a reallocation from R-23 to R-28. On March 30, 1956 the Classification and Compensation Appeals Board confirmed the director's action.

Represented by Attorney Samuel Resnicoff of New York City, the men claim that the State in violation of the principle of equal pay for equal work, ignored comparable salaries in private industry.

The proceeding will be argued in the Albany County Supreme Court on Friday, August 24.

The law suit will be closely followed by New York City employees who claim they did not receive fair treatment at the hands of the Career and Salary Plan's Board of Appeals.

Brooklyn YMCA Trains for 4 NYC Jobs

Physical training classes for candidates for patrolman, fireman, trackman or sanitationman are being continued throughout the summer at the Brooklyn Central Y.M.C.A., 55 Hanson Place.

Scheduled examinations for applicants to fill future quotas in the various City departments have resulted in the necessity to expand the civil service training facilities at the Y.M.C.A. A fully equipped gym for the exclusive use of these applicants includes a regulation obstacle course and high wall.

Regular classes are conducted Monday, Wednesday, and Friday, from 8 to 7:45 P.M., and from 8 to 9:45 P.M. When classes are not in session, the gym is open for practice and workout. The course normally runs for three months.

BOAT PARTY FOR OLDSTERS

The eighth annual boat ride for members of the Department of Welfare's programs for older persons was held on Wednesday, July 25. The party sailed from Pier 70, at East 22nd Street, East River, Manhattan, at 9 A. M. for a day's outing.

VETERANS WORLD WAR I ATTENTION!

World War I Veterans who either have retired from Civil Service or are about to retire may secure full information regarding their Non-Serviced Connected Pensions of \$66.15 a month rising to \$78.75 a month for W.W.I. Veterans starting at their 55th birthday. File your claim through this office. Stamped envelope, please. Office hours 9-6, Saturday 9-5. Headquarters 82 Fourth Avenue, Brooklyn 17, N. Y.

The open-competitive titles: assistant accountant, assistant landscape architect, alphabetic key punch operator (Remington Rand), assistant medical social workers, Burroughs No. 7200 operator, Burroughs No. 7800 operator, dentist, dietician, NCR No. 3000 operator, NCR No. 3100 operator, occupational therapist, office appliance operator, and physical therapist.

Also: public health nurse, recreation leader, Remington book-keeping machine operator, stationary engineer, tabulator operator (Remington Rand), X-ray technician, civil engineer, housing inspector, pipe caulker and senior shorthand reporter.

Promotion Tests

Titles in the promotion exam: assistant court clerk, City Magistrate's Court; assistant landscape architect, Department of Parks and City Housing Authority; civil engineer, all departments; civil en-

gineer (water supply), Board of Water Supply, and senior shorthand reporter, Department of Investigator.

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There Must Be a Reason why more people are buying 1956 FORDS at The HOUSE of HORGAN than from any other Dealer in New York! RALPH HORGAN, Inc. Broadway's Authorized Ford Dealer Broadway at 60th St. PL 7-1700 OPPOSITE THE COLISEUM OPEN EVENINGS TILL 9 P.M.—LO MI. We've Been "Fair-Dealing" on Broadway for Over a Quarter Century

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SCHOOL DIRECTORY Academic and Commercial — College Preparatory BORO HALL ACADEMY, 17 Smith St. (nr. Fulton St.) Bklyn. G. I. Approved. UL 8-2447. Business Schools WASHINGTON BUSINESS INST., 2105 7th Ave. (cor. 125th St.), N.Y.C. Secretarial and civil service training IBM Key Punch Switchboard Moderate cost. MO 6-6180 MONROE SCHOOL OF BUSINESS, IBM Key punch; Switchboard; Typing; Comptometry; Spanish & Medical Stenography; Accounting; Business Admin. Veteran Training, Civil Service Preparation, E. 177 St. & E. Tremont, Bronx, HI 2-5000 I. B. M. MACHINES Remington Rand or IBM Key Punch & TAB Training Day, Night, Weekend Classes. Introductory Lesson \$5. Free Placement Service. ENROLL TODAY Combination Business School, 120 W. 125th St., Tel. UM 4-3067. No Age Limit. No educational requirements. Secretarial DRAKES, 104 NASSAU STREET, N.Y.C. Secretarial Accounting, Drafting, Journalism. Day Night. Write for Catalog. BE 4-4840 INTERBORO INSTITUTE, Secretarial (Executive, Medical, Foreign Language), Stenotype, Comptometry. Reg. by Regents VA Appx 24 W 74th St., SU 7-1720. DICTATION—Small Groups—SHORTHAND WRITERS WELCOME Stenotype Workshop (Room 1209), 120 West 42nd Street, N. Y. WI 7-8942.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Dannemora State Hospital

Many hospital employees, from various towns in the area, are helping the youth baseball program. Among the coaches are Bob King, Bernard O'Connell, Frank Hunt, Armand Corryea, Oren Henry and Roger Lafontaine.

The chapter regrets that Frank Kimball lost out in his bid for district governor in the Lions Club.

Congratulations to new fathers Bill Twaits, Russell Haley and Carlton Gilroy.

Al Foster and Jerry Kennedy attended the Correction conference in Albany.

Sympathy is extended to John Pist on the death of his father.

Lynn King's small daughter has returned to a Schenectady Hospital. All chapter members who wish to send cards should contact Lynn for the address.

Anyone wondering why Dutchy Collins is so proud these days should check the local papers. Dutchy's son pitched an almost perfect game for his Pee Wee team, striking out 15 and allowing only one hit in five innings.

The chapter welcomes Harold Bullis back on the job. He had been ill. Henry Levesque is ill.

The employees appreciate the work Vincent Boswell did in organizing the watchers in the search for the Olson boy, whose drowning saddened the entire Morrisville community. Cliff Everleth and Vernon Jubert recovered the body.

Brooklyn State Hospital

The Brooklyn State Hospital School of Nursing held its annual capping and chevron service for the class of 1958 in the nurses' residence.

Dr. Nathan Beckenstein, director, spoke.

Students receiving their caps were James E. Dawson, Wilton Copeland, Joseph Quagliano, Alan Shapiro, Joan Cacace, Marilyn Rafalko and Heddie E. Thomson. The chapter wishes them all good luck.

Congratulations to Mr. and Mrs. Paul Greenwood on their new baby girl, to Mrs. Joan S. Melnick on the birth of a daughter in St. Andrews, Hastings-on-Hudson.

The student nurses and affiliating nurses held their first picnic on the hospital grounds.

Congratulations also go to Emil Impresa, chapter president, recently elected president of the New York State Mental Hygiene Employees Association. The chapter finds that Mr. Impresa has always been an outstanding man who has devoted much of his time to the betterment of the employees. The chapter feels sure that its president will do an equally outstanding job in his new office, and hopes that everyone will give him the cooperation and assistance he deserves.

Good luck to Joseph Miller, a long-time hospital employee, recently resigned.

The chapter's sympathy is extended to the family of Mrs. Leonora Parker. She recently died.

Condolences are also extended to Mr. and Mrs. Thomas Hope on the recent death of Mrs. Hope's brother, to Mrs. Mary Navan and family on the death of her father, and to Steve De Fiore and family on the death of his daughter.

Peg Dowling, Anne Meola, Mrs. Rauch, and Rose De Filippo are making a good recovery in sick bay.

The chapter welcomes these physicians to the hospital: Dr. Manayan, Dr. Alcastro, Dr. Markellos, Dr. Rubenstein, Dr. Klein, Dr. Appel, Dr. Mulligan, Dr. Kutz and Dr. Saperstein.

St. Lawrence

About 75 chapter members, their families and friends had an all-day picnic at Lazy River, Hermon, on Sunday, July 15. Everyone enjoyed the games and refreshments. The chapter compliments social chairman Virginia Aldous for her excellent job of planning, and thanks Lewis Paddock, county clerk, and Ceylon Allen of the Sheriff's Department, for the good punch they provided.

Commissioner of Welfare and Mrs. Finley proved themselves very good sports, and Helen Powers and Marie Bancroft dis-

played their riding talents on the ponies. Everyone was pleased when Alton C. Scruton made a surprise appearance. Mr. Scruton, retired Commissioner of Welfare who now lives in Florida, said he missed reading The LEADER and is going to be an associate member so he can get the news.

Weithia B. Kip, Janet Kelley and Mary Piro of the Welfare Department are attending a welfare institute at Cornell.

Ruth Venier of Ogdensburg, retired supervisor of the Child Welfare Department, and her husband Al, entertained Mr. Scruton July 21 at her cottage on the St. Lawrence River.

Lewis Paddock, chairman of the public relations committee, and president Marian C. Murray met with members of the finance committee of the Board of Supervisors July 19 on the two resolutions presented by the chapter on sick leave and vacation periods. The chapter is grateful for the time spent by the supervisors in this interview and their courtesy to chapter representatives.

Chapter members welcome Irma Todd Godfrey, who has returned to work in the Welfare Department, and Jean Magee, who is back on the job as case worker after several years' absence. Mrs. Magee was formerly a chapter secretary.

Free copies of The LEADER were distributed at St. Lawrence University, through the courtesy of Dean Joseph Romoda, during the correction workshop session July 22, and the institute on delinquency and crime July 29. Those sessions were attended by magistrates and workers from all over the state. Arrangements for the distribution were made by the chapter president.

Manhattan State

Educational achievements highlighted the chapter's June activities. The members congratulate fourteen senior student nurses who graduated, Gwendolyn Elcock and Amelia Reinhard, who were awarded B.S. degrees from Hunter College; fifteen members of the supervisory personnel who completed studies in supervision sponsored by the training division of the State Civil Service, and Charles Carlin, who was acclaimed for his outstanding teaching ability.

Elizabeth McSweeney attended the executive meeting of the Mental Hygiene Association July 16 in Albany. She reports that the agenda for the coming year is progressive in outlook and directed toward the betterment of hours, salary and working conditions of Mental Hygiene employees.

The members are happy to see Elizabeth Lyons, chief supervising nurse, back on the job after her illness. Miss Lyons thanks her many friends for their flowers, masses and thoughtful messages.

A speedy recovery for Arthur Bogy, Dan O'Connor, Ethel Anderson, and Margaret Pfaff.

Rochester State

The Rochester chapter met on Tuesday, June 19, at the B & O Building, to discuss its budget for the coming year. The budget was submitted by Earl Struke, chairman of the budget committee. He was assisted by Melba Binn and Ruth Lazarus. The members voted to accept the budget as drawn up by the committee. The chapter also discussed a picnic for members, to be held in September at a time and place to be announced.

Mr. Struke, past president, was recently appointed assistant district tax supervisor of the Rochester office of the Department of Taxation and Finance.

Miss Binn, chapter delegate and past president, has been elected treasurer of the Western Conference.

President Sol C. Grossman will be a busy man soon when the American Legion holds its New York State convention in Rochester. He is a past Chef de Gare in the 40 & 8 organization, and will serve as delegate from the Monroe Voiture and honorary chairman of the meeting. Sol has also been appointed to the 40 & 8 housing committee.

Eighteen local state employees received certificates after completing a ten-week course in the fundamentals of supervision. Sam Grossfield, the instructor, presented certificates to Denton Aldrow, Vivian Bucknam, Francis Caton, Margaret Cerretto, Rosemary Culotta, Michalina Denaro, Lillian A. Hamill, Joseph Hayes, Mallon W. Kennedy, Ruth Kobs, Florence M. McCormack, Kathryn Mulcahy, Henry R. Osinski, Theodore Schneider, Laura Tarricone, Aurelia Tyler, John C. Walsh, and Raymond Welch.

Jerry Raisman, Taxation and Finance, recently returned from an auto trip to California. He was accompanied by his wife Ida and daughter Beth. Jerry reports that they had a fine time and brought back several dozen color slides to prove it.

Larry Cohn, also of Taxation and Finance, is back from a short trip to Montreal.

State Fund Chapter

Walter Fagen, formerly of the payroll audit department, was ordained June 2 at St. Patrick's Cathedral by Francis Cardinal Spellman. He said his first mass June 3 at St. Jerome's in the Bronx, and on June 14 he offered mass in St. Andrews, Hastings-on-Hudson, his present location, for the repose of the soul of Mr. John Lyons.

Frank Valenza, also of payroll audit, has returned from a four-week vacation in Florida and California.

Marjorie McCarthy, policyholders service department, is home from the hospital and feeling much better.

News from the underwriting department:

Welcome to Iris Richards of transcription, a new member of the chapter.

William Troupe has joined the staff of New Business.

The chapter is happy to have the following members of the State Fund summer team: Paul Weisenfeld, Elaine Perlestein, T. Comerford, Lillian Ingrassia, Danny Sullivan, Marilyn Farina, Maureen Corry, Rosalie Graziano, M. Barrett, and John Dalton, all from control and disability benefits divisions.

Paul Fleckner's son Alan graduated from Fordham University, College of Pharmacy, June 19 as an honor student. He is now a graduate pharmacist and in September will enter Jefferson Medical College, Philadelphia.

Rochester State Hospital

The chapter's eighth annual picnic was held July 18 at Mendon's Ponds. Everyone agreed that it was a very nice picnic, with lots of good food, plenty of entertainment and exceptional prizes.

Congratulations go to Phee Monachino on her promotion.

Vacationers were Dr. Richard Steckel, head of the Female Reception, who spent part of his leisure time fishing with his sons in New England; George Stevens and Mr. and Mrs. William Schramm of R. T., David Preston, O. T., and Virginia Preston, R. T.; Louise Dukes, dental hygienist, who vacationed in Ohio, and Edith Lundby, of the record room.

Welcome to the "Jackson twins," Robert and William, who came to Rochester State from Biggs.

The chapter is proud to announce that the following members are resigning to join the armed services: Bob Overacre, who will be a first looney in the Air Force; Gene Larrin and Frank Miller. Good luck to them all.

The laundry has lost two employees who will be missed by all who knew them—Mrs. Louise Brown, retiring to live in Florida, and Mrs. Shank, who has resigned.

Other retirees are Grace Schaepp and Carrie Jennejohn, of the sewing room.

Commerce

Richard Kirk, president of the Commerce Chapter, announced the appointment of the following standing committees for the chapter:

Membership: Betty Childs, chairman, Betty Dascher, Helen Alexander, Maurice Schwadron, Elizabeth Schell, Constance Chrystal, Alice Edwards, Harry Kapp, Henry Maloy and Robert Whitbeck.

Legislative: Ethel Metzendorf, chairman, James Hardy, James Hanley and Henry Gallien.

Insurance: Harold Rubin, chairman, Alfred Basch, James McGrath and Edward Applebaum.

Publicity: Stanley Freedgood, chairman, Joseph Constantino, Sheldon Toomer.

Auditing: W. Arthur Noller, chairman, Peter Ansell and Don-

ald Roznowski.

Social: Marie Zullo, chairman, Gordon Stedman, Wilfred Bouchar, Charles O'Connor, Joseph MacLaren, Harry Kapp, Richard Burns, Kenneth MacEwen, Charles Rowan and Edwin Roeder.

The special committee to expedite the chapter's resolution on a paid executive for the Association was reappointed: George Haynes, chairman, Mildred Meskil and Gordon Stedman.

Division representatives elected following the chapter's recent annual meeting are: Stanley Freedgood, publicity; Jane Healy, administration; Harry Clinton, commerce and industry, and Vera Russell, economic development.

State Fund

Al Greenberg, co-chairman of the statewide membership committee, Civil Service Employees Association, was re-elected president of the State Fund chapter for a two-year term. Mr. Greenberg is also active in the Metropolitan Conference.

Elected with him were Edmund J. Bozek, claims department, 1st vice president; Victor Fiddler, legal department, 2nd vice president; Cornelius O'Shea, policyholders department, 3rd vice president; Robert Rollison, safety service, 4th vice president; Randolph Jacobs, IBM underwriting, 5th vice president; Moe Brown, underwriting filing, treasurer; Vincent Rubzano, legal department, sergeant-at-arms; William Joyce, payroll audit, financial secretary; Gertrude Murphy, claims, recording secretary, and Reverlea Mann, underwriting, corresponding secretary.

The tellers' committee consisted of Rosemary Macejko, chairman, Sam Mahler and Beverly Bowers.

Elections for departmental representatives will be held in September.

Western Thruway

At a meeting of the Western State Thruway chapter held June 27, Gerald Whittaker was elected president. Other officers named were Bud Lawrence, vice president; Betty Lauffer, secretary, and Ray Walker, treasurer.

The next chapter meeting will be held at 8:00 P.M., August 1, at the Moose Hall, Batavia.

Perrysburg Chapter

The chapter installed the following officers for the year 1956-57: Edith Benton, president; Gertrude Phillips, vice president; Leska M. Naber, secretary; Mabel Moss, treasurer; Edward Mangold, sergeant-at-arms; Richard Mulcahy, delegate, and Charles Stewart, alternate.

Western State Thruway

Gerald Whittaker was elected president at the chapter's election meeting held in Batavia June 27.

Other officers chosen were August Lawrence, vice-president; Elizabeth Lauffer, secretary, and Raymond Walker, treasurer.



Headquarters staff of The Civil Service Employees Association is shown at its picnic at West Sand Lake, near Albany.

LEGAL NOTICE

HARPER, ELIZABETH BURNIE.—SUF- PLEMENTAL CITATION—P 2050, 1956. —The People of the State of New York By the Grace of God Free and Independent, To DAVID J. BURNIE, 34a Irving Street, Apt. 04, Cambridge, Mass.; DR. JOSEPH R. PEDEVILL, of No. 232 Highland Avenue Palisades Park, N. J.; FLORENCE LENNOX COOPER, of No. 144 East 30th Street, New York City; AMERICAN FOUNDATION FOR THE BLIND, INC., of No. 15 West 16th Street, New York City, and JOHN COLLINS, ELIZABETH COLLINS, AGNES YOUNG, HUGH YOUNG and OLIVE FAULKNER, whose whereabouts are unknown if living and if they died prior or subsequent to the decedent herein, to their executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown, and to all other heirs at law, next of kin and distributees of ELIZABETH BURNIE HARPER, the decedent herein, whose names and places of residence are unknown, and cannot after diligent inquiry be ascertained, the next of kin and heirs at law of ELIZABETH BURNIE HARPER, deceased, send greeting:

Whereas, IRVING TRUST COMPANY, having its principal office at No. 1 Wall Street, Borough of Manhattan, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date December 5th, 1955, relating to both real and personal property, duly proved as the last will and testament of ELIZABETH BURNIE HARPER, deceased, who was at the time of her death a resident of the Borough of Manhattan, City and State of New York, the County of New York,

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 25th day of August, one thousand nine hundred and fifty-six, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness Honorable WILLIAM T. COLLINS, Surrogate of our said County of New York, at said county, the 17th day of July, in the year of our Lord, one thousand nine hundred and fifty-six. (L.S.) PHILIP A. DONAHUE, Clerk of the Surrogate's Court

LEGAL NOTICE

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

WHEREAS Albert S. Marso, who resides at 18 Willow Drive, Fort Washington, New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date 10th day of November, 1955, relating to both real and personal property, duly proved as the last will and testament of Virgilia Giovannini, also known as Gilla Giovannini, deceased, who was at the time of her death a resident of 166 West 72nd Street, Manhattan Borough, New York the County of New York,

THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 24th day of August, one thousand nine hundred and fifty-six, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

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

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



REAL ESTATE

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BROOKLYN 2 Room home on 49 x 100 plot in one of Flatbush's more exclusive neighborhoods \$16,900 HOLLISTER 2200 Church Avenue IN 2-2800

LEGAL NOTICE SANITARY WORK OFFICE BUILDING 122-124 EAST 28th STREET NEW YORK CITY NOTICE TO BIDDERS Sealed proposals covering Sanitary Work for New Pump in Filter Room, Office Building, 122-124 East 28th Street, New York City, in accordance with Specification No. 19118 and accompanying drawing will be received by Henry A. Cohen, Director, Bureau of Contracts and Accounts, Department of Public Works, 14th Floor, The Governor A. E. Smith Office Building, Albany, N. Y., until 2:00 o'clock P.M. Advanced Standard Time, which is 1:00 o'clock P.M. Eastern Standard Time, on Thursday, August 23, 1956 when they will be publicly opened and read.

LEGAL NOTICE STATE OF NEW YORK INSURANCE DEPARTMENT - ALBANY I. Laffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the Federated Mutual Implement and Hardware Insurance Company, Owatonna, Minnesota is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1955 shows the following condition: Total Admitted Assets \$29,859,383.36; Total Liabilities \$23,994,711.68; Policyholders Surplus \$5,194,071.70; Income for the year \$25,994,599.00; Disbursements for the year \$25,265,461.95.

Parkchester Area — Bronx STRATTON GARDENS CO-OP NEW 6-STORY ELEVATOR APARTMENTS in the ONE-FARE ZONE EXPRESS SUBWAY 3 1/2 Rooms from \$88 (Cash Investment from \$740) 4 1/2 Rooms from \$113 (Cash Investment from \$950) 5 1/2 Rooms from \$143 (Cash Investment from \$1100) GAS & ELECTRIC INCLUDED GARAGES available on premises Better Living at Low Cost —Parkchester shopping area —Schools, Religious Centers —Safe, private playgrounds —Substantial tax benefits —Desirable residential area \$50 deposit reserves your apt. \$2.00 processing fee Veterans Preference (no GI benefits surrendered) Sales office on site open daily & Sunday, 11-8 weekday, 10-6 Sat. & Sun. Theiriot Ave. & Archer St. Phone TA 2-9076 Parkchester Station IRT Pelham Bay Line BY AUTO: Bruckner Blvd. to White Plains Rd. South to Archer St., left 2 blocks to Theiriot Ave. Nassau Management Co., Inc. Sales Agent

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

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

Being the persons interested as creditors, next of kin or otherwise in the estate of SARAH E. SKIFFINGTON, deceased, who at the time of her death was a resident of 100 East 48th Street New York, N. Y. Send Greeting: Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

STATE OF NEW YORK INSURANCE DEPARTMENT - ALBANY I. Laffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the Nationwide Mutual Fire Insurance Company, Columbus Ohio is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1955 shows the following condition: Total Admitted Assets \$17,857,672.91; Total Liabilities \$12,673,528.75; Policyholders Surplus \$5,184,144.16; Income for the year \$15,037,621.89; Disbursements for the year \$13,092,988.40. DATED: 7/20/56

FOR OVER 30 YEARS THE Discount House TO GOVERNMENT EMPLOYEES. We are offering our entire stock at 25 to 65% off on REFRIGERATORS RADIOS TELEVISIONS WASHING MACHINES RANGES PHONOGRAPHS AIR CONDITIONERS DRYERS — IRONERS VACUUM CLEANERS TOASTERS PRESSURE COOKERS ROTISSERIES STEAM IRONS SCHICK RAZORS HOUSEHOLD WARES KITCHEN CABINETS ETC. Free Delivery in the 5 Boro J. EIS & SONS APPLIANCE CENTER 105-7 First Ave. (Bet. 6 & 7 Sts.) New York City GR 5-2325-6-7-8

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The news that's happening to you! Here is the newspaper that tells you about what is happening in civil service, what is happening to the job you have and the job you want. Make sure you don't miss a single issue. Enter your subscription now. And you can do a favor for someone else too! Have you a relative or a friend who would like to work for the State, the Federal government, or some local unit of government? Why not enter a subscription to the Civil Service Leader for him? He will find full job listings, and learn a lot about civil service. The price is \$3.50—That brings him 52 issues of the Civil Service Leader, filled with the government job news he wants. You can subscribe on the coupon below: CIVIL SERVICE LEADER 87 Duane Street New York 7, New York I enclose \$3.50 (check or money order) for a year's subscription to the Civil Service Leader. Please enter the name listed below: NAME ADDRESS CITY ZONE

Convenient Dues Payment Offered Through Payroll Deduction Available Now

The big push is on to sign members to the Civil Service Employees Association through payroll deduction of CSEA dues.

In letters to chapter presidents and representatives and to individuals, Association President John F. Powers outlined procedures for obtaining payroll deductions of dues authorizations, as well as the advantages for so doing.

Speaking to members and non-member, Mr. Powers pointed out the tremendous gains made for employees through Association efforts in the State Legislature and other legislative levels this year.

In effect, said Mr. Powers, the easy payment of membership dues through payroll deduction should bring an even greater membership to the Association. And, the greater the membership strength of the CSEA, the greater strength will

the Association have to argue the case of the public employee, Mr. Powers declared.

Pictured on this page is an authorization card for such deductions. An employee's signature on this card will allow him membership in the largest public employee organization in America for less than 15 cents a week during the fiscal year. Deductions will amount to 30 cents per payroll for 25 pay periods.

Mr. Powers letter to chapter presidents and representatives tells not only procedures for obtaining authorizations but the importance to the Association and for public employees of payroll deduction.

It reads as follows:

Letter to Presidents

We urge the full cooperation and special effort of you and your fellow Chapter Officers and Commit-

tees on this very important matter. It is vital to the future success of CSEA.

We are sending you herewith:

1. Three groups of payroll deduction authority cards

(a) For present CSEA members with their names and member identification thereon.

(b) For non-members with their names thereon.

(c) Blank cards which may be used by members and non-members who misplace or destroy the card furnished them.

2. Supply of form letters signed by CSEA President John F. Powers—this letter should be distributed with each payroll deduction authority.

3. Supply of membership applications—one of these should be distributed with each payroll deduction authority given to a

non-member and should be filled out and returned with the signed deduction authority of the non-member, without dues payment.

4. Transmittal forms for chapter use in sending dues deduction authority forms to Headquarters.

5. Change of mailing address forms which can be distributed generally to members and returned to headquarters at any time to effect change in mailing address used for the Civil Service Leader and other material.

6. Supply of bulletins which should be displayed in all conspicuous places thruout your chapter to urge employees to sign and return the Payroll Deduction Authority for CSEA dues. These bulletins provide space for chapter representative to insert his or her name.

Action is Vital

It is vital that the material enclosed be distributed promptly to all members and non-members. We hope you will call upon your fellow chapter officers and all chapter committees to accomplish this work. Please set up and advertise to all members the arrangement by which your chapter will collect deduction authorizations already signed by the members and trans-

Ideas Bring \$25 To Each of Three Employees of SIF

ALBANY, July 30—Three employees of the State Insurance Fund got \$25 each for constructive suggestions, Dr. Frank L. Tolman, chairman of the Merit Award Board, announced. The recipients:

Seymour B. Givner, of Brooklyn, a compensation claims examiner, who proposed a form letter that helps to standardize a claim procedure.

Morris Jacobs, of Manhattan, also a compensation claims examiner, for an inter-office communication method that his supervisors report is labor-saving.

Benjamin Peck, of Brooklyn, a senior compensation claims examiner, who suggested an improvement of a form many claimants are required to use.

mit them to Association headquarters.

The target date for return of all signed deduction authorizations to Association headquarters is September 4, 1956. We hope that your chapter will make every possible effort to get all deduction authorizations signed and returned to headquarters by that date.

I again call to your attention the importance of getting signed deduction authorizations for all your members and as many non-members as possible because:

1. The future program of the Association relative to salaries, work hours, social security supplementation, etc. is extremely important to the welfare of our members.

2. Now that the dues deduction plan is available, the number of deductions of CSEA dues on the state payroll for each department, division or institution indicates the extent of CSEA strength in each agency; and as we have indicated heretofore, the success in securing work condition improvements will always depend in large measure on our membership strength and on the recognition accorded the Association as the representative of state employees.

3. The economy of operation re CSEA collection and accounting will depend upon all members signing the deduction authority. Substantial savings will be possible if all our state members go on payroll deduction. Additional expense will probably be incurred if it is necessary to operate the payroll deduction plan and at the same time a direct collection of dues arrangement, and coordinate both systems.

Please do not delay—distribute the deduction authorizations and other material promptly—organize all your chapter officers and committees for an all-out effort—set up and publicize arrangement by which your chapter will collect the signed deduction authorizations—and please get all of them back to our headquarters by September 4 if you possibly can.

The Deduction Authority cards sent herewith for members have a hole punched in the upper margin next to the chapter number—the cards for non-members do not have such a hole.

We have tried to send cards for all non-members but there may be cards missing for non-members, and these non-members should be furnished a blank deduction authority card.

Please return the cards received by you that cannot be delivered because the employee has transferred, terminated employment, retired, become deceased, etc., with explanatory notes thereon so that our records may be revised accordingly.

ITEM NO.	DEPT	DIV.	NAME	RET. OR S. S. NO.	CHAP. NO.
DO NOT FILL IN ABOVE SPACES					
PAYROLL DEDUCTION AUTHORITY					
For Dues of The Civil Service Employees Association, Inc., 8 Elk Street, Albany, N. Y.					
Annual Dues \$7.50 (30¢ deduction on 25 bi-weekly payrolls during year beginning Oct. 1, 1956)					
To The Comptroller of the State of New York					
I hereby authorize you to deduct from my salary bi-weekly the amount indicated above for the payment of membership dues in The Civil Service Employees Association, Inc., pursuant to the authority contained in Chapter 934 of the Laws of 1956. This will also authorize you to make any adjustment deductions necessary for the purpose of payment of the annual dues. If I am not now, or shall in the future cease to be, paid on bi-weekly basis I authorize you to deduct such amount as will result in the payment of the annual dues. This is also your authorization to make deductions in the succeeding years of my employment in the amount certified by The Civil Service Employees Association, Inc. as required for the payment of my membership dues in said Association. I understand that this authorization may be revoked at any time by written notice to you.					
NAME (PRINT)			DEPARTMENT AND DIVISION OR INSTITUTION		
WORK ADDRESS - STREET AND CITY					
Only YOUR Signature and Date is required if your name is at top of card - otherwise give Name, Department and Work Address. Return Card Promptly to your CSEA Chapter representative or direct to the Association address above.					
DO NOT BEND THIS CARD					

SIGN CARD HERE

SIGNATURE OF EMPLOYEE

DATE CARD IS SIGNED

This authorization card is being sent to thousands of State workers by the CSEA. It will allow for convenient association membership through payroll deduction. The employee's signature on this card will reduce dues payments from a lump sum of \$7.50 to less than 15c per week.

CSEA Wins Hotaling Case

(Continued from Page 1)

classification was retroactive to April 1, 1954. She was told that not only would she cease to be principal statistics clerk in the future but also that she had not been one for the preceding six months.

Hundreds of other employees found themselves in a similar predicament.

Justice MacAffer's Opinion
Justice Kenneth S. MacAffer, in Albany County Supreme Court, held this retroactive feature and the entire reclassification were illegal.

The effect of the decision is to hold that retroactive State reclassifications are illegal.

Those State employees whose situation is similar to that of Mrs. Hotaling, consisting of all those reclassified downward on October 1, 1954, are entitled to get the same benefits she gets, the Court held. That includes retention of the higher title, increments for the disputed period and freedom from any downgrading under the disputed administrative order.

All such persons also become entitled to the new higher salaries prescribed for their old titles and increments since October 1, 1954. Even if they are reclassified downward now or in the future, they will retain the new, higher salaries that they are receiving as a result of this decision, in the opinion of the counsel to the Association.

From the time that an order

is entered and served on the State, the State will have one month in which to file notice of appeal.

The law firm of DeGraff, Foy, Conway and Holt-Harris represented the Association. John T. DeGraff, Association counsel, and John Kelly, Jr., assistant counsel, appeared in court. Attorney General Jacob K. Javits, through J. Bruce MacDonald and John Mooney, represented the Budget Director, the Director of Classification and Compensation, and the Civil Service Commission, defendants.

Excerpts From Court's Opinion
The following are excerpts from Justice MacAffer's opinion:

"The petitioner makes two basic contentions: (a) that the retroactive aspect of the petitioner's downward reclassification was unconstitutional and (b) that the downward reclassification of petitioner's position was illegal and void.

"The first of these basic contentions the court has heretofore sustained. This court so determined upon the decision of the objections in point of law served by the defendants. . . . This court in that decision said . . .

"As far as salary was concerned, the effective date was April 1, 1954. Likewise it would therefore appear that the petitioner held the position of principal statistics clerk until September 30, 1954 and that she therefore is entitled to receive the compensation provided for the

position effective as of April 1, 1954, although the salary was not fully payable until after October 1, 1954. (Chapter 307 of the Laws of 1954)."

"This court reaffirms such determination here.

"This court also concludes that the incumbent of any position whose situation was similar to that of the petitioner was entitled to be compensated in the same manner and to the same extent as has been held herein.

"While no statistics have been presented to this court as to the number of reclassifications which took place, it is apparent that there was no general reclassification and that certain positions were excluded from such action, regardless of whether such positions should have been reclassified. The result of the reclassification was that only the positions of the petitioner and of those similarly situated were reclassified. The defendants did not carry out the revision of the position and allocation of the salaries as directed by the provisions contained in Chapter 307 of the Laws of 1954.

"This court, therefore, must reach the inevitable conclusion that the reclassification of the position of the petitioner and the positions of those similarly situated, regardless of whether the positions were or were not previously 'earmarked,' was arbitrary, capricious, discriminatory and and therefore unlawful."

Mr. Powers Speaks To Individuals

Mr. Powers has sent individual letters to State workers concerning payroll deduction. The letter reads as follows:

Mr. Powers Letter

Payroll deductions of your CSEA dues has been arranged for your convenience. Transmitted herewith is your payroll deduction authority. Please sign it and give to a CSEA Chapter Representative. Please do not delay—do it today so that the dues deduction arrangement of all members can be handled efficiently.

During the present year CSEA secured a salary increase, reduced work hours, a state health insurance plan, and other important gains for all state workers.

During the year ahead we will seek establishment of adequate salaries, reduced work hours for institutional employees without loss in pay, social security to supplement retirement benefits, improved attendance rules, and other important improvements for all employees. One major CSEA victory pays CSEA dues for a lifetime.

Please sign your dues deduction authority today and urge all your fellow employees to do likewise. Only thru membership in CSEA can the improved work conditions you desire be achieved. Unity is vital.

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