

Civil Service LEADER

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Report on

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See Page 16

Westchester County Schedules \$700,000 in Raises To Meet Competition For Employees

WHITE PLAINS, July 9—In a vigorous bid to retain employees and gain new ones, Westchester County will allot \$700,000 in pay raises for three-fourths of its public workers by Jan. 1.

County Executive James D. Hopkins has submitted new salary scales to the Board of Supervisors. He raises will affect those in Groups 1 through 12.

Mr. Hopkins pay recommendations came following a survey showing that the pay rates for these groups are below the average for comparable positions paid by 39 public and private employers.

Who Would Benefit

Those affected are in the lowest-paid and medium brackets. For them top pay now ranges from \$2,990 a year for the lowest to \$7,680 in Group 12. The new maximums will be \$3,180 and \$7,770 respectively.

No pay raises were recommended for the rest of the county staff, whose salaries range from \$8,850 to \$28,040. Salaries in these grades were found to be about equal to outside matching positions.

Westchester County has a policy of reviewing county pay scales annually. Latest studies were conducted by Denton M. Pearsall, County Personnel Director.

Mr. Pearsall said that most of the 39 employers whose statistics provided the basis for the salary study are located in Westchester and, in many job classifications, are in direct competition with the county for workers.

Recruitment Problems

The county has had recruitment problems in the positions that will receive the salary increases. Mr. Pearsall stated that the recommended increases, ranging from \$90 to \$340 per year, will put the County in a position to compete with other employers in the community from the salary standpoint.

Although the increases will not be effective for nearly six months, Mr. Hopkins said the recommendations for raises are being made now to facilitate budget making. He pointed out that approval now will enable department heads to estimate accurately salary requirements in advance of submitting budget requests.

The Westchester County Competitive Civil Service Association, a unit of the statewide Civil Service Employees Association, has long

been active in campaigning for Westchester County employees.

Approval of the proposed increases by the County Board of Supervisors marks completion of one of the most important phases of the Association's 1956 program. Mrs. Margaret Trout is president of the group.

Hopkins Is Congratulated

Mrs. Trout, on behalf of her Association, congratulated Mr. Hopkins on his "forward look" in the field of employee-employer relationships as well as for his vigor in attempting to solve the County's recruitment problems with intelligent planning.

Employees Eye Security Law

Not only Federal employees, but also state and local government employees are watching developments in connection with the Federal security statute, because other jurisdictions have pretty generally followed the Federal lead.

The United States Supreme Court held that the statute, which gave grounds for removal of employees or rejection of candidates, on security grounds, applies only to "sensitive" agencies. That is the general application in state and local jurisdictions. Now the Eisenhower Administration wants the statute made effective on employees of all agencies.

CSEA Views on Revision Of Probationary Rules Will Oppose Unfairness

ALBANY, July 9—Officials of the Civil Service Employees Association, headed by President John F. Powers, will meet with the State Civil Service Commission July 18 here on proposed revisions of the Probationary Rule for state employees.

The LEADER has learned that the Association will oppose extension of probationary terms to non-competitive and exempt classes; probation on first promotions and on transfer or reinstatements.

It was reported the Association

does favor probationary periods for competitive class employees on original appointment but will ask that the probationary period not extend beyond eight weeks.

The CSEA arguments on probation will generally be as follows:

Not For Exempt Class

The Association opposes extension of the use of the probationary term to non-competitive and exempt class positions unless the State agrees to provide the same protection against dismissal for all non-competitive and exempt

class positions that is now given competitive class employees under Section 22 of the Civil Service Law.

In effect, said CSEA officials, the application of probationary terms to non-competitive and exempt class employees would affect

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Rensselaer County Aides Form Assn. Unit to Push Public Employees' Welfare

In order to effectively promote the welfare of employees of Rensselaer County, nearly 200 county workers there have formed as a chapter of the Civil Service Employees Association of New York, the largest such organization in America.

John J. Hayes, director of the Rensselaer County Probation Department, has been elected and installed as president of the Rensselaer County Chapter of the CSEA.

Other officers elected by secret ballot were Thomas A. Sherwood, building superintendent of the County Court House, vice president; William Nugent, of the county highway office, treasurer,

and Mrs. Anna May Griffin, of the County Clerk's office, secretary.

Harold E. Coleman, director of the Rensselaer County Veterans Service Agency, was named the chapter's delegate to the CSEA.

Francis M. Casey, CSEA field representative was the installing officer. He congratulated members of the new chapter and offered assistance to the group in its future planning. Ambrose J. Donnelly, another CSEA field representative, was also on hand to confer with members.

The installation was held at the County Court House and was presided over by Mr. Hayes, who had been serving as temporary chair-

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Assn. Invited to Present Views On Health Bill

ALBANY, July 9—Alexander A. Falk, chairman of the State Temporary Health Insurance Board, has invited representatives of the Civil Service Employees Association to attend a meeting of the board next Monday. The representatives will present Association views on the establishment of a group health insurance program for state employees.

The board hopes to make a decision shortly on the type of coverage to be offered state workers under legislation enacted this year.

Mr. Falk, who is anxious to get the state worker's viewpoint on the conditions and types of coverage desired, has asked employees and their representatives to make known the type of plan they desire in order that the recommendations can be reviewed at the board meeting.

Also to be considered at the meeting are policy questions and statistical material compiled by the State Department of Civil Service on possible insurance programs.

The Temporary Health Insurance Board is empowered to establish regulations relating to the eligibility of both active and retired employees and their dependents to participate in the proposed new health insurance program, the terms and conditions of the insurance contract and the administration of the plan.

The law provides for a comprehensive health insurance plan on a shared-cost basis, with voluntary participation by all interested state workers, both active and retired, and their dependents.

Working with Mr. Falk and the board is Edward Meacham, director of personnel services for the Civil Service Department.

Mr. Meacham has told Association members that the cost of the plan will be determined by the type of coverage selected and that the employees should therefore make known the type of coverage desired.



CONGRATULATIONS GO TO FIRST PRESIDENT OF NEW CHAPTER: Francis M. Casey, second from left, CSEA field representative, can be seen giving his heartiest best wishes to John J. Hayes after installing Mr. Hayes as the first president of the newly-formed Rensselaer County Chapter of the Civil Service Employees Association. Harold (Bud) Coleman, left, chapter delegate, and Thomas A. Sherwood, chapter vice president, look on. New officers William Nugent, who was elected treasurer, and Anna May Griffin, secretary, were not present when the photograph was taken.

CSEA Digest

1. CSEA opposes unfair extension of Probationary Rules. See Page 1.
2. Association invited to present views on health insurance. See Page 1.
3. Hillboe says aide at Biggs Memorial getting other jobs. See Page 16.
4. New CSEA chapter in Rensselaer County. See Page 1.

Men and Women Flock To U.S. Jobs Overseas

Overseas jobs are becoming increasingly popular, especially as they permit one to travel, all expenses paid, live in a foreign country, work for the U. S. Government, and receive good pay and fringe benefits. In many instances, the normal pay is increased by post allowance or quarters allowance.

Positions are offered by the Air Force, the Department of State and other Federal branches, in all parts of the world.

The Employment Division of the Department of State offers jobs in the U. S. Foreign Service. Write to the Division, Washington 25, D. C.

Job Opportunities

Here are some of the Foreign Service jobs: Clerk-stenographers, men and women, \$3,390 to start. Appointees must be willing to serve anywhere. Requirements: 80 words per minute minimum steno, typing 50 words per minute and three years' office experience or equivalent.

Clerk-typist, men and women, \$3,390. Requirements: 50 words per minute typing speed, three years' general office experience or equivalent, including training or experience in filing.

Code clerk, men and women, \$3,390. Requirements: typing speed 45 words per minute, three years' general work experience or equivalent, one year of which must have been in general office work or using standard encoding and decoding devices.

Accountant clerk, men and women, \$3,390. Requirements: single, between 21 and 35, typing 35 words per minute, highly accurate; three years' general office experience or equivalent, of which one year must have involved typing, filing or general office procedure.

Diplomatic Couriers Needed

General clerk, men and women, \$3,390. Requirements: high school graduation, typing speed 35 words per minute, and three years' general work experience, one year of which must have been office experience such as typing, filing and general office procedure. Education beyond high school may be substituted for some experience.

Diplomatic courier, men, \$4,650. Requirements: single veterans, 25 to 31, typing speed 35 words per minute, and qualifications through tests given in Washington. College graduates with a minimum of six months' travel or work experience overseas (military or civilian) preferred.

Nurse, women, \$4,650. Requirements: single, 25 to 40, graduation from an accredited college or university with 30 semester hours in public health.

A quarter allowance is paid after arrival to cover rent and utilities. There is also a variable cost-of-living allowance to cover living costs that are higher than in Washington, D. C. Salary begins from the time an appointee leaves home for Washington and is paid during the training period. Overseas allowance are not paid for work done in Washington. Travel expenses are paid from home to Washington, and from Washington to the post.

What Navy Offers Civilians

The Navy Board of Examiners, 45 Hyde Street, San Francisco, California, offers the following jobs:

Guam: Refrigeration or air conditioning plant operator, \$2.29 per hour. Requirements: Four years' experience operating refrigeration and air conditioning equipment.

Refrigeration mechanic, \$2.55 per hour. Requirements: Four years' experience installing, maintaining, overhauling and repairing major refrigeration equipment.

Cable splicer (communications), \$2.70 per hour. Three years' experience in telephone communication work splicing cables.

Central office repairman (line-man), \$2.79 an hour. Requirements: Three years' experience maintaining and repairing automatic dialing equipment.

Electrician, (lineman), \$2.70 an hour. Four years' experience repairing and installing high and low voltage overhead and underground systems.

Electric (telephone), \$2.70 an hour. Four years' power plant experience.

Electronics mechanic, \$2.68 an hour. Four years' experience installing, repairing and testing electronics equipment.

Liquid fuels gager, \$2.38 an hour. One year's experience as gager in operating tank farms and pipe lines.

Office machine repairman, \$2.51 an hour. Four years' experience repairing office appliances, including fabrication parts.

Painter (automobiles), \$2.47 an hour. Three years' experience painting automotive vehicles and equipment.

Philippines jobs: Engineers, equipment specialists, teachers and IVA supervisors (females except for single teachers) are not recruited for this area. Applicants must sign a two-year contract; teacher agreements are for one year.

Formosa: Only single teachers or husband and wife teaching teams are hired, and dependent children cannot accompany the husband and wife. The contract terms are one year. Housing is provided by the Navy.

For further information about the above positions, address the Board at San Francisco.

Accounting and Auditing

The International Cooperation Administration, Washington 25, D. C., offers positions for controllers, auditors and accountants, experienced in public accounting, industrial or Government background. Salaries are approximately \$8,500 to \$12,000. Assignments are worldwide, with a two-year length of tour, except in Korea (one year). Families may accompany appointees at government expense, except to Korea. Benefits include a liberal annual and home leave system.

The American Red Cross, 230 Spring Street, Atlanta 3, Ga., has the following openings:

Stenographers, men and women, Far East, Japan, Okinawa and Philippines, starting salary \$241 a month. Requirements: U. S. citizens, 25 to 35, in good physical condition. Steno speed, 80 words per minute; typing speed, 40 words per minute. Military assignments. Tour of duty, two years. Uniform allowance of \$100, \$90 food allowance and free housing. Salary increase of \$5 at 6 and 12-month periods.

Women versed in art, music, crafts and social recreation are needed in Korea at \$255 a month starting salary. Only U. S. citizens may apply. They should be in good physical condition, free to work anywhere in the world. Tour of duty is one year. Persons completing a successful overseas tour will be eligible for stateside assignment.

Write to the Red Cross in Atlanta, Ga.

The State Employment Service, 1 E. 19th Street, New York City, offers U. S. jobs for men and women typists, secretaries and stenographers at \$3,175 to \$3,950 plus free housing. Candidates must be U. S. citizens and pass physical and security tests. Assignments are in various overseas military installations. Tour of duty is two years.

Raft of Other Jobs

Jobs in Alaska, the Azores, Iceland, Japan, Korea, Newfoundland and North Africa are offered by the overseas Recruiting Branch, 111 E. 16th St., New York City. There are vacancies for engineers, librarians, recreation leaders, teachers, accountants, shorthand reporters, stenographers, physicists, power plant operators, electricians, diesel and auto mechanics, aircraft technicians, sewage disposal operators, firefighters, plumber-steamfitters.

The above positions offer attractive salaries, free transportation to and from the post, PX privileges, and in most cases, quarters, heat and utility allowances. Applicants must be U. S. citizens, men 21 to 55, women 21 to 45. The tour of duty varies from one to two years.

EDITORIAL

Break for Handicapped A Most Welcome Move

THE activities of the U. S. Civil Service Commission on behalf of the handicapped are stimulating and even inspiring. Though at budget hearings one may get the opposite impression, government is not the worst employer in the world. Nor is it the best. It has not done as much for the handicapped as it should. John W. Macy, Jr., executive director of the Commission, admitted as much, so far as the Federal Government is concerned, when he told the annual convention of the Disabled American Veterans that industry has set the pace in this field.

Not only by accepting the handicapped for jobs they can fill competently, but by giving them training and rehabilitation courses, industry has set a pattern that the Federal government shows anxiety to follow. A Commission study is under way for instituting such courses in Federal agencies.

All That Is Asked Is Justice

The Federal Government is increasing its concern over hiring the handicapped, whether disabled veterans or not. Mr. Macy puts it nicely when he says that they are hired for their ability instead of being rejected for their disability. Of course they must be able to do a full job, and do it well, but the handicapped do not ask for favors, only for fairness.

The Federal Government is not alone in thus helping to ease the burdens that both the handicapped and the elders must bear in their job quests. The New York State government, as well as the New York City government, and other local governments, provide opportunities for them, and even supply amenuenses for those unable to use their hands for writing, or who have no hands. There are jobs for blind typists, as well as other opportunities for the handicapped. On the age score, government shows the way. In general, the age limit would be the compulsory retirement age, and in the Federal government, for most jobs, there is no age limit at all, though the hiring of persons over 70 is for a renewable period of a year. What a contrast this is with the policy prevailing in private industry!

A Place For Everything

Government thus shows that it does have a heart, when it comes to hiring. Employees of government may not reap riches but they do have the satisfaction of working for an employer who will not go out of business, who will hear the call of humanity, and will protect and defend the employees against any and all defamers. While such dividends of satisfaction cannot be deposited in a bank, there is a place for them in one's heart.

MODERN PUBLIC ADMINISTRATION

Employee Job Turnover's Good Points

The Civil Service Assembly is not among those who deplore job turnover. Says the Assembly, "employee turnover in public service and in private industry is as desirable as it is inevitable."

Desirable turnover weeds out the inefficient, brings in new ideas, and assures opportunities for promotion, the Assembly declares. Inevitable or "built-in" turnover results from retirement and personal ambition.

The majority of recruits for clerical and stenographic positions are young, unmarried women just out of high school or business college. Most of them in time resign and get married. Another example of built-in turnover involves the dead-end positions that offers little or no opportunity for promotion. The ambitious employee must quit to advance.

An Assembly report says that employees should concentrate on remedying situations that might cause a valuable employee to leave a job. Poor methods of selecting and assigning employees and inadequate community facilities are cited as frequent resignation causes.

(Continued on Page 15)

Closed Shop Weighed by Transit Authority

After a one-hour closed meeting the New York City Transit Authority told the Transport Workers Union that it would study the employees' union shop proposal for three or four weeks and give the union its answer. The TWU expressed gratification.

Correction Officers Say NYC Passes Up Little Fellows on Pay

Stephen Hartigan, president of the New York City Correction Officers Benevolent Association, said that the Uniformed Salary Appeals Board was playing fire in turning down correction officers' appeal for a salary raise.

The Board rejected the appeal, 3 to 2.

President Hartigan sent a telegram to Mayor Robert F. Wagner, urging a reopening of the case.

"Our men and women are up in arms," he declared. "It seems there is money for high-priced projects and for top-heavy brass, but the little fellows who ask for a little more money to feed their kids are rebuffed aside."

He added that COBA members had "reached the point of job action by the outrageous treatment accorded them in the so-called Career and Salary Plan."

Police Lieutenants Win Appeal Against Out-of-Title Work

Thirty-five New York City police lieutenants won their case against Police Commissioner Stephen P. Kennedy when the Appellate Division affirmed a lower court order directing the commissioner to refrain from using lieutenants as acting captains.

The lieutenants brought the action because they were assigned as acting captain without appropriate salary and status.

The lower court order was that of Supreme Court Justice Eder.

Justice Frank dissented in the Appellate Division. He wanted a trial.

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Industry Aides Meet on Higher Allocations

Recently a meeting was held at Industry to discuss the salary problems of cottage personnel and the Boys' Supervisors in particular.

President William Hickey of the CSEA Industry Chapter met with Field Representative Jack Kurtzman and Salary Research Analyst, Henry Galpin, at the Institution on June 27.

The current problems of recruitment and related matters were discussed with the Institution Administration.

It is expected that the Boys' Supervisors group will file an appeal for higher allocation with the Division of Classification and Compensation of the Civil Service Department in the near future.

NYC Prepares To Hold Test For Clerk Jobs

On the recommendation of New York City's Personnel Council of which Deputy Personnel Director Dr. Theodore H. Lang is chairman, a clerk exam will be held. Application dates have not been set, but the test is expected to be opened in the fall. It is not on this month's list, and as no applications are received in August, September is the earliest possibility.

The pay range is \$2,750 to \$3,650, grade 3 of the salary schedule. The maximum is reached through five regular increments and one longevity increment of \$150 a year. This represents a raise of \$900 over the period covered by the grade steps.

Big Turnout Expected

The City expects a large re-

Apply Until July 19 For U.S. Entrance Test To Be Held on Aug. 4

The next written test in the Federal service entrance examination will be held on Saturday, August 4. Those who apply up to and including Thursday, July 13 will be called to that test, a consolidated one now being used for filling jobs formerly covered by eight different examinations. The test affords an opportunity for a career in the Federal service.

One of the specialties in the test is that of investigator, for which experience in that type of work is required. Those who applied previously, for that specialty, should not apply again, but any person who meets the qualifications, and who is ready

to do a lot of travelling, or accept assignment anywhere in the United States, should apply to the U. S. Civil Service Commission, 541 Washington Street, New York 14, N. Y.

List Proving Popular

So far, 202 persons have been appointed to various titles, in a considerable and increasing group of Federal agencies and departments.

The eligible list is receiving more and more use by a larger number of Federal offices as the news gets around that the calibre of appointees is exceedingly high. The test itself represents the introduction of new intensity, ingenuity, and persistence in Fed-

eral recruitment, and won for the Civil Service Commission a national public relations organization's award of merit.

The eligible list is destined to see even faster action in the future, especially as more eligibles are constantly being considered for appointment, oral interviews being held regularly, and other steps taken to assure the rapid use of the list.

The test is designed to attract "the college type man," though a college degree is not necessary, if substantially equivalent experience can be offered instead.

Requirements are a full four-year college or university course leading to a bachelor's degree, or three years of administrative, professional, investigative, or technical experience or any time-equivalent combination of such education and experience. Pay starts at \$3,670, or \$4,525, depending on training and experience.

Management Positions

Requirements of experience or education for general positions and management:

For grade GS-5, \$3,670—Applicants must have completed one of the following: A. A full 4-year course in an accredited college or university (or certain nonaccredited institutions) leading to a bachelor's degree; B. Three years of experience in administrative, professional, investigative, technical, or other responsible work which has prepared the applicant to enter into the positions for which this examination is appropriate; C. Any time-equivalent combination of such education and experience. In combining education with experience, an academic year of study will be considered as comprising at least 30 semester hours or 45 quarter hours and will be considered equivalent to 9 months of experience.

Experience Alone Is Enough

For some positions, pertinent experience alone may be qualifying; for others, courses leading to a bachelor's degree with a specified number of hours in a subject or combination of subjects will meet the requirement.

Other Jobs Pay More

For grade GS-7, \$4,525, in addition to meeting the requirements for grade GS-5, applicants must have completed one of the following: A. A course of graduate study leading to a master's or higher degree in an accredited college or university; or one year of experience as indicated under "B" for grade GS-5 above; or a combination of such education and experience totaling one year. B. Applicants who successfully completed a course of study requiring at least 6 full years of resident college work leading to an LL.B. or higher degree in a recognized law school will meet the entire experience requirement for grade GS-7.

All courses offered for qualification for either grade must have been acceptable for credit toward the completion of a standard curriculum leading to a bachelor's or higher degree at an accredited college or university. Courses leading to higher degrees will be accepted for grade GS-8 as well as for grade GS-7.



BROOKLYN STATE AIDES WIN CERTIFICATE: For successful completion of the course in "Fundamentals in Supervision" the Brooklyn State Hospital employees pictured here were awarded certificates by Dr. Nathan Beckenstein, hospital director. In the front row are, from left, Phyllis Singer, Elaine Moses and Rhea P. Coffey. Second row, from left, are

Nina LaSardo, Paula Vanderstemple, Mary Laughlin and Florida McDermott. Back row, from left, Dr. Rappa, Dr. Palmer, Dr. Bianchi, Mr. Girouard, Dr. Beckenstein, Calvin Murphy, Mr. Contento and Mr. McCauley. Also receiving certificates but not present when the photo was taken were Edward Boyle, Francis Carrera, Frank Cuillo, Adelaide Kavanaugh, Victoria McKeely and Joseph Munn.

Tabulating Jobs Offered by U. S.

WASHINGTON, July 10—The Federal government needs tabulation project planners, \$3,415 and 4,080; supervisors of tabulating equipment operation and supervisors of tabulating machine operating, \$3,415 and \$4,525; tabulating equipment operators and tabulating machine operators, \$2,080 and \$3,175.

The positions are in various Federal agencies in the Washington, D. C., metropolitan area. Apply to the U. S. Civil Service Commission, Washington 25, D. C.

Levitt Goes GI

ALBANY, July 9—State Comptroller Arthur Levitt has set aside his state duties for a two week tour of active duty with the Army Reserve.

Comptroller Levitt, a Colonel in the Army Reserve, will serve with the Military Justice Section of the Judge Advocate General's Office on Governors Island until July 16.

TRANSIT AUTHORITY TO FILL 43 JOBS

The New York City Transit Authority will fill 20 railroad porter and 23 car cleaners posts from certifications established November 2, 1935. Some appointments are scheduled for July 16.

sponse, because the salary is higher than it ever has been, and the job prospects are large. The City will continue to use the present list until the new one is established, so the existing list is good at least until the end of this year.

The written test will be held early next year. It is expected to evaluate a candidate's intelligence and aptitude for suitably handling simple office problems. In the past the clerk written tests have not been difficult, and even candidates who failed conceded the fairness of the tests.

No training or experience was previously required. The question whether a senior high school diploma, or its equivalent, will be required this time, remains as yet undecided. The likelihood is that none will be required, but that the test will be such as will afford the best opportunity for those with such a diploma, or who have a native keenness, to pass with high scores.

Probable Nature of Test

Practical age limits for applicants will be 18 to 69, and appointments will not be restricted to those who have reached at least age 21.

The intelligence test may be expected to test one's vocabulary, knowledge of grammar, ability to follow instructions and perform duties.

NYC Plans to Open Patrolman Exam In November

The tentative dates for the New York City patrolman (P.D.) test applications are from November 5 to Monday, November 28.

The written test will be held early next year, probably not later than March, the physicals in the spring.

The Personnel Department is planning an intensive recruitment campaign, to avoid having to open a patrolman test every year, and even twice in a year.

Police Commissioner Stephen P. Kennedy is still seeking a 5,000 addition to the police quota. A larger quota would mean more jobs for eligibles. As the quota now stands, 1,000 more patrolmen may be appointed, besides the 122 most recently named.

Requirements for Job

The patrolman requirements are not expected to be changed:

ages 19 to 29 to apply, age concession to veterans over 29, minimum appointment age 21, minimum height 5 feet 7 1/2 inches, minimum vision 20/20, each eye separately, no glasses allowed.

Starting pay, \$4,000 a year, \$77 a week, may be raised, depending on how successful the Patrolmen's Benevolent Association is in its pay-increase drive, in which it has Commissioner Kennedy's aid. Pay rises to \$5,440 after three years, if one includes the \$125 uniform allowance. Besides, there is a standard sick leave and vacation plan, and a pension system that permits retirement at half pay after 20 years, with \$80 a year additional for each year beyond 20, up to 10 additional years, or maximum of half pay plus \$500 a year.

THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



At Your Service

Many times during the year we have received letters thanking your Association for the services which it has given to the civil servant. These letters were from individuals and from groups. In reviewing this correspondence we have found that sometimes we were able to give direct help and at other times we gave guidance.

Sometimes we assisted in preparing a Brief for a salary adjustment or a title change. There were times we represented the employee in a more personal manner. At other times we reviewed the appointment from an eligible list, or helped on an examination matter. The number of services which we can afford our members is great. It is our obligation to do so—to help each and all toward the solutions of their personnel problems.

The energies of the Association will always be available to each and every member—whether singly or in groups—to help them and the Administration make the public service an efficient instrument.

Non-Poets Report on Trees

Many will agree with the poets who rhapsodize that there is nothing more beautiful than a tree, but cities find that some trees can be a joy forever.

The American Society of Planning Officials is not composed of poets, but of practical men—no offense intended—and comes up with a triple warning:

Overhanging branches can block vision at street corners and mar street lighting, thus creating traffic hazards.

Trees can interfere with overhead utility wires.

Roots can clog sewers and crack open sidewalks and pavement.

The society recommends that cities have their own tree programs and not rely on private groups or individuals. Where planting is left to property owners in residential areas, the city should provide the best suited trees at little, if any, cost to the property-owner, the society adds.

Another recommendation is that where persons other than city employees are allowed to work on trees, a city should have a tree ordinance that either sets strict standards itself for planting and care or gives the power of setting such rules to the city official who will be in charge of the program, according to the report.

Some cities specify the varieties that may be planted, because some trees have undesirable qualities, such as thick leaves that keep out too much light, low branches that interfere with movement on streets and sidewalks, unpleasant odors, excessive production of nuts or fruit, tendency to develop diseases or to attract insects, or excessively large root systems. Among trees not favored for street planting are poplar, willow, cottonwood, fruit (except ornamental varieties), nut, and mountain ash.

The first choice of the planning commission in Anchorage, Alaska, is white birch, a tree seldom planted elsewhere in the U. S., but highly suitable to a cold climate.

Postmaster Stays On, Pending Suit's Result

James J. Moroney, Pleasantville postmaster, will continue, by stipulation, to serve pending the outcome of a case in the Federal District Court.

Mr. Moroney, a World War II veteran, was appointed postmaster by President Franklin D. Roosevelt in 1932. In 1955, Mr. Moroney was served with written charges that on three separate days he was away from the post office, conducting his private plumbing business.

Represented by Attorney Samuel Resnicoff, Mr. Moroney denied the charges before the Regional Director held that the Post Office Department failed to substantiate its charges. The U. S. Civil Service Commission reversed his findings. The suit followed.

TWO NEW POSTS SLATED AT SING SING

ALBANY, July 9—The State Commission of Correction has recommended the hiring of two new staff members for Sing Sing Prison at Ossining.

The two posts, recommended following an inspection of the institution by correction officials, are that of civilian librarian and nurse.

The inspection report also requested that a small hand vacuum be provided for use in cleaning the premises.

NEW YORK MAN NAMED TO BLIND HELP POST

ALBANY, July 9—Governor Averil Harriman has appointed Maxwell Powers of 325 Central Park West, New York City, as a member of the Commission for the Blind.

The appointment, which fills a vacancy, is for a term ending June 21, 1961.

U. S. Raises 30,000 To Spur Recruitment; Some Get \$1,075 More

WASHINGTON, July 9—Continuing its efforts to meet acute personnel shortages in certain categories, the U. S. Civil Service Commission authorized Federal agencies to pay higher starting salaries to engineers, physical scientists, and some other types of

The action also permits agencies specialists in the middle grades, to raise salaries of 30,000 current employees in these fields and grades, to the higher figure, wherever the employees are not already receiving it. The new rates became effective July 1.

Affected are engineers and many types of physical scientists, including physicists, chemists, meteorologists, metallurgists, and specialists in technology and geophysics, in grades GS-9 and GS-11; engineers in grade GS-10; meteorologists at grade GS-7 and professional patent personnel at grades 7, 9, 11, and 12. Also affected are actuaries in grades GS-5 and GS-7 in the Baltimore, Md., area only.

Raises Range to \$1,075

The increases range from \$1,075 a year granted patent personnel in grade GS-11 to \$135 given GS-5 actuaries in Baltimore.

The new move was one of the most far-reaching the Commission has made under legislation permitting increases in above-minimum compensation to recruits and employees in categories where the Federal Government finds itself at a serious competitive disadvantage with private industry.

Affected agencies estimate they will be able to recruit approximately 4,700 urgently needed personnel at the new rates. The move means that current employees and recruits together, an estimated total of 34,700, will receive about \$12,000,000 a year more in salaries than they would have obtained under the old rate.

Those professional engineers and scientists recruited under this authority are critically needed to man research and development activities primarily concerned with national defense. They will work in modern laboratories equipped with the latest technical devices and aids. The work involved is be-

ing directed by outstanding professional people of national reputation.

Engineers' Starting Pay Rises

The most important facet in the new program is the raising of starting rates for GS-9 engineers and scientists from \$5,440 a year to \$6,115 and for GS-11 engineers and scientists from \$6,390 to \$7,035. There are approximately 12,000 such employees in GS-9 and approximately 16,000 in GS-11. The rate increase is expected to attract about 2,500 recruits in GS-9 and almost 2,400 at GS-11. Previously, for professional engineers and certain categories of physical scientists, the Commission authorized three increases in grades GS-5 and GS-7, raising the starting salaries at these levels to \$4,480 and \$5,335 a year.

The new starting rate for engineers at grade GS-10 is increased from \$5,915 a year to \$6,590. Grade GS-7 meteorologists have starting salaries raised from \$4,525 to \$5,335, and actuaries at grades GS-5 (Baltimore, Md., only) from \$4,345 to \$4,480 and at GS-7 from \$4,930 to \$5,335.

Patent personnel are distinguished as patent advisers, patent examiners, and patent classifiers. Starting rates for advisers at GS-7 move from \$4,525 to \$5,335; at GS-9 from \$5,440 to \$6,250; at GS-11 from \$6,390 to 7,465 and at GS-12 from \$7,570 to 8,215.

Patent examiners are affected only in grades 9, 11, and 12, and patent classifiers only in grades 11 and 12. Each group will receive the same starting salary that is to be paid patent advisers at the grade.

Liberalized Federal Pensions Appear Doomed

WASHINGTON, July 9—Despite much criticism, U. S. Civil Service Commission Chairman Philip Young backed up previous commission statements that the Johnston retirement bill would cost an average of \$454 million a year, with government paying \$364 million.

In a letter to the House Post Office and Civil Service Committee, Mr. Young strongly opposed the bill's provisions for easier retirement after 30 years' service. The commission's primary objection to the provisions, he said, was that they encouraged experienced employees to resign at the peak of their effectiveness.

The provisions of the bill are being whittled down in Congressional committees, and the measure appears doomed. Employee groups are trying to salvage all they can.

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Some Union Leaders Misinform Members on Social Security, Kaplan Tells Congress Group

WASHINGTON, July 9—Some leaders of employee groups are expressing a decidedly biased viewpoint on plans to coordinate Social Security with public employee retirement systems. H. Elliot Kaplan told the House Post Office and Civil Service Committee. He said that some unions had taken a stand against such coordination, on the strength of recommendations by their leaders, but that after he himself had explained the benefits to member meetings, indoctrination was voted.

Mr. Kaplan said that Federal employees should have no fear that their retirement systems will be swallowed up by Social Security, but should be as realistic and sensible as New York State employees.

He reported that a similar plan of coordination is being devised for New York State employees, and that many state, county and municipal workers have voted already to coordinate their retirement system with Social Security coverage. He noted that similar coordination on plans now cover more than 16,000,000 employees in private industry.

"Sixteen million Americans can't be wrong," he warned.

He added the problem is largely

one of educating to the facts those who would benefit. At present, he finds many Federal employees misled by misinformation.

Mr. Kaplan was chairman of the committee that studied Federal pensions for the President and Congress, and as Deputy State Comptroller administered the New York State Employees Retirement System.

Roses, Gifts and a Party Mark Retirement Event For Rockland Accountant

Many old friends and a host of coworkers bade farewell to Helen B. Campbell, principal account clerk in charge of the Payroll and Personnel Offices at Rockland State Hospital, at an informal gathering in honor of her retirement from State service, in the hospital's medical library the afternoon of June 28.

Praise for the proficiency with which Mrs. Campbell had performed her duties during her twenty-five years of employment at Rockland, and good wishes for her future, were expressed by Dr. Alfred M. Stanley, director of Rockland State Hospital, and H.

U.S. in a Hurry To Fill These Jobs

2-25-1 (55). ENGINEER, (architectural; civil; construction; hydraulics; materials; sanitary; structural.) Apply to Civil Service Examiners, Corps of Engineers, 111 East 16 Street, New York 3, N. Y.

2-18-10 (55). ENGINEER, (aeronautical; automotive; chemical; industrial; internal combustion; ordnance; safety; fire prevention). Apply to U. S. Civil Service Examiners, Picatinny Arsenal, Dover, New Jersey. File forms 57 and 5001-ABC.

2-60-1 (55). APPRAISER, \$5,440; Jobs in the V. A. Regional Office, Newark, N. J. Requirements: three years experience in sales or management of real estate, mortgage lending, etc., plus two years experience in the technical appraisal of real property. Apply to Civil Service Examiners, V. A. Regional Office, 20 Washington Place, Newark 2, N. J.

2-60-1 (55). CONSTRUCTION ANALYST, \$5,440. Jobs are at the V. A. Regional Office, Newark, N. J. Requirements: three years experience in sales or management of real estate, mortgage lending, etc.,

plus two years experience in building, structural designing, construction supervision, or related fields. Apply to U. S. Civil Service Examiners, V. A. Regional Office, 20 Washington Place, Newark 2, N. J. 2-8-2 (55). TECHNOLOGIST, (preservation packaging), \$5,440; jobs located in Bayonne, N. J. Ap-

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(Continued on Page 12)

Underwood Blaisdell, hospital business officer. Mrs. Campbell started her employment at Rockland as a stenographer in the business office on March 2, 1931.

A corsage of yellow roses was pinned on the guest of honor by Dr. Stanley, and Mr. Blaisdell presented her with several gifts on behalf of the hospital personnel. The gifts were a three-piece luggage set, a Sunbeam fryer, a bracelet and matching earrings set with marquisettes, and—in deference to her penchant for keeping her surroundings free of dust—a feather duster. Lewis C. Van Huben, president of the Rockland State Hospital Chapter of the Civil Service Employees Association, presented her with a CSEA pin.

Friends of Mrs. Campbell's, formerly employed at Rockland, who attended the party were Frances W. Witte, Rose Johnson Melvin, Isabel Conklin, Eleanor Seidel, and Mr. and Mrs. Frank Metzger of Clearwater, Florida.

The inviting atmosphere of the library was enhanced by the addition of lighted candles and colorful bouquets of flowers. Two large cakes, adorned with rose garlands of pink frosting, and other refreshments were served.

Mrs. Campbell and her son, who are residing in Nanuet, will leave for their new home in Clearwater the week of July 9, were they will join Mr. Campbell, who recently retired from his duties as head stationary engineer at Leitchworth Village.

Banquet Will Honor Three Retiring Public Works Men

ALBANY, July 9—Three Public Works employees with a combined total of 133 years of service will be honored at a special dinner on Tuesday, July 10, at 3:30 P. M. It will be held in the Empire Room of Albany's Sheraton-Ten Eyck Hotel.

The honorees are William H. (Cap) Sickles, boat inspector for canals and waterways, William J. Henk, public lands engineer, of the same section, and S. Thomas Vosburgh, Director of the Bureau of Safety.

Toastmaster will be Raymond M. Fisher, Administrative Deputy of the State Department of Public Works. John W. Johnson, the Department's Superintendent, will present each of the retiring employees with a gift on behalf of friends and associates.

Tickets can be obtained from the Dinner Chairman, John McEvoy, 13th floor, State Office Building, Albany. The dinner will be preceded by a get together at 6:30 P. M.

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CORRECTION CORNER

BY JACK SOLOD

The papers last week were frantically trying to get the inside story of a murder up in the Catskill Mt. area. Nellie Ferrick, a 43 year old chambermaid was found strangled near Kiamasha Lake, N. Y. This is not a Perry Mason story and I will not give the so called inside story, but would like to record the tremendous job done by the State Police in solving the crime.

Friday, June 22 at 7:30 P.M. the dead body was first discovered. All law enforcement agencies were notified, Sgt. Bob Quick of the B.C.I., quickly took over the investigation. The cool, quiet efficiency, pictures, evidence, and the report of the County Coroner, Dr. Broakey, established the case as a brutal murder. Reinforced by Cpl. John Suraka of the State Police and Sheriff Louis Ratner of Sullivan County, a systematic search of the area, bars, etc. began. By midnight the name and description of the suspect was known, but he had taken it on the lam. A 13 state teletype alarm was sent out and from Florida came the picture and record of the suspect: he had served time for forgery.

This information was sent to all local law enforcement agencies and the N. Y. C. Police. His family in N. Y. C. was questioned, but still nothing. A ceaseless, unrelenting search continued and 4 days later on the Grand Concourse in the Bronx, N. Y. C., he was picked up by four alert N. Y. C. detectives. The rest you read in the papers, his name is Sheldon Woodridge, a former patient at Kings Park State Hospital and he confessed to the crime.

The splendid work of the State Police in quickly identifying this man and the cooperation of the N. Y. C. Police and other law enforcement agencies put this dangerous killer behind bars where he is awaiting trial. These men, Sgt. Quick, Cpl. Suraka and the host of State Police who worked on this case are truly New York State's finest. A salute for a job well done. Incidentally, Sgt. Quick is a brother of Bill Quick, C.S.E.A. delegate from Green Haven Prison.

This That and Other Things

Auburn, oldest prison in N. Y. State, built in 1813 and occupied in 1817. Harry Dillon from Auburn, oldest Civil Service Employee Assn. delegate too, coming to Albany 15 years, the old redhead is turning gray. . . Elmira Reformatory celebrating its 80th birthday, founded in 1876. Party being held to commemorate anniversary. . . Howard St. Clair, many years President of Dannemora State Hospital Chapter, C.S.E.A. not up for reelection. Did a tremendous job toward getting equal pay for criminal hospital attendants. . . Woodbourne holding annual clambake, August 1st. . . Napanoch their annual clambake on August 15th.

Oral for the Warden's list to be called shortly. Remember, I said Charlie McKendrick will be Number 1. . . Prison guard list will be out in July. . . Commissioner McHugh has ruled that any man working over 3 hours overtime is entitled to a hot meal at State expense. . . 37½ hour week for prison office help looks good. Mr. Piely, Dept. Finance officer, to check all prisons and institutions to see if present force can handle it.

Prison guards can transfer to Mattewan and Dannemora State Hospital, Correction Officer title expected to become official by October. . . Correction Conference requested reclassification of Staff Nurses and Head Nurses in Prisons to Criminal Staff Nurse and Head Nurse. Pay in criminal hospitals is higher, R-11 and R-13. Commissioner will so recommend. . . J. Earl Kelly, Director of Classification attended Correction Conference meeting and answered many delegate questions. . . Impressed with the courtesy and efficiency of the State Retirement System staff from Director Lee Hungerford to the information clerk, all ready, willing and anxious to serve State employees.

J. SOLOD

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TUESDAY, July 10, 1956

Hiring Needs Come First; Cost Is Only Secondary

THE Federal Government is raising the pay of 30,000 employees, so that it can properly recruit a few thousand others in the same titles. The many must be raised, not only to attract the few, but because it is unthinkable and risky to pay the newcomers, the less experienced, more than the employee who have already proved their mettle.

What stops other units of government from adopting the same course is the very fact that the cost runs high. But any sensible recruiting agency knows that it fails when it cannot fill vacancies with those best qualified, or can't fill them at all.

In the Federal government the Civil Service Commission is empowered by law to increase pay, to stimulate and safeguard proper recruitment.

In other levels of government the staying hands of the budget director intervenes more successfully. Without encouraging budget directors to be profligate, we can heartily recommend to them, and to the legislatures, governors, boards of estimate, boards of supervisors and city councils that when it comes to proper recruitment, cost should be only a secondary consideration. How the various branches of government so long and often trifle with this responsibility, by letting a difficult recruitment situation get out of hand, and stay out of hand, is universal knowledge. Even the Federal government has not acted as swiftly as necessary in all instances. But at last it has been moving in the right direction, and now gets around to applying the obvious remedy, and sets an example, of ultimate achievement. Moreover, steps lately taken, particularly the most recent ones, promise equally enlightened action on other titles and grades in the future.

Westchester Takes Realistic View

The Federal government is not the lone example of action consistent with needs.

Faced with an increasing problem of keeping its present employees and gaining new ones because of increased industrial and business location, Westchester County officers took positive steps.

First, in 1952, County Board of Supervisors adopted a policy of reviewing salary scales annually.

Under the direction of its County Executive, James D. Hopkins, the county had a survey made recently, not only of public service pay scales but also those of private industry. In this way Mr. Hopkins could see what the County had to pay if it sincerely wanted to compete for workers.

At the end of the survey, Mr. Hopkins estimated it would take \$700,000 to put the County in a fair competing position, and he recommended that the amount be authorized, to boost salary levels: indications are that the Board of Supervisors will approve his recommendations.

Mr. Hopkins' view on salaries has earned him the approval of the County employees.

Other counties faced with recruitment problems should look to the Westchester example, instead of lowering recruitment standards and resorting to penny-pinching and other negative devices.

Higher Pay Slow in Coming

There is no escaping the need to raise all in the same title, grade and rank, when higher pay is necessary, to obtain recruits. New York State tried to straddle

Letters to the Editor

FALK TAKES ISSUE WITH AN EDITORIAL

An extremely puzzling editorial appeared in the July 3 issue of THE LEADER. In this editorial a decision of the Court of Appeals is used as a springboard for an argument that the State Department of Civil Service should release examination questions and key answers to the public.

The two matters are entirely unrelated.

The court case under discussion involved the question of whether the State Civil Service Commission had correctly graded three questions in an examination for police sergeant in Nas-

sau County. The Supreme Court, Special Term, in Nassau County decided that two of the questions had been incorrectly graded. This ruling was affirmed by the Appellate Division, Second Department, and later by the Court of Appeals.

The petitioners in this proceeding were given ample opportunity to inspect their papers, the examination questions and the key answers, and to appeal from their ratings to the State Civil Service Commission. Their position would not have been improved one iota by the publication of questions and key answers.

Your editorial refers to our "policy of concealing questions

and key answers." This is clearly a misrepresentation of our policy, demonstrated by the very fact that the petitioners had access to all the material necessary to prepare their appeals and to prosecute their court case successfully.

We believe, however, that the indiscriminate disclosure of examination questions and key answers would jeopardize our examinations program. This is a belief shared by most testing agencies, both private and public. There are many valid reasons for our position, most important of which is the fact that to do so would destroy the value of much testing material we have developed.

We have been striving through research to establish relationships between success in examinations and success on the job. We have been able to prove the effectiveness of some test questions as predictors of job success and, naturally, we make use of them again in the same or modified form. The farther we progress in this vital phase of our examinations program, the more reason there seems to be that we should not make public our questions and key answers.

There is a statement in your editorial which I wish to protest strongly. That is the statement in the second paragraph that the examination "was so poorly drawn that it could not be called a genuine competitive examination."

This statement was not made, either expressly or by implication, by any of the courts which considered the case. The ruling of the courts on the two questions can hardly form the basis for so sweeping an indictment of the entire examination. Furthermore, the competitive nature of the examination as a whole was never under attack. Your editorial plainly implies that such was the case.

ALEXANDER A. FALK,
President, State Civil
Service Commission.

RESIGNATION REGRETTED, BUT TO NO AVAIL YET

Editor, THE LEADER:

An applicant with a good educational background and qualifications passed a civil service exam, but is still worried.

More than a year and a half ago illness necessitated his taking several months' sick leave. Seeing that the illness would last longer than he expected, he felt that he must resign his postal clerk job. He did not take this step immediately but waited three or four months. Meanwhile he had failed to submit the monthly doctor's certificates required by his department.

After resigning, he spent seven
(Continued on Page 7)

Letter Carrier Quits To Become Minister

A New York mailman exchanged his carrier's cap for a minister's robe.

While studying for the ministry, Charles A. Distler, of Woodside, worked for nine years as a New York City letter carrier to support his wife and three children.

The Rev. Mr. Distler took his degree of Doctor of Bible Philosophy at Shelton College in New Jersey, and continued his studies at Eastern Baptist Theological College, Philadelphia, and Light-house Bible College, Chicago. He is a candidate for pastor of Union Baptist Church, Endicott, N. Y.

the issue, so that pay was different in different localities, depending on supply in these areas, but the result was injurious to employee morale and public service.

The reluctance to pay as much as circumstances demand is perhaps universal with employers, but government as an employer is bound by a higher code of personnel ethics, because government represents the public, and is supposed to set an example for private industry. Largely, the situation has been reversed, as proved by the fact that public employees must cite the higher pay scales and better fringe benefits of private industry as part of their case for a raise or other gains.

Not enough attention is paid by government to the proof offered by its employees regarding need for a raise. The process of pay adjustment may be distributed throughout various agencies, with final authority vested in one arm of government, as in New York City. There the Salary Appeals Board hears appeals for upward re-allocations of grades—same title, higher pay—and makes recommendations to the Board of Estimate.

A Ray of Hope at Last

The Salary Appeals Board consists of three Administration members—the Personnel Director, the Budget Director, and, as Chairman, the Labor Commissioner—so that the two directors hear appeals from determinations that resulted from their own recommendation. Two of the members are employees. The Chairman, an Administrator member of the Salary Appeals Board, may be described as being somewhere between the employees and the two directors. But when that board denied the salary appeal of the senior clerks, who had made out a good case, the Labor Commissioner voted with the two other City officials. The employee members dissented.

Senior clerks are numerous, and moving them up three grades, as they request, would be costly. But leaving them in grade 6 could be even more costly. As Bronx Borough President James Lyons said "They are the backbone of our offices." So Mayor Robert F. Wagner promised that the Board of Estimate would study the appeal. That gave the senior clerks their first ray of hope. Also, it must have given the Salary Appeals Board majority a jolt. If that board had recommended a raise, there might have been no need for renewing all the arguments. But cost became the ruling barrier with the Appeals Board in this case, and if the Board failed to recommend what it should have recommended, and refrained because it was intensely cost-conscious, it begins to look as if the Budget Director, because of his influence, has three votes on the Board, instead of only one.

The situation also renews the doubt whether the Board was properly constituted in the first instance, with the two directors sitting in judgment of their own acts, and on a part-time basis, when at least the chairmanship already has proved itself to be a full-time job. Appeals have been so numerous, require so much time to hear and determine, that to saddle such duties on the already over-worked Budget Director, Personnel Director, and Labor Commissioner, of itself appears to belie the whole Career and Salary Plan objective of scientific personnel administration.

How scientific can one be when he has no time, and in so many instances must necessarily have an alternate represent him on the Board?

More than treasury watchdogs are required for the real solution of hiring and retention difficulties, because the public will respond to government job offers only in proportion to the pay offered.

LETTERS TO THE EDITOR

(Continued from Page 6)

months in a hospital. He returned home to find a notice from the Civil Service Commission, stating that he had submitted his resignation while under charges for absence without leave.

Applying for a new civil service position recently, the applicant noticed the same statement of fact would be required on his application form. It occurred to him that this sentence might cause him trouble when his appointment to the new job came up. Out of context, the statement might be construed to mean that he had resigned under fire and that it was the charges that had forced him to resign. He wonders whether at this time he should try to straighten the matter out. Should he produce a physician's statement and affidavits from the hospital and others who knew of his illness? Or should he contact the Civil Service Commission and present this information to them before he is considered for appointment? Now the thing has him alarmed. Is the applicant making a mountain out of a molehill, or is this a serious matter which might jeopardize his future in Civil Service?

H. S.

Answer

Your failure to act promptly cannot be held against the Civil Service Commission. However, you are at liberty to set forth all the details in a letter to the Commission. Do not let your past experience deter you from applying in any new test. Editor.)

Wants Departments To Survey Insurance Wishes

Editor: The LEADER: I read in the May 29 issue of The LEADER the article on health insurance in which Edward Meacham of the State Civil Service Commission urges State employees to let their choices be known as to what type of health insurance they would like to see put into effect, so it would be possible to estimate how many workers would be interested in such a plan.

The state could find out the answers by having each department or agency conduct a survey among its employees through the personnel office of that particular agency or department. The department could then submit the results of such a survey to the State Civil Service Commission.

NATHAN KLEIN

CLOSING OF OFFICES URGED WHEN WEATHER'S TOO HOT

Editor, The LEADER: During the last hot spell Governor Meyner of New Jersey ordered the closing of all State buildings at 2 P. M. that were not air-conditioned.

We are a group of State employees who work in a building on Franklin Street, New York City, that is not air-conditioned. The heat and closeness were unbearable.

Governor Harriman would take similar action, we believe, if the subject were brought to his attention.

FORGOTTEN EMPLOYEES

SENIOR CLERKS IN NYC SAY THEY'RE DOWNGRADED

Editor, The LEADER: There has been a great deal of discussion recently as to whether senior clerical employees were really downgraded by the Career and Salary Plan, because the lowest grades starting salary was made \$58 lower. At the Board of Estimate meeting of June 20, Budget Director Abraham D. Beame claimed that this group

was not downgraded. According to him, senior clerical salaries would go to \$4,580 after eight years of satisfactory service, and their pay would not reflect a deduction of the \$56 at the top of the grade.

We have been downgraded. This is how it works. Our previous minimum salary was \$3,556. If we add six increment steps of \$180 each to this minimum we arrive at the maximum of \$4,636. Now, take our new minimum of \$3,500, add the same six increments, and we get our maximum of \$4,580. If we subtract \$4,636 from \$4,580, we find senior clerks have lost \$56. BART LANIER STAFFORD, III

Wants Vacancies Filled As Fast as Necessary

Editor, The LEADER: From time to time we become aware of the ambitions of those awaiting appointment from open-competitive and promotional Civil Service lists.

There are acknowledged vacancies in staff. Why is there no reasonable expedition in filling the openings? Appointing officers may decide to resolve the job situation by spreading the work-load among the remaining members of a staff. Occasionally, we hear the blunt observation that you cannot force

appointments. Budget lines carry on in unreduced numbers from year to year.

If the interests of economy merit persistent delay in making appointments, must we not assume that recruitment is only a secondary consideration?

Some element of consistency is mandatory. Vacancies may develop through increased needs, deaths, resignations or retirements. An honest approach predicated the establishment of a time limit within which an appointment is to be made or a position abolished. Haphazard methods undermine Civil Service.

JULIUS SHAIET

TOO LONG A DELAY, SO HE REFUSES JOB

Editor, The LEADER: I was told to report for a New York City attendant job, at 11:30 A. M.

I was out of work. Should I stop looking for a job? I decided not to look any more, for surely this job would be mine in a week. I hurried over to the appointed place. We eligibles were told what jobs were open. Representatives of City departments were ready to assist us in getting the job we wanted.

On accepting a job, we were told to report three weeks later. Three weeks? Ye gods! I declined the job.

W. L.

R. I. YOUNG NAMED TO CONSERVATION UNIT

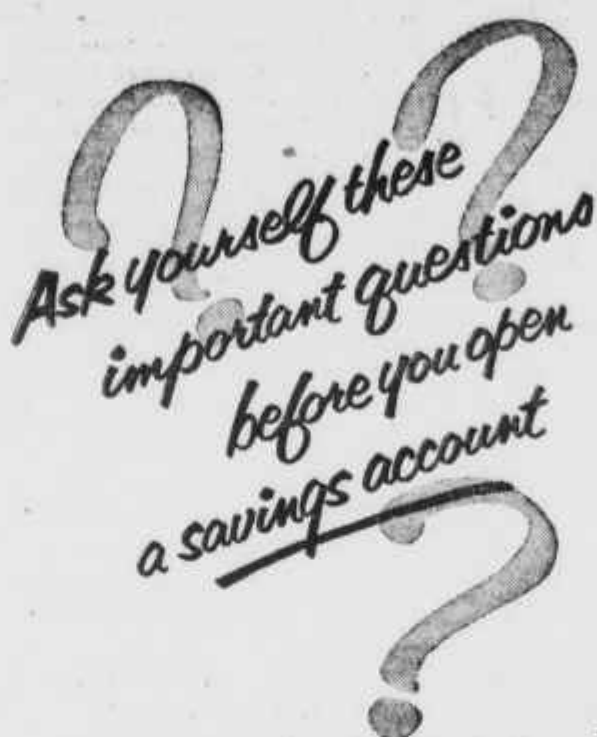
ALBANY, July 9—Russell I. Young of Randolph has been re-appointed to the State Soil Conservation Committee by Governor Harriman.

His new term will end April 1, 1961.

\$300 AWARD FOR FINE WORK

FORT MONMOUTH, July 9—Harold Kanter, since 1951 educational specialist of the Signal School's Officers' Department, won a \$300 sustained superior performance award.

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



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Residence Address.....

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

Location of Car..... Occupation.....

Year	Make	Model (Old, etc.)	No. Cyl.	Body Style	Cost	Purchase Date	<input type="checkbox"/> New	<input type="checkbox"/> Used

1. Additional operators under age 25 in household at present time:

Age	Relation	Marital Status	No. of Children	% of Use

2. (a) Days per week auto driven to work?..... One way distance is..... miles.
(b) Is car used in any occupation or business? (Excluding to and from work) Yes No

3. Estimated mileage during next year?..... My present insurance expires.....

Please include information and rates on Comprehensive Personal Liability Insurance.



NEW YORK STATE JOB OPENINGS

(Applications are now being accepted for the following New York State open-competitive examinations. Closing date, Friday, August 10.)

4084. DIRECTOR, Cerebral Palsy Unit, West Haverstraw Rehabilitation Hospital, \$5,390 to \$6,620. One vacancy. Graduation from approved physical therapy or occupational therapy school or college graduation with major in social work or psychology, and four years' experience as practicing physical therapist. Fee \$5.

4078 SENIOR PUBLIC HEALTH NUTRITIONIST, Albany, \$5,390 to \$6,620. Two vacancies. Bachelor's degree and 30 hours' graduate study, one year's public health or community nutrition experience, and either an additional year's experience in the above or two more years' experience as a therapeutic or teaching dietitian, extension specialist or foods and nutrition teacher, or an equivalent combination. Fee \$5.

4080. HEAD COOK, Westfield State Farm, \$3,840 to \$4,790. One vacancy, for woman. Five years' included supervisory work at an experience in large-scale cooking, of which two years must have institution. Fee \$3.

4085. PHOTOFLUOROGRAPHER, Health Department, \$3,020 to \$3,820. One vacancy. High school

graduation or equivalent, and either two years' x-ray or photo-fluorographic experience, completion of one-year training course or equivalent combination. Fee \$3.

4088. ASSISTANT HARDWARE SPECIFICATIONS WRITER, Albany, \$5,660 to \$6,940. Two vacancies. One year's experience in preparing hardware specifications, and either an associate degree in applied science, plus three years' experience in hardware design, manufacture or installation, a two-year engineering or architecture course, high school graduation or equivalent combination. Fee \$5.

4496. ELECTRIC UTILITY SUPERINTENDENT, Groton, Tompkins County, \$92.40 weekly. Five years' experience as a journeyman level lineman on power distribution systems and high school graduation, or an equivalent combination of training and experience. Fee \$4.

4089. ASSISTANT FOREST SURVEYOR, Northville, \$3,660 to \$4,580. One vacancy. One year's full-time experience in forest land survey work, and either three more years' experience in the above, or graduation from a ranger school plus one more year's experience, or three years' study in forestry or engineering, or an equivalent combination. Fee \$3.

4090. DRAFTSMAN, \$3,320 to \$4,180. Several vacancies. High school graduation and either an associate degree in engineering technology, two years' engineering or architecture study, two years' drafting experience or an equivalent combination. Fee \$3.

4081. VETERINARIAN, Western New York State and the Southern Tier, \$5,390 to \$6,620. Two vacancies. New York State veterinarian's license, graduation from a recognized veterinary school,

and one year's practice as veterinarian. Fee \$5.

4083. PRINCIPAL LABORATORY ANIMAL CARETAKER, Roswell Memorial Park Institute, \$3,840 to \$4,790. One vacancy. One year's supervisory experience in breeding and care of laboratory test animals and either three more years' experience as above or equivalent combination of training and experience. Fee \$3.

4082. VETERINARIAN (small animals), \$5,390 to \$6,620. Same requirements as above. One year's veterinary practice should include emphasis on small experimental animals. Fee \$5.

4086. DIRECTOR, safety service, New York City, \$9,750 to \$11,850. One vacancy. Five years' executive experience in a large organization with responsibility for comprehensive safety and accident prevention program and either two more years' experience as above or a bachelor's degree or equivalent combination. Fee \$5.

4079. MILK SANITARIAN, Saranac, \$4,650 to \$5,760. One vacancy. Degree in sanitary science, dairy science, agriculture, veterinary medicine or public health and two years' experience in milk and food sanitation work, or bachelor's degree and four years' experience in the above. Fee \$4.

4091. HORTICULTURAL INSPECTOR, Department of Agriculture and Markets, \$4,030 to \$5,020. Two vacancies. Two years' academic training in horticulture, entomology or plant pathology, and either a bachelor's degree in the above fields, two years' experience in horticultural work or an equivalent combination. Fee \$4.

4075. FILM PRODUCTION SUPERVISOR, Albany, \$5,550 to \$7,980. One vacancy. High school

graduation and four years' experience in supervising motion picture production, and either two more years' supervisory experience, a bachelor's degree, or an equivalent combination. Fee \$5.

4076. FILM LIBRARY SUPERVISOR, Albany, \$4,880 to \$6,030. One vacancy. High school graduation and one year's experience in reviewing, evaluating, maintaining and planning distribution of motion picture film, and either four more years' experience in the above, a bachelor's degree in radio, TV and motion picture production or an equivalent combination. Fee \$4.

4077. ASSISTANT LIBRARIAN (rare books), Albany, \$4,430 to \$5,500. One vacancy. N.Y.S. public librarian's professional certificate, bachelor's degree and one year in library science school, plus two years' library experience including rare-book bibliographic operations and/or reference services. Fee \$4.

4500. MEDICAL RECORDS LIBRARIAN, Wyoming County, \$3,600 to \$4,100. Either graduation from a recognized nursing school and a course in Medical Records Library Science, 60 hours in such a course or an equivalent combination. Fee \$3.

(Closing date on the following examinations is Friday, August 24.)

4087. SENIOR CHEMICAL ENGINEER, Buffalo, \$6,890 to \$8,-

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370. One vacancy. Professional engineering license and two years' chemical engineering experience in air pollution. Fee \$5.

4497. ASSISTANT CIVIL ENGINEER, Westchester County, \$5,380 to \$6,900. High school graduation and two years' civil engineering experience including structural design and construction supervision, and either a civil engineering degree plus one year's experience, a master's degree, a bachelor's degree plus two years' experience, or seven years' field and office experience or an equivalent combination. Fee \$5.

4509. JUNIOR CIVIL ENGINEER, Westchester County, \$3,980 to \$5,100. Same requirements as above. Fee \$3.

NYC DOCTORS APPOINTED TO COMPENSATION BOARD

ALBANY, July 9—Dr. John A. DiFiore of 44 Kings St., New York City, has been appointed a member of the Medical Appeals Unit of the Workmen's Compensation Board by Governor Harriman.

Dr. DiFiore succeeds the late Dr. Thomas A. McGoldrick in a term ending Dec. 31, 1956.

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Where to Apply for Public Jobs

D. S.—Second Regional Office, U. S. Civil Service Commission, 441 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. ARcley 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., Room 212, State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, excepting Saturdays, 9 to 12. Also, Room 400 at 155 West Main Street, Rochester, N. Y., Tuesdays, 9 to 5. All of foregoing applies also to exams for county jobs.

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

NYC Travel Directions

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

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

Data on Applications by Mail

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

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

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

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IN ADDITION to a new comprehensive Blue Cross Hospital Service Contract with 120 days of paid-in-full benefits, and a newly designed comprehensive Blue Shield Contract for surgery and medical care in the hospital, Blue Cross and Blue Shield are pooling their facilities to make available—

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

Blue Shield Plans

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

NYC Jobs

(The following New York City examinations open on Friday, July 6. Closing date, if any, is at the end of each notice.)

OPEN-COMPETITIVE

7511. **WELDER**, \$5,950. Five vacancies. Five years' experience as a welder, of which two years must have been in oxy-acetylene welding. Must hold valid Structural Welder's license issued by New York City. Fee \$5. (Friday, July 27).

7854. **ASSISTANT ARCHITECT**, GRADE 14. \$5,750 to \$7,199. 53

vacancies. Baccalaureate degree in architecture and three years' experience or satisfactory equivalent. Fee \$5. (No closing date).

7833. **STATIONARY FIREMAN**, \$5,200. 195 vacancies. Two years' full time paid experience on high pressure boilers. Fee \$5. (Friday, July 27).

PROMOTION

7515. **SENIOR STATIONARY ENGINEER**, departments of Correction, Sanitation, Hospitals, Public Works, Welfare and Hunter College, \$6,540. Six months' permanent employment in title of stationary engineer. Fee \$5. (Friday, July 27).

7752. **ACCOUNTANT**, departments of Health, Fire, Hospitals, Marine & Aviation, Police, Traffic, TA, Office of Civil Defense, Office

of the Comptroller, Office of the President, Borough of Manhattan; Office of the City Sheriff and the months' permanent employment.

Board of Higher Education, \$4,850 to \$6,290. 125 vacancies. Six in title of assistant account (old title, junior accountant) or senior bookkeeper. Fee \$4. (Thursday, July 12).

7633. **TRANSIT LIEUTENANT**, NYC Transit Authority, \$6,465 to \$8,813. Vacancies from time to time. One year's permanent employment in title of transit sergeant. Fee \$5. (Thursday, July 12).

These tests now open. Last day to apply is at end of each notice.

7755. **JUNIOR ELECTRICAL ENGINEER**, various City departments, \$4,550 to \$5,990. 121 vacancies. College degree in engineering or a high school diploma and four years' experience, or a satisfactory combination of education and experience. Fee \$4. No closing date. Applications will not be accepted during August.

7756. **JUNIOR MECHANICAL ENGINEER**, various City departments, \$4,550 to \$5,990. 18 vacancies. College degree in engineering or a high school diploma and four years' experience, or a satisfactory combination of education and experience. Fee \$4. No closing date. Applications will not be accepted during August.

7757. **CIVIL ENGINEERING DRAFTSMAN**, various City departments, \$4,550 to \$5,990. 60 vacancies. High school diploma and four years' experience, or a college degree in engineering. Experience while in the U. S. armed forces is acceptable. Fee \$4. No closing date. Applications will not be accepted in August.

7758. **JUNIOR CIVIL ENGINEER**, various City departments, \$4,550 to \$5,990. 353 vacancies. A college degree in engineering or a high school diploma and four years' experience; or a satisfactory equivalent combination. Fee \$4. No closing date. Applications will not be accepted in August.

7759. **ALPHABETIC KEY PUNCH OPERATOR (IBM)**, Personnel Department, \$2,750 to \$3,650. 30 vacancies. Sufficient training or experience to operate type 034, IBM Alphabetic key punch machine. Fee \$2. (Friday, July 27).

7760. **TABULATOR OPERATOR (IBM)**, various City departments, \$2,750 to \$3,650. 48 vacancies. Sufficient training and experience to operate an IBM alphabetic accounting machine. Fee \$2. (Friday, July 27).

7364. **DENTAL HYGIENIST**, various city departments, \$3,250 to \$4,330. Four vacancies. Current registration certificate of New York State, dental hygienist's license. Fee \$3. (No closing date).

7562. **STENOGRAPHER**, various city departments, \$2,750 to \$3,650. Personal application at New York State Employment Service, 1 East 19th Street, New York City. Fee, \$2. (No closing date).

7755. **JUNIOR ELECTRICAL ENGINEER**, \$4,550 to \$5,990. Fee \$4. (1) a baccalaureate degree in engineering issued upon completion of a course of study registered by the University of the State of New York; or (2) high school graduation and four years

of appropriate experience; or (3) a satisfactory equivalent of education and experience. For this examination, persons who expect to be graduated by February, 1957, will be admitted to the examination. (No closing date)

7810. **ASSISTANT MECHANICAL ENGINEER**, \$5,750. Fee \$5. (1) A baccalaureate degree in mechanical engineering issued upon completion of a course of study registered by the University of the State of New York and three years of satisfactory practical mechanical engineering experience in the type of work outlined under duties; or (2) graduation from senior high school and seven years of satisfactory mechanical engineering experience; or (3) a satisfactory

equivalent of education and experience. (No closing date.)

7811. **ELECTRICAL ENGINEERING DRAFTSMAN**, \$4,550 to \$5,990. Fee \$4. Graduation from a senior high school and: (1) four years' practical experience of a nature to qualify for the duties of the position; or (2) a baccalaureate degree in engineering issued upon completion of a course of study registered by the University of the State of New York (persons who expect to receive their engineering degree by February 28, 1957 will be admitted to the examination but must present evidence at the time of investigation that they have obtained it); or (3) a satisfactory equivalent of education and experience. (No closing date.)

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- Housing Caretaker\$2.50
- Housing Officer\$2.50
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- How to Study Post Office Schemes\$1.00
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- Investigator (Loyalty Review)\$2.50
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Law Cases

Counsel Sidney M. Stern reported the following summary of law cases to the New York City Service Commission.

JUDICIAL DECISIONS:

Special Term, New York County Supreme Court

Mann v Schechter. The petitioner was appointed college office assistant A in Brooklyn College but resigned in lieu of facing charges. She subsequently made application to the commission to have her name restored to the eligible list. The commission granted her application for all colleges except Brooklyn. She brings this proceeding to compel the commission to restore her name to the eligible list for all colleges including Brooklyn. The court (Gavagan, J.) denied her application on the ground that the four months statute of limitation had expired and that the eligible list had expired. The court further stated that the commission had discretion in determining whether to restore her name to the list after her resignation.

Saunders v Kennedy. The petitioner was dismissed from the police department on charges that he "... did on various occasions ... consort with another woman, said female being married and not his wife". He pleaded guilty to the charge. The court (Friedman, J.) ordered his reinstatement on the ground that his plea of guilty did not admit a violation of the rules, but only admitted the facts with which he was charged and said facts did not in themselves constitute a violation of any rule.

Leahy v Kennedy. This petitioner resigned as Patrolman (P. D.) Petitioner resigned as Patrolman (P. D.) on July 2, 1955. He applied for reinstatement which was refused and on February 27, 1956 a hearing was refused. He moves for review and reinstatement. He claims he was at all times a resident of Queens County but the record indicates he resided in Nassau County from 1952 to 1955. The court held that he is entitled to a hearing and an opportunity to explain his apparent residence outside the City and remanded the matter for such purpose. (Aurelio, J. NYLJ 5,256) On a motion for re-argument Justice Aurelio re-affirmed his previous position and denied the motion.

PROCEEDINGS INSTITUTED

Mazzeo v. Schechter. The petitioner and others, supervisory claim examiners in Transit Authority seek to restrain the holding of promotion exam for attorney on June 9th, claiming they should be admitted to the exam since claim examiners were previously admitted to such exam.

Pistone v. Schechter. The petitioner was appointed assistant attorney, department of Welfare, on January 1, 1956 and is ineligible for promotion exam for attorney to be held June 16, 1956. He seeks to compel his admission to the exam or to postpone exam to July 2nd or later when he will have completed six months in his present title and thus be eligible.

Carroll v. Falk. Petitioner complains that though he placed No. 111 on promotion list for stationary engineer, the person who was No. 135 received promotion in petitioner's department at the New York State Psychiatric Institute. The announcement of the exam stated that the resulting list would be used, in the first instance, to certify eligibles "who are in the promotion unit in which the vacancy exists", and after that to certify eligibles "who are in the department in which the vacancy exists," and then all eligibles on the list, regardless of

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department. The person who received No. 135 was No. 2 on the list certified to fill a vacancy in petitioner's promotion unit. Petitioner was No. 1 on such list. No. 3 was appointed. The court (Conlon J.) held that the appointing officer had the right to so appoint under the rule of "one out of three".

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ACTIVITIES OF EMPLOYEES IN STATE

Willard State

The chapter congratulates Dr. Oscar K. Diamond on his new position at Creedmoor State Hospital. Prior to his departure, Dr. and Mrs. Diamond were feted at a dinner given by Dr. and Mrs. Keill. The medical staff attended the affair, and later an open house was held at Willard. Several gifts were presented to Dr. Diamond in appreciation of his excellent service and outstanding interest in the hospital. He and his family will be greatly missed. Capping and Chevron exercises were held June 22 for the freshman class of Willard State Hospital School of Nursing. Following the procession by Mrs. Franklin Moses, the Reverend Albert G. Mason delivered the invocation and Dr. Kenneth Keill, director, gave the welcoming address. The freshman students then offered a vocal selection. Edith H. Smith, R.N., Dean of the School of Nursing, Syracuse was guest speaker. Nellie M. Lukaitis, R.N., and Margaret McDonald, R.N., assistant principal,

presented the caps and chevrons. The Reverend Thomas Florack pronounced the benediction, following the candle-lighting ceremony led by Gail Vreeland, president of the Willard State Hospital Student Nurses Association. A reception in honor of the freshman students was held following the exercises.

The chapter welcomes George B. Esterley from Syracuse State School. He is new senior maintenance supervisor, replacing Arthur Shaff, who retired.

Extensive alterations are being made at the clinical laboratory, including a new extension in part of the old store building.

John Farrell, senior medical technician, is enjoying a three weeks' vacation in Florida.

Some summer help is being employed at the hospital. Gale Excell, a college student, is working in the business office. Two junior psychiatric interns, Ronald R. Collins of Philadelphia and John R. Pollack of Flushing, N. Y., are also working for the summer.

The chapter welcomes Dr. Swatoslaw Saremata of New York City, who has joined the medical staff as a resident psychiatrist.

Congratulations to Dr. Jacob Schneider, who succeeds Dr. Oscar K. Diamond.

Best wishes to three couples who were married last month: Margaret Helen Hawes of Va-

U. S. Exams Open

(Continued from Page 5)

ply to U. S. Civil Service Examiners, U. S. Naval Supply Depot, Bayonne, N. J.

2-21-3 (55). PATENT ADVISER, \$3,670 to \$7,570; jobs at Signal Patent Agency, Fort Monmouth, N. J. Apply to U. S. Civil Service Corps Center, Fort Monmouth, Examiners, Headquarters, Signal N. J.

2-3-1 (55). ILLUSTRATOR, (technical equipment) \$3,415 to \$4,525; jobs located at U. S. Naval Supply Activities, N. Y., 3rd Avenue and 29 Street, Brooklyn 32, N. Y. Requirements: No written examination, but applicants will be rated on their experience, education, and samples of illustrative work submitted. Three to five

jobs and Norman Ray Wells of Lodi, who were married June 23; Jean E. Larsen and Robert E. Montford of East Lake Road, wed June 16; and Pauline Bevan of Romulus and Herbert L. Keating of Mt. Morris, also married on June 23.

At the chapter's annual meeting June 23, Brooke Johnson was elected president for 1956-57. Other officers chosen were Arthur Johnson, first vice president; George Green, second vice president; Ruth Barrett, secretary, and John Spencer, treasurer. Edward Limner and Joseph Rizzieri were chosen as delegates and James Farrell as alternate dele-

years' experience in drawing, inking, lettering or airbrush rendering and retouching of photographs for publication is required plus some experience in the preparation of orthographic, isometric or perspective drawings. Education may be substituted for some of the required work experience. Apply to Civil Service Examiners, U. S. Naval Supply Activities, N. Y., 3rd Avenue and 29th Street, Brooklyn 32, N. Y.

2-52. STENOGRAPHER, \$2,960 to \$3,415 and TYPIST, \$2,960 to \$3,175; jobs located in New York City. Requirements: Eligibility in written examination plus appropriate education or experience for \$3,175 and \$3,415 jobs. Minimum age: 17 years. Send Form 5000-AB to Second Civil Service Region, Federal Building, 641 Washington Street, New York 14, N. Y.

2-92. STENOGRAPHER and TYPIST (requirements same as above) Jobs in Newark, N. J., and Jersey City, N. J. Send Form 5000-AB to Second Civil Service Region, Federal Building, 641 Washington Street, New York 14, N. Y.

2-93. STENOGRAPHER and TYPIST (requirements same as above). Jobs in Syracuse. Send form 5000-AB to Second Civil Service Region, Federal Building, 641 Washington Street, New York 14, N. Y.

2-6-3 (55). STENOGRAPHER and TYPIST (requirements same

as above). Jobs at Fort Washington and Kings Point. Send Form 5000-AB to Civil Service Examiners, Special Devices Center, Fort Washington, N. Y.

Sullivan County Booms as a Resort

ALBANY, July 9 — Sullivan County, noted Catskill Mountains resort area, which has spent \$50,-000,000 in recent years on vacation facilities, is making even more extensive improvements, said State Commerce Commissioner Edward T. Dickinson.

"With Monticello now a two-hour or less drive from metropolitan New York, the Sullivan County resort is booming," Commissioner Dickinson said. The results from completion of the New York State Thruway and the four-lane expressway from Harriman to Monticello, he explained.

"Sullivan County now can be conveniently reached from all major population points," the Commissioner said. "As a result it is now definitely a year-round vacationland."

Fine REAL ESTATE buys. See Page 11.

LEGAL NOTICE

NOTICE OF CERTIFICATE OF LIMITED PARTNERSHIP OF BUCKNER & CO.

The undersigned, desiring to form a limited partnership pursuant to the provisions of the Partnership Law of the State of New York, do make, sign and acknowledge this certificate and certify as follows: 1. The name of the partnership is BUCKNER & CO. 2. The character of the business is a general brokerage business in securities and commodities and the business of underwriting and distributing securities. 3. The location of the principal place of business until July 1, 1956 is 120 Broadway, Borough of Manhattan, City, County and State of New York. After July 1, 1956 the location of the principal place of business will be 122 East 42nd Street, Borough of Manhattan, City, County and State of New York. 4. General Partners Walker G. Buckner, 90 Rockledge Road, Brookville, N. Y.; George W. Knight, 114 East 84th Street, New York, N. Y.; Limited Partner Helen W. Buckner, 90 Rockledge Road, Brookville, N. Y. 5. The term for which the partnership is to exist is until the close of business on May 31, 1960; until sixty (60) days following the death, incompetency or retirement of Walker G. Buckner unless the remaining partners determine within said (60) days to continue the partnership; until its dissolution or termination by written agreement of all the partners; or until a general partner or partners who has or have, as the case may be, contributed more than forty per cent (40%) of the capital of the firm directs its dissolution or termination by giving written notice to all of the other partners at least forty-five (45) days prior to the date fixed in such notice upon which such dissolution shall take effect; whichever of such above alternatives occurs first. 6. The amount of cash contributed by the limited partner is none; the other property contributed by her consists of securities of the agreed value of Two Hundred Thousand Dollars (\$200,000). 7. No additional contributions have been agreed to be made by the limited partner. 8. The time when the contribution of the limited partner is to be returned is following the end of the term of the partnership as provided in Article 5 above, or within ninety (90) days after the expiration of twelve (12) months following the giving of written notice to the partnership of her determination to retire at the end of said twelve (12) months, or within ninety (90) days following the effective date of her retirement from the partnership which may be compelled by thirty (30) days' written notice to her by a general partner or partners who has or have contributed more than forty per cent (40%) of the capital of the partnership.

The contribution of each partner to the capital of the partnership may at any time or from time to time consist of or be invested or reinvested in such securities as he or she shall designate, and any securities constituting such partner's contribution may be withdrawn upon the substitution of cash in an amount equal to the value of the withdrawn securities at the time of substitution or by delivery to the partnership of other securities satisfactory to the partnership having a value at least equal to the then value of the securities to be withdrawn. 9. The share of the profits or the other compensation by way of income which the limited partner shall receive by reason of her contribution is thirty per cent (30%) of the net profits of the partnership and interest on fifty per cent (50%) of her capital contribution at the rate of two per cent (2%) per annum. 10. The limited partner has no right to substitute an assignee or contributor in his place except with the approval of the partnership. 11. The partners by agreement may admit additional limited partners; if there is any difference or want of unanimity among the partners, Walker G. Buckner has the right to decide and his decision shall be binding on the other partners. 12. The remaining partners have the right to continue the business of the partnership on the death, retirement or incompetency of a general partner, except that if said general partner is Walker G. Buckner, the remaining partners must decide to continue the business of the partnership within sixty (60) days following his death, retirement or incompetency, otherwise the partnership terminates at the expiration of said sixty (60) days. 13. Other than as provided in Article 8 above, the limited partner has no right to demand and receive property other than cash in return for her contribution.

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

The foregoing Certificate of Limited Partnership, signed by all the partners with their signatures acknowledged, was filed in the office of the County Clerk of New York County on June 1, 1956.

STOP SAYING "I CAN'T AFFORD TO RETIRE"

By NORMAN D. FORD

author, "Where to Retire on a Small Income," "How to Earn an Income While Retired," "Norman Ford's Florida," founder of the Globetrotters Club

IF THERE is anything I have found out in traveling up and down this country it is that it costs less to retire than you may think it does—provided you know where to retire.

As founder of the Globetrotter's Club, I made it my business to discover low cost beauty spots all over the world. And I also learned that right here in the U.S. there are hundreds of undiscovered towns, islands, and bigger communities which are just right for the man or woman who wants to retire now and has only a small amount of money. Here are just a few of them.

Do You Know Where to Find These Best Retirement Values in the U. S.?

If You Like an Island

Which is the New England find of the year? That wonderful Maine island which is not only a retirement center because living costs are so low they attract many who otherwise could not afford to retire but a real find in New England towns, for it's 10-15 degrees warmer here in winter than on the mainland (and 10-15 degrees cooler in summer)?

Which is the town for the lucky few? "You sent me to the perfect island," a woman wrote me. "This island is so perfect, take it out of your book and let's keep it for the lucky few." Plenty of seafood here for the picking. Vegetables grown all year round. Warm winters due to nearby Gulf Stream. Low building costs; you can erect your 3-5 room cottage for \$2500-\$5000.

Do You Prefer the Theatre and Music?

Which town do people call the most "cultural" small town in all America? It's a friendly town in North Carolina with a cosmopolitan retired population. Cool summers (1500 feet high), warm winters, Little Theatre, art and music club, library, TV. Or consider that wonderful mountain health spa, farther west, completely surrounded by a national park. A grand recreation centre for every type of sport and pastime, where there's something to do every single day of the year.

What About Florida?

Where do you get the most sunshine in Florida, the friendliest towns, the lowest prices? Which is the still unknown section, where you can still buy Florida property at reasonable prices? Where do you find the best chances to pick up extra income? Which are the best Florida communities if you want a job with a future or a busi-

ness of your own? Which are the best towns for a short vacation or a few weeks' rest? What's the one easy way to cut your vacation costs in the town you chose?

Do You Prefer the Southwest?

Do you know the favorite retirement spot in all the Southwest for those who like a Little Theatre, art galleries, etc? In which Southwestern town does the sun actually shine 85% of all daylight hours? Which is the best town in Texas if you want plenty to do and cool summers? Can you find low, low prices anywhere in Arizona or New Mexico?

or America's Pacific Coast?

Which is the most beautiful town in all California? Nothing has been allowed to detract from the beauty of this landscaped hillside community with its Old World appearances. Prices high, but better bargains available nearby.

Where you can find the most healthful climate in the world? University experts name a town in Washington State. It lies in a unique dry belt, where there are green fields most of the year. Army, Navy, and seafaring men have found it already and retire here on a small pension. Golf, tennis, bowling, fishing, hunting, boating, TV. Many part time jobs.

Of course, these are only a handful of the hundreds of beauty spots, hideaways, and larger communities in the U. S., where you can retire now on little money and enjoy yourself completely. The best of them are described in Where to Retire on a Small Income. And while this book has a chapter on Florida, if you're thinking of Florida, get Norman Ford's Florida as well. It's a big complete guide to everything you seek in this big state. Both books are described below and in the column to the left.

WHERE TO RETIRE ON A SMALL INCOME

THIS book selects out of the hundreds of thousands of communities in the U.S. and its island territories only those places where living costs are less, where the surroundings are pleasant, and where nature and the community get together to guarantee a good time from fishing, boating, gardening, concerts, or the like. The book never overlooks the fact that some people must get part-time or seasonal work to pad out their incomes. It covers cities, towns, and farms throughout America — from New England south to Florida, west to California and north to the Pacific Northwest. It includes Hawaii, Puerto Rico, and the American Virgin Islands. Some people spend hundreds of dollars trying to get information like this by traveling around the country. Frequently they fail—there is just too much of America to explore. Where to Retire on a Small Income saves you from that danger. Yet the big 1955 edition costs only \$1.

WHERE WILL YOU GO IN FLORIDA?

FLORIDA needn't be expensive—not if you know just where to go for whatever you seek in Florida. And if there's any man who can give you the facts you want, it's Norman Ford, founder of the world-famous Globetrotters Club. (Yes, Florida is his home whenever he isn't traveling!)

His big book, Norman Ford's Florida, tells you first of all, road by road, mile by mile, everything you'll find in Florida whether you're on vacation, or looking over job, business, real estate, or retirement prospects.

Through his experienced advice you learn exactly where you can retire now on the money you've got, whether it's a little or a lot. (If you need a part-time or seasonal job to help out your income, he tells you where to pick up extra income.) Because Norman Ford always tells you where life in Florida is pleasantest on a small income, he can help you take life easy now. If you're going to Florida for a job with a future or a business of your own, his talks with hundreds of business men and state officials, etc., lets him pinpoint the towns you want to know about. If you've ever wanted to run a tourist court or own an orange grove, he tells you today's inside story of these popular investments.

Yes, no matter what you seek in Florida, this big book (with well over 100,000 words and plenty of maps) gives you the facts you want. Price—only \$2, only a fraction of the money you'd spend needlessly if you went to Florida blind. Use coupon to order.

HOW TO EARN AN INCOME WHILE RETIRED

IN this new handbook of easy and profitable retirement ideas, you'll find many that will really excite you and give you the income you need for early retirement.

Few people know all their rights under Social Security and how much they are entitled to receive. One big section of How to Earn an Income While Retired details how you can guarantee receiving the largest possible income.

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'Odd' Odd Jobs Bolster Income For T&F Aides

ALBANY, July 9—Memo to State Taxation and Finance Employees: Don't look now, but the worker next to you may be a detective, undertaker, insurance salesman or licensed boxing judge. Part time, that is. Results of a recent department survey show that your fellow workers pursue a vast number of different part-time occupations outside of working hours.

Most popular spare time job is that of insurance salesman, with 63 T&F employees gaining additional compensation from that occupation. The field of law ranks second with 50 of your fellow workers engaged in various aspects of that profession. Running close behind are accounting, including bookkeeping (the legal type, that is), with 35, office clerk or secretary-treasurer of fraternal organizations, 29, and sales clerk in stores, bakeries or markets, 27.

Other spare time work fields, in order of popularity, are: real estate, 16; sales, 12; music, 11; school teacher, 6; farming 4; gasoline service stations, 4; photography, 3; nursing, 3; cashier, 3; waiter, 3; bartender, 3; undertaker, 2; telephone work, 2; pharmacist, 2; elevator operator, 2; receptionist, 2; guards, 2; liquor store clerk, lecturing, 2, and laborer, 2.

More of the Same

The following part-time occupations were listed by individual T&F employees: chauffeur-salesman, IBM operator, plant manager, payroll clerk, steward, stenographer, civil service monitor, detective, cook, waitress, window cleaner, engineer, mail clerk, village librarian, mail order clerk, glove closer, Western Union messenger, Railway Express worker, blood bank technician, hotel worker, weigher, radio-TV repairman and licensed boxing judge.

Also: Mechanic, sandwich shop worker, baseball umpire, plumbing and heating repairman, post office clerk, golf caddy, radio program director and shorthand reporter.

Some of the occupations listed above seem far removed from those which center around T&F operations but, as the saying goes, "It takes all kinds."

Promotion Dept.

Seven department employees moved up the career ladder during the month of June via promotion. Appointed to higher posts were: Vincent A. Walker, to assistant examiner of methods and procedures in Administration at Albany; Charles W. Owens, to associate examiner of methods and procedures, Administration, Albany; Paul V. Thompson, senior examiner, M&P, Administration, Albany; Gerald J. Griffin, assistant examiner, M&P, Administration, Albany, and Donald F. McCullough, senior examiner, M&P, also at Administration, Albany.

Promoted to senior clerk at the Income Tax Unit in Albany was Mary Confort. Also promoted was Anne G. Peterson, to senior stenographer in the motor vehicle bureau in Brooklyn.

New Employers

The appointment of six new department employees has also been announced. They are: Marie Rosalia, to typist in the New York City motor vehicle

unit; Frances K. Ehrmann, to stenographer in the New York City district office; Beulah H. Brownlee, to typist in the NYC motor vehicle bureau; Hazel Robinson, to file clerk in the Albany motor vehicle unit; Evelyn L. Armstrong, to typist in the NYC district office, and Mae A. Hotaling, to dictating machine transcriber, income tax unit, Albany.

13,000 MORE GET 40-HOUR WEEK

A resolution adopted by the Board of Estimate effectuates the 40-hour week on July 1 for nearly 13,000 more city employees.

Next Tax Collector Test Set for July 20

The first two written tests for filling tax collector jobs in Internal Revenue districts in the New York City Region have produced a register of about 200 names. The third test, scheduled for Friday, July 20, drew 300 applications. Those who pass will be added to the register before the end of August.

There have been 30 appointments at \$3,670 so far, and more are expected in the fall.

Patrolman Physicals End On August 6

Medical tests for patrolman candidates who passed the written exam January 28 are being held through July 11.

Physical tests will continue in Van Cortlandt Park, Bronx, on July 19, 23, 24, 26, 30 and 31, and on August 3 and 6.

Of the candidates tested so far, 1,164 passed, 121 were rejected and 522 were absent.

NAVAL HOSPITAL NEEDS NURSES IN A HURRY

Registered nurses are urgently needed by the U. S. Naval Hospital, St. Albans. The salary is \$3,670 with increases of \$135 annually. The duties are in the dependents' unit in delivery, nursery and female wards.

Apply to the Civilian Personnel Office for an interview. Phone Jamaica 6-1000, extension 285.

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2,800 More Get Raises; First Job Study Results About to Be Announced

The New York City Personnel Department reported rapid progress in the survey of titles and pay of many positions, and give a picture what lies ahead in the desk-audit project.

Concerning every title a field survey is made, the department reported, instead of reliance being placed on merely theoretical studies.

Results of the on-the-job surveys made of 15,400 positions are about to be issued, said Personnel Director Joseph Schechter.

Lists of names of the employees in titles where salary is to be raised, together with their higher titles, will be issued directly to the departments which, in turn, will notify the employees.

Employees whose names do not

appear on the reclassification list will be notified later.

The 15,400 positions desk-audited represent all those subject to survey under the Career and Salary Plan during the fiscal year ended June 30, 1956.

A policy decision made by the Personnel Director and the Director of the Budget calls demands a personal visit by a technician of the department of Personnel regarding each title. This policy represents a departure from the procedure in most classification surveys in other jurisdictions, where desk studies are done on a sampling basis, rather than a field study.

Method of Payment of Raise Upgrading will be effective as

of January 1, 1956, but as there will be some delay for mechanical reasons, retroactive pay to that date will be received on a supplemental payroll. The Board of Estimate will modify the budget at the end of the month.

Of the 15,400 audited, about 2,800 were upgraded. Employees in about 60 departments are being reclassified. Departments with largest reclassification are Hospitals, Education and Welfare, Nurses, laundry workers and school lunch workers are principal beneficiaries.

A form letter will be issued by Mr. Schechter's office to department heads giving procedures.

Titles that involve special difficulties, such as medical clerk and assistant medical social worker, will come up for a desk audit within a month or two, the Personnel Department promised, with the occupational breakdown ready this week.

NYC to Study Title and Pay of 20,000 More Positions

Personnel Director Joseph Schechter and Budget Director Abraham D. Beame, in their second annual report to Mayor Robert F. Wagner and City Administrator Charles F. Preusse say that they expect to extend the on-the-job studies to 20,000 additional positions. The study is the second phase of the current Salary Plan.

"The titles to be studied," they say, "will be those formerly in the limited salary grades, where, on the basis of our two years' experience with the Career and Salary Plan, it has been demonstrated to us that especially difficult problems exist that demand immediate study."

Appeals Avenues to Be Exhausted

In addition, it is expected that the full appeals machinery, both as to salary allocation and to classification, will be completely

operative during the next fiscal year, July 1, 1956—June 30, 1957, and that a position control system, developed in tentative form by the Personnel Department, the Budget Director and the Comptroller, will be put into effect.

"Great progress has been made in the operation of this gigantic classification and compensation plan," the report continues. "We believe it is safe to say that no municipality in the nation has ever been able to go so far and so rapidly toward the installation and operation of a schematic classification and compensation plan as the City of New York has gone during the past two years. We have been able to retain continuous cooperation that port such progress only through we have received from the Mayor, the Board of Estimate, the City Administrator, and the heads of agencies."

Javits Promotes John Davison

ALBANY, July 9—Attorney General Jacob K. Javits has announced the promotion of assistant attorney general John R. Davison to the Appeals and Opinions Bureau in the State Law Department at Albany.

Mr. Davison will be in charge of the Albany bureau at a salary of \$15,000 a year.

Serving with the Albany office of the Department of Law since March, 1944, Mr. Davison has been engaged principally in the argument of appeals in the appellate courts of New York State and the Supreme Court of the United States.

Two-Thirds Flunk Policewoman Test

Fewer than one-third of the policewoman candidates passed the written test of January 28. Of the 1,072 tested, 349 passed and 723 failed.

Qualifying medical and physical tests will be given in August by the New York City Personnel Department. Van Cortland Park in the Bronx will be the site of the physicals.

NEW TITLES VOTED FOR 23 COUNTY JOBS

The New York City desk audit of jobs for which the City pays the salaries, resulted in 23 additional county office titles. Eighteen are competitive including various clerk, draftsman, investigator, secretary and supervisor titles; five are non-competitive.

STENOS AND TYPISTS NEEDED

The State Employment Service, 1 East 19th Street, New York City, needs several hundred stenographers, \$3,000 to \$3,900, and typists, \$2,750 to \$3,650.

15 CONDUCTOR JOBS SOON

The Personnel Department has certified 177 eligibles for Transit Authority conductor jobs. Appointments are expected July 15.

Police Commissioner Stephen P. Kennedy named Drs. Gerson J. Lesnick, Frederick Schmerer, William T. Medi and Paul A. Kirschner as New York City police surgeons.

ACTIVITIES OF EMPLOYEES IN STATE

Brockport State

Hazel Nelson was elected president of the Brockport State Teachers College chapter. Miss Nelson will also serve as delegate. Other officers chosen were Phyllis Pugsley, vice president; Belva Browne, secretary and alternate delegate, and Eleanor Nesbitt, treasurer.

The executive council is composed of Bernard W. Drake, John Predmore, Ethel Milliman, and Laurence Penders.

Misses Pugsley, Browne and Nelson and Messrs. Predmore and Penders were also elected to the membership committee. Other members are Grace Duff and Olive Edmunds.

Brooklyn State

Our congratulations to Dr. John Bianchi who recently became President of the New York State Mental Hospital Physician's Association. Congratulations to Dr. Carmelo J. Chiarello who was named the local delegate to the State Organization. Dr. Chiarello is Supervising Psychiatrist of female Service, Building 10.

The annual field day for the patients of the hospital was held on June 16 under the auspices of the Recreation Department. Dr. Nathan Beckenstein gave an inspiring speech to the patients and the personnel who attended the affair. There were over 1,000 patients who enjoyed the various events under the supervision of Mrs. Elizabeth Couch and her co-workers in the Recreation Department. Musical program was given by the New York City Fire Department band and everyone enjoyed the selections. Mr. McCauley did a good job as Master of Ceremonies.

Best wishes to Mrs. Margaret McSorley on becoming a grandmother again with the birth of twins to Mr. and Mrs. Richard McSorley.

Good luck and best wishes to Mrs. Frances Burgess who recently received the Fulbright Scholarship and is being assigned to Australia.

Recent visitors to the hospital were Mr. Philip Cohan and his sons from California. Mr. Cohan had formerly been employed for a number of years at Brooklyn State Hospital. Also James Dunry, former staff nurse from Saudi Arabia. Mr. Dunry is returning to the Near East shortly. Miss Della O'Dowd, Supervisor, recently resigned from the hospital to participate in a business venture. Miss O'Dowd has been in state service for a good many years and all of her friends and co-workers wish her every success. Mr. Martin Myhre, a painter at the hospital, recently retired. Our best wishes go with him. Good luck to Mr. Dominick D'Agostino, Mrs. Kathleen Murphy, Mr. Adolphus Holmes, and Philomena Santa Croce who recently resigned from the hospital. Our sincere sympathy to Mr. and Mrs. Emanuel Kucker on the recent death of Mr. Kucker's father.

Mrs. Blanche Miller, Mr. Thomas J. McDonald and Mrs. Pura Vega are coming along fine after their recent illnesses. Congratulations to Mr. Donald Stout and Miss Phyllis Mensing who became engaged.

The Royals Club consisting of the children of the personnel of the hospital gave their first show on June 22. The boys and girls who participated gave a very fine performance and we feel sure that amongst the talent shown that evening, there are many promising aspirants of the theatre world.

St. Lawrence

A picnic for chapter members, their families and friends was planned by the board of directors at its first annual meeting. The affair will be held at Lazy River, Hermon, New York, all day Sunday, July 15. Members are invited to come in time for noon lunch, bringing table service, sandwiches or rolls and a covered dish, and enjoy swimming, skating, games, boating, and prizes. The beverages will be furnished.

Marian C. Murray, president of the chapter and a hostess at the County Workshop held in Alexandria Bay June 18, an-

nounced that county members attending the Workshop discussed workshop plans and all were in favor of having a workshop in Elmira in September. Vernon Tapper of the County Division led the discussion and members later enjoyed a two-hour boat trip among the Thousand Islands. The chapter regrets that Frederick Woodruff, first vice president, has been very ill in the hospital in Potsdam, and wishes him a speedy recovery.

Attending the Commissioner's Conference at Grossinger's in Liberty, N. Y., were Commissioner of Welfare Lee Finley, Mrs. Finley, and several of his staff members. On their way home, they visited Orange County as guests of Commissioner and Mrs. Simons and toured Orange County Farm, Home and Welfare Office.

Beverly Dalton, a chapter member from Massena, New York, is going to Alaska as senior public health nurse with the Alaska Health Department at Kodiak, an island in the Pacific near the Aleutians. Miss Dalton, who was employed by Hepburn Hospital School of Nursing and Gouverneur, took her public health training at Syracuse university. She had been St. Lawrence County public health nurse in Massena since 1952. Her two-year tour of duty in Alaska began June 28.

Newark State School

William McCarthy, night watchman, was presented with a wallet and money from his many friends and associates upon his retirement on June 7.

Edward Heathcoat has resigned as patrolman at the School to accept a position on the Newark Police Force.

Congratulations to Barbara Stell, Children's Building, on her marriage, June 2, to Edward Hanna of Clyde, New York. Also to Carol McCann of Children's Building & Nelson DeMay, E.D. 4 on their recent marriage.

We now have 563 C.S.E.A. members paid to date, 111 Mental Hygiene, and 132 paid toward C.S.E.A. Retirement Fund.

Grace Bellanca and Miss Gertrude Nichols left Thursday, June 14, by train to spend their vacations in California. Mrs. Pauline Breen is on a trip through the New England States and Canada.

Phil Comella and Donald Allen have been promoted from ward attendants to patrolmen.

F. A. Muskett is vacationing in Nova Scotia visiting his grandfather, Earle Gates, P.T. Department, entertained friends from Milwaukee, Wisconsin on his vacation.

Mrs. Colonna, P.T. Department, is ill at her home. Mrs. Cora DeWolf is convalescing at her home on West Miller St. after an appendectomy.

Mrs. Hermonine Lavey spent a few days in Auburn visiting her daughter and family.

Mrs. Grace Emerson, night supervisor, is ill at her home on Vienna St.

The annual C.S.E.A. buffet supper, held at the V.F.W. rooms on June 20th was attended by 100 members and friends. The following retired employees of 1956 were guests: Mrs. Hortense Wescott, Mrs. Anna Murray, Mrs. Mae Stevens, Jacob J. Havert, Ted LaRue and William Holtz, Mrs. Vera Shaffner, Helen Whalen and Mrs. Leah Muddle were unable to attend. They were all given a certificate of appreciation and an Association Pin inscribed with their initials and number of years in service. Mrs. Anna Murray was presented a gift of money from the Retirement Fund.

Mrs. Melanie Purdy, a retired supervisor, is visiting her many friends and associates.

Mr. and Mrs. Henry VanDeVelde are entertaining at a picnic at their cottage for Mrs. Melanie Purdy Thursday night.

Mrs. Pauline Fitzpatrick, president of the Newark State School chapter, C.S.E.A., was elected Secretary of the Western Conference on June 23.

Mr. and Mrs. Wilbur Stillwell are on vacation.

200 POSTAL WORKERS

GIVE BLOOD TO RED CROSS

More than 200 Brooklyn postal workers gave blood to the American Red Cross.

Key Answers

OILER

Qualifying written test held June 30

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

Last day to protest to New York City Civil Service Commission, 299 Broadway, New York 7, N. Y., is Friday, July 20.

REQUIREMENTS FOR TELEGRAPH TYPIST JOB

The Second Region, U. S. Civil Service Commission, announced qualifications for telegraphic typewriter operator, GS-4. These are: Six months' general experience as typist, clerk, teletypist, or telegrapher, or in the communications field, and six months' special experience operating one or more types of telegraphic typewriters at 45 words per minute, transmitting messages in plain text, code, cipher, numbers, or foreign languages. The examination is No. 2-34 158 and is now open.

Breuer Attends Library Jubilee

Ernest H. Breuer, law librarian of the New York State Library, attended the golden jubilee meeting of the American Association of Law Libraries at the Bellevue-Stratford Hotel in Philadelphia from June 24 to June 28.

He also attended a testimonial dinner honoring Dr. Miles O. Price, law librarian of Columbia University School of Law, for over 25 years of service to the law library profession. Mr. Breuer reported as chairman of the Committee on Cooperation with State Libraries; he was also a member of a special panel on cooperation. Mr. Breuer presented his paper on "How State Law Libraries Cooperate With Other Law Libraries in the State of New York, Other States and Other Foreign Countries"; in addition, he was one of the two "witnesses" for a special panel on "The Case of the Law Librarian v. The Law Book Publisher and Dealer" for the purpose of improving the format and quality of legal publications and developing uniform standards for law book publishers.

ELIGIBLES

SENIOR STENOGRAPHER	
State inter-departmental promotions	
Concluded from last week	
314. Krulik, Nancy Albany	85750
315. Friedman, Dorothy Schady	85780
317. Voorheisel, Helen Phoenicia	85590
318. McLaughlin, Alice Blora	85500
319. Scudera, Vera Albany	85450
320. Donley, Stella NYC	85430
321. Bouliac, Rosemary Coburn	85400
324. Cohen, Ann Albany	85380
322. Horvick, Anna Troy	85490
323. Marchetti, Alice Albany	85400

Public Administration

(Continued from Page 2)

Turnover Runs Into Money

Unnecessary turnover should be kept to a minimum because of the cost, according to the report. In addition to such direct costs as repeating recruitment, examinations, and placement for new employees...

The report advises that each employment unit should study turnover experience, with special stress on interviewing an employee who is leaving, to record and classify the reasons for the resignation.

STENOGRAPHER WINS \$200 FOR FINE WORK

A \$200 superior performance award went to clerk-steno Viola M. Canny, Contract Division of

the New York Air Procurement District.

LEGAL NOTICE

STATE OF NEW YORK—INSURANCE DEPARTMENT, ALBANY I. Leffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the BENEFIT ASSOCIATION OF RAILWAY EMPLOYEES CHICAGO, ILLINOIS is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1955, shows the following condition:

STATE OF NEW YORK—INSURANCE DEPARTMENT, ALBANY I. Leffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the ILLINOIS FIRE INSURANCE COMPANY CHICAGO, ILLINOIS is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1955, shows the following condition:

STATE OF NEW YORK—INSURANCE DEPARTMENT, ALBANY I. Leffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the MILLERS NATIONAL INSURANCE COMPANY CHICAGO, ILLINOIS is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1955, shows the following condition:

STATE OF NEW YORK—INSURANCE DEPARTMENT, ALBANY I. Leffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the OLD REPUBLIC LIFE INSURANCE COMPANY CHICAGO, ILLINOIS is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1955, shows the following condition:

LEGAL NOTICE

CITATION—The People of the State of New York By the Grace of God Free and Independent, To HARRIET MONTGOMERY, MARY MONTGOMERY AND WILLIAM MONTGOMERY, the names "MARY MONTGOMERY" and "WILLIAM MONTGOMERY," being fictitious; the true names of said persons and each of them being unknown to your petitioner, being a daughter and a son of the decedent, above named, if living, and if dead, her and his Executors, Administrators, and all Distributees, Legatees, Devisees of said "MARY MONTGOMERY" and "WILLIAM MONTGOMERY," and each of them, and all persons, who by purchase or inheritance, or otherwise, have, or claim to have, an interest in the above entitled matter, derived through said "MARY MONTGOMERY" and "WILLIAM MONTGOMERY," or either of them, or her or his Executors, Administrators, Legatees, Distributees, Devisees, or through any of them, which Heirs, Executors, Administrators, Legatees, Devisees, and next of kin and other persons, if any there be, and their names and present addresses are unknown to your Petitioner, and also all persons, who are or make any claim whatsoever as Executor, or Administrator, or any persons who may be deceased, and who would if living, have any interest in the above entitled matter derived through any, or all of the above named people, or their Distributees, Devisees, Legatees, which person, if there be, their names and addresses, are unknown to your Petitioner.

Whereas, WARREN A. SCHEMKE, who resides at 251 West 57th Street, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date of the 6th day of September, 1955, relating to both real and personal property, duly proved as the last will and testament of CHARLES E. MONTGOMERY, deceased, who was at the time of his death a resident of 46 West 73rd Street, City and 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 2nd 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 George Frankenthaler Surrogate of our said County of New York, at said county, the 19 day of June in the year of our Lord one thousand nine hundred and fifty-six. PHILIP A. DONAHUE Clerk of the Surrogate's Court (L.S.)

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REAL ESTATE

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LEGAL NOTICE

JENKS, 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 JENKS, 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 28 Broad Street, Borough of Manhattan, City of New York. The name and piece of residence of each member is as follows: Morton Jenks, Philadelphia, Pa., Samuel N. Kirkland, Bryn Mawr, Pa., Merton M. Grubbs, Ben Avon, Pittsburgh, Pa., Harold M. Keir, Bellevue, Pa., Lawrence A. Brown, Haverford, Pa., Herbert S. Whitman, Wilton, Conn., Harold H. Beebe, Pittman, N. J., all of whom are general partners; and Gilbert Megarow, 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 sixty days notice. The remaining partners may elect to dissolve upon withdrawal of a general partner.

The cash contributed by Gilbert Megarow is \$60,000 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 Megarow, 11% and Cummins Catherwood, 8% 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 has 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 effect 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.

LEGAL NOTICE

STATE OF NEW YORK—INSURANCE DEPARTMENT, ALBANY I. Leffert Holz, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the ALLSTATE INSURANCE COMPANY, SEOKIE, ILLINOIS is duly licensed to transact the business of insurance in this state and that its statement filed for the year ended December 31, 1955, shows the following condition: Total Admitted Assets \$851,784,847.97 Total Liabilities \$88,906,428.49 Capital paid-up \$ 8,000,000.00 Surplus and Voluntary reserves 60,517,024.49 Surplus as regards policyholders 72,657,694.45 Income for the year \$80,888,084.10 Disbursements for the year 281,189,149.74

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LEGAL NOTICE

WINTER, EDWIN A. P 1754 - 1956. CITATION - THE PEOPLE OF THE STATE OF NEW YORK. By the Grace of God Free and Independent, To: Lydia Bran, Alice Randolph, Wesley M. Winter, Edna May Bowley, Henry B. Winter, William W. Winter, Harriet W. Collins, Milton W. Winter, Stella Armour, Theodore Ficht, Louis Ficht, Muriel Chrony, Robert Ficht, Lucy Zahrt, Arne Hennickson, Kenton Winter, Jr., Edith M. Winter, and Virginia Winter and Edwin Winter, if living, and if dead, to their heirs-at-law, next of kin and distributees whose names and places of residence are unknown and if they died subsequent to decedent herein, to their executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown; all of the foregoing being the next of kin and heirs-at-law of Edwin A. Winter, deceased, and predeceased.

WHEREAS, FLORENCE M. MEYER, who resides at 81-67 Woodhaven Boulevard, Glendale, Queens, 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 January 16, 1946, relating to personal property, duly proved as the Last will and Testament of EDWIN A. WINTER, deceased, who was at the time of his death a resident of 243 East 27th Street, New York City, in 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 31st day of July 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 GEORGE FRANKENTHALER, Surrogate of our said County of New York at said county the 11th day of June, 1956.

PHILIP A. DONAHUE Clerk of the Surrogate's Court (Seal)

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Hilleboe Says Biggs Aides Obtaining Other Jobs During Transfer of TB Hospital

ALBANY, July 9—Some 134 employees of Biggs Memorial Hospital, which is being closed and transferred to Tompkins County for use as a general hospital, have already been placed in other jobs or have made plans of their own, according to Dr. Herman E. Hilleboe, State Health Commissioner.

Dr. Hilleboe said that domestic, dining room, kitchen and laundry workers, numbering about 35, who will not be needed for the entire period between now and the transfer of the hospital, are receiving special attention from the New York State Division of Employment's Ithaca office, which is working with other interested agencies to place Biggs' employees locally.

This leaves only the core of 50 maintenance personnel, office workers and administrative staff who will stay on until the transfer. By the time the State Comptroller's terminal audit is completed in October, it is hoped that these employees, too, can be placed, Dr. Hilleboe said.

Dr. Hilleboe paid tribute to the outstanding service rendered by Dr. Stanley Lincoln, Director of the Biggs Hospital, and his staff.

He said he was also anxious to express his appreciation for their willingness to work as long as their services were needed. This has made it possible, he said, "to effect the transfer of patients in the most efficient manner with the least disruption of services to the patients."

The State Health Department is carrying on an extensive program to see that all employees find other employment, and is not filling vacant jobs anywhere in the state before checking with persons in similar positions at Biggs to see if they are interested, Doctor Hilleboe said. He said also that the State Department of Mental Hygiene and other Departments of the State, Cornell University, the Tompkins County Memorial Hospital and local groups are giving the Health Department wholehearted cooperation in this program.

Even though all patients have

been transferred, it has been necessary to keep on some staff members for additional periods of time to effect an orderly transfer, he said.

In addition, the staff is engaged in inventory and packing of patient supplies and records. Until the hospital is actually turned over to Tompkins County, there will also be a continuing need for approximately 50 maintenance personnel, office workers and some administrative staff.

Dr. Hilleboe reported that all patients have now been transferred from the Hermann M. Biggs State Tuberculosis Hospital. The hospital buildings will be turned over to Tompkins County for general hospital purposes as soon as the necessary deed of transfer is completed, he said, now being prepared by the Attorney General's office.

Dr. Hilleboe said the turning over of Hermann Biggs Hospital to Tompkins County will mean a sizeable savings in state, federal and county funds, and will also make possible a necessary expansion of general hospital facilities in the Tompkins County area.

While the need for tuberculosis hospitals in New York State has decreased sharply in recent years, there is still a need for out-patient services to provide supervision and follow up of diagnosed cases, contacts of known cases and persons suspected of having tuberculosis, Dr. Hilleboe said. These services will continue to be available in the area to the people of the nine counties that were formerly served by the Hermann Biggs Hospital.

Patients from Tompkins, Chemung, Tioga, Wayne, Seneca, Schuyler and Yates, previously provided tuberculosis services from the Hermann M. Biggs Hospital will in the future be provided with similar services by the Mount Morris Tuberculosis Hospital at Mount Morris, Livingston County. Patients from Cayuga and Cortland, previously served by Biggs, now will receive a similar type of service from the Onondaga Sanatorium at Syracuse.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Kings Park

The Kings Park chapter of the Civil Service Employee's Association held its annual installation dinner at the Riviera Restaurant in Smithtown, New York on June 21st, 1956.

Following a buffet dinner, Ivan C. Mandigo, as out-going President, addressed the group, thanking everyone for their cooperation in the past and wishing the new President and his staff every possible success. Prior to administering the oath of office, A. J. Coccaro reviewed the highlights of the chapter's recent activities.

Mrs. Margaret Lyons, first vice president, then presented Mr. Mandigo with a gift as a token of appreciation for his conscientious and unceasing service to the chapter.

Music for dancing and singing was provided by Einar Drivdahl and George Rohrback.

The officers for 1956-1957 are as follows: President—J. William Mason; first vice president—Margaret Lyons; second vice president—Clarissa Ostrander; third vice president—Fred Nelson; Secretary—George Rohrback; Assistant Secretary—Mary Wilson; Treasurer—Anne Gaynor; Sergeant-At-Arms—James Grogan, and Board Members—Robert Burns, Einar Drivdahl, Edgar Douglass, John MacNair, Neil McLain and Molly Dunn.

Albany Public Service

The chapter held its annual picnic on Tuesday, July 26, at Totem Lodge on Burden Lake, N. Y., which is nestled among the hills about 12 miles east of Albany in Rensselaer County. The weather really went all out for us this year as it was a perfect June day.

Many enjoyed the varied sports program which included golf, softball, volley ball and swimming. Understand that Pete Van Kampen and Jim Murray led in the golf event despite the hazards which included a creek or two, plenty of rough and deep woods.

The swimming was ideal and enjoyed by many but particularly by Adelaide Kelly. Never did hear who won the soft ball game but from the sound of it they surely had fun. Oh! yes, some people just relaxed and were part of an appreciative audience. Dancing was on after dinner and included a contest. Mary Salm was the winning female contestant and Charles Slack, the winner for the men.

President Ray Carriere came in a close second.

The committee of arrangements deserves a vote of thanks for their part in creating enjoyment for so many. The committee consisted of:

Laura Walrath, chairman, and Pat Belleville, Betty Kieran, Willis VanCott and Donald Williams.

Rochester State

Rochester State Hospital held their annual field day on June 28, 1956. Even though the weather was a little bit on the chilly side, everything took place as per schedule. Dr. Benjamin Pollack director, was master of ceremonies and as always under his leadership everything ran smoothly.

Rochester State Hospital takes this means of welcoming the following employees from Biggs Memorial Hospital:—

Dorothy L. Pennington, Lettie C. Pettiford, Nollie T. Turley, Marie Bolger, and Margaret McPeak.

Ruth LaVigne, operating room supervisor, has retired and all her many friends wish her the best of everything. Ruth was with the hospital for years and was known and loved by all. Good luck Ruth—We miss you!

Dr. George Buchholtz will be on vacation. He and his wife plan to go to Kansas.

Wedding bells have been ringing for some of the employees around R. S. H. Among them is Josephine Gavin, now Mrs. Schwarz. Another is Eva Maeske, now Mrs. Johnson. Congratulations Josephine and Eva!

The many friends of Mary Marshall are very happy to see that she has had the cast removed from her leg. Mary broke her ankle in three places. Mary is ample proof to the old adage, "You can't keep a good man down." Os should we say woman?

The Annual Picnic will be held July 18, 1956 at Mendon's Ponds. Everybody welcome. "Come and bring your friends." Serving starts at 5:00 P.M. sharp. Admission \$1.00—Children under 12 years free.

Ray Bianchi, R.N., who has been absent from his duties as charge of the Male Reception ward, has returned. Glad you are feeling better, Ray.

Westchester

Plans have been made for the Annual Summer Picnic of the Westchester County Competitive Civil Service Association. The outing will be held at Wardman's Pond Grasslands, on Tuesday, July 31st, from 5:30 p.m. on.

Joe Cappello, County recreation's Music Specialist, promises top notch entertainment.

A special invitation has been extended to County Executive Hopkins and members of his cabinet to attend.

Members of the Picnic Committee are: Alex Ligay, Dept. Family & Child Welfare; Michael Del Vecchio, Grasslands; Andrew Dowdell, Health Dept.; Betty Holmes, Grasslands; Tom McMulty, Grasslands; Max Garfinkel, Purchasing, and Julia Dugan, School District.

Hamburgers (chef's Special Californians), and beverages are included in the picnic menu—all to be prepared over the open hearth fireplace.

Winifred Boylan of 219 Union Avenue, Peekskill, was married in the Church of the Assumption to James Steed of 625 South Broadway, Yonkers, on Saturday, June 30th. Rev. Hugh Curran officiated at the ceremony and celebrated Nuptial Mass. A reception was held afterwards at Garrison Inn, Garrison.

The bride is a consultant in education with the Westchester Department of Health. Mr. Steed is executive assistant to the County Executive, in charge of public relations for Westchester government.

Following a wedding trip to New England and Canada, the couple will reside in Irvington.

Iva T. Short, 43 Morgan Street, Tuckahoe, was married on Saturday, June 30th to Richard P. Schulz of 12 Henry Street, Tuckahoe, at Immaculate Conception Church.

The Rev. Theodore J. Schulz, brother of the bridegroom officiated at the ceremony and celebrated a Missa Cantata Nuptial Mass. A reception followed at the Orienta Beach Club, Mamaroneck.

Mr. Schulz is an engineer with the Westchester Department of Public Works. He is a member of the Board of Directors of the Westchester County Competitive Civil Service Association, and active on several committees.

After a wedding trip to Bermuda, Mr. & Mrs. Schulz will reside at Winchester Avenue, Yonkers.

Creedmoor

Members of the Creedmoor Chapter, CSEA, attended the dinner held by the Metropolitan Conference at Jones Beach on June 30th. Dr. LaBurt, Director of Creedmoor and Dr. Buckman, Director of Kings Park State Hospital, headed the list of those attending the dinner. Mrs. Peterson, Chapter president; Ray Sansone; Mr. and Mrs. Harry Murray; Mrs. Raftery; Helen Quast; Mary Wilson; Jerry Campion; Ralph Osman; Helen Foran and Mrs. Burberry were among those also at the dinner. We understand that Harry Murray felt frisky and took to the pool but the water was too cold.

The Chapter wishes to extend a warm welcome to our new Clinical Director—Dr. Diamond, who hails from Willard State Hospital. Congratulations are in order to Van Walton Hart who will marry Joan Mary Joy. The wedding will take place in Our Redeemer Church of Scotia, New York. The couple will both reside here at the hospital after the wedding. Our best wishes and lots of luck to Peggy and Paul Rawald who just bought their new home. Anna Rainey; Lulu Mae Green; Peggy Rawald; Helen Geiger; Gertrude Toomer and Irene Hawkins enjoying their vacations from Bldg. R.

We were saddened to hear of the deaths of Mary Bartlett and James McAuley. Both were long time employees of the hospital and they will be missed around the grounds.

Terry Dawson and her sister Jean Greenlaw will soon be vacationing at Bar Harbor, Maine with the rest of the hoity toity, Mr. Koppen, their boss, tells us that he hopes they get a good rest as he plans to have lots of work waiting for them when they get back.

Charlie Fox, Store Manager, back from his vacation up around Buffalo way. Ben Sullivan of the O.T. dept. on vacation. He complains that all is well except that he still has to get up in the morning to drive his son Ray to work because the latter's car won't start.

Erie

Recognition and honor will be the keynote of the 18th annual installation banquet of the Erie County Welfare Employees Assn. Chapter of the Civil Service Employees Assn.

The Association is honoring the Board of Social Welfare for their continued interest in the employees of the Department of Social Welfare and the members of the Board will be presented by Commissioner Roy H. Newcomb.

An annual event by the Association is the honoring of the members of the staff who retired during the past year. They are Mary B. Moynihan, Ella S. White-lock, Maud M. Nahon, Clifford B. Stern, Hattie A. Arlt, Dr. Joseph P. Gimbrone and George B. Daucher.

Deputy Commissioner Ruth A. Stopper will officially extend appreciation for their real contribution in the field of public service.

Harold M. Petrie, now Deputy Commissioner, Erie Co. Home and Infirmary and former president of the Employees Association will be the Master of Ceremonies.

Installed by Jack N. Kurtzmann, representatives of the Civil Service Employees Association of New York State will be Alice C. Rieckinger, president; James A. Sutton, vice president; Angelina H. Christopher, secretary, Rosa G. Traina, treasurer; John M. Galvin, vice president of Community Chest, vice president of Marine Trust Co. and member of the "The Public Agency and Its Ac-Board of Social Welfare, will address the group on the subject of tivity in the Community Chest Appeal."

Outgoing officers who were responsible for the affiliation of the Erie County Welfare Employees with the Civil Service Employees Association, affording an opportunity for all 4,000 county employees to work through one county organization and be affiliated with 52,000 Civil Service Employees Association of the State of New York are: President, Mary D. Montella; vice president, Archie L. Hunter; secretary, Rosalind M. Le Vasseur; treasurer, Mavis M. Masters.

Rensselaer

(Continued from Page 1)

man of the chapter since its inception.

A board of directors, composed of a representative from each county department, is in the process of being formed with the elective officers.

Mr. Hayes has asked that each department select a board member as soon as possible. The board's organizational meeting will be held in the near future.

Mr. Casey told the group of the value of joining efforts with the more than 62,000 members of the Association to gain benefits for public employees through concerted work.

Lawrence J. Hollister, a representative of Ter Bush & Powell, Inc., outlined many benefits of the CSEA's plan of accident and sickness insurance available to Association members.

The next general meeting of the new chapter has tentatively been scheduled for September 10.

CSEA on Probationary Rules

(Continued from Page 1)

veterans and exempt volunteer firemen, only because other employees in those classes have no tenure or probation against removal at any time.

The Association favors a probationary period for competitive class employees on original appointment of four bi-weekly-payroll periods, but not more than 8 such payroll periods. For the majority of competitive class employees, the maximum probationary period at present is 3 months.

The Association opposes application of the probationary term on first promotions and any promotions except for interdepartmental promotion for which the probationary term is now required. The CSEA argues that prospective civil service employees must first meet educational and other qualifications, pass a competitive examination and get high enough on an eligible list to secure consideration for appointment. They then must survive the choice of the appointing authority of one of the first three on the eligible list to secure original

appointment. After original appointment, the competitive class employee then must satisfactorily serve a probationary period to achieve promotion.

The employee must then compete through a competitive promotion examination and survive the choice of the appointing authority of one out of the first three to secure promotion. The Association feels that the employee should not be asked to serve probationary periods for promotions in view of the foregoing.

In addition, in the case of promotions within the same department where the appointing authority or his representatives have opportunity to make extensive observations of the employee's work.

The Association is opposed to the use of probationary periods in the case of reinstatements and transfers as a means of encouraging appointing authorities to effect a greater number of transfers and reinstatements as desired by employees, but we feel that the probationary period in such cases should be limited to 4 bi-weekly payroll periods.