

Civil Service LEADER

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GOVERNOR APPROVES ATTENDANCE RULES—EFFECTIVE JANUARY 3

ALBANY, Oct. 29—The State Civil Service Commission last week approved a new set of Attendance Rules for State employees.

They were promptly signed by Governor Harriman.

The new, single set of regulations had been in the works for months. Negotiations between the Commission and The Civil Service Employees Association brought about many major changes.

Changes Badly Needed

The Association was particularly successful in gaining a single set of rules for all employees. Previously, institutional aides worked under a separate set of regulations that the CSEA contended were discriminatory.

"Revision of the attendance rules has been badly needed," the Governor said. "The inequities caused by the former rules have been the cause of much justified dissatisfaction on the part of employees. There has been con-

55-Year Plan Entry to End, Levitt Warns

ALBANY, Oct. 29—State Comptroller Arthur Levitt has urged all state workers who are not members of the 55-year retirement plan to take advantage of its provisions before the opportunity expires Dec. 31.

The 55-year plan is open to all members of the New York State Retirement System, including persons over the age of 55.

Four Good Reasons

Mr. Levitt cited four good reasons for joining the plan: (1) plan: (1) "Your employer pays the cost of your higher pension; (2) you pay only for a higher annuity; (3) you receive back more money than you pay in, and (4) the added cost is small."

According to the Comptroller, if you are not now under the 55-year plan and now pay \$6 each pay period, your cost would be about \$3 more. If you now pay \$8, your new cost would be about \$4 more; if you are now paying \$10, the additional cost would be \$5.

Levitt Urges Aides

"I earnestly urge you to take advantage of the 55-year plan," Comptroller Levitt said.

Applications, which can be obtained from your personnel unit, should be mailed to the New York State Employees Retirement System, 356 Washington Ave., Albany, before the Dec. 31, 1956, deadline.

fusion among the State departments and agencies over interpretation of the rules, which were ambiguous and difficult to administer.

"I am now satisfied that the new attendance rules conform with good personnel practice and that they can be administered uniformly."

The new rules, which have the force and effect of law, govern such matters as hours of work, vacations, sick leave and other time allowances for nearly 80,000 employees under the jurisdiction of the Department of Civil Service.

Effective Jan. 3

They will become effective January 3, 1957, which is the be-

ginning of the first biweekly pay period of the new year. In the intervening time steps will be taken to inform all employees affected and to make the necessary administrative changes.

In developing the revised rules, the Civil Service Commission and its staff worked with the Division of the Budget, department heads and personnel officers, and representatives of employee organizations. An unusual number of conferences and meetings were held as to the fairness of all new provisions.

The most important change is that henceforth there will be only one set of rules for departmental and institution employees

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Assn. Membership Drive Still On As Total Hits Men High

As membership in the Civil Service Employees Association, largest organization for public employees in America, headed toward a new high, the cochairman of the CSEA Membership Committee urged chapter presidents and members to re-double their efforts in the current drive.

Alex Greenberg and Mrs. Lula Williams, who head the committee, reminded all members that the drive is still on for payroll deduction of dues, as well as for those who still will be required to make lump sum payments for membership, such as county aides.

Their report, given last week, presented a healthy membership picture to date.

It read:

To this date approximately 47,000 signed deduction authorities have been received from state employees. 43,000 were processed for October 24 pay, 3,000 for the November 7 pay and the balance will be included with others received to be processed for the November 21 pay.

We have thus far received approximately 1,500 lump sum payments from state employees.

Approximately 10,000 of the dues deduction authority forms received were from employees who were not members of the Association for the year ending September 30, 1956.

Summarizing the foregoing, we

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FINAL SCENE FROM ANNUAL MEET



The trio of ladies pictured above are seen at the annual meeting of the Civil Service Employees Association. Pictured as they enjoyed the dance which ended the event are, from left, Jeannette Finn, president of Buffalo Chapter; Mrs. Adeline McCormick, and Coloste Rosenkranz, president of the Western Conference.

A Blueprint For Action To Assure Social Security Passage

A blueprint for action to assure passage of a Social Security supplementation bill in the State Legislature at the next session has been prepared by the Civil Service Employees Association.

The program was prepared by a special Social Security public relations team consisting of Philip Kerker, Association director of public relations; Vernon A. Tapper, CSEA fourth vice president and chairman of the County executive Committee, and Foster Potter, chairman of the Association Public Relations Committee.

Their plan for action follows:

Legislative Support

The Governor, the Legislature, and the State Comptroller have publicly expressed views favorable to the full supplementation of Social Security benefits to be added to the benefits of the Employees Retirement System. Each release has also indicated that the subdivisions in the State should share in the Social Security benefits. Thus supplementation seems near at hand for both the state and local employees in New York State.

It is well, however, for the Civil Service Employees Association not to take anything for granted. It is wisdom for our organization in the counties to set up machinery to achieve the goals of full supplementation of Social Security benefits.

State Budget Hearings on Until Nov. 19

ALBANY, Oct. 29—Formal budget hearings on proposed expenditures for New York State's next fiscal year, beginning Apr. 1, 1957, are underway.

The hearings opened Oct. 22 and end Nov. 19th.

In setting the "policy tone" for the hearings, Budget Director Paul H. Appleby told state department and agency heads:

"The State budget for the current year provided a very substantial increase over the total for the year before, and at the same time mandated the State to much larger increases in expenditures for the fiscal year 1957-58. Local assistance to our schools alone will be up over 90 million—or about as much as the total increase in the 1955-56 budget.

"These are the basic facts which the Governor had in mind when he asked me to say that the reduction and/or elimination of less essential programs should have top priority in your budgetary planning.

"New or expanded programs, where clearly needed, will receive favorable consideration but they should be offset by program reductions or other budgetary savings. Existing resources should be redeployed where ever possible to meet needs."

The first steps we should take are relatively simple.

Each county organization should have a committee of not more than ten members to provide the drive necessary to achieve the Association's ends.

For the facility of control and organization, the committees should have a chairman and a secretary.

These committees should be called for identification purposes, either "Grass Roots" committees or Social Security committees.

The Tasks

The tasks of these committees should be as follows:

1. Each county organization should be canvassed to solicit as many and willing ready workers as possible.

The committee should be responsible for an over-all plan to generate as much individual and mass appeal as possible for the

(Continued on Page 16)

Two County Chapter Holds First Meeting

WATERTOWN, N. Y., Oct. 29—

The first organizational meeting of the Employees Association of Jefferson-Lewis Counties, as a local chapter of the State Civil Service Employees Association was held at the Hotel Woodruff.

There are an estimated 480 State employees in the two counties, most of them already members of the State association, and a Watertown Chapter is sought to provide representation on a local level.

A. J. Donnelly, Albany field represent for the CSEA, attended the meeting, Bernard A. Smith, executive secretary Jefferson County A.B.C. Board, served as temporary chairman.

Among the 480 State employees in the area are employees of the State Department of Public Works, Health Department, Division of Veterans' Affairs, Conservation Department, regional library, Patrol Board, and the Thousands Island Park Commission.

All State civil service employees in the counties are eligible to join the 65,000-member organization and are urged to join the local chapter.

Others at the meeting were: Paul J. Regan, John J. Masuret, Francis H. Robarge, John M. Corbin, Miss Donahue, Mrs. Frieda Pearson, Lewis Manfred and Charles J. Elliott.

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

New Patrolman Test's Official Requirements

Official requirements for the new patrolman (P.D.) exam were released by the New York City Department of Personnel. The written test has been set for February 16. The application period will run from Monday, November 5 through Friday, November 30. Qualification in medical and physical test and character investigation.

The fee is \$4. Apply in person or by mail to the Personnel Department's Application Division, 96 Duane Street, New York 7, N. Y. If applying by mail, be sure to enclose a self-addressed, six-cent stamped envelope at least 9 inches wide, otherwise no application blank will be mailed.

Official Requirements

The official announcement sets forth:

Appointments are being made at present at \$4,200 per annum. Patrolmen receive statutory increments of \$210 at the end of their first year, \$525 at the end of their second year and \$656 at the end of their third year in the Police Department to a salary of \$5,581 per annum. These salaries include emergency compensation equal to 5 per cent of base pay. In addition, there is, at present, a uniform allowance of \$125, payable at the end of the nine-month probationary period.

Application blanks are issued in person or by mail. They may be obtained free by the applicant or by his representative at the Application Section of the Department of Personnel, 96 Duane Street, N. Y. 7, N. Y. They are also mailed on request to the Application Section provided a self-addressed 9-inch envelope, stamped 6 cents for return, is enclosed with the request.

Written Test February 16

Applications are accepted for filing by mail or in person. An Application submitted for filing should be addressed to the Filing Section of the Department of Personnel at 96 Duane Street, New York 7, N. Y.

Such application will be accepted if its envelope is postmarked not later than 12 midnight on the last day for the receipt of applications and if it is received by the Department of Personnel not later than the fifth business day following the last date for the receipt of ap-

plications. The required fee, payable by certified check, bank cashier's check or money order must accompany the application. Envelopes containing such applications must be stamped at the rate of 3 cents an ounce. Applications may also be filed in person by the applicant or by his representative at the address given for the Filing Section.

The written test will be held February 16, 1957. This date is tentative.

The Administrative Code provides that Sergeants shall be selected from among patrolmen of the first grade. Sergeants are eligible for promotion examination to lieutenant; lieutenants are eligible for promotion examination to captain.

The Administrative Code provides that only persons shall be appointed patrolmen who shall be at the date of filing an application less than 29 years of age. No person who has not reached his 19th birthday on the last date for the receipt of applications may file an application. However, no person may be appointed unless he has reached his 21st birthday.

All persons, who were engaged in military duty, as defined in Section 243 of the Military Law, subsequent to July 1, 1940, may deduct the length of time they spent in such military duty from their actual age in determining their eligibility. (Sub. 10a, Section 243, Military Law.)

At the time of investigation, applicants will be required to submit proof of date of birth by transcript or record of the Bureau of Vital Statistics or other satisfactory evidence. Any willful material misstatement will be cause for disqualification.

List of Requirements

Minimum Requirements: Graduation from a four-year senior high school or possession of a high school equivalency diploma issued by the University of the State of New York. Candidates are not required to possess the high school diploma at the time of filing or at the time of taking the written, physical or medical tests, but must possess the diploma prior to appointment. At the date of filing applications, candidates must be citizens of the United States and residents of the State of New York. At the time of appointment candidates must comply with that section of the Administrative Code which provides that any office or position, compensation for which is payable solely or in part from

the funds of the City, shall be filled only by a person who is a bona fide resident and dweller of the City for at least three years immediately preceding appointment. Service in the armed forces does not interrupt residence.

Persons convicted of a felony are not eligible for positions in the uniformed forces of the Police Department. In addition, the rules of the City Civil Service Commission provide that no person convicted of petty larceny or who has been dishonorably discharged from the army or navy shall be examined or certified or appointed as a patrolman.

The rules of the City Civil Service Commission provide that no name shall be certified more than three times to the same appointing officer for the same or similar position, unless at such officer's request.

Those appointed as probationary patrolmen must serve a probationary period of nine months prior to permanent appointment, at the end of which period their services may be terminated by the Police Commissioner as unsatisfactory.

During the probationary period the Police Department requires that all probationary patrolmen successfully complete a four-month course of study at the Police Academy.

Applicants must not be less than 5 feet 7½ inches (bare feet) in height and must approximate normal weight for height.

Required vision, 20/20 for each eye, separately, without glasses.

Written test, weight 100, 70 percent required. The written test will be designed to test the candidates' intelligence, initiative, judgment, and capacity to learn the work of a patrolman.

Bases of Rejection

All candidates who pass the written test will be required to pass a qualifying medical test and a qualifying physical test. No second opportunity will be given to candidates who fail or who fail to appear for the qualifying physical test.

Candidates may be rejected for any deficiency, abnormality or disease that tends to impair health or usefulness, such as defective vision, heart and lung diseases, hernia, paralysis, defective hearing, or a history of various mental or nervous ailments. Persons must be free from such physical or personal abnormalities or deformities as to speech and appearance as would render their admission to the service undesirable.

Candidates who fail to attain the pass mark which shall be set for any test subject or part of the examination shall be deemed to have failed the examination and no further test, subject or part of the examination shall be rated.

Candidates are warned to make full and complete statements on their application blanks and medical questionnaires. Misrepresentation is ground for disqualification.

Jobs-for-Collegians Group Meets

The annual conference of the College-Federal Agency Council of New York and New Jersey was held at West Point October 25 and 26. Recruiting college graduates for Federal employment and the Federal service entrance examination, vehicle for such recruitment, were discussed.

Dr. Wallace S. Sayre of Columbia University is president of the Council.

Dr. O. Glenn Stahl, Chief of the Bureau of Programs and Standards of the U. S. Civil Service Commission in Washington, D. C., was the principal speaker at the October 26 luncheon at the Hotel Thayer.

ST. GEORGE FIVE GROUP TO HONOR THEIR DEAD

A memorial service for deceased members of the St. George Association, New York City Fire Department, will be held Sunday, November 4, at 8 P. M. at the Evangelical Lutheran Church of the Prince of Peace, Cambria Heights, Queens, N. Y.

'Mahoney' Has Become A State Synonym for Leadership in Senate

With State Senator Mahoney the name's the same—but not the party.

Republican Mahoney has the first name of Walter and is Majority Leader in the State Senate. Democrat Mahoney is named Francis and called Frank. He is the Senate Minority Leader.

But there is another trait that both Mahoney's have in common—popularity.

This characteristic, plus solid political sense and a successful performance in State government, is being counted to return both men to office November 6 and, thus to their posts of opposition in the upper chamber of the State Legislature.

These two ranking figures will play an important part in a great deal of legislation that will affect New Yorkers in the coming year, including civil service employees. For that reason, The Leader presents biographical sketches here that tell two stories: What they have done and the background that enabled them to do it.



WALTER J. MAHONEY

Majority (Republican) Leader in the Senate

Walter J. Mahoney, Temporary President and Majority Leader of the State Senate, is a native of Buffalo. After graduation from Lafayette High School and Canisius College, he received his law degree from University of Buffalo in 1933. Admitted to the bar the following year, he has been in law practice in Buffalo since then.

First elected to the Senate in 1936, from the old 48th District, he has been reelected at every successive election. For five years chairman of the Senate Finance Committee, he has held chairmanship of the Senate Committees on Insurance and Codes.

As Temporary President and Majority Leader, he is chairman of the powerful Senate Rules Committee, ex-officio member of all Senate committees and Temporary State commissions, and a member of all joint legislative committees. In extra-political affairs, he is a member of Committee for the Selection of Judicial Administration of the American Bar Association.

SOCIAL INVESTIGATOR TEST CLOSES NOV. 26

Applicants for New York City social investigator have about a month to file.

There are nearly 800 vacancies in the grade 8 title, starting at \$4,000 and rising through increments to \$5,080. The principal requirement is a baccalaureate degree registered with the State University.

Apply in person or by mail to the Personnel Department's application bureau, 96 Duane Street, New York 7, N. Y.

If applying by mail, enclose a self-addressed, six-cent stamped envelope, at least nine inches wide, or application will not be mailed. Ask for a college series application. The closing date is Monday, November 26.



FRANCIS J. MAHONEY

Senate Minority (Democratic) Leader

At present minority leader of the New York State Senate, Francis J. Mahoney, started his college career with ambitions for an M.D., but the death of his father while he was in college forced revision of his plans. He obtained his B.A. from Manhattan College in 1918 by working as a longshoreman. After graduation, family responsibilities made it necessary for him to become a truck driver. He then attended Fordham Law School, during which time he was a teacher in high school.

He completed Law School in 1922 and was admitted to the bar the next year. After twenty years of rising career in the legal profession, he was elected to the State Senate from the area in which he was born and raised—Manhattan's West Side.

His colorful and down-to-earth speech and his grasp of the problems of his constituents attracted attention on "The Hill", and in 1952 he was unanimously selected as Democratic Leader in the Senate.

Sarah Rosen Dies in New York

Mrs. Sarah Sadye Rosen, wife of Abraham Rosen, treasurer and general manager of the Metropolitan News Service, died last week.

Services and burial were Sunday.

She is also survived by sons, David and Dr. Richard Rosen; a sister, Mrs. Irene Goodman, and brother, Steve Stellan.

Move for More Liberal Sick Leave Plan Grows

WASHINGTON, Oct. 29 — A panel discussion at a Civil Service Assembly meeting at the Hotel Statler revealed that almost all public employees are now receiving some form of compensation for unused sick leave.

Labor unions, the panelists said, had begun the "definite trend" by winning severance pay for many workers in private industry.

One topic of discussion was the Canadian system of sick leave, under which the worker earns 15 days a year. The time may be accumulated indefinitely. Canadian white-collar workers get sick-leave credit for overtime unless they take compensatory leave within two years of the period worked. Cash for overtime goes only to postal, customs and blue-collar employees.

Effect on Retirement Leave

Canadian retirees are eligible for six months' retirement leave which may be paid like salary. Twenty-five years' service are required to be eligible for the maximum.

Other retirement leave maximums are two months for five

years' service, three months for 10 years, and four months for 15 and 20 years.

However, employees who use their sick leave are ineligible for retirement leave, and must have accumulated sick leave credit equal to the period of retirement leave.

Dr. D. L. Davey, chief of Canada's health service, said that Canada does not have nurses check up on sick leave abuses by visiting employees' homes, because the workers would feel "policed."

Another delegate, however, said that the visiting nurse system had cut sick leave 60 per cent in two years.

Canadian Plan a U.S. Hope

Several Federal personnel directors said they hoped the U.S. Government would adopt a sick leave system similar to Canada's.

The U.S. Civil Service Commission now requires a medical certificate for sick leave of more than three work days. If an agency believes sick leave is being abused, it may require a medical certificate for shorter periods.

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THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



A Look At The Association

Now that the Annual Business Meeting is over and the Association is embarked upon a new year, it is a good time to take a look at ourselves to see where we are going and how well equipped we are to arrive at our destination. I think it may be fairly said that, in general, our organization is in a good and healthy condition. Our membership roles are showing strong support from the public workers. The dues deduction plan which we started last August is moving at a rapid pace. We have, at this writing, sent over 46,000 payroll deduction authorizations to the State Comptroller—and more are coming in each day. At the present rate, we have a right to be optimistic as to our numerical growth.

Legislative Program Underway

Our legislative program is rapidly being put into shape. We can, at this early date, be very cheery about one of its principle items. Recently the Legislature, the Governor, and the Comptroller have all come out in support of the full supplementation of Social Security benefits with those of the Employees Retirement System. Furthermore, their news releases indicated they were thinking not only in terms of State employees, but also of those in the subdivisions. These announcements are more than gratifying to the Association—we were the only organization which put it definitely on the legislative line last year when we pioneered for full supplementation of Social Security in our Barrett-Gittleson bill.

Inner Strengthening

Internally, we are strengthening the machinery of our organization—not only with staff additions, but also by the introduction of electronic machine procedures to speed up the tremendous volume of membership accounting. When the office reorganization get into full operation, we should be able to give better service to our members.

These are only highlights of our progress—but they are strong indicators of the strides we are making. If we can add the one factor of an active and vigorous member interest in our Association—shown in a spirited participation in chapter and Association affairs—we would have an organization which would reflect unity and force in the solution of all problems of public employee interest.

Committee Reviews Assn. Social Security Prospects

Past, present and future aspects of Social Security for public employees were reviewed in the report of the CSEA Special Social Security Committee.

The report was presented by the committee's chairman Charles C. Dubuar at the annual meeting of the Association.

It said:

STATUS REPORT

At the Delegates Meeting in March, we reported to you the status of the Association legislation which was then pending to supplement the existing Retirement System benefits by the addition of Social Security benefits.

The Association's program embodied in the Barrett-Gittleson bill would have made Social Security available to members of the Employees Retirement System if a majority of them had voted in favor of Social Security on either of

the following two options:

(1) Complete supplementation. Here the employee would pay the additional amount of the employee's share of Social Security tax and receive Social Security benefits in addition to present retirement benefits.

(2) Modified supplementation. Under this option the employee could elect to pay his portion of the Social Security tax by deducting it from his annuity contribution to the Retirement System. Under this option the portion of the employee's retirement allowance which was developed by his own contributions would, of course, be lessened, but the pension portion of the allowance would remain unimpaired and Social Security benefits would be received in addition to the retirement allowance.

Program Supported

This program and the concept (Continued on Page 16)

Detailed Social Security Discussion Highlighted County Delegates Meeting

Delegates to the County meeting at the annual meeting of the Civil Service Employees Association in Albany this month heard extensive explanations of various Social Security phases.

The three main speakers were Vernon Tapper, CSEA fourth vice president and chairman of the County Executive Committee; Isaac Hungerford, Administrative Director of the State Retirement System, and Philip Kerker, Association public relations director.

After introductory remarks by Mr. Tapper, the Social Security forum began with Mr. Hungerford, who declared:

Work to be Done

"As you know, Comptroller Levitt told each one of you in the pamphlet that accompanied your annuity statement, that a bill had been prepared to provide for supplementation of retirement benefits with Social Security benefits. However, even though the bill has been drawn up, there is still work being done on it, polishing it up, making minor changes here and there, etc., but not disturbing the idea of supplementing retirement benefits with Social Security benefits. Most of the changes are in the manner in which it can be accomplished.

We propose in this bill to give employees who are members of the retirement system, or who may become, the privilege of having Social Security benefits in addition to the retirement benefits to which they would normally be entitled. It differs from some other plans that have been set forth because other plans are ordinarily known as "integration" where you would reduce benefits paid by the retirement system and supplement them with a form of Social Security, so that ultimately you would get the same amount of benefits, but from two sources.

Our plan is for continuing benefits of the retirement system as they are, but with the privilege of adding Social Security benefits on top of it. One other thing in our bill is the provision that any employee who is a member of the system and covered by Social Security can elect to reduce his contributions to the retirement system to the extent of the Social Security tax." At this point, Mr. Hungerford proceeded to give several illustrations.

Social Security As a Choice

Mr. Hungerford continued: "Last winter we joined several other states in dividing the retirement system into two portions, one portion being those who want to

come under Social Security, and the other those who do not want to come under Social Security.

The bill was passed, and we now have that incorporated in the proposed legislation so that if the majority of the people want Social Security and the state extends it to the localities, etc., then those who do want it could have it, but those who do not will not be required to, but that their successor in that position will be required to come under Social Security.

This is not a State law, but a Federal law. The Federal government recognized by the amendment of last year that it is sometimes difficult to get 50% of the people to vote in favor of going under Social Security, and if you



VERNON A. TAPPER
CSEA County Executive
Chairman

do get 50%, you still have a large minority who objected, and you would have considerable dissension in the ranks.

People who do not want to be covered under Social Security do not have to, but men appointed to that position at some future time take Social Security as part of the job when they take it, and that if they don't like the situation, they don't have to take the job. It may be difficult for many of you I understand to go back to the people in your own locality and talk to the taxpayers and convince them that it is a good investment,—you will have to do a real selling job back home."

Kerker Tells PR Aspects

Mr. Tapper next called upon Philip Kerker who reported on the previous day's meeting of the Public Relations Committee with a special committee representing the county group.

Mr. Kerker said ways and means of selling the Association's program were discussed. It will be necessary to convince both the members of the Legislature and the employees the advantages of the Association's bill.

Mr. Kerker stated that selling any kind of a program which pertains to municipalities is a difficult task, particularly when it gets involved with personal problems which arise out of the complexities of Social Security. He explained that there were three phases to this program, and that these were the ones that were discussed at the previous day's meeting.

The first phase is the pre-legislative phase,—that is, the period between now and convening of the Legislature January 1st, during which period any group like ourselves is interested in getting commitments from the legislature that a bill which is introduced will have favorable acceptance.

A Thorough Campaign

The second phase assumes that the bill we have introduced and want is in the Legislature. The third phase assumes that bill which we wanted has passed, and that the Governor is going to call a referendum, or has called it, and that all the factors of the bill we want are there. The problem will be convincing the people to cast a

favorable vote in the referendum.

Mr. Kerker further stated that one part of the plan for immediate activity would be the meeting on the part of the Association officials with the members or officials of the varying groups which deal with the municipalities, such as the Conference of Mayors, Association of Towns, County Officers Association, Village Association, Highway Association, etc. Those groups are going to have a point of view on this Social Security problem.

Another step, he stated, is the organization of the CSEA County Division into what we would call "grass roots" committees or "Social Security" committees. These committees would function by getting in touch and visiting by personal contact, where possible, with legislative representatives in the varying territories assigned to them,—that is, the Senators and Assemblymen.

It could also be when this program has advanced and brought down to a point of local participation, that these contact points would have to be extended to meet with Boards of Supervisors, etc.

Another part of the program calls for furnishing as much information as is possible relative to this whole Social Security problem to the members of the Association in as practicable a way as we could, through chapter dissemination, through mailings, etc., and try to get additional and/or informational data to the members so that this problem can be understood to the fullest degree. He stated that the Association will do what it can, but that the big "push" has got to come where the county people are located, and with the people with whom they live and work. It is a question of the education of public officials, of the men in the street, and men in the community. He stated that these committees should meet and evolve further phases of the program as time goes on.

Other Items

Mrs. Lula Williams spoke briefly as follows: "As Co-chairman of the Statewide Membership Committee, I would like to state that we have only about 12,000 members, and we have to stop and think that the state has more, and still we are the ones who hold the key because we are the "grass roots" of this Association. We know the Senators and Assemblymen by their first names. But we will not have very much power if we go in and say 'I am speaking for 150 people' The key to this is membership in the CSEA."

In response to a question raised by Joseph Flynn of Dutchess Chapter regarding the civil service status of Custodians in the City of Poughkeepsie, Mr. Flynn was advised to submit a letter from the chapter with specific cases,—men's names and titles, etc., and it will be turned over to the Civil Service Commission for investigation.

John Madden of Chemung stated that it was his thought and that of his chapter that The Leader has done a wonderful job in the past year for the county group, "but that there was room for improvement. It lies entirely in the hands of the county people to get their news to The Leader; and if they get good coverage through The Leader, it will help them as a unit." As representative of the Chemung Chapter, he thanked The Leader for the cooperation it has rendered.

Mr. Madden also commended the chairman of the County Executive Committee, Vernon Tapper, stating that he actually does the county people a real favor in giving of volunteer time whenever they want it, and whenever they call upon him for service or advice he gives it very willingly. A rising vote of thanks was given to Vernon Tapper.

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

WESTERN DELEGATES AT ANNUAL MEETING



POLICE JOB PROSPECTS ARE GOOD

The Police Department considers the appointment prospects of those of the 3,384 on the patrolman (P.D.) list who pass the investigation test to be good.

Police Commissioner Stephen P. Kennedy is trying to get the quota increased, but even under the present 18,463 quota there are 566 vacancies.

No sooner was the new eligible list established than 584 appointments were made from that list, bringing the total to 660 in seven days, as 76 had been named from the old list, which was thereby exhausted. Also, five policewomen were appointed.

Mayor Swears Them In

Mayor Robert R. Wagner swore in 665 at Hunter College.

The new appointees will be attending the Police Academy for four months, hence no sizeable number of appointments is expected before February or early March. But in a long-range view, and in the light of the vacancies, several hundred more are expected to be appointed the next time any considerable number are named. Small numbers of appointments may possibly be made in between, to the extent that budget certificates of approval can be obtained, as 665 do not exhaust the Academy's facilities.

Confusion Cleared Up

Some confusion resulted from the fact that the eligible list was announced as comprising 6,177 names. Those were the candidates who passed the written test. Since the physical and medical tests are qualifying, not competitive, the passers of the written test were called eligibles. However, they are not actually eligible for appointment unless they pass the medical, physical and character tests. The Police Department itself investigates digidly record and character.

Fast Work by Police Dept.

Of the 6,177 who passed the written test, 1,031 failed either medical or physical, 401 did not show up for medical or physical, and 1,362 did not clear investigation, or went into the armed forces leaving 3,384 active names on the list. That is the number that could be appointed if all pass character investigation remaining to be made. Already the Police Department has cleared about 3,000 names, so is well ahead of the needs of the present or the early future. However, that department is keeping right on investigating, and expects to have the remainder of the list checked within a few weeks.

Those who passed the written test and joined the armed forces may take the medical, physical and character test after discharge, but must apply within 90 days after discharge.

SUPPER CLUB CONTEST SEEKS ENTERTAINERS

A civil service entertainment contest got underway at the Polka Dot supper club, 11 West 72nd Street, New York City, when employees of the Police and Sanitation Authority demonstrated their talents before the Police and Sanitation Departments and the Translators.

Jack Strauss, host, said that any Federal, State or City employee may compete. Prizes include a professional contract at the club and gifts. There are no entrance requirements other than civil service credentials. Apply to Joe LaRue, telephone TR 5490. The event takes place every Thursday night.

GET YOUR ARCO BOOK FOR RAILROAD CLERK EXAM

FUTURE SUPERVISORS WIN CITATIONS



Dr. John H. Travis (center), director of Manhattan State Hospital, awards certificates to employees who participated in the training program in supervision conducted by the State Civil Service. The director and his administration selected the personnel members on the basis of leadership qualities. From left, Helena Klassen, Shirley Sherman, Rose Tombasco, For a Parker, Dr. Trafis, Helen Black, John Molinari, Margaret Ganszky and Muriel Hecox. Not present when the picture was taken were Thomas Clark, Ruth Connor, Thomas Gallagher, Mary Motherway and Charles Carlin, group leader.

MENTAL HYGIENE MEMO

High Standards, Low Rewards

There are many individual problems connected with any position, be it government, industry or business. State employees in all departments can testify to this.

For this writing, let us consider the difficulties that the Mental Hygiene employee faces in his daily tasks.

The minimum salary for an attendant, grade 4, is \$2,750 a year, less than \$53.00 per week and much lower after deductions for income tax, retirement, insurance, etc. For this, the public, the State and the hospital administration expect the best possible care to be given to the patients, and rightfully so.

They want men and women to be intelligent, well-groomed, alert, patient, tactful and diplomatic. The recognition and understanding of the patient's condition, his anxieties, his moods and wants are our responsibility.

The care of the mentally ill is not an easy job—nor is the care of patients in state schools, health and social welfare.

Increase In Older Patients

The increased admissions of many of the older citizens of our communities have brought a greater responsibility, a greater work load to the personnel. The work and roles are many and varied that the Mental Hygiene employee has to understand and pursue in his daily tasks.

In our infirmary services, there are thousands of patients that have to be bathed, fed and kept clean—many are paralyzed, many nearly completely helpless. An unknowing person wouldn't have to stretch his imagination too far to realize what this care entails. Individuals of any age or walk of life are prone to mental illness—it happens every day.

Is it any wonder, then, that there are many objections regarding recruitment and our attempt to develop permanent career employees when the state, in this time of inflation and spiralling prices, continues to offer such meager salaries.

The public, in general, is not cognizant of our problems; some are sympathetic and appreciate our cause but do little to help. The state, department heads and our legislators are also remiss. Yes, it takes legislative and executive approval to benefit us but when done, there are too many times when it is inadequate.

Loyalty a Necessity

The attendant is the backbone of the state hospital system but the one most usually forgotten. Hospital employees are different—we must be—we must possess a loyalty to our work different from others to be able to give so much for so little in return. We have security in our jobs but at what price.

To be able to criticize and protest is a right that everyone has in a democracy—if we use this privilege in a progressive manner, we are certain to improve ourselves, our jobs, our communities and our lives.

Salaries in our maintenance departments, power houses and offices, to mention only a few, are below those in outside industry. The responsibility rests with all employees to improve their lot—remember the fight is a continuous one. Many grievances go unsettled because they are not brought into the open. The State and the C.S.E.A. have set up effective grievance machinery for the public servants' benefit.

Far too many employees never attend meetings or offer their constructive suggestions or criticisms, so that help can be given and capable representatives and officers be elected to serve.

Employee gains come the hard way and only by planning, work and enduring frustration. By becoming active in your organizations, you can become part of the team that is trying to win the fight for shorter hours, increased salaries, vested rights, 25-year retirement, Social Security and promotional series for attendants. Dues of \$7.50 a year in the C.S.E.A. are very low as is the \$1.00 a year for membership in the Mental Hygiene Employees Association.

(The above column was submitted by William Rossiter, first vice president of The Mental Hygiene Employees Association and former president of the Rochester State Hospital Chapter of the Civil Service Employees Association.)

Stockroom Worker Exam Results Told

ALBANY, Oct. 29 — The State Department of Civil Service has announced the results of an open competitive examination for stockroom worker, paving the way for appointment to positions as clothing clerk, mail and supply clerk, and mechanical stores clerk.

Qualified for appointment as stores clerk are 316 candidates; as mechanical stores clerk, 192; as clothing clerk, 272, and mail and supply clerk, 310.

Salary for stores clerk and mechanical stores clerk ranges from \$2,750-\$3,490 a year. Salary for clothing clerk and mail and supply clerk ranges from \$2,620-\$3,340 a year.

Topping the list for clothing clerk was Joseph Pierczynski of New York City with a mark of 101.670. Second was Thomas L. Cave of Gowanda, 100. Third was Albert P. Lenzo of the Bronx who also scored an even 100.

Kenneth E. Ack of Catskill was first on the stores clerk option with a score of 104.330. Second was F. Kirschenheiter of Richmond Hills, 103, and third was David A. Whitmore of Lancaster, with 101.67.

Kirschenheiter was also first on the mechanical stores clerk list with a score of 103.330. Second was Theodore Andrea of Albany, who made a 101.670 total. Third with 101.67 was Joseph Pierczynski, who scored first on the clothing clerk list.

Whitmore also score first on the mail and supply option with a high mark of 101.67. Second was Cave with 100, and third was Andrea, with 99.44.

County Jobs

Orange

Apply to the Orange County Civil Service Commission, County Building, Goshen, N.Y., for the following (the closing date appears at the end of each notice):

152. SENIOR LIBRARY CLERK. Orange County, \$2,392 to \$2,652. One vacancy. (Thursday, November 1).

Nassau

Apply to the Nassau County Civil Service Commission, Mineola, New York, for the following:

523. KEY PUNCH OPERATOR. Nassau County Comptroller, \$2,990 to \$3,956. Three vacancies. (Friday, November 16).

521. SENIOR LIBRARY CLERK. Nassau County, \$3,045 to \$3,675. Three vacancies. (Friday, November 2).

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2 Blocks North of Hoosick St.

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PREPARE YOURSELF NOW FOR COMING U.S. CIVIL SERVICE TESTS

During the next twelve months there will be many appointments to U. S. Civil Service jobs in many parts of the country.

These will be jobs paying as high as \$340.00 a month to start. They are well paid in comparison with the same kind of jobs in private industry. They offer far more security than is usual in private employment. Many of these jobs require little or no experience or specialized education. They are available to men and women between 18 and 55.

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

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

To get full information free of charge on these U. S. Civil Service jobs fill out the coupon, stick to postal card, and mail, TODAY or call at office—open 9:00 to 5:00 daily. The Institute will also show you how you can qualify yourself to pass these tests. Don't delay—act NOW!

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Rush to me entirely free of charge (1) a full description of U. S. Civil Service jobs; (2) free copy of illustrated 36-page book with (3) list of U. S. Civil Service jobs; (4) tell me how to prepare for one of these tests.

Name Age

Street Apt #

City Zone State

Coupon is valuable. Use it before you mislay it.

SANITATION GROUP'S OFFICERS INSTALLED



Deputy Sanitation Commissioner Jacob D. Lenkes (center) installed Meyer Scher (right) as president of the New York City department's Hebrew Spiritual Society, and Isidore Scher (left), no relation to the president, as first vice president.

Rabbi Israel Schorr of Brooklyn is spiritual director of the society, composed of Jewish civil service employees of the department. Other officers installed were David Stern, 2nd vice president; Nathan Kleinman; treasurer; David Seiden, financial secretary; Solomon Berman, recording sec-

retary; trustees, Nathan Friedman, Oscar Rosen and Harry Schweitzer; directors, Julius Kusch, Max Helfgott, Abraham Fingerman, Irving Cohen, Benjamin Witten, Israel Chester, and Morris Gittleman. President Schorr soon will announce the Society's 1957 plans.

Legislative Gains Source Of Pride To Committee

The report of the Legislative Committee of the Civil Service Employees Association was read at the group's annual meeting by Chairman Martin J. Barry.

It was as follows:

Too Early, Too Late

It is always a somewhat difficult task to compose the report of the Legislative Committee for the annual meeting in October in that October is both too late and too early. It is too late for the Legislative Committee to bask in the glories of its accomplishments at the previous session of the Legislature some six months ago since time has already begun to dull those memories.

On the other hand the October meeting is too early for any comprehensive legislative report concerning the next session since it is your action here today as delegates to the Annual Meeting of the Association on the resolutions which are brought before you which will become our 1957 legislative program.

We do however look briefly back toward the 1956 session and are extremely proud of the legislative accomplishment of the Association at this session, in particular to the extent that the work of our Committee contributed thereto. A substantial, if not adequate, salary increase was obtained coupled with a substantial deduction in hours for those working in excess of 40 hours. A multi-million dollar health insurance program to assure hospital, medical and surgical insurance for State employees with part of the cost to be paid by the State was also enacted.

Payroll Deduction

Payroll deduction of dues for bona fide employee organizations were approved as were three hardy perennial bills which the Association had sought for many years, i.e. elimination of fees on promotion exams, Saturday closing of State offices, and a guarantee of at least one full increment effective on the date of any promotion. The 55-Year Plan was re-opened until the end of this year and the limitation on earnings in public employment for retired employees was raised substantially. Of particular interest to the subdivision in addition to the retirement legislation was the approval of legislation authorizing payment of overtime pay to employees of the political subdivisions.

Perhaps the greatest disappointment was the failure of passage of the Association's Social Security program. Even here however I feel the work which was done last year and the great interest shown in the subject by the employees and both political parties make probable its accomplishment this year. We are certain of course that you delegates will reaffirm this desire for supplemental Social Security in your action here today. We wish to caution all those who read this report not to assume that Social Security will be accomplished this year without the most strenuous of

efforts. It is true that it is quite possible, but any program that costs several million dollars each year is never assured of accomplishment until it has actually and legally been approved. We exhort you to begin early your efforts on behalf of the supplemental Social Security program.

As soon as this meeting has been concluded we will have available to us the approved resolutions and then begin serious preparations for the 1957 legislative session.

I wish to thank my fellow committee members for their tireless efforts during the 1956 session and to congratulate the members of the Association on their splendid cooperation during that session which enabled the accomplishment of a program which I am sure all will agree was far more comprehensive and satisfying to the employees than in any year of recent memory.

EISENHOWER STATES STAND ON VET PREFERENCE

WASHINGTON, Oct. 29—President Eisenhower expressed his views on veterans' preference in a letter to National Commander D. L. Strada of the Amvets.

"My conviction is that when a veteran's qualifications are satisfactory for a public job, he should have enough of an advantage to give him that job ahead of others of practically identical qualifications who have not served in our armed forces in time of war," the President wrote.

GAELIC SOCIETY'S CEILIDHE

The Gaelic Society's Ceilidhe was held on Saturday, October 27 in Saint Matthew's Hall, 214 West 68th Street, New York City. Dancing started at 9 P. M.

Key Answers

TENTATIVE MAINTAINER'S HELPER GROUP D

New York City Transit Authority Open—Competitive and Promotion Examinations

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

Last day to protest to New York City Civil Service Commission, 299 Broadway, New York 7, N. Y., is Friday, November 2.

LABOR ECONOMIST JOBS REMAIN OPEN

Two labor economists are being sought by the Bureau of Labor Statistics, U. S. Department of Labor, for immediate employment in the bureau's office in Washington, D. C. One job pays \$5,440-\$6,390, the other \$4,525-\$5,440.

Send a resume to Robert R. Behlow, 341 Ninth Avenue, New York City, N. Y. There is no closing date.

ANALYSIS MEET

The Municipal Methods and Management Analysts met on Thursday, October 25 at 6 P. M. in the auditorium of 125 Worth Street, New York City.

Albert Hacker is temporary chairman, and Jewel C. Hardkopf, temporary secretary.



Participants in commencement exercises at Craig Colony were, from left, Mrs. Gerard Megathlin, chairman of advisory committee to the School of Nursing; Mrs. Mabel L. Ray, R.N., principal, School of Nursing; Lillian Salsman, director of nursing services, Department of Mental Hygiene, and Dr. Paul R. Neurifer, professor of Science, State University Teacher's College, Geneseo.

CSEA's NYC Chapter Meets on Oct. 30

The regular monthly meeting of New York City chapter will be held tonight, Tuesday, October 30, at 6 P. M. at Gasner's Restaurant, 76 Duane Street, New York City. All delegates are urged to attend.

A warm welcome is extended to new members Sara Silverman, Sylvia Siskind, Andrew Hartshorn, Ida Scheps, Tess Landau, Alice Alexander, Anne Varteresian, Mabel Williams, Sylvia K. Pizzi and Anne Long, all employees of the Brooklyn Rent Commission.

All members are invited to mail in chapter news to reporter Edward S. Azarigan at the chapter office, 80 Centre Street, Room 905, New York 13, N. Y.

STATE GETS \$109,668 GIFT OF ARMY PROPERTY
As part of the sale and other disposition of unneeded property, the Brooklyn Army Terminal gave property valued at \$109,668 to New York State institutions.

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FOR THE EYESIGHT TESTS OF CIVIL SERVICE REQUIREMENTS
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JAMAICA: MONDAY at 7:30 P. M.

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TUESDAY, OCTOBER 30, 1956

Union Recognition

HERE'S hoping that a bill for union recognition will be successful in the next Congress. The project died in the last one.

Union recognition by all branches of government is growing. The idea is no longer basically repugnant to government, as it was in the outmoded days of even a couple of decades ago. New York City grants union recognition, and does not attempt to disguise the fact by calling it something else. The Transit Authority, an independent agency, but one whose building program is City-financed, not only accords union recognition, but enters into contracts with a union for exclusive bargaining, and frankly calls it a contract. Time was when it was called something else, like a "memorandum of agreement."

Federal employees are on strong ground when they insist on union recognition. It is no secret that once union recognition is granted, the next move will be for a check-off. New York State has a checkoff, and so has New York City. One day the Federal Government will have one, too. So will local governments, like county governments, some of which have travesties of both civil service administration and labor relations generally.

Under Federal law, employees in private industry have union recognition, checkoff, and exclusive bargaining rights for the dominant union. So often has government imposed requirements on industry that government is not itself willing to extend to its employees that mention of the fact has become unimpressive. All the more reason why contriteness should supplant triteness, and why public employees, in all jurisdictions, should enjoy the same advantages shared by employees in private industry.

This time united union support of some particular union recognition bill should be the rule. Where unions have split on the terms of the bill, they have paid the penalty. The time has come to reap the reward through united action.

Disciplinary Cases

WHEN a public employee is brought up on disciplinary charges, and exonerated, one would expect that, under the American system of justice, that would be the end of it. Not so.

An exoneration usually is the result of an appeal from a departmental finding. Thus the department may have it in for the employee. After all, he showed up the department as having arrived at a wrong verdict. The exculpated employee is not insensitive to the cold official glares inflicted on him, and may resign rather than endure psychological torture.

Now he is looking for another job.

What does a department occasionally do when a letter of inquiry about the former government employee arrives from a prospective new employer?

Go out of its way to inform the inquirer that the individual he is contemplating hiring had been brought up on charges. The ordinary decency of saying he had been exonerated may not even be observed.

The Sorin Law, enacted last year by the State Legislature, requires that competitive employees shall be served with written charges, granted a formal hearing, and have the right to representation by counsel. Our editorial, issue of October 16, pointed out how at least the spirit of that law is violated when resignations are demanded under threat of assured dismissal after a hear-

LETTERS TO THE EDITOR

POLITICAL LIMITATIONS SHOULD NOT DISCRIMINATE

Editor, The Leader:

Mutually laudatory speeches have been made emphasizing the complementary nature of political and competitive civil service. Each is said to have its proper place in the scheme of things.

Truly, were the clubhouses to disappear, a picture of civic stalemata would soon be defined. Communal life is geared to the efforts of those who for better or for worse devote themselves to this non-official area—politics.

It may never reach realization, but presently we have no well-defined hiring scheme to be applied toward recruitment of top governmental executives. The city manager idea is essentially an insecure novelty. Government is rather more than just an impersonal smooth-running business. Thus, employment office techniques frequently prove unrealistic.

In the main, the give-and-take of political bombast continues. As citizens we must be alert to recognize the empty puff of salesmanship. It may require more than the pulling down of a lever on Election Day to facilitate the proper functioning of our civic selves.

No Disparity in Character

Beware invidious limitations. Big and little Hatch Acts proscribe active politicking by competitively classified governmental personnel. Such implied weakness in the civil service character is not ascribed to the exempt employee. The latter is essentially free to do as his personal loyalties dictate. Freedom to campaign openly for one's candidate is in the true democratic tradition and should not be curtailed for anyone. Here, civil service is stymied.

In this context we are not speaking of policy-making levels which presumptively reflect the dictates of the people. We concentrate on that major corps of government employees who simply perform the pre-ordained duties assigned to them. This functional activity is shared by the exempt as well as well as the competitive worker. Yet, a Hatch Act, by the virtual disenfranchisement of a civil service person, prevents overt participation in community affairs. A reconsideration of the equities is warranted.

The highly competitive nature of government personnel selection guarantees that there will be many good minds among civil service groups. Their exempt co-workers cannot claim a monopoly either on brain power or civic consciousness.

Same Rule for Both

To carry the Hatch Act principle to a logical conclusion, equivalent curtailment of political activity should be made to apply to the exempt jobholder in the non-policy making echelons.

Far-fetched? Then, no less spurious is the interdiction imposed upon the civic-minded com-

(Continued on Page 7)

ing, with subsequent refusal to give a satisfactory reference, unless the resignation is forthcoming, when a favorable reference might be expected. We called for the stoppage of such knavery.

Now that we find the persecutive mention of a disciplinary hearing, where the employee was exonerated, we ask the Federal, state and local governments to enact rules or laws prohibiting such practice. Once an employee is exonerated, the charges must be expunged from the record, as is done in the armed forces, and never be mentioned.

MODERN PUBLIC ADMINISTRATION

'Rule of Three' Abandoned

The Beverly Hills, Cal., Civil Service Commission has made a complete redraft of its ordinances and rules to bring them up to date. The City Council, on the Commission's recommendation, recently adopted the revised system. The Commission reports that the changes are significant "since they represent the development of a modern, positive personnel program in place of the traditional anti-spoils civil service system."

Under the new system the "rule of three" has been abandoned. Under this rule the appointing officer must select one of the top three eligibles for appointment or promotion. The Commission felt that competitive testing techniques are not sufficiently exact to justify the "rule of three" and that there is reasonable assurance that all persons on an eligible list are qualified.

Administrative approval of municipal personnel policies has been vested in a single administrative officer.

Probationary periods have been made more flexible to allow the Commission to set one-year rather than six-months probationary periods for some positions.

The powers of the Commission have been broadened to give it the right, on its own initiative, to investigate any alleged misconduct or discipline an employee, subject to review by the City Council.

A testing and qualifying procedure for hiring laborers has been developed.

Highway Patrol Trainees Get Quite a Course

Highway patrol trainees at the new Texas Department of Public Safety's police academy at Austin, Tex., are given 512 hours of instruction in more than 80 subjects before approval for regular duty.

The Civil Service Assembly reports that the course includes 16 hours of audio-visual training to teach swift coordination of eye and brain. An aspirant for a patrol job must recognize a mock stolen car on the highway even though both his car and the other one are traveling at 60 miles an hour.

Twenty-nine hours are devoted to automobile driving methods and another 16 spent on the operation of motorcycles. The most extensive course is 52 hours on highway law.

Also, 27 hours are spent in physical training. This includes boxing, wrestling, judo and basketball. Thirty hours are devoted to pistol practice on a range. Speech and business English are also taught.

Law Cases

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

JUDICIAL DECISIONS

Appellate Division

O'Connell v Grumet. The Appellate Division affirmed without opinion the order of Special Term holding that petitioner is entitled to retroactive seniority to the date when a person lower on the list for fireman (F.D.) was appointed, although he was previously appointed, under a waiver, to the position of aqueduct patrolman.

Special Term

Mazzeo v Schechter. Petitioners, supervising claim examiner, in the Transit Authority, were declared ineligible for promotion to attorney. The Commission determined that only those persons holding title of assistant attorney should be eligible for promotion to attorney. Prior to the inauguration of the Career and Salary Plan these claim examiners were eligible for such promotion because their title was at that time in the old legal service. The court held

that since there is a fair argument to sustain the determination of the Commission, the determination will not be disturbed, even though the court may differ from the Commission on advisability.

Thiele v Kennedy. The petitioner was passed over for appointment to patrolman (P.D.). He had been arrested on three occasions in 1946, charged with what would have been serious crimes and felonies except that he was then 16. The court held that the Police Commissioner could consider the facts upon which the adjudication was based, and that the petitioner failed to show that the Commissioner acted arbitrarily, capriciously or unreasonably. The petition was dismissed.

Verblest v Kennedy. Petitioner claims he was passed over for appointment to patrolman (P.D.) because he had been punished for infractions of regulations while serving in U.S. Navy. He apparently has an otherwise spotless record. The court ordered a trial of the issue as to whether he was denied appointment in the proper exercise of administrative discretion.

PROCEEDINGS INSTITUTED:

O'Sullivan v Schechter. Petitioners, Lieutenants (P.D.) were all promoted after June 2, 1956. They claim they should have been promoted before that date, hence would have been eligible to take promotion exam for captain.

Civitano v Schechter. After a hearing by the Commission, petitioner was marked not qualified on list for correction officer. He seeks to compel restoration of his name to the list.

PAID POLITICAL ADVTG.

PAID POLITICAL ADVTG.

LETTERS TO THE EDITOR

(Continued from Page 6)

petitive employee. All citizens have long been admonished as to the importance of taking an active interest in the functioning of their government. Why invite apathy by academic proscription? Argument will be made so the implicit possibility of political turnover is not so much of a handicap to the competitive, non-competitive, and, in cities, labor class employee as it is to the holder of an executive job.

Then, accord the exempt employee permanent status following a strictly supervised probation period. This form of approach to

the civil service should include a restraint against "made" jobs.

Policy-making the Standard

Apparently we want and need not only civil service but politically-introduced personnel as well. Let both be complementary, despite disparate origins. However, insofar as civil service circumscriptions are irreducible, let them be made to apply to all non-policy level employees without exception.

JULIUS CHAIET

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

LOWELL TO ADDRESS CORRECTIONAIRES'

Stanley H. Lowell and Mrs. Anna Arnold Hedgeman, assistants to Mayor Robert C. Wagner, will appear at the Correctionaires' annual awards dinner, Wednesday, October 31, at 7:30 P.M. at the Hotel Empire, New York City. Mrs. Hedgeman will be to astmistress and Mr. Lowell principal guest speaker.

The organization will present plaques to Anna M. Kross, City Correction Commissioner; Robert J. Mangum, Deputy Police Commissioner, and Ramon E. Rovera. The Correctionaires' president is Mrs. Jessie L. Behagen, a correc-

TRANSIT GROUP TO MEET

The Irish American Association, New York City Transit System, will meet at the Irish Institute, 326 West 48th Street, New York City.

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MAIL ORDERS HONORED

The Big Chisel

Nobody knows better than the civil service worker how the Republicans can chisel on the wages and conditions of government employes.

Remember how Eisenhower fought to limit federal pay raises to 5% — despite the 14% rise in the pay of privately employed white collar people?

And did you know that 63% of the Republicans in the House voted against a modest 8.2% increase for the cruelly underpaid postal workers? The raise went through only because 99% of the Democrats supported it.

The Eisenhower administration has fired many hundreds of career employes to make jobs for party hacks. The morale of federal workers has sunk to a dangerous low.

The Fair Deal

Bob Wagner has given better treatment to civil service employes than any Mayor in the history of New York City. The Wagner administration—

- Installed a modern Career and Salary Plan with \$50,000,000 in raises.
- Increased teachers' salaries from a \$3,000 minimum to \$4,000 and from a \$6,500 maximum to \$8,000.
- Completed the installation of the 40-hour week.
- Provided for annual reimbursement to more than 55,000 employes for cost of uniforms.
- Established a municipal Department of Labor with unparalleled grievance and appeal machinery.
- Authorized checkoff system for collection of union dues.

As United States Senator, Bob Wagner will fight to give civil service employes the wages and working conditions that the Republican party withholds.

Be sure to vote for Wagner, Stevenson and Kefauver!

VOTE ROW B ALL THE WAY!

Elect Wagner!

Citizens Committee for Robert F. Wagner
Civil Service Division
Hotel Biltmore, New York 17

Continuously Open NYC Tests

The New York City Personnel Department is receiving applications for the following examinations. The closing date appears at the end of each notice.

Unless otherwise stated, apply in person or by mail to the Department's application bureau, 96 Duane Street, New York 7, N. Y.

OPEN-COMPETITIVE

7811. ELECTRICAL ENGINEERING DRAFTSMAN, sixth filing period, \$4,550 to \$5,990; 37 vacancies, various City departments. Fee \$5. Baccalaureate degree registered with New York State University and three years' appropriate experience, or an equivalent combination. (No closing date.)

7854. ASSISTANT ARCHITECT, third filing period, \$5,750 to \$7,190; 53 vacancies, various City departments. Fee \$5. Baccalaureate degree in architecture registered with the New York State University and three years' appropriate experience, or an equivalent combination. (No closing date.)

7755. JUNIOR ELECTRICAL ENGINEER, eleventh filing period, \$4,550 to \$5,990. Various City departments, 121 vacancies. Fee \$4. One of the following: baccalaureate degree in engineering registered with New York State University, high school graduation and four years' relevant experience, or an equivalent of education and experience. (No closing date.)

7758. JUNIOR CIVIL ENGINEER, fifteenth filing period, \$4,550 to \$5,990; 353 openings, various City departments. Fee \$4. Similar requirements to those for 7755.

Where to Apply For Public Jobs

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

STATE — Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BArcley 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 conducted by the State Commission.

NYC—NYC Department of Personnel, 96 Duane Street, New York 7, N. Y. (Manhattan) two block 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.

Board of Education, Teaching Only — Board of Examiners, Board of Education, 110 Livingston Street, Brooklyn 1, N. Y. Hours 9 to 4:30, except Saturdays and Sundays. Tel. ULster 8-1000.

NYC Travel Directions Rapid transit lines for reaching the U. S. State and NYC 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. If you do not enclose return postage, both the U. S. and the State accept applications if postmarked not later than the closing date. Because of curtailed collections, NYC residents should actually do their mailing no later than 8:30 P.M. to obtain a postmark of that date.

NYC issues and receives blanks by mail 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.

Junior electrical engineer. (No closing date.)

7808. ASSISTANT CIVIL ENGINEER, fourth filing period, \$5,750 to \$7,190; 285 openings, various City departments. Fee \$5. Baccalaureate degree registered with New York State University plus three years' appropriate experience, or an equivalent combination. (No closing date.)

7810. ASSISTANT MECHANICAL ENGINEER, third filing period, \$5,750 to \$7,190; 80 openings, various City Departments. Baccalaureate degree in mechanical engineering registered with New York State University and three years' appropriate experience, high school graduation and seven years' relevant experience, or an equivalent combination. (No closing date.)

7851. OCCUPATIONAL THERAPIST, grade 7, \$3,750 to \$4,830. Vacancies from time to time, Hospitals and Health Departments. Fee \$3. Open to all qualified U. S. citizens who graduated from an approved occupational therapy school or who are registered therapists recognized by the American Occupational Therapy Association. Form A experience paper required. (No closing date.)

7880. ASSISTANT ACTUARY, grade 7, \$3,750 to \$4,830. Four openings, various City departments. College Series application. Form A experience paper required. Graduation from an approved school of occupational therapy or recognition by the American Occupational Therapy Association as a registered therapist. Fee \$3. Exam March 20. (No closing date.)

7562. STENOGRAPHER, first filing period, \$3,000 to \$3,900. Vacancies in various City departments. Fee \$3. No formal educational or experience requirements. Typing speed, 40 words per minute; stenography, 80 words per minute. Application must be filed in person. (No closing date.)

7810. ASSISTANT MECHANICAL ENGINEER, third filing peri-

DWORKIS RUNS GRADUATE SCHOOL

Dr. Martin B. Dworkis, associate professor of public administration at New York University, has been named executive officer of NYU's Graduate School of Public Administration and Social Service for 1956-57. He will be in charge of the School during Dean William J. Ronan's year's leave to serve as First Deputy City Administrator of New York City.

od, \$5,750 to \$7,190; 80 openings, various City departments. Fee \$5. Baccalaureate degree in mechanical engineering registered with New York State University and three years' relevant experience, high school graduation and seven years' such experience, or an equivalent combination. (No closing date.)

7812. MECHANICAL ENGINEERING DRAFTSMAN, sixth filing period, \$4,550 to \$5,990. Eight vacancies, various City departments. Fee \$4. High school graduation and four years' appropriate experience; baccalaureate degree registered with New York State University, or an equivalent. (No closing date.)

7757. CIVIL ENGINEERING DRAFTSMAN, eleventh filing period, \$4,550 to \$5,990; 60 vacancies in various City departments. Fee \$4. Requirements are the same as for 7812, mechanical engineering draftsman, except for specialization in civil engineering. (No closing date.)

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Rochester Chapter Honors F. E. Struke

F. Earl Struke, Assistant District Tax Supervisor of the Rochester Office of the Department of Taxation and Finance, was honored at a testimonial dinner on October 10. The dinner was held at the New Triton Hotel in Rochester, and was attended by nearly 100 of the employees of the Rochester Office and other friends of Mr. Struke. Mr. Struke has been quite active in the Rochester chapter and was president of the CSEA chapter, for two terms.

A. J. Palmer, Senior Income Tax Examiner, was the toastmaster and dinner chairman, and John W. Dennin, District Tax Supervisor, was the principal speaker of the evening. Mr. Dennin made the presentation of a traveling bag to Mr. Struke.

Several guests came from out of town to honor Mr. Struke; these

included Willard Hardies, Assistant District Tax Supervisor of the Utica Office and his wife, Marie; Arthur Wasserman, Assistant District Tax Supervisor of the Buffalo Office; Robert Kirk, Senior Truck Mileage Tax Examiner from Syracuse and his wife, Doris, and Edward Jacoby, Truck Mileage Tax Examiner from Syracuse.

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Readers have their say in The LEADER's Comment column. Send letters to Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

GET YOUR ARCO BOOK FOR RAILROAD CLERK EXAM

Jack Backs Fire Lieut. Eligibles

Manhattan Borough President Hulan E. Jack promised the Fire Lieutenants Eligibles committee his support in eliminating "acting" titles in the New York City Fire Department. Fireman John J. Corcoran, chairman of the eligibles committee, and Clinton Charles and Harry Garrison, executive board members of the Uniformed Firemen's Association, met with the Borough President in his office.

The eligibles complained to the Board of Estimate that 102 firemen are acting lieutenants, without the higher pay, despite an eligible list that contains more than 1,800 names.

POST OFFICE STATION OPENS; SCHAFFER & KLEIN SPEAK

At dedication ceremonies for the new Wall Street Station Post Office, 75 Pine Street, Postmaster Robert H. Schaffer and Congressman Arthur G. Klein were among the speakers.

Mr. Klein is the regular Democratic and Liberal Party candidate for State Supreme Court Justice.

PUBLIC OFFICIALS NAMED TO FUND'S HONORARY LIST

Mayor Robert F. Wagner of New York City has been elected an honorary member of the members council of The Greater New York Fund, to serve until October, 1957. Also elected to the council as honorary members were Comptroller Lawrence E. Gerosa, Welfare Commissioner Henry L. McCarthy, Health Commissioner Leona Baumgartner, Hospitals Commissioner Basil C. MacLean, Superintendent of Schools William Jansen, Peter Kasius, Deputy Commissioner of the State Department of Social Welfare; Carl M. Loeb, Jr., president of the Community Council, and Thomas J. Ross, president of the Hospital Council.

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

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RE-ELECT SENATOR MacNEIL MITCHELL

(20th Senatorial District Manhattan)



During his nineteen years in the Legislature, Senator Mitchell has proven himself a true friend of Civil Service employees. Among the many outstanding Civil Service reforms he has successfully sponsored the legislation revising the entire Civil Service Law so as to make all governmental employees of the State, counties and municipalities eligible either for retirement system benefits under State Law or Social Security eligibility under Federal Law. He deserves the wholehearted support of all friends of Civil Service.

Vote For

SENATOR MacNEIL MITCHELL

by pulling down the lever over his name
Row A, second column from the right

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LET THE RECORD SPEAK FOR ITSELF . . .

The Record of Jacob K. JAVITS on Issues Affecting Civil Service Workers Shows That

As a Congressman he testified in committee for and voted on the floor of the House of Representatives for Civil Service salary increases and merit raises for postal workers; vigorously opposed and voted against the Whitten Amendment which would have restricted Civil Service pensions to compensate for higher living costs; persistently advocated an honest promotion system for government employees; was a leader in the fight for effective rent controls to protect workers with fixed salaries.

As Attorney General he cracked down on the second mortgage racket in Queens County, moved in on debt consultant frauds, bogus installment buying schemes and mail order gyms.

We Do Not Need to Tell You What City Hall Has Failed to Do for You on Promised Pay Raises, Honest Promotion and Better Working Conditions.

YOU KNOW THAT RECORD BETTER THAN ANYONE!

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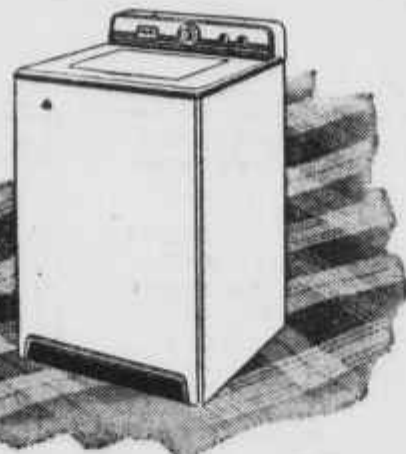
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All But 11 Biggs Aides Are Reported In New Jobs

ALBANY, Oct. 22—All but 11 of the 217 Herman M. Biggs State Hospital Employees made jobless by the recent transfer of the hospital to Tompkins County have secured new positions or announced other plans.
The fate of the former state hospital employees was revealed by Herman E. Hilleboe, State Health Commissioner, at ceremonies in Ithaca last week during

which the hospital was formally transferred to Tompkins County for general hospital purposes.

All Got Offers

Of the 11 who have not been placed, all have had actual offers of positions with the state or another agency, the Commissioner said.

Personnel records at Albany show that 32 of the former hospital workers have taken other

THEOBOLD ADDRESSES ST. GEORGE GROUP

The seventh annual Reformation Day service, sponsored by the St. George Association, was held in St. Bartholomew's Church, New York City.

The speakers included Deputy Mayor John J. Theobold, former president of Queens College.

State Health Department positions, 18 are now employed by the State Mental Hygiene Department, 17 are with the Tompkins County Hospital, 11 are in private industry, 7 have gone with private hospitals and 5 are with other county units.

Some Have Retired

Nine of the former workers have retired and four are on military leave. Ninety-five have announced "other plans."

A State Health Department personnel official has announced that summary records of the former workers are now on file at Albany. The official said that any of the former hospital workers who are still interested in another post should be encouraged to write the department at Albany.

The department will continue to assist the former employees in every way possible, he said.

WALLACH INDORSED BY CENTRAL TRADES

Saul Wehrin, campaign manager, announced that Assemblyman Louis Wallach, running for re-election on the Democratic ticket from the 10th A. D., Queens, received the indorsement of the Central Trades and Labor Council.

A civil service committee has been formed, with Rudolph A. Brey as chairman, and Mrs. Jesse O'Shea of the New York City Finance Department as vice chairman. One of the committee members is Mortimer B. Steindler of the Comptroller's office, who is a member of Local 237, Teamsters.

SCHEDULE OF STATE PAY

Salary Grade	Minimum Annual Salary	Maximum Annual Salary	Annual Increment	Rates of Compensation					
				First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year
1	\$2,400	\$2,944	\$136	\$2,400	\$2,536	\$2,672	\$2,808	\$2,944
2	2,500	3,200	140	2,500	2,640	2,780	2,920	3,060	\$3,200
3	2,620	3,340	144	2,620	2,764	2,908	3,052	3,196	3,340
4	2,750	3,400	148	2,750	2,898	3,046	3,194	3,342	3,490
5	2,880	3,650	154	2,880	3,034	3,183	3,332	3,480	3,628
6	3,020	3,820	160	3,020	3,180	3,340	3,500	3,660	3,820
7	3,170	4,000	166	3,170	3,336	3,502	3,668	3,834	4,000
8	3,320	4,180	172	3,320	3,492	3,664	3,836	4,008	4,180
9	3,480	4,370	178	3,480	3,658	3,836	4,014	4,192	4,370
10	3,660	4,580	184	3,660	3,844	4,028	4,212	4,396	4,580
11	3,840	4,790	190	3,820	4,030	4,220	4,410	4,600	4,790
12	4,030	5,020	198	4,030	4,228	4,426	4,624	4,822	5,020
13	4,220	5,250	206	4,220	4,426	4,632	4,838	5,044	5,250
14	4,430	5,500	214	4,430	4,644	4,858	5,072	5,286	5,500
15	4,650	5,760	222	4,650	4,872	5,094	5,316	5,538	5,760
16	4,880	6,030	230	4,880	5,110	5,340	5,570	5,800	6,030
17	5,130	6,320	238	5,130	5,368	5,606	5,844	6,082	6,320
18	5,390	6,620	246	5,390	5,636	5,882	6,128	6,374	6,620
19	5,660	6,940	256	5,660	5,916	6,172	6,428	6,684	6,940
20	5,940	7,270	266	5,940	6,206	6,472	6,738	7,004	7,270
21	6,240	7,620	276	6,240	6,516	6,792	7,068	7,344	7,620
22	6,550	7,980	286	6,550	6,836	7,122	7,408	7,694	7,980
23	6,890	8,370	296	6,890	7,186	7,482	7,778	8,074	8,370
24	7,240	8,770	306	7,240	7,546	7,852	8,158	8,464	8,770
25	7,600	9,190	316	7,600	7,916	8,236	8,554	8,872	9,190
26	7,990	9,640	330	7,990	8,320	8,650	8,980	9,310	9,640
27	8,390	10,100	342	8,390	8,732	9,074	9,416	9,758	10,100
28	8,820	10,590	354	8,820	9,174	9,528	9,882	10,236	10,590
29	9,280	11,110	366	9,280	9,646	10,012	10,378	10,744	11,110
30	9,750	11,650	380	9,750	10,130	10,510	10,890	11,270	11,650
31	10,250	12,220	394	10,250	10,644	11,038	11,432	11,826	12,220
32	10,770	12,810	408	10,770	11,178	11,586	11,994	12,402	12,810
33	11,330	13,440	422	11,330	11,752	12,174	12,598	13,018	13,440
34	11,930	14,100	436	11,930	12,356	12,792	13,228	13,664	14,100
35	12,560	14,790	452	12,560	12,982	13,434	13,886	14,338	14,790
36	13,170	15,510	468	13,170	13,638	14,106	14,574	15,042	15,510
37	13,870	16,300	486	13,870	14,356	14,842	15,328	15,814	16,300
38	13,300+								

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Saturday, November 3rd
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33 Promotion Tests in Transit Are on Way

The Personnel Department ordered 33 1957-58 promotion tests for New York City Transit Authority employees. The Leader will run official requirements and filing dates as soon as they are released.

- The titles of the tests follow:
- Assistant foreman (car cleaning).
 - Assistant maintenance engineer (line equipment).
 - Assistant foreman (structures, Group A).
 - Assistant supervisor, signals, structures, telephone, track, ventilation and drainage and structures, Group C.
 - Motorman.
 - Light maintainer.
 - Collecting agent.
 - Bus maintainer Group B.
 - Foreman, lighting, power distribution, signals, electrical power, elevators and escalators, telephones, turnstiles, structures, Groups B, C and F.
 - Ventilation and drainage maintainer.
 - Power cable maintainer.
 - Power maintainer, Group B.
 - Senior, public health physician (district health administration).
 - Senior surface line dispatcher.
 - Structure maintainer, Group A.
 - Telephone maintainer.
 - Supervisor (telephones) ventilation and drainage).

FEDERAL AIDE WINS AWARD
Joseph J. Kisiolek, assistant comptroller, Eastern Ocean District, U. S. Army Corps of Engineers, won a performance award.

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G.I. SPECIAL \$500 CASH
1, 2 & 3 FAMILY HOMES available to Veterans with low carrying charges. Good bargains. Act fast. Cyrus.

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G.I.'s SMALL CASH G. I. \$300 DOWN

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3 family legal, two 3 room apts., 2 refrigerators, oil heat, extras.

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See this beautiful 1 family, solid brick, 6 extra large rooms, plus 4 room apt. in basement, sunken living room, English colonial rafters in ceiling. Extras galore.

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1 family, 4 rooms and sun porch, oil heat, 1 1/2 baths, garage, extras.

St. Albans \$12,000
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St. Maria Ave 2 family Modern Good Income Vacant Price \$19,500 Cash \$3,500.

BALSLEY ST.—(Bushwick) 2 family, 2 car garage, All vacant, Price \$11,000
Flushing, L. I. (Special at 75th Rd.) 7 room modern, Brick, Semi Detached, Garage Price \$13,000 Atlantic Ave. (Nostrand) 2 story, Stone Oil Price \$9,500 Cash, \$1,500.

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3 1/2 Rooms
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8 Room Mansion
\$14,750

Detached sprawling California bungalow situated on a large, lovely landscaped plot, 75x100, 4 cross-ventilated master size bedrooms, Banquet sized dining room. Plenty of closets, Automatic oil heat and a 2-car garage.

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Solid Brick - 2 Family
Spacious 4 1/2 & 2 1/2 apts. Both vac. All modern throughout. Live real free. Owner sacrifice this 8-year young home.

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Detached 2 Family
Possession of spacious 4 1/2 room apt, 1st floor, plus 4 1/2 second floor. Tiled kitchen & bath. Oil steam heat. Full basement. Beautiful area for suburban living.

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Spacious Colonial type home, 7 large rooms, ultra-modern throughout, full basement, 2 blocks from schools, shopping. Beautiful tree-lined streets.

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4 bedroom brick ranch type, beautifully landscaped 40x100 plot.

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Solid Brick \$11,925

\$87 MONTHLY PAYS ALL

6 Full Rooms
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2 blocks from schools, shopping and subway bus. Other extras include screens, storms, Venetian blinds, etc. B-844.

325 other choice 1, 1, 3 family homes located Richmond Hill, Queens Village, Jamaica.

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1 family frame, 6 rooms, enclosed porch, finished basement, 1 car garage, oil steam, 2 oil tanks, stair polish, varnishes. Other extras.

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1 family, Inset brick, semi-detached, 7 1/2 rooms, finished basement, 1 car garage, gas steam, 25x100 plot, new plumbing. Extra kitchen in basement — A-1 condition.

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Bungalow, corner, brick and stone, detached 5 1/2 large rooms, oil steam, refrigerator, finished attic, stone-tiled fence 50x100 plot. Extras.

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Brick bungalow attached, 5 large rooms, 3 room apt. in basement, 1 car garage, oil steam, newly decorated.

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2 fam. brick, 3 & 3 1/2 room Apts., modern baths & kitchens, hardwood floors, steam-oil, storm-screens, garage, beautiful landscaped plot, near everything.

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Questions answered on civil service. Address Editor, The LEADER, 97 Duane Street, New York 7, N.Y. SOCIAL SECURITY for public employees. Follow the news on this important subject in The LEADER weekly.

11 More Tests Under Way

Applications will open soon for 11 new tests ordered by the New York City Personnel Department. Watch The Leader for filing dates and requirements.

The open-competitive examinations are:

- Assistant civil engineer
- Assistant architect
- Assistant mechanical engineer
- Assistant electrical engineer
- Civil engineering draftsman
- Junior civil engineer
- Mechanical engineering draftsman
- Public Health physician (district health administration)
- Senior public health physician (district health administration)
- Telephone cable maintainer, Transit Authority
- Turnstile maintainer, Transit Authority.

Gerosa Appoints 5

New York City Comptroller Lawrence E. Gerona made five appointments to the City's new Mortgage Banking and Housing Unit. This new bureau to lend money to private builders of middle-income housing is thus brought a step nearer completion. The appointments, all from civil service lists, were made by the Comptroller upon recommendation of the new unit director, Mario A. Procaccino.

The new men assisting Mr. Procaccino are Ira Duchan, Anthony J. Cantello, Anthony J. Daidone, Albert W. Clurman and Leo Sachnoff.

CLERK-STENOS NEEDED BY ATOMIC ENERGY

There are openings for secretaries and clerk-stenos at \$2,960-\$3,670 in the Atomic Energy Commission. Minimum typing speed is 40 words per minute, minimum stenography 80 words per minute are required. Applicants will be subjected to a security test.

Apply to George Finger, Personnel Officer, AEC, 70 Columbus Avenue, New York 23, N. Y. Phone PL 7-3600, extension 109, until further notice.

PRINTING PLANT WORKERS SOUGHT

Printing plant workers (men) at \$1.46 an hour are needed in the Government Printing Office and the Bureau of Engraving and Printing, Washington, D. C., positions may also be filled in other Federal agencies in the area. Applicants must pass a written test. Apply to the Board of U. S. Civil Service Examiners, Government Printing Office, Washington 25, D. C.

PENSION CREDIT DURING LEAVE CALLED EXCESSIVE

WASHINGTON, Oct. 29—The U. S. Comptroller General recommended curbs on the practice of giving free civil service retirement credit to employees for leave-without-pay, now allowed up to six months of any year. Some employees, no longer in public service, have taken leave-without-pay for periods up to 20 years.

CLERK-TYPIST JOBS OPEN IN BROOKLYN

The Brooklyn Army Terminal, Governors Island, and other Terminal offices in New York City need clerk-typists at \$51.60 a week. Telephone Miss Schaeffer, Whitehall 4-7700, extension 8143.

If you are a Brooklyn resident, telephone Miss Craig, GEdney 9-5400, extension 2120.

HURRY CALL ISSUED FOR ENGINEERS AND INSPECTORS

Assistant mechanical engineers, at \$5,750, and heating and ventilating and plumbing inspectors at \$4,350 are urgently needed by the New York City Public Works Department. Apply to Firda Lamm, Room 1827, Municipal Building, Chambers and Center Streets, New York City, for immediate hiring.

Readers have their say in The LEADER's Comment column. Send letters to Editor, The LEADER, 97 Duane Street, New York 7, N. Y.

Fine REAL ESTATE buys. See Page 11.

ACTIVITIES OF EMPLOYEES IN STATE

Craig Colony

Edward Yorke retired after 32 years of service at Craig Colony. Mr. Yorke was first appointed an attendant and later promoted to carpenter, a trade he learned in his native land of Ireland. For many years he has been head of the carpenter shop. Following his retirement, he and Mrs. Yorke plan to sail from New York to Belfast, Ireland, where they will spend several months with relatives and friends before returning home.

Irwin Tucker retired after 42 years of service. He entered service as a power house helper in 1914 and was advanced to various important positions until he reached the rank of head engineer. Mr. and Mrs. Tucker will make their home in Mt. Morris.

Scott McCumber of the business office was feted at a going away party by 37 members of the office staff and members of the Association. Scott accepted a position as senior clerk at Buffalo State Hospital, effective October 22. Best of luck to you, Scott. You have made many friends in your 17 years' service at Sonyea.

Edward Sweeney has been appointed as new senior social worker at Craig Colony, having transferred from Rome State School.

Esther Pencil has been appointed as dietitian.

Reports are that Dr. Vincent Bonafede is getting along well with his studies at the New York Psychiatric Institute. His many friends at Sonyea wish him success in his examination for hospital administrator in December.

Norman ("King") Lehr is recuperating at home following surgery recently. The Police Department and many friends wish him a speedy recovery.

Our deepest sympathy to Mrs. Dewayne Wicks and family on the recent accidental death of Dewayne, Jr.

Binghamton

The Binghamton chapter's second regular meeting was held on Monday, October 29 at 8 P.M. in the VFW Club House, 65 Carroll Street, Binghamton.

Edward Sorenson, chief of the State Social Security Agency, was guest speaker. His topic will be "Social Security Coverage for State Employees." A question and answer period followed the talk.

The business meeting included a report of the annual meeting, committee reports and other general business.

Refreshments were served following the meeting. There was dancing, with music by Morris Sokolinsky and his band.

Dist. 10 - Public Works

District 10—Public Works chapter is holding its annual turkey party on Saturday evening, November 17, at the American Legion Clubhouse, Foster Lane, Babylon. There will be dancing, refreshments, and turkeys will be awarded. All State employees and their friends are invited to attend. The committee requests that members make returns on their books and tickets as early as possible so that final arrangements can be completed.

President Carl Hamann is compiling a report of the Albany meeting with particular emphasis on matters of special interest to the Department of Public Works. This report will be mimeographed and sent to all members of the chapter.

The chapter noted with relief the return of its energetic vice president and social chairman, Dolly Pearsall, from California. We know that everything will be managed perfectly from now on.

Welcome back to these members returning from military leave: John Saladino, Peter Limongelli and Paul Rustad—all junior engineers.

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Age _____ Single Married (No. of Children _____)
Location of Car _____ Occupation _____
Yr. _____ Make _____ Model (Dis. etc.) _____ No. Cyl. _____ Body Style _____ Color _____ Purchase Date New 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

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List of Tests NYC Will Open

The New York City Personnel Department released a tentative list of examinations that open for application Monday, November 5. Sixteen are promotion tests and 18, open-competitive.

The titles follow:

OPEN-COMPETITIVE

- Junior landscape architect
- Junior chemical engineer
- Junior architect
- Claim examiner
- Clerk
- Furniture specifications writer
- Laboratory aide
- NCR 3,000 operator
- NCR 3,100 operator
- Patrolman
- Physical therapist
- Probation officer
- Public health physician (district health administrator)
- Purchase inspector (furniture)
- School lunch manager
- Senior physicist
- Senior public health physician (district health administrator)
- Traffic control inspector

PROMOTION

- Assistant attorney, Sheriff
- Assistant architect, all departments
- Assistant civil engineer, all departments
- Junior bacteriologist, Health and Hospitals
- Junior chemist, various departments
- Senior public health physician (district health administrator)
- Assistant personnel examiner, Civil Service Commission
- Personnel examiner, Civil Service Commission

Air brake maintainer, Transit Authority
 Assistant foreman (Structures—D), Transit Authority
 Assistant foreman (Structures—E), Transit Authority
 Car maintainer A, B, E and F, Transit Authority
 Signal maintainer, Transit Authority.

OZANAM GUILD TO DANCE NOV. 3

The Ozanam Guild of Catholic Employees, New York City Department of Welfare, will hold its 21st annual chancellor's ball on Saturday evening, November 3, in Statler hotel.

Felix Spinosa, is the Rev. Henry J Pregenser, spiritual moderator.

PROF. IRVING J. CHAYKIN C. P. A.

will conduct a coaching course for the **NEW YORK CITY ASST. ACCOUNTANT EXAM**

beg. Thursday, Nov. 15 at 6:15 P.M. at 420 West 42nd Street, N.Y.

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GET YOUR ARCO BOOK FOR RAILROAD CLERK EXAM

REAL estate buys. See Page 11.

Salary Appeals Board Meets on Nov. 15

The New York City Salary Appeals Board will hold only one meeting next month, an executive one, on Thursday, November 15 at the City Labor Department offices, 93 Worth Street. Chairman Nelson Seitel announced.

The executive session had originally been calendared for November 1 and salary appeals hearings for November 15.

More than 12 groups whose appeals have been heard are awaiting the board's decision, and other appeals are yet to be heard.

ing the board's decision, and other appeals are yet to be heard.

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 Fine REAL ESTATE buys. See Page 11.

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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Onondaga

Delegates of Onondaga chapter who attended the annual meeting in Albany were Robert Cliff, David D. Rogers, Laura Gurniak, Arlene Brady, Helen Angeloff, Arthur Darrow and John Bachman.

President Rogers attended the County Workshop sponsored by the Chemung County Chapter, at the Mark Twain Hotel, Elmira.

Pat Cupoli, a senior clerk in Syracuse Traffic Court and a member of the Onondaga chapter, took the leading role in one of the operettas presented by the Syracuse Operetta Company recently. Pat sang Brack Weaver in Kurt Weill's "Down in the Valley". We are very proud to have so talented a member of our chapter.

Congratulations to Helen Angeloff who has just been appointed head of the Hazard Branch of the Syracuse Public Library. She studied at Syracuse University, receiving her B. A. degree and her M. A. degree in romance languages. From the University's School of Library Science she got a B. S. She has been a staff member of Syracuse Public Library since 1946.

Mrs. Anna S. Clyne, a case worker, Veterans Division, Public Welfare Department, is a patient in the University Hospital.

Glad to have Lillian Martin back in her position after a long illness.

Sympathy is extended to Florence Kramer and members of her family on the death of her father, Alexander Kramer, also to Catherine Lawlor on the death of her brother, Miss Kramer and Miss Lawlor are on the staff in the Public Library.

Fort Stanwix

We were all saddened and shocked at the death of J. Leo O'Brien. He had been head baker at Rome State School since 1934. He had been on sick leave since August. A heart attack caused his death. Active in the CSEA and all school functions, he will be missed by all. The chapter extends its sympathy to Mrs. Elizabeth O'Brien, who is also its co-worker.

Condolances to Gladys Leaf, whose father died recently and to Rose Steadman, whose mother passed away.

A gala party was given at Kelley's Lodge by the Social Service Department for Edward Sweeney who is leaving to become senior social worker at Craig Colony. It was also a surprise party for Barbara Bingham who will be married in October. Both guests received gifts. Our best wishes go to both.

George Regner Jr. resigned to accept a position with the State Troopers.

Congratulations to Mr. and Mrs. James Nash on the birth of a baby girl.

Mary Klein is back from a trip to California and Mary Jane Altamuro from a two-weeks tour of Detroit. Neil Wojnas is vacationing in New Jersey.

The chapter hopes that its good friend, Owen Jones, will be back soon. Owen is well known through his years of hard work in CSEA affairs. He has been sick four weeks, so drop him a line, folks. He would like to hear from you. Also, hope to see Mary Belensky back with us soon again. Glad to hear she is home from the hospital.

The N Building Birthday Club held a party at Marge's Sea Shell Inn, with Beatrice Marchellus as guest of honor. She received a gift with a gala celebration by all present.

The chapter extends best wishes to Mr. and Mrs. Thomas Nolan on their 35th wedding Anniversary.

Ann Logan, assistant recreation instructor, is leaving state service to be married in October. The Recreation Department and Teaching Staff entertained Miss Logan at the home of Mr. and Mrs. Carleton Dawley. She was also guest of honor at showers given by Ann Logan, Patricia Gagliotti and Mrs. Edward Riley. She received many gifts. Our very best wishes are extended to the couple.

Pilgrim State

Congratulations to Leo Scaff, R. N., head nurse at Edgewood, on receiving his B. S. degree in nursing from Adelphi College.

We are very happy to have these employees back at Edgewood following their recent illness: Chester Brandow, Hazel B. Smith, Fernand Fontaine, Arthur Lynch, Hilda Prasek, William Seidel and Josephine Bolenback.

Best wishes for a speedy recovery to Ralph Schad, Edward Barthelmes, Lena Inman, Julia Walls, Marie Genaro, Suzie Marzo, Catherine Cabo, and Mary Attanasio.

Deepest sympathy to the DeDeyr family on the loss of their father, and to William Enright on the loss of his uncle.

Ann Keene has left us temporarily, awaiting the stork.

Recent visitors at Pilgrim and Edgewood were Bishop Durick from Birmingham, Ala., and Dr. Laramour L. Bryan, medical inspector of the Department of Mental Hygiene.

Seven of the nurses at Edgewood are attending Teachers College, Columbia University, and Adelphi College.

The patients at Edgewood sponsored a variety show that convinced every one that a great deal of talent exists here. The show was enjoyed tremendously by the patients in the audience.

Rochester State

Rochester chapter's most recent meeting was held September 18 at the B & O Building. Sam Grossfield reported on legislative committee activities, President Sol Grossman on Western Conference doings.

Wedding belles: Celine Farrell, who married Harold Redman, and Gladys Chapman, who wed Frank Caley. Both Celine and Gladys are with Compensation. Best wishes also go to Ursula Cenname, Taxation and Finance, who married Robert Russell.

The Rochester Milk Marketing office recently welcomed two new employees—Elwyn Crowell of Cortland, the new milk and food inspector; and John H. Appel of Rochester, the new milk accounts examiner. The office lost two old standbys—John Klump, to the Agriculture office, and Donald Campbell, to WROC-TV.

Frank W. Straub, the chapter's first vice president, was seen tossing away \$20 bills at Saratoga. He reports, however, that the picture on the bills was not President Jackson's, but President Grossman's.

Bernie Colucci brought back the prize fish from a Thousand Islands vacation—the poor fish who played poker with him.

Rochester District office employees gave a dinner September 24 at the Elks Club honoring Frederick S. Russell, recently appointed commissioner of the State Insurance Fund. Mr. Russell is also president of the firm Alexander, Shumway and Utz. As commissioner appointed by Governor Harri-man, he will administer the Fund.

The Tax Department held its annual golf tournament at the Brooklea Country Club September 18. Defending champion Jim O'Rourke retained his title with a score of 84. The lowest net score was held by Jack Furman, who carded 81.

Tompkins

Board of Education news: President Allan Marshall and Kenneth Herrman attended the CSEA annual meeting in Albany October 2-4.

Congratulations to the Oakley Allens on the birth of their daughter.

Notes from Ithaca: the Oliver Neighs are back at work after their vacation.

From County Health comes the bad news that Mary Clelland broke her thumb. Get well soon!

County Hospital items: Adaline Roe, staff nurse of the maternity division who retired October 1, was honored with a dinner at the Ithaca Hotel by about fifty nurses, doctors and friends. Mrs. Roe was presented with a gift of money and a lovely orchid corsage.

Vacation returnees are Sophie Michael, Marie Miller and John Gilbert.

Congratulations to Catherine and Andy Howley, whose son was

born October 1. Catherine is a business office employee.

It's good to see Helen Deavney and Frances Grant back at work after illness.

St. Lawrence

The Occupational Therapy Department of St. Lawrence was host to the O. T. Dep't. of the Ontario Hospital of Smith Falls, Ontario during September.

John Wood won the Wehle Prize for the largest Muskellunge entered in competition for the August catch. This beauty weighed in at 41 pounds two ounces, was 55 inches long, and had a girth of 24 inches. John says he was out but a short time when he landed his fish—and so many have tried for so long.

Including the present class now taking the In Service Training Fundamentals of Supervision, 65 hospital employees will have successfully completed this important course. It is a credit to the administration of the hospital that so many employees have received this training.

Senior employees recently honored were Lee Keyes, with 41 years to his credit, and Irene Cunningham, who has been with the hospital 40 years.

Michael Leonard is serving as district deputy of the 58th District, Knights of Columbus, and as a commissioner on the Water Board.

Virginia Vines has been named president of the Women's City Club.

Sarah Lawrence is chairman of the Veterans of Foreign Wars Auxiliary Hospital Committee.

Everett Crowell is commander of the St. Lawrence Power Squadron.

The annual membership rally dinner was held October 11 at the Roman Gardens, Postdam, with 125 attending.

Following a family-style turkey dinner, Edmund L. Shea, Association counsel, introduced the speakers and presided at a panel discussion preceding a question and answer period. Members of the panel were Vernon A. Tapper, fourth vice president of the Association; Joseph Donnelly, field representative; Thomas Farley, of Ter, Bush and Powell Insurance; S. Samuel Borely, Oneida County, and Weltha B. Kip, St. Lawrence County. Miss Kip and Messrs. Tapper and Borely are members of the CSEA board of directors.

Vernon Tapper spoke on Social Security with supplementation and emphasized the importance of the county's role in convincing Legislative members that full supplementation plus retirement system pensions is basic to the CSEA program. He stated that a special sub-committee had been appointed to work with the public relations committee representing state employees and that one of their own members, Miss Kip, is on this committee.

President Marian C. Murray welcomed members and guests. In a brief talk, Miss Murray compared chapter growth to a brick wall, promising that she would furnish the mortar if members would supply the bricks.

There were also brief remarks from Stanley Howlett, membership committee chairman and Co-chairman Patricia Dunkelberg.

Dancing and a social hour followed the meeting.

A short pantomime arranged by County Clerk Lewis Paddock was given, with the following members participating: Ceylon Allen, Charles Kentfield, Henry Smith, Sue Countreis, Mabel Finley and Florence Wood.

Miss Kip, executive representative, attend the annual meeting of the CSEA in Albany. She was accompanied by President Murray and Delegate Yale Gates.

Newburgh

Twenty-one members attended a recent meeting of Newburgh chapter, Southern Conference, CSEA. Featured speaker was Charles Lamb, who addressed the group on the Association's resolutions pertaining to public works employees. Also on the program was James Anderson. Both are from Ossining.

Tracey Dicker was elected president, John Freeman, vice president; Kenneth Snider, secretary, and Joseph Krones, treasurer.

State Insurance

Plans are underway for a Christmas party to be held at the Elks Club, Rochester, some time in December. The early preparation for this event is due to the tremendous success of a recent dinner honoring Commissioner Frederick Russell of Rochester, the first of its kind held for any Commissioner by this office.

Arrangements are being made by Ann Stutz of the Claims Department and Helen Hudson of Payroll Audit, with Eddie Sambase, Claims Auditor as advisor. Margaret Cerretto of Underwriting is in charge of entertainment.

A cordial welcome is extended to the newest member of the State Fund family, Garson Kauffman of Claims, who has given our office a new look or should we say new outlook.

Nassau

Henry Bennowitz was installed as president of the Town of Oyster Bay Unit of Nassau chapter. Also installed for a two-year period were Mike Barone, Jr., first vice president; Harry Sims, Jr., second vice president; Bill Ranaldo, third vice president; Henry McVicker, secretary, and Sam Coracci, treasurer.

The installing officer was James Freuchtlinger.

The unit appropriated \$100 from its welfare fund to aid two members whose home was damaged by fire. The comradely spirit of the unit in maintaining its vital welfare fund serves as an example to all CSEA members. Congratulations to the group on its swiftness of action in times of emergency and its fine spirit.

Cayuga County

Cayuga County chapter met October 15 in the Knights of Columbus Rooms. President Chester Nodine was chairman.

Mr. Nodine was reelected for the third year. Chosen to serve with him were Stephen Androsko, first vice president; Lucy F. Murdock, second vice president; Elizabeth Cowan, secretary, and Ruth Curtis, treasurer.

The committees chosen, chairman's name first, were: Membership: city, Stephen Androsko; county, Lucy Murdock; Loretta Jones, Jack Clifford, Herman Beyer, Ruth Curtis, Ray Giannonone and Caroline Dewey.

Grievance: city, Herman Beyer; county, Douglas Hart; Stephen Androsko, Leonard Pettigrass, Holdridge Sinclair and Elizabeth Leonard.

The board of directors consists of Holdridge Sinclair, Helen Wiley, Jack Clifford and George Burns.

Mr. Nodine and Robert Spoor were delegates to the Association's annual meeting in Albany October 2-4.

Kenneth Burghduff, former chapter secretary, has accepted the position of clerk for the County Board of Supervisors.

Grace Kromer has been appointed typist in the County Clerk's office.

Ruth Curtis was elected president of the W. Mynderse Rice American Legion Post 97 Auxiliary, Auburn, N. Y.

Letchworth Village

A surprise farewell party was held in the Boys Home in honor of Mrs. Jean Clark, of the Secor sewing room, who retired.

About 90 persons attended from the Boys Group, Hospital and Disbrow, as well as friends from other departments, and outside of Letchworth Village. Mrs. Clark was happy to see so many friends and relatives gathered to wish her well. They included her daughters, Mrs. Louis Millen of Garnerville, Mrs. Walter Millen of Pearl River, and Mrs. James Ironsides, also of Garnerville, and their brother, David Clark, Jr.

Mrs. Catherine McMeeking poured. Assisting hostesses were: Mesdames Mary Garland, Ethel Gibson, Margaret Niblet and Lila Matasovic. Waitresses from Franklin served the sandwiches and cookies.

Tommy Hanlon served as master of ceremonies and presented the CSEA retirement check to Mrs. Clark, and a \$100-dollar bill, the gift of fellow-employees. There were also several individual gifts and flowers from relatives and close friends.

Among the guests were Dr. Joseph L. Camp, acting director, Lillian Kent, chief supervising attendant, and her assistant chief supervisor, Mrs. Vivian Roby; Annie Baker, Hilda Lohnes, Mrs. Alma Hadden, Mrs. Martha Harris, Mr. and Mrs. James Barr, and Mrs. Bob Leighton, R. Heminover, and Mr. and Mrs. George Patterson.

Mr. and Mrs. Clark lived in Camden, N. J. upon arriving from Scotland, then went to Letchworth Village in 1930. Mr. Clark was employed in the Adult Male Group up to 1944, when he underwent eye surgery and lost his sight. Mrs. Clark has been employed as seamstress in Secor Annex most of her 26 years of service.

Both Mr. and Mrs. Clark will vacation in Floriad. They left October 15.

STATE Promotion

STATE PROMOTION INCOME TAX EXAMINER

Table listing names and numbers for State Promotion Income Tax Examiner. Includes names like Diercks, Gabriel Schult, Kavatanda, Samuel Watervliet, etc.

HEAD ATTENDANT State Schools, Department of Mental Hygiene

Table listing names and numbers for Head Attendant State Schools, Department of Mental Hygiene. Includes names like Ouderkirk, M. Thibault, Leonard, Lela Haverstraw, etc.

NYC Can't Get Enough Stenos And Typists

There are still many vacancies for New York City stenographers, said to the Department of Personnel.

From the October 17 certification pool held by the department, 8 typist appointments were made, compared to 122 vacancies. Of the 207 stenographer openings, only 59 were filled. Seventeen out of 19 departments appointed typists; 22 of 34 agencies filled stenographers vacancies.

Of the typist eligibles certified, 55 declined or 32 failed to appear. Ninety-six stenographer eligibles were called, with 20 declining and 32 absent. A new typist list of 657 names was established October 24, and another pool will be held soon. Stenographers start at \$3,000, typists at \$2,750.

POLICE MEMORIAL

The New York City Police Department will hold its annual memorial services for deceased members on Sunday, November 11, at 3:30 P.M., at Mount Neboh Temple, 130 West 79th Street, New York City.

LEGAL NOTICE

CITATION The People of the State of New York, by the Grace of God, free and Independent, to Attorney General of the State of New York, The City of New York, Department of Hospitals, and to "John Doe" the name "John Doe" being fictitious, the alleged husband of Bessie Conet, also known as Stella Conet, deceased, if living and if dead, to the executors, administrators, distributees and assigns of "John Doe" deceased whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein:

and to the distributees of Bessie Conet, also known as Stella Conet, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein:

being the persons interested as creditors, distributees or otherwise in the estate of Bessie Conet, also known as Stella Conet, deceased, who at the time of her death was a resident of 157 Chrystie Street, New York, N. Y. Send GREETING:

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

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, Room 309, in the County of New York, on the 11th day of December 1956, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of the Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled, and why the sum of \$250 should not be expended for the erection of a monument on the decedent's grave.

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

Witness, Honorable WILLIAM T. COLLINS a Surrogate of our said County, at the County of New York, the 22nd day of October in the year of our Lord one thousand nine hundred and fifty-six.

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

O'KANE HEADS NEW EMERALD SOCIETY UNIT

Fireman Eugene M. O'Kane, was installed as president of the newly formed Emerald Society of the New York City Fire Department. Mr. O'Kane is assigned to Engine Company 58.

Installed with Mr. O'Kane were William Brennan, vice president; Ra yEgan, recording secretary; Reginald Ryan, financial secretary, and James Fitzpatrick, treasurer.

Fireman List Of More Than 3,000 in Sight

The New York City Personnel Department announced results of fireman physicals. As of October 23, it said, 2,724 passed, 41 were absent and 315 failed. Successful candidates appeared for agility tests October 27, the last day of the physicals.

Last week an eligible list of more than 3,000 was indicated. The Fire Department has about 400 fireman vacancies. Fire Commissioner Edward F. Cavanagh, Jr., says the department needs to expand its quota by at least 2,800.

MANUAL AIDS NYC SECRETARIES' WORK

The New York City Personnel Department and the Housing Authority collaborated on a manual for City civil service secretaries, now being distributed. Personnel Director Joseph Schechter announced. It outlines secretarial duties, and offers hints on work organization, taking dictation and meeting the public.

LEGAL NOTICE

HOOKEES, WILLIAM L., also known as WILLIAM LAWRENCE HOOKEES.—CITATION.—P 3037, 1956.—The People of the State of New York, By the Grace of God Free and Independent, To Attorney General of the State of New York, Public Administrator of the County of N. Y. Unknown heirs at law, next of kin and distributees of WILLIAM L. HOOKEES, also known as WILLIAM LAWRENCE HOOKEES, deceased, who and whose names and places of residence are unknown and cannot after diligent inquiry be ascertained, and if dead, to their legal representatives, their husbands and wives, if any, and their distributees and successors in interest, all of whom and whose names and places of residence are unknown and cannot after diligent inquiry be ascertained, send greeting:

Whereas, J. JOSEPH MEHLBERG, who resides at 81 Ocean Parkway, in the Borough of Brooklyn, 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 the 25th day of January, 1955, relating to personal property, duly proved as the last will and testament of WILLIAM L. HOOKEES, also known as WILLIAM LAWRENCE HOOKEES, deceased, who was at the time of his death a resident of 340 West 55th Street, 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 27th day of November, 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 personal property.

In Testimony whereof, we have caused the seal of the Surrogate's Court to be hereunto affixed. Witness Honorable William T. Collins, Surrogate of our said County of New York, at said County, the 16 day of October, in the year of our Lord, one thousand nine hundred and fifty-six.
PHILIP A. DONAHUE
Clerk of the Surrogate's Court

SUPPLEMENTAL P.2859-1956 CITATION The People of the State of New York By the Grace of God Free and Independent To RICHARD W. PETZE, the next of kin and heir at law of Yolande Collins Richardson, deceased, send greeting: WHEREAS, Chemical Corn Exchange Bank, a banking corporation duly organized and existing under the laws of the State of New York and having its fiduciary office at No. 30 Broad Street, City, County and State of New York, and Nathaniel F. Bedford, an attorney at law of the State of New York with offices at No 20 Pine Street, City, County and State of New York, who resides at No. 33 Crane Road, Mountain Lakes, Morris County, State of New Jersey, have lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date the 17th day of July, 1955, relating to both real and personal property, duly proved as the last will and testament of Yolande Collins Richardson, deceased, who was at the time of her death a resident of Suite 709, Roger Smith Hotel, Lexington Avenue at 47th Street, 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 27th day of November, 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. WITNESSED, Honorable William T. Collins Surrogate of our said County of New York, at said County, the 17 day of October in the year of our Lord one thousand nine hundred and fifty-six.
PHILIP A. DONAHUE
Clerk of the Surrogate's Court
(L.S.) (New York Surrogate's Seal)

DO THE SURVIVORS of an insured person have a choice between a lump-sum and monthly benefits? C. J. P.

A lump-sum payment ranging between \$90 to \$225 is paid on the account of any insured individual at his death. It is payable to the eligible spouse, or if there is no surviving spouse, to the person who pays burial expenses of the deceased. In addition to the lump sum, monthly benefits may be paid to certain survivors designated by the Social Security Act. These are a widow or dependent widower, children under 18, or dependent parents. There is no option between monthly benefits and a lump sum.

25 Police Promoted

New York City Police Commissioner Stephen P. Kennedy made 52 supervisory promotions in the Police Department executives the quota, except for captain.

Twelve were promoted to lieutenant and 34 to sergeant.

The last number reached for the sergeant was 914, for lieutenant, 111.

A new list for captain is due soon.

LEGAL NOTICE

At Special Term Part II of the City Court York held at the Courthouse on the 8th day of October, 1956. Present: Hon. James E. Mulcahy, Justice. In the matter of the Application of Colozera Luigi Ligzio, Eleanor Shirley Ligzio, Andrew David Ligzio, an infant, and Fern Stacey Ligzio, an infant. For leave to change their names to Carl Louis Liggett, Eleanor Shirley Liggett, Andrew David Liggett and Fern Stacey Liggett respectively. Upon reading and filing the petition of Colozera Luigi Ligzio, born March 28, 1924 in Richmond, Va. February 18, 1936 birth certificate No. 452, Andrew David Ligzio, born in New York, N. Y. October 11, 1945 birth certificate No. 17053 and Fern Stacey Ligzio born in New York, N. Y. July 15, 1955 birth certificate No. 158-55-41059 are authorized to assume the names of Carl Louis Liggett, Eleanor Shirley Liggett, Andrew David Liggett and Fern Stacey Liggett respectively on and after November 17th 1956 provided this order be entered and the papers on which it is granted be filed within 10 days from the date hereof in the Clerk's Office of this Court and a copy of this order published within 30 days of entry of the order in Civil Service Leader and within 40 days after making this order the affidavit of publication be filed in the Office of the Clerk of this Court and on each compliance with the Civil Rights Law petitioners and infant applicants on and after November 17th, 1956 shall be known by the names of Carl Louis Liggett, Eleanor Shirley Liggett, Andrew David Liggett and Fern Stacey Liggett and no other.

Enter
J.C.C.
J.E.M.

P.2558, 1956.—CITATION.—The People of the State of New York, By the Grace of God Free and Independent, To STANISLAW SWALEK, JOZEFA PREISNER, PUBLIC ADMINISTRATOR OF THE COUNTY OF NEW YORK, ATTORNEY GENERAL OF THE STATE OF NEW YORK and to all the heirs at law, next of kin, and distributees of ANTONINA MARCINKIEWITZ, deceased, if living, and if any of them be dead to their heirs at law, next of kin, distributees, legatees, executors, administrators, assignees and successors in interest, whose names and places of residence are unknown and cannot be ascertained after due diligence the next of kin and heirs at law of ANTONINA MARCINKIEWITZ, deceased, send greeting:

WHEREAS, JOSEPHINE MROWKA and MICHAEL WERGZA, who reside at 116 East 7th Street, New York, N. Y., and 123 East 7th Street, New York, N. Y., respectively, have lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date March 30, 1955 relating to both real and personal property, duly proved as the last will and testament of ANTONINA MARCINKIEWITZ, deceased, who was at the time of her death a resident of 144 East 2nd Street, Borough of Manhattan, the County of New York.

THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 15th day of November, one thousand nine hundred and fifty-six, at half-past ten o'clock in the forenoon of that day, why said will and testament should not be admitted to probate as a will of real and personal property.

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

WITNESS, Honorable WILLIAM T. COLLINS, Surrogate of our said County of New York, at said County, the 2nd day of October in the year of our Lord one thousand nine hundred and fifty-six.
PHILIP A. DONAHUE
(L.S.) Clerk of the Surrogate's Court

QUESTION, PLEASE

HAS THERE BEEN any change in the benefit rate under the new amendments? E. P.

The only change in the benefit rates is the provision for a reduced annuity for certain women beneficiaries at age 62. The benefit formulae and the amounts of existing benefits remain the same.

HOW MUCH can a beneficiary earn without a loss of benefits? J. O'M.

A beneficiary under 72 years can earn up to \$1,200 a year and receive all his benefits. There is no restriction on the amount earned per month. If he earns more than \$1,200 a year, he would lose some or all of his benefits, depending on the amount of his earnings. However, he would not lose a benefit for any month in which he earned \$80 or less in wages and did not render substantial services in self-employment.

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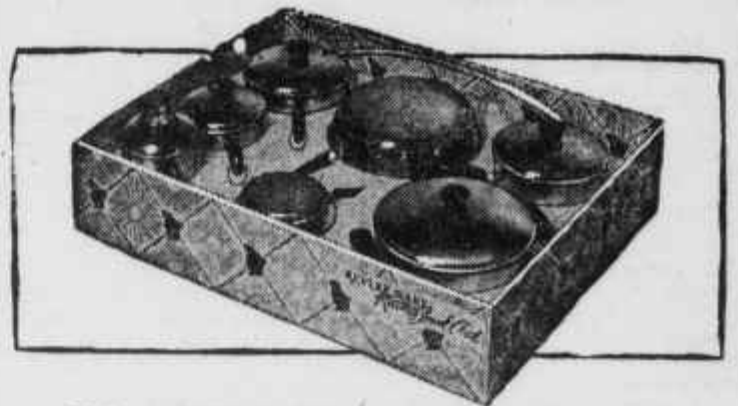
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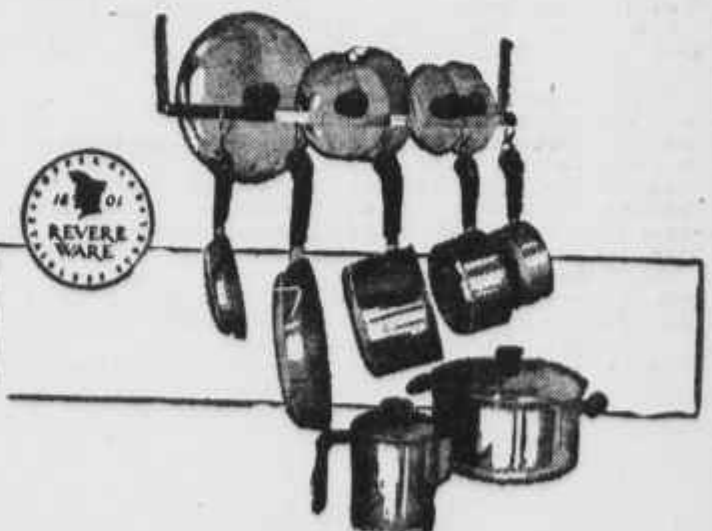


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APPROVES NEW SET OF ATTENDANCE RULES

(Continued from Page 1)

Instead of two, as there were previously.

Major Changes

Other major changes are these:

1. Employees appointed after the new rules take effect will earn 13 days vacation per year, plus one additional day for each year of service until after seven years they will earn 20 days a year.

2. Paid sick leave will be increased from 12 to 13 days a year.

3. Five days personal leave will be allowed annually for personal business. Time allowances for these purposes were formerly not specified in the rules, with the result that there was no uniformity in practice.

4. Employees will be allowed to accumulate vacation and overtime credits up to 30 days in each category, with no fixed time

for liquidating these credits. Formerly vacation and overtime credits had to be used before the end of the fiscal year following the fiscal year in which they were earned, or else they were forfeited. (Equal time off is allowed for overtime, except in cases where payment at regular rates of pay has been specially authorized.)

5. When an employee dies while in the service, his estate will be paid in cash for vacation and overtime credits that were due him. In the past, no such payments have been made.

6. An employee who resigns or retires will be paid in cash for accrued vacation and overtime, up to the limit of 30 days. The former practice was to liquidate these credits by keeping such an employee on the payroll until they were used. This tied up positions

about to be vacated and therefore caused administrative difficulties.

The Attendance rules do not apply to employees paid on an hourly or per diem basis; employees of the Judiciary, the Legislature, and public authorities such as the Thruway Authority; or to certain employees in the Executive branch who are not in this respect under the jurisdiction of the Department of Civil Service. Among the latter are employees of the Division of State Police, the Division of Military and Naval Affairs, and the instructional staffs of educational institutions under the State University. Heads of these agencies may elect to adopt the Civil Service Commission's attendance rules if they wish to.

(The Leader will print the complete set of new attendance rules in next week's issue.)

Blueprint For Action Given To Assure Social Security

(Continued from Page 1)

securing of favorable Social Security legislation.

3. The committee and its organized workers should plan at the earliest practicable date to canvass each legislative representative in their areas to impress them with the importance of the organization's point of view relative to Social Security. The visits to the legislative representatives should be group visits where possible, as well organized group under good leadership can make a strong impression in behalf of any program.

4. The committees should use their organized workers to spread the gospel of Social Security to their fellow employees. By that means all or practically all of the employees within a political area could be visited and talked to about Social Security.

5. The committee should hold mass meetings of employees for the purpose of describing and explaining the benefits which will accrue to the public employees by the addition of full supplementation. The speakers at these meetings should be persons sufficiently well versed in the operation of both the Social Security program and the Employees Retirement System so as to be able to handle themselves well during the question periods which inevitably will follow any of these meetings.

6. In the event, it becomes necessary to involve the general public of the locality, the committee should take steps to utilize all the facilities involving mass media in their community. These media consist of:

- (a) Newspapers, both daily and weekly.
- (b) Radio and/or television.
- (c) Local civic groups as service clubs, P.T.A.'s etc.

The public of your local community should be involved in the Social Security question only as a last resort. The problems of Social Security and employees retirement are so complicated that even the public employee has difficulty to fully understand them. It is therefore a risk to involve the general public in this discussion unless it is absolutely necessary.

No Boundaries

7. In certain areas of the state, it may be necessary for the committee from one county organization to cross county lines in their campaign work. Not all of the counties in the state have civil employee organizations, and thus it may be necessary to increase the geographical areas which a few committees may have to cover.

8. It is important for good organizational work that the committee should be the focal point within the chapter area for the clearance of all matters pertaining to Social Security.

Any organization can be only as vital as the energy of its members. A committee and its officers are only a structure to keep the work of an organization moving in an orderly fashion. The real work of any campaign must always, in the last analysis, be done by the members of the group. If the members of the county chapters will take the Social Security campaign to heart and work for it within the channels set up by the committee, the results would be impressive.

Buffalo Woman Will Head Albion Training School

ALBANY, Oct. 29—A Buffalo woman, Miss Genevieve C. O'Connell, has received a provisional appointment as superintendent of the Albion State Training School.

The appointment, which is effective November 1, is provisional, pending the holding of a Civil Service examination. Salary for the post is \$7,750.

In making the appointment Correction Commissioner Thomas J. McHugh said that for some time he has been thoroughly convinced, as have many correctional agencies and individual experts in this field, that a woman can best administer an institution for women. Albion, located in Orleans County, is an institution for delinquent women 16 years of age and over.

Symposium on Problems Of Non-Teaching Personnel Sponsored by Nassau Unit

The Nassau chapter, Civil Service Employees Association, is sponsoring a meeting of all non-teaching personnel, to be held Saturday, November 10 at 7:30 P.M. at the Wisdom Lane Junior High School, Center Lane, Levittown.

The purpose of the meeting is to discuss the problems of non-teaching personnel in regard to wages, hours, overtime, the five-day week, and ways and means of correcting any inequities that may have arisen.

All Nassau County non-teaching employees, in such titles as chief custodian, custodian, maintenance man, and office and kitchen helper are urged to attend.

The Nassau chapter is proud to announce that another school dis-

trict has signed up 100 per cent membership in CSEA—School District No. 22, Farmingdale.

Several weeks ago the employees of the Hicksville School District also signed up 100 per cent. Other school districts are expected to follow this unit's example soon.

On Wednesday, November 21 at 3 P.M., at the Hempstead Elks Club, a member of the Federal Social Security Agency will address Nassau chapter. His subject will be Social Security and its effect on Nassau County's public employees. He will answer questions on this important topic following his talk. Members are urged to bring as many non-members as possible to the meeting, in order that they may be informed on the vital subject of Social Security.

Assn. Social Security Committee Gives Report

(Continued from Page 3)

of supplementation received enthusiastic and overwhelming employee support throughout the entire State. It was what the employees then desired and we are absolutely certain what the employees now desire.

The Barrett-Gittleson bill was kept in Committee in both Houses of the Legislature despite considerable pressure from the members of the Legislature to pass this bill. Apparently its failure of passage was attributable to a higher level agreement between the Governor and the leaders of the Legislature to defer action on Social Security until next year.

This inference finds support in the statement made to that effect by the Governor in his veto message to the Van Lare-Hatch bill on the same subject. The Van Lare-Hatch bill, in the face of the agreement referred to above, slipped through the Legislature in its closing hours, but was vetoed by

the Governor, according to his message, because of certain defects he found in the legislation.

Support From Levitt

The intense interest in the Association supplementation program received a great boost in May of this year when a member of the Administration, State Comptroller Arthur Levitt, publicly advocated a supplementation plan which parallels in all but minute detail the program advocated by the Association in the last Legislature.

By recent amendment to the Federal Social Security Law, the situation was improved even further with respect to participation by members of public employee retirement systems. According to an opinion received from John Kelly, Jr., Association Counsel, the amendment to the Federal Law would permit those members of public retirement systems who did not wish Social Security to reject it on an individual basis for themselves even after referendum had demonstrated a majority of the members of the system were in favor of Social Security.

This, of course, will remove the opposition of those who feel they already have full Social Security coverage or feel there are reasons of their own that Social Security would not be of particular benefit to them. Comptroller Levitt's statement in August informs us that he had specifically requested the inclusion of New York State in this provision to permit individual choice not to accept Social Security. Despite the change in the law, however, it is still necessary that a referendum be held and that there be a majority vote of the employees in favor of Social Security.

Priority Asked

Because of the necessity of the referendum as well as the even approval of our program, we recommend to you delegates and to the Association that the Social Security program immediately, without awaiting the advent of the legislative session, be made a matter of top priority among Association programs. Long before the legislative session, each and every legislator should be seen by Association members residing in his district to be certain that he understands the employee program on Social Security. All of the public relations facilities of the Association should be utilized beginning immediately to disseminate information concerning the program to employees.

Although the developments of last year can certainly be interpreted as extremely hopeful toward the accomplishment of Social Security through legislation enacted at the 1957 session, it is by no means a certainty, and only by a continuation of the intense interest and support shown during the 1956 session will supplemental Social Security become a reality rather than a dream.

Membership

(Continued from Page 1)

can assume that there are at present 48,500 members in the State Division for the current year so far as dues authorizations or payments are concerned, and thus we are already 500 over last year's total in the State Division.

Within the next week Headquarters will send to every State Division Chapter an identified dues deduction authorization form with appropriate material for every state employee who has thus far not furnished signed dues deduction authority.

It is quite evident that if our Chapters make a reasonable effort on this follow-up drive, the Association will achieve a very substantial increase in State Division membership in the next couple of months.

County Drive Is Good

As to the County Division, we have received as of this date approximately 1,500 dues payments for the new year. The County Division members were billed direct for membership renewal on October 9 and on October 19 complete membership campaign material, including membership renewal bill for each member, was sent to each County Division Chapter.

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

ACTIVITIES OF EMPLOYEES IN STATE

Marcy State Hospital

Rehearsals are now in progress for "John Loves Mary," a three-act comedy to be performed by members of the Marcy State Hospital chapter, CSEA, in the hospital auditorium December 6 for the patients and December 7 for the public.

The show, a hit on Broadway some years ago with Tom Ewell and Nina Foch in the leads, deals with a wartime romance of many complications. In the cast are Richard Lewis, Jeanne Stewart, Dr. Donald Graves, Curtis Small, Harry Moshaty, Raymond Howell, Mary Hoover, John Hoover, Mary Crill and Thomas Cianciola. George Humphrey is chairman for the affair.

Fred Kellogg, of the Kellogg Lumber Company, will direct the production. He is a member of the Players' Club of Utica.

The crew and production staff include Hugh Jones, stage manager; Margaret Coyne, Brenda Brown and Jean Stanger, secretaries; Esther Kittredge, Alex Magnitzki and Shaheen Moshaty, publicity; William Harp, Margaret Coyne and Jeanne Cominaki, program book; Shaheen Moshaty, Mary Terrill, Marion Dohr, and Alex Magnitzki, props.

The ticket committee consists of Mary Cahill, chairman; Marjorie Boxall, Barbara Genter, Marie Williams, Edna Smart, Assunta Spada, Elmer Guild, Mary Terrill, Betty Small, Margaret Coyne, Henry Cutler, Ster-

ling Cross, Maude Simmons, Al Cahill, Walter Hunsinger and Charles Methe.

Metro Public Service

Joseph B. McAndrew, associate accountant in the New York office of the Public Service Commission, was transferred to the Albany office of the Commission. The accountants in the Utility Accounting Bureau gave Mr. McAndrew a luncheon recently and presented him with a pocket-secretary. Mr. McAndrew was an active member of the chapter's executive council for many years, and the council passed a resolution thanking him for his services and wishing him good luck on his new assignment.

The executive council of the Metropolitan Public Service chapter met on Tuesday, October 9, to hear the reports of its delegates attending the annual meeting in Albany.

The council was gratified to hear that the chapter's resolutions in regard to payment of medical bills for doctor's visits at home and at office was adopted and made Point 10 of the Association's Health Plan proposals. This resolution was also supported by the Metropolitan New York Conference. Another resolution which was sponsored by the chapter, in regard to increasing dinner allowance for employees working overtime from \$2.50 to \$3.50, was also adopted by the delegates.