

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XIX, No. 1 Tuesday, September 10, 1957 Price Ten Cents

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## Salary Resolution To Be Held Until Last Minute; Committee Approves 67 Others To Date

### Assn. Insists on Right To Discuss Attendance Rules Of Troopers With State

ALBANY, Sept. 9—John F. Powers, President of The Civil Service Employees Association, released his letter to Superintendent Francis S. McGarvey of the State Police requesting opportunity for the Civil Service Employees Association to discuss with the State the formulation of rules and regulations affecting the employees of the Division.

In commenting upon the letter, Mr. Powers said: "We do not think that the reason given by Deputy Superintendent Searle in his recent letter for not furnishing us a copy of the employee rules and regulations governing the State Police is valid. Superintendent Searle stated that the supply of the rules was limited and that also they were under revision. He did, however, promise that as soon

as they were revised, we would receive a copy.

"However", continued Mr. Powers, "under the terms of the Governor's Executive Order on establishing grievance procedure for State Police, it is expressly stated that 'proposed new rules or modification of existing rules governing working conditions should, wherever practical, be announced in advance and discussed in conference with employee representatives before they are established.

"With 1,074 State Troopers as members of our organization, we definitely can be considered the employee representative of the State Police, and we feel that under the terms of the Executive Order it is not only our privilege but our right to be furnished

a copy of the employee rules and regulations currently in effect even if they are in the process of revision. The purpose of the Executive Order is clear. These rules are to be revised in consultation with employee representatives. We therefore feel that our letter to Superintendent McGarvey is in good faith, and we are releasing the same below."

#### Letters to McGarvey

"We are extremely disappointed by the letter of August 16 from Deputy Superintendent Searle. As the representative of the great majority of the employees of your Division, our Association feels entitled to a copy of the present rules and regulations by which the working conditions, vacation, sick leave and other personal matters are governed.

"Our Association requests the opportunity to have its representatives confer with representatives of the State to discuss the amendments to the rules and regulations which are now under consideration, before such amendments become effective. We ask this privilege.

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#### Metro Group Meets On September 21

The first fall meeting of the Metropolitan New York Conference of The Civil Service Employees Association will be held on Saturday, September 21, 1957 at Manhattan State Hospital, Wards Island, New York, at 1:30 P.M. The Manhattan State Hospital Chapter will act as host to the Conference.

The agenda will consist primarily of formulating a legislative program which the Conference will follow this coming year, as well as discussion on resolutions to be presented at the annual meeting of the Association to be held in Albany on October 14 and 15, 1957.

Chapter presidents are urged to attend this important meeting and to notify the conference secretary as to who their delegates will be at the meeting in order to facilitate the refreshment arrangements being made by the host chapter.

ALBANY, September 9—Sixty-seven resolutions have been approved by the Resolutions Committee of the Civil Service Employees Association and will form the base for the Association's legislative program of 1958.

The vital resolution on salary recommendations is not included at this time, however.

This change in the usual procedure developed as the CSEA Salary Committee held its meetings and discovered an almost-monthly upsurge in the cost-of-living index. It therefore notified the Resolutions Committee that it wished to delay its final recommendations until just before the Association's annual meeting October 14 and 15 in order to propose as accurate a salary appeal as possible.

A printed copy of the recommendation will be prepared for chapters and delegates to the annual meeting in time for their consideration.

The approved resolutions cover a wide range of legislation: from a 40-hour week in institutions to increased pension and working benefits.

John F. Powers, CSEA president, in the meantime urges all further resolutions be sent to the Resolutions Committee promptly if they are to receive proper consideration.

The Resolutions Committee referred 26 resolutions for further study and disapproved 24 others. These will be reported on in next week's issue of The Leader.

#### Approved Resolutions

Below are resolutions approved to date. The salary recommendation will become Number 1. Starting with 2 they are:

#### SALARIES

2. Maximum forty hour week without loss in pay or guaranteed annual salary.

RESOLVED, that no state employee shall receive less take-home pay as a result of being reduced to a 40 hour work week and that state employees shall receive the Same Guaranteed Annual Salary they now receive for 42 hours, for a true 40 hour work week, and the salary scales of the remaining state employees shall be adjusted to bring them into proper alignment.

3. Time and a half for overtime.

RESOLVED, that the Association support or sponsor legislation to provide that all state employees who are required to work overtime shall receive time and one-half pay for overtime beyond normal work hours per day.

4. Adequate salaries for armory employees.

RESOLVED, that the Association support or sponsor legislation to grant Armory employees the salary adjustment given State employees generally in 1956; to provide for Armory employees pay comparable to that received by

other State employees. (Approved as amended).

5. Increase per diem expense allowance for state police.

RESOLVED, that the Association take necessary steps to increase the per diem meal allowance of State Police to \$8 per day as accorded other State employees.

6. Extra increment after twenty-five year service.

RESOLVED, that the Association sponsor or support legislation to provide extra salary increment after completion of twenty-five years service.

7. Increase minimum salary and provide maximum pay after three years for state police.

RESOLVED, that the Association seek increased minimum salary, and maximum salary after three years for State Police.

8. Premium pay for night shifts of state employees.

RESOLVED, that the Association seek additional compensation for state employees in the amount of \$300 per annum for those the majority of whose work hours are between 4 P.M. and midnight, and \$200 per annum for those the majority of whose work hours are between midnight and 8 A.M. (Approved as amended).

9. Hazardous pay in tuberculosis services.

RESOLVED, that the Association sponsor or support legislation to provide hazardous pay for all employees in tuberculosis hospitals and tuberculosis wards and all other employees whose duties require that they be exposed to the hazard of contracting tuberculosis.

10. Mandate school districts to adopt definite salary schedules.

RESOLVED, that the Association sponsor or support necessary legislation to make it mandatory for all school districts and boards of education to submit and adopt definite salary plans with increments for all employees.

11. Mandate political subdivisions to establish definite salary schedules.

RESOLVED, that the Association sponsor or support the necessary legislation to make it mandatory for all counties and subdivisions to submit and adopt definite salary plans with increments for all employees.

#### RETIREMENT

12. Optional retirement at half pay after 25 years, minimum age 50, with state sharing cost, effective April 1, 1959, for Correction custodial employees.

RESOLVED, that the Association sponsor or support legislation that will permit custodial employees in the Department of Correction to retire after 25 years service at minimum age 50 at half pay with state and employee sharing additional future cost to be effective April 1, 1959.

13. Optional retirement at half pay after 25 years service for mental hygiene employees.

RESOLVED, that the Association sponsor and support legislation to assure optional retirement at half pay after 25 years service for employees of the Department of Mental Hygiene.

14. Optional retirement at half pay after 25 years service for all employees.

RESOLVED, that the Association sponsor and support legislation

(Continued on Page 14)

ALL CSEA MEMBERS!

**IMPORTANT!**

PLEASE READ!

Watch for your CSEA Election Ballot. It will be put in mail addressed to you on September 27, 1957. USE IT PROMPTLY. It is YOUR responsibility to choose YOUR representatives.

If you don't get your ballot, or lose it—get the necessary form to request a replacement ballot from your chapter, or from any of the sources listed below. DON'T DELAY—complete the form and return it to any of the sources listed below and a replacement ballot will be sent to you promptly.

DON'T DELAY—Election ballots must reach the Board of Canvassers at Albany Headquarters by 6 P.M., October 14, 1957. ACT ACCORDINGLY.

WATCH FOR YOUR ELECTION BALLOT  
USE IT PROMPTLY UPON RECEIPT

CSEA HEADQUARTERS, 8 Elk Street, Albany, N. Y.

or

For Metropolitan NYC Area and Long Island—  
CSEA Branch Office, 61 Duane St., New York City.

For Western NY Area—Field Representative  
Jack Kurtzman, 267 Maple Avenue, Hamburg, N. Y.

For Central NY Area—Field Representative Ben  
J. Roberts, 329 South Titus Avenue, Ithaca, N. Y.

# General Information on State Health Insurance Plan

## As Prepared by the State Civil Service Department

ALBANY, Sept. 9 — A guide for supervisors on the State's new health insurance program has been prepared by the State Civil Service Department. It asks and answers 48 questions about the program soon to get underway.

In an introduction, the department explains that the new program will provide broader benefits at lower costs than any plan presently available to state employees, and adds:

"Its very newness will require an intensive educational and enrollment program. Your personal interest in the program will determine its ultimate success. Our goal is 100 per cent participation."

The introduction concludes: "This question and answer booklet has been prepared to aid you in explaining the new state health insurance program to your employees."

The questions and answers follow:

**1. WHY DO I need health insurance?**

To protect yourself and your family from heavy financial burdens in the event of accidents or illness. Today's high costs of hospital, medical and surgical care make this type of insurance an absolute necessity.

**2. WHAT ADVANTAGES does this plan have over other plans?**

It provides broad coverage at low cost. This is possible because of two factors: 1) It is a group plan, lower in cost than individual plans, and 2) New York State shares the cost of the plan. Fifty percent of the employee's cost coverage is paid by the State, as well as thirty-five percent of the cost of covering his eligible dependents.

**3. WHAT TYPES of coverage are provided?**

Hospitalization benefits  
Surgical-medical benefits  
Major medical benefits

**4. WHO ARE THE carriers who will provide the benefits under the plan?**

There are three options provided for in the State plan. Under option A, the plan provides for hospital benefits being covered by Blue Cross, surgical-medical benefits being covered by Blue Shield, and major medical benefits being covered by the Metropolitan Life Insurance Company. In areas where approved comprehensive plans are available, under options B and C, the employee may elect to take these options in lieu of part I benefits provided by Blue Cross.

**5. ARE THE THREE OPTIONS available to all eligible employees?**

No. Only option A is available to all employees. Options B and C are only available to employees who reside in certain areas of the State. (See the HIP and GHI directories for the areas serviced.)

**6. HOW MUCH will this plan cost me?**

About the same amount as you are currently paying if you are now covered by insurance which provides hospital, medical and surgical benefits. However, because the State is paying a large part of the cost of this new plan, your benefits under the State plan are far greater than under

any present plan. In addition, the State plan provides for payment of medical expenses which are not covered under usual health insurance policies.

**7. HOW WILL PAYMENTS for the plan be made?**

By payroll deductions and direct payment, under certain circumstances, such as when an employee is on leave without pay, etc.

**8. MAY I TAKE just one or two types of coverage?**

No. You must take either option A in its entirety or option B or option C. If allowances were made to provide for partial coverage, the plan would be much more expensive.

**9. WILL I BE required to take a medical examination?**

Not if you enroll in the program within two payroll periods after you first become eligible.

**10. WILL THOSE FAILING to enroll when they first become eligible have a chance to do so at a later date?**

Yes. If you desire to join later than two payroll periods after you first become eligible, submission of satisfactory medical evidence of insurability will be necessary. Furthermore, in order to be eligible for retired employee coverage during the first ten years of the plan's operation, you will have had to be enrolled from the inception of the plan or from the time you first became eligible to enroll.

**Part I - Hospitalization Coverage.**

**11. WHAT IS THE maximum number of days for which hospitalization will be provided?**

120 continuous days under this part of the plan. Hospitalization for one disability in excess of 120 days will be covered under the major medical aspect of the program.

**12. WHAT WILL THE hospitalization coverage under part I provide?**

Room occupancy and board, up to the hospital's most common semi-private room rate, in any legally constituted hospital.

**13. WHAT OTHER BENEFITS are provided under this part?**

All necessary hospital services during the period for which room and board benefits are provided.

**14. WHAT ARE SOME of these "special" services?**

General nursing care  
Use of operating and other special rooms and equipment  
Laboratory and pathological examinations  
Prescribed drugs and medicines, dressings and plaster casts  
Ambulance service  
Many others

**15. MAY I OCCUPY a private room in a hospital?**

Yes. However, the benefits for room and board will be based on the hospital's most common semi-private room rate.

**16. WHAT BENEFITS are payable for hospitalization for mental or nervous disorders or pulmonary tuberculosis?**

If a covered individual is confined in a hospital for diagnosis or treatment of such conditions, benefits will be payable up to a

maximum period of 30 days. Additional coverage for these illnesses will be available under the major medical coverage part of the plan.

**17. WILL MATERNITY cases be allowed the 120 day hospitalization limit?**

Yes, but only in other than normal birth and for other than normal children (See part IV, Maternity and Obstetrical Benefits.)

**18. IF HOSPITALIZATION confinement is due to two or more causes, will hospitalization coverage be extended beyond 120 contiguous days?**

Not under part I of the plan (See answer 10). Further, readmission to a hospital within 90 days after a previous hospitalization will be considered part of the first hospitalization.

**19. IS IT POSSIBLE to receive more than 120 days of hospitalization during a 12 month period of time?**

Yes. For example, one might be in a hospital for 120 days beginning in January (January through April). If one left the hospital from May to July (a period of over 90 days) he would be covered again for the following 120 days at the end of July. (See answer 10).

**Part II - Surgical, Anesthesia, Radiation Therapy, and In-Hospital Medical Benefits**

**20. WHAT SURGICAL benefits are provided by this part?**

Benefits equal to the actual amount charged for surgery by a licensed physician or surgeon, including dental surgery necessitated by accidental injury or disease, up to the maximum listed in the schedule of surgical operations.

**21. WHAT ABOUT NORMAL pre-operative examinations and post-operative care?**

The surgical fees shown in the schedule are assumed to cover these services.

**22. HOW ARE PAYMENTS provided when two or more operations are performed at the same time?**

Payment will not exceed the fee for the major procedure plus fifty percent of the fee for each other procedure, with no allowance for incidental procedures or such larger amounts as is provided under the surgical fee schedule.

**23. WHAT PAYMENTS will be provided for operations not listed in the schedule of surgical operations and for operations listed "SC"?**

In those cases, the maximum payment will be determined by the insurance carrier in amounts consistent with the maximum amounts listed for other operations.

**24. WHICH SURGICAL "services" will be paid for?**

They will include, but not be limited to, incision, excision, endoscopy, repair, suture, destruction, amputation, and surgical collapse therapy.

**25. WILL BENEFITS be provided for the administration of anesthetics?**

Yes, except for local infiltration anesthesia.

**26. WHAT ABOUT the cost of**

necessary X-rays and radiation therapy?

Payments will be allowed up to the maximum amounts set forth in the schedule covering radiation therapy.

**27. ARE MATERNITY cases covered under the surgical-medical aspects of the program?**

Yes, for other than normal births and other than normal children. (See part IV, Maternity and Obstetrical Benefits.)

**28. WILL IN-PATIENT medical care of non-surgical and non-maternity cases by an attending physician be covered?**

Yes, payments will be made in accordance with the appropriate fee schedule.

**29. ARE BENEFITS payable for well-baby in-patient medical care?**

No.

**Part III - Major Medical Benefits**

**30. WHEN CAN THE major medical benefits part of the program start operating?**

When covered medical expenses in any one calendar year exceed an initial amount of \$50 for each person covered except that the total amounts will not exceed \$150 for any family in any one calendar year regardless of the number of persons in the family who are covered. Once this \$50 individual or \$150 family amount is exceeded, major medical benefits will be eighty percent of the amount of such excess covered medical expenses incurred during the calendar year.

**31. WHAT IS THE maximum total coverage of major medical benefits?**

For each insured individual, covered medical expenses for all parts of the plan, including hospitalization and surgical-medical benefits, are limited to a \$15,000 total, with a maximum of \$7,500 in any one calendar year.

**32. GENERALLY SPEAKING, what is the advantage of major medical coverage?**

It extends the coverage offered under both the hospital and the surgical-medical aspects of the plan. This helps prevent the severe drain upon the financial resources of persons very often caused by long term illnesses and major accidents. It also provides coverage in many other areas, after the payment of an initial amount by the covered individual.

**33. HOW ARE BENEFITS determined?**

Separately for each individual who is covered.

**34. ARE OPERATIONS for pregnancy, childbirth, miscarriage, Caesarean section and pre-natal and post-natal care covered under the major medical aspects of the plan?**

Only if severe medical or surgical complications for pregnancy, commencing while one is insured, develop and only to the extent that such expenses are not covered under the hospitalization and surgical-medical parts of the plan.

**Eligibility Requirement, Miscellaneous**

**35. WHO IS ELIGIBLE to join the State health insurance plan?**

All full time State employees and their dependents and all full

time employees and their dependents of public authorities or public benefit corporations who have elected to participate and whose participation has been authorized by the temporary health insurance board. The following employees are not eligible: any employee whose regular work schedule is less than 20 hours a week, except an employee paid on an annual salary basis whose salary rate is \$2,000 per year or more; any employee appointed or elected for a term of less than six payroll periods; and any employee whose employment is scheduled for termination other than by retirement within six payroll periods after the date of the inception of the plan.

**36. WHEN DOES AN employee become insured?**

On the date he first meets the eligibility requirements, if he is actually at work on that date and provided that he enrolls on or before that date. Of course, no one is eligible for benefits before the effective date of the plan.

**37. HOW IS THE TERM "dependent" defined?**

Eligible dependents include the employee's spouse and unmarried children under 15 years of age. Children over 19 years of age may be considered dependents only if they are not capable of self-support by reason of mental or physical disability and who became so incapable before reaching age 19.

**38. HOW IS THE TERM "children" defined?**

Children include the employee's own children and legally adopted children, step-children residing in the employee's household and children supported by the employee and permanently residing in the household of which the employee or spouse is the head.

**39. CAN A PERSON in the armed forces be considered a dependent?**

No.

**40. CAN A PERSON be covered both as an employee and as a dependent?**

No. In addition, no person may be considered as a dependent of more than one employee.

**41. WHAT TYPES of expenses are not covered under any part of the plan?**

Those expenses incurred before the individual became covered; general dental work; eyeglasses and hearing aids; cosmetic surgery not connected with covered illness or accidental injury; illnesses or injury covered by workmen's compensation; services received free of charge; services required due to war injury; and expenses covered under any employee group plan other than this plan.

**42. WILL BENEFITS be payable for conditions pre-existing the employee's coverage under the plan?**

Benefits are available under the plan for pre-existing conditions, though disabilities existing on the effective date of the plan will be covered under parts I and II only to the extent that they are not covered under any existing plan.

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## Assn. Election Procedure Set for 1957 Balloting

The Board of Directors of the Civil Service Employees Association at its meeting on August 22 in Albany discussed the procedure for its bi-annual election of Association officers and its State Executive Committee in October.

Election ballots will be mailed direct to all Association members from Albany on about September 27. No extra supplies of election ballots will be sent to Chapters. If any CSEA member does not receive his official election ballot in the mail, or loses it after receipt, he or she may secure a replacement ballot by following instructions in the notice printed on the first page of the current issue of The Leader.

All CSEA members should

## State Supervisory Program To Start

ALBANY, Sept. 9 — The fall session of the State's Supervisory Training Program for its employees will begin during the week of September 30.

Courses will be taught in Albany, New York City, Buffalo, Rochester, and Syracuse. They are part of the Civil Service Department's broad training program to promote effective management and good employee relations within the State service.

Employees are nominated for participation through the personnel office of their departments. Nominations must be made by September 13.

Courses to be taught are "Fundamentals of Supervision," "Administrative Supervision," and "Case Studies in Supervision." All three courses will be held in Albany and New York City. "Fundamentals of Supervision" will also be offered in Buffalo and Rochester, and "Administrative Supervision" in Syracuse.

Each course will consist of ten weekly sessions of three hours each. Classes will be held during working hours.

## Troopers

(Continued from Page 1)

Hege in accordance with Paragraph 5 of Rule II of the Grievance Rules for State Police as issued by Governor Harriman. As you know, such Paragraph 5 reads as follows:

"The Superintendent, or his designated representative, shall hold conferences at appropriate times with member representatives on problems relating to conditions of employment and the continued improvement of State Police service to the public. Proposed new rules or modifications of existing rules governing working conditions should, wherever practical, be announced in advance and discussed in conference with employee representatives before they are established. Members are encouraged to contribute their experiences and their ideas to the solution of problems in the State Police service and to acquire a feeling of identification with the Division."

"We would appreciate receiving a copy of the current rules and regulations as again requested herein and we would appreciate advice as to the time and place that representatives of the Association may meet to discuss and consider amendments to these rules and regulations now under consideration or which may be proposed by our organization," Mr. Powers' letter concluded.

watch for their election ballot and use it promptly—but if the ballot is lost or misplaced or is not received, the CSEA members should promptly get the necessary form to request a replacement ballot from his Chapter or from CSEA headquarters, 8 Elk Street, Albany, New York. The completed form must then be sent to CSEA Headquarters in accordance with the instructions printed on the first page of The Leader, and a replacement ballot will be furnished promptly upon receipt of the request by the Association.

Election ballots for the bi-annual CSEA election must be received by the Board of Canvassers at the Albany CSEA Headquarters 8 Elk Street, Albany, N. Y. before 6 P. M., October 14, 1957. All CSEA members should act accordingly and to request a replacement ballot if needed in sufficient time to return the completed ballot before the deadline referred to.

## Harriman Cites 40-Hour Week In Labor Day Talk

ALBANY, Sept. 9—In a Labor Day proclamation, Governor Harriman declared New York, under his administration, was "striving to make our state a model employer."

He added: "We have strengthened our state civil service by raising salaries, by initiating a state employee health insurance system, by making state employees eligible for old age insurance under the Federal Social Security System, and by ending the 48-hour and 44-hour week for institutional employees. We hope to have all state employees on a 40-hour week next year."

## Unit Meeting Set

There will be a quarterly meeting of the Civil Service Employees' Association, at the North Patchogue Fire Department Hall on Friday, Sept. 27, at 8:00 P. M. All employees are invited to attend.

Benjamin Sherman, the new field representative for CSEA, will be present to answer any questions pertaining to Social Security.

Refreshments will be served after the meeting.

## Western Conference Dinner Reservations

Dinner reservations for the meeting of the Western Conference of the Civil Service Employees Association, being held September 14 at the Erie County Home and Infirmary, Alden, N. Y., may be had by writing Mary Montella, reservation chairman.

All reservations must be received by September 11.

## ATOMIC POST FILLED

ALBANY, Sept. 9—Merril Eisenbud, manager of the New York Operations Office of the U. S. Atomic Energy Commission, has been named a member of the State Atomic Energy Advisory Committee.

The appointment was announced by Governor Harriman, who said the committee would work closely with the New York Council on the Uses of Nuclear Materials.

QUESTIONS on civil service and Social Security answered. Address Editor, The Leader, 97 Duane Street, New York 7, N. Y.

# Police, Firemen And Other Groups Can Get Social Security; Ike Signed Bill

President Eisenhower has signed a bill which will allow police and firemen of New York State to supplement their pensions with Social Security.

His action was hailed by John F. Powers, president of the Civil Service Employees Association, as a great accomplishment made possible by the co-operation of employee organizations. Mr. Powers cited particularly the fact that this co-operation worked so well on the Federal level.

In addition to that part of the bill concerning coverage of fire and police the bill contains another extremely important provision to certain other public employees. The first section of the bill provides that in the case of instrumentalities of two or more states, such as for example Palisades Interstate Park Commission or Port of New York Authority, they may also divide each retirement system which may be active in such bi-state instrumentality into two parts, thereby extending to such instrumentalities the same privilege of individual choice as to whether they wish Social Security

as was extended by the 1956 federal amendment to employees of states or political subdivisions who were members of the retirement system.

## Retroactivity Advanced

The third amendment contained in the bill is also extremely significant since it advances the date for retroactive coverage from 1957 to 1960 with respect to public employees. The Federal law before this amendment provided any agreement or modification entered into before December 31, 1957 could be made retroactive to January 1, 1955. The new law provides that if agreement or modification is entered prior to 1960, retroactive coverage may be added to a date not earlier than December 31, 1955.

Speaking on the President's action, Mr. Powers said:

"The Association was extremely gratified that the President of the United States signed HR-8755 on Friday, August 30. The Association, together with other interested employee groups, particularly the New York State Fire

Fighters Association and the Police Conference of New York State Police Organizations, has been in the forefront of those who were urging upon their Representatives and Senators in Washington the passage of this bill.

"Not only does the bill confer on policemen and firemen the privilege to elect on an individual basis whether or not they wish Social Security but it also contains other provisions beneficial to public employees.

"It permits Social Security agreements or modifications to be concluded for public employees with retroactive coverage until 1960 and also confers on employees of bi-state instrumentalities, such as the Palisades Interstate Park Commission and the Port of New York Authority, the privilege of making individual election as to Social Security coverage. The enthusiastic support from our representatives in Washington underlines the fact that intelligent co-operation by employee organizations is equally effective at the Federal level as it has time and time again been proved to be at the state level."

The Leader has received no general information as to when referenda will be taken to allow these employee groups to vote on selection of Social Security coverage but will report on the matter as soon as definite details become available.

## CSEA County Unit Cites Three Major Resolutions

Three resolutions — concerning payroll deduction of CSEA dues; covering of sheriff's deputies under civil service, and placing playground employees under the Workmens Compensation Law—were main topics for a recent meeting of the County Executive Committee of the Civil Service Employees Association, held in Albany.

Vernon Tapper, CSEA fourth vice president and chairman of the Committee, reported that the following resolution was adopted and sent to the CSEA Resolutions Committee:

"Although it is the opinion of the Association that the political subdivisions of government may deduct CSEA dues from employees on their payrolls upon written authorization of the employees involved, it is moved that the Association seek necessary legislation to give statutory authorization to the political subdivisions to arrange payroll deduction of employee organization dues upon a written authorization by members."

## Sheriff Deputy Resolution

Another resolution forward to the Association committee seeks legislation to amend the State constitution so that employees of sheriffs' office in the various counties can be placed under civil service.

The third resolution seeks to make it mandatory for political

subdivision to provide coverage under the Workmens Compensation Law for playground employees. The resolution is aimed at Monroe County, which is one of the few counties in the State not now providing this type of coverage.

It was announced at the meeting that the County Division, in connection with the CSEA annual meeting, would meet on October 14 at 9 a. m. in the DeWitt Clinton Hotel with Henry McFarland, director of the Municipal Service Division of the Civil Service Department as speaker.

That evening, the County branch will also hold a Social hour. The exact time and place will be announced later.

At the end of the meeting, a rising vote of thanks was given Mr. Tapper in appreciation of his efforts "during the last several years as chairman of the County Executive Committee."

## Otisville Aides Win Certificates

A number of staff members of the Otisville State Training School for Boys, Otisville, New York, recently were awarded certificates of achievement by the Training Section of the New York State Department of Civil Service.

Joseph Congiolo, Joseph Fox, Edward Lewis, Tony Umina, and William Utter received their certificates for satisfactory completion of a workshop for training school staff, offered by the Moran Institute, at St. Lawrence University, Canton, New York.

James Cambareri and V. Robert Knoll received their certificates for a course in the Fundamentals of Supervision. Benjamin Graziano satisfactorily completed a course in Case Studies in Supervision. Certificates were granted Clarence Walker and Maurice Weiner for a course in Administrative Supervision.

## EMPLOYEES ACTIVITIES

### Harlem Valley

It is a disappointment to all concerned that the Inter-Hospital Golf Tournament, which had been scheduled for July 27, has been postponed indefinitely because of the water shortage.

The annual golf dinner will be held in the club house on Saturday evening, September 14. At that time the prizes will be distributed, and, as the scores of our experts are well known, it is a foregone conclusion who will be the lucky winners. Dancing is also on the agenda, and we expect a large gathering. We hope to see the golfers, members of their families, and guests at the event and are confident the evening will be greatly enjoyed by all.

Our Catholic chaplain, Father Breidenback, is enjoying his annual vacation and currently is in Maine. We miss him and will be happy to have him back with us again for the short period that he will remain with us before departing for his new assignment as Professor of Philosophy at Ladycliff College, Highland Falls, New York.

The many friends of Mrs. Eleanor Atford, retired social worker, will be pleased to know that she is enjoying her retirement at present in Saratoga Springs, New York. Later in the season the Atfords will move to Florida, where they will reside permanently.

Mary Book, of the Social Service Department, is spending part of her vacation on a cruise to Nassau.

Mr. and Mrs. Samuel Sheldon, who have been vacationing at their summer home in Middlebury, Vermont, are back on duty.

Eibert Johnson, farm manager, plans to attend the Farm Manager's Meeting at Syracuse State Fair on September 5.

Following the summer recess the Civil Service Employees' Association meeting will be resumed. The first meeting will be held on Tuesday evening, September 17, and we would like a good crowd in attendance.

## Thought For The Week

"If we want good, conscientious career employees at every level, we must be prepared to pay them decent wages. If we want to avoid the costly waste of excessive turnover and training of new help, we would be far better off to take proper care of the people who have served us so faithfully."

—Senator Hubert Humphrey (D-Minn.)

**Do You Need A High School Diploma?**  
(Equivalent)

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**HOME RULE POST FILLED**  
ALBANY, Sept. 2 — Governor Harriman appointed Harold P. Garnham of Webster as a member of the Advisory Committee on Home Rule, of which Comptroller Arthur Levitt is chairman.

**ENGINEERING EXAMS**  
Jr. & Asst. Civil, Mech., Elec. Engr., Civil Eng.-Bldg. Cons., Supt. Const.

**LICENSE PREPARATION**  
Engr. Architect Surveyor, Stationary Refriger. Electrician Portable Engr., Drafting-Design-Mathematics

Arch. Agr. Geom. Trig. Calc. Physics

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230 W. 41st St., bet 7-8 Av. WI 7-2007

**EMPLOYEES ACTIVITIES**

**State Insurance Fund**

Although summer is vacation time, such is not the situation with the State Fund chapter. Things are always humming here and accomplishments are being achieved.

The State Fund employees are still expressing their gratitude for the meetings arranged by President Irwin Schlossberg and Chairman Abe Schwartz for the explanation of Social Security coverage for State employees. These meetings were addressed by Phil Kirker, CSEA Director of Publicity; Carol Loucks, assistant director of the Social Security Agency and Isidor Molofsky, field representative of the Federal Social Security Agency, and proved of invaluable assistance to all employees in making a determination as to whether they should join the system.

The Chapter submitted four resolutions for consideration by the Statewide Resolutions Committee. These resolutions call for:

1. Increase in pension benefits to meet the rising costs of living.
2. Special fund for scholarship for children of State employees.
3. For a fund set up by New York State to be used to defray expenses in appeals in meritorious Civil Service Actions.
4. For the use of an average efficiency rating during several years immediately preceding an examination.

Mr. Schlossberg has arranged for Mr. Scanlon of Ter Bush and Powell to address our members on the advantages of health and accident insurance in addition to the new health insurance. On the health insurance matter, Mr. Schlossberg has appointed Mr. Plotnick as chairman of a committee to study the health insurance contracts.

The State Fund Chapter has unanimously endorsed its President, Irwin Schlossberg, for representative of the Labor Department and everyone is rooting for his election. Good luck, we know you will make it!

Francis Casey, the new CSEA field representative for the metropolitan area, has been invited by Mr. Schlossberg to address the first executive board meeting of the new season to be held on September 11, on ways and means of increasing membership.

Enjoy swimming under the most ideal conditions. Discount tickets for the St. George pool are available to our members and can be obtained from Louis DeVivo.

We do hope that everyone had a wonderful summer and is "rarin' to go" in making the State Fund Chapter an outstanding one in CSEA.

A form is being prepared to assist you in the submission of news items.

The bowling season is off to a grand start again. The balls started rolling on September 5, and will continue for the rest of the season every Thursday at 5:10 P.M. at the beautiful City Hall Bowling Alleys, 23 Park Row. There are a few vacancies and new blood is wanted.

**Attendance Officer Course Offered By City College**

The City College, 17 Lexington Avenue, New York City is offering a course in "Laws Relating to Attendance and Child Welfare," taught by Milton Weissfeld, division supervisor of the Bureau of Attendance. It will be given during the Fall semester.

This course meets the New York City Board of Education requirements for license for both attendance officers and district supervising attendance officers.

Registration will be held on September 10th from 6 to 7 P.M. The first session will be held on Thursday, September 19th at 6:20 P.M.

Further particulars can be obtained from The City College at the above address.

**City Appeals Slated For Sept. Action**

The first group of re-appeals from decisions of the NYC Career and Salary Appeals Board, affecting titles in the Engineering and Architectural services are slated for Thursday afternoon, Sept. 12, at City Hall.

On Sept. 20, the Board will hold an all-day executive session at which appeals on both salary and classifications appeals filed since May 16 will be up for consideration. Although all such appeals are listed on the calendar, it is unlikely that all will be reached for decisions.

At presstime, the Sept. 20 hearing was listed as "tentative," subject to postponement by the Board.

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**MARCO POLO FIRST TO SEE SPECTACLES USED IN CHINA**

Marco Polo is recorded to have seen eyeglasses used in 1275 AD. in China, according to historical researchers.

In line with the modern concern over visual faults, the New York State Division of Safety has issued a list of rules for each person to follow in order to protect his precious sight.

The Division recommends that each person should: Go all within his power to protect and preserve his vision, avoid self medication, establish good reading habits, provide adequate light for any required task, refuse to gamble with eyesight, and have an eye examination at regular intervals.

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American Leading News Magazine for Public Employees  
**LEADER PUBLICATIONS, INC.**  
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Special dance classes for civil service employees and their friends have been announced by the John Clancy Dance Studios, at 47th Street and Broadway, New York City.

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waltz, lindy, mambr, cha-cha-cha, rumba, tango and merengue.

The studio will arrange special rates for private groups of friends who wish to study together. Private lessons are also available.

Student parties are held on Wednesday, beginning at 9 P.M., and Sundays, beginning at 7. Refreshments are served.

Information may be obtained by phoning JUDson 6-4992.

## Hearing Steno Posts With NYS Pay To \$5,800

Experienced shorthand reporters have an opportunity for jobs with New York State for posts paying up to \$5,800 to start. Positions as Hearing Reporter are open with state agencies in New York City and upstate and in several local county units. At present, there are 68 vacancies and others are expected in the near future.

Upstate jobs are open in Albany, Birmingham, Rochester, Syracuse and Buffalo. The examination will consist of a performance test in taking difficult dictation at 255 syllables a minute and transcribing the written or machine-taken notes 22.5 syllables a minute, with 96 percent accuracy.

Applicants must provide their own typewriters, stenographic materials and notebooks.

Salaries of the county jobs follow, others will be at approximately the same salary levels: Grand Jury Stenographer, Kings and Queens District Attorney's offices, \$4,550-\$5,990; Kings and Queens County, D.A.'s offices, \$3,750-\$4,830; Steno-Clerk, Court of General Session, New York County, starting salary \$5,800.

Applications are available from the State Department of Civil Service, 270 Broadway, Room 2301, New York 7, N. Y.

## Legion Post Will Honor Surrogate Cox

The American Legion, Col. Francis Vigo Post No. 1093, will make its Annual Award for Outstanding Americanism to the Honorable Joseph A. Cox, Surrogate of New York County, at a testimonial dinner to be held on Saturday, October 5, 1957, at the Hotel Commodore.

Mayor Robert F. Wagner is Honorary Chairman of the dinner, and Mr. Kenneth P. Steinreich, President of Jacob Ruppert Brewery is Honorary Co-Chairman.

Federal Judge Paul P. Rao is serving as Executive Chairman of the dinner.

District Attorney Frank S. Hogan will act as Toastmaster.

Hon. Armand D'Angelo, First Deputy Commissioner of Water Supply, Gas and Electricity of the City of New York, is Chairman; Hon. Edward F. Cavanagh, Jr., Fire Commissioner of the City of New York, Mr. Raymond C. Deering senior vice-president of the Manufacturers Trust Company, Mr. Harry Hershfield, humorist, columnist, noted television personality, Mr. Irving Geist, noted philanthropist, and Mr. Henry L. Lambert, vice-president of Lambert Bros., Inc. are Co-Chairmen.

Among those serving on the Honorary Committee, which is in the process of formation are the following: Chief Judge Webster J. Oliver of the U. S. Customs Court; The Hon. W. Averell Harriman, Governor of the State of New York; Chief Judge of the New York State Court of Appeals, Albert Conway; Justice Thomas A. Aurelio of the New York Supreme Court; Federal Judges Matthew T. Abruzzo of the U. S. District Court, Eastern District of New York; David N. Edelstein of the U. S. District Court, Southern District of New York; Charles D. Lawrence of the U. S. Customs Court; Scovel Richardson of the U. S. Customs Court; The Hon. George B. DeLuca, Lieutenant Governor of the State of New York; Secretary of State, Carmine G. DeSapio; Congressmen Charles A. Buckley and John J. Rooney of New York; Borough President of the City of New York, Hulan E. Jack; Chairman of the oBard of Gimble Bros., Inc., Bernard Gimble; Chairman of the Executive Committee of the R.C.A. Board, Frank M. Folsom and Former Postmaster General, James A. Farley.

The Honorable James J. Andrews, former Superintendent of the United States Assay Office is Chairman of the Executive Committee, which is also in formation, and the Honorable George P. Hennessy, past commander of the Col. Francis Vigo Post, is Co-Chairman.

Reservations may be obtained from Mr. Jerry Russo, Treasurer, 2 Lafayette Street, New York City, Telephone WOrth 2-4127. Subscriptions are \$25.00 each.

## Nassau County Clerical Jobs Are Available

Four clerical examinations to fill office jobs in Nassau County have been announced by the Nassau County Civil Service Commission, open to persons who have been residents of the county for at least one year.

The positions are: Clerk, \$2,830-\$3,520, plus service increment of \$250.

Typist, \$2,700-\$3,360, plus service increment of \$240.

Stenographer, \$2,980-\$3,520, plus service increment of \$250.

Application forms may be obtained from the Nassau County Civil Service Commission, County Offices, Mineola, N. Y., and must be filed by October 4. The tests will be given on Saturday, October 26.

## NYC Establishes 5 Eligible Lists

The New York City Department of Personnel has recommended that the following eligible lists be established effective September 11. The number of eligibles is indicated in each case.

**Open Competitive**  
Typist (Group 4), 169.

**Promotion**  
Air brake maintainer, Transit Authority, 51.  
Assistant train dispatcher, Transit Authority, 208.  
Car maintainer, Group A, Transit Authority, 29.  
Foreman, (Turnstiles), Transit Authority, 16.

The above named eligible lists may be inspected at the office of The Leader, 97 Duane Street, Manhattan, from September 11 to 18.

## Sofrim Society to Hold Social Security Forum

President George Shaler of the Sofrim Society, composed of Jewish employees of the Department of Finance and in the Office of the Comptroller, announced that the Society would hold a special meeting on Social Security open to all interested persons. It will take place at 7:30 P.M. on Wednesday evening, September 11, 1957, at the Civic Center Synagogue, 81 Duane Street, Manhattan.

Program Director Hirsch Bissell has arranged for Mr. Isidore Molofsky, Field Representative of the Social Security Administration to address the meeting. A question and answer period will follow Mr. Molofsky's talk.

Refreshments will be served at the conclusion of the meeting.

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

## Personnel Plan Of Air Force To Be Delayed

WASHINGTON, Sept. 9—Plans of the Air Force to civilianize its air reserve units are scheduled for a long delay due to the economy drive.

Some of the agency's officials have recommended the abandonment of the proposal to revamp the reserve units by replacing 8,000 military personnel with civilians.

The cut of 20,000 civilian jobs to be carried out by November 1 will cause many military people to be assigned to jobs now handled by civilians. The opposite of the original plan.

### ARMY MECHANIC WINS CASH AWARD

Anthony Forlenza of Staten Island, N. Y., civilian printing plant mechanic in the Publications Branch of the First Army Adjutant General's Section was last week awarded \$25 for suggesting a method of salvaging discarded rubber belts also called "rubber blankets" used on Multilith and Webendorfer offset presses. Colonel H. H. Wild, the First Army Adjutant General, made the presentation at a ceremony on Governors Island, N. Y.

Mr. Forlenza's suggestion which will save First Army Headquarters an annual \$436.80 will be distributed to other First Army installations for possible adoption.

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BRONX: 1930 Boston Road at E. Tremont Ave. TUESDAY - 6 P.M.  
BROOKLYN: Academy of Music, 39 Lafayette Ave. WEDNESDAY - 6 P.M.  
QUEENS: 91-24 168th St., corner Jamaica Ave. THURSDAY - 6:15 P.M.

### Candidates for STATE SENIOR CLERK

Our classes for N. Y. City Senior Clerk afford excellent preparation for the State Senior Clerk exam scheduled to be held Nov. 16, 1957. You are invited to enroll for classes as listed above

**Special Classes for Supervising Clerk will Meet**  
at ROOSEVELT AUDITORIUM - 4th AVE. and 17th STREET  
At 6:00 P.M., one evening each week. (Ask for schedule card of specific dates.)

**REVIEW CLASS FOR SENIOR and SUPERVISING CLERK**  
at 126 E. 13 ST., MANHATTAN on FRIDAYS at 6:00 P.M.

### GENERAL EDUCATION CLASSES

Students enrolled in ANY of our Civil Service course are invited to attend WITHOUT EXTRAS CHARGE our Special Classes in Arithmetic, Spelling, Grammar and Vocabulary which meet at  
126 East 13 St., Manhattan on Saturdays at 10:30 A.M. or 1 P.M.

NOTE: In accordance with these schedules candidates for Supervising Clerk may attend a total of 4 classes a week, and candidates for Senior Clerk 3 classes a week.

### POLICE PROMOTION — SERGEANT

Monday - 10:00 A.M. and 7:00 P.M. in Jamaica - 91-24 - 168 Street  
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Wednesday - 12 Noon and 5 P.M. in Manhattan - 115 E. 15 Street

### FIRE PROMOTION - LIEUTENANT

Tuesday - 10:30 A.M. and 7:30 P.M. in Jamaica - 91-24 - 168 St.  
Wednesday - 10:30 A.M. and 7:30 P.M. in Manhattan - 126 E. 13 St.

### FIRE PROMOTION - ADVANCED

Thursday - 10:30 A.M. and 7:30 P.M. in Manhattan - 115 E. 15 St.  
Friday - 10:30 A.M. and 7:30 P.M. in Jamaica - 91-24 - 168 St.

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# Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

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N. H. Mager, Business Manager

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TUESDAY, SEPTEMBER 10, 1957

## Out of the Spotlight

"THE evil that men do lives after them; the good is oft interred with their bones!"

Shakespeare had Mark Anthony say it and we appropriate the statement here to point up a facet of the poor press that some parts of labor have been receiving these past few months.

In the hot spotlight of Senate investigation the evil that some unions have done stands out in bold relief. But back in the shadows of day to day performance stand those employee organizations that do their work honestly and well.

It would seem, however, that goodness does not make for good reading material and that badness makes for a more exciting front page. (Witness the Confidential Magazine trial. It has filled more front pages than the manufacture of a vaccine to combat Asiatic influenza.)

It may be considered weak judgment therefore, to devote an editorial to something that will not scandalize the reader's senses but we plunge ahead and feel the result will be worthwhile.

### A Different Way of Doing Things

In these days of news about labor leaders living in homes approaching the size of Versailles and purchased with union funds; labor leaders toying with hundreds of thousands of dollars for speculation, opening of private enterprises, etc., we think it news that one of the largest public employee groups in the nation gets all its work done without paying anyone except its working staff.

The president, vice presidents and other officers devote spare time, vacation time and any other moments they can take to getting the work done. The result is an organization that gives more service for less money than any employee group we know of. And does it for 75,000 persons on a statewide scale.

We are not saying employee organization officials should work without pay. But in these days of the fast buck through abuse of the membership we think it amazing that such service to office is offered gratis.

And that very thing is done by the officers and representatives of the New York State Civil Service Employees Association.

### Where Reality Lies

We want to add, too, that it has been our discovery that the majority of other employee organizations serve their memberships with zeal and honesty and we do not impugn that majority. As a matter of fact, we know that in many instances the head of a body does become ill while the arms remains healthy.

It is particular news to us, however, that employees can do good work for themselves for the sake of accomplishment, although this has been going on for a good many years.

Particular or individual officers of the CSEA may never be marked in the annals of history. But when the labor spotlight shines badly we recommend that you give your eyes a rest by looking around and observing the solid organizations that reflect the real history of employee organizations.

## LETTERS TO THE EDITOR

### RETIRING EMPLOYEE PRAISES THE LEADER

Editor, THE LEADER:

After 38 years and four months with the City of White Plains I am retiring from active service, effective September 1.

Following a brief vacation after my discharge on April 6, 1919, from the World War I Armed Forces, I started my employment with the City of White Plains, working from May 12, 1919, until August 31, 1957. With two exceptions—once on loan to a private surveyor and on service again during the Second World War—I was steadily employed in public service.

During my last eight years with the City I had the privilege of being the White Plains Civil Service Employees Association president. These were happy years because I met many civil service employees throughout the State and made many good friends.

Before leaving the active scene I wish to send, too, my congratulations to your paper for its wonderful work concerning civil service employees all over the State of New York.

HARRY RODRIGUEZ

### SALARY RAISE CALLED BIG GOAL FOR 1958

Editor, THE LEADER:

Plans are now being formulated by employee groups of the Civil Service Employees Association that will affect us in the coming year.

State employees, and specifically, institutional employees deserve higher salaries. The cost of living continues to spiral each month and in a great many instances, institutional employees have not had a salary increase in three years.

True, our work-week was reduced from 48 to 44 hours in 1956 and from 44 to 42 hours this year, but no salary increase.

Everyone must agree that the 40-hour week is justifiable and at long last will become a reality. But where do we stand on an adequate salary increase? This, too, is most deserving, especially of institutional workers such as attendants, stenographers, clerks, telephone operators, etc. whose maximum salary after five years of service is \$69 weekly before deductions.

Pity the men employees in this grade whose starting salary is \$54 a week and much less after deductions.

Where do we stand on another problem? The cost of steel is up. We are reminded of the statement, "As steel goes, so goes our economy."

### Puzzled by Federal Stand

We are perplexed because of the stand that President Eisenhower and many of our governmental leaders on the various governmental levels have taken regarding salary increases for Federal and industrial workers. They are opposed because they are concerned with runaway inflation.

The State employee, too, is worried about inflation. We have known from experience what it has done and is doing to us.

We are loyal and patriotic, but it is disgraceful that more than one-half of all State employees needs to hold another job to bring home some of the bare essentials of living to their families. How could this be otherwise when 68% of all State employees are in grade 4 or lower?

The civil servant as a political football, must wait for an election  
(Continued on Page 10)

## LOOKING INSIDE



By H. J. BERNARD  
Executive Editor

### Facts Fail the Theory, Not Theory the Facts

A DISCUSSION of the theory of probabilities, in this column last week, has provided some excited comment from readers.

One reader doubts the statement that the theory is not generally applicable to horse-racing, another protests that the theory can be of small use if it does not predict accurately a given isolated event, and still another objects that if so many trials are needed, to give the theory validity, practical needs are not served. Objection is made in another letter to classifying horse-racing as a game of chance, while not putting coin-tossing and dice-throwing in the same category.

### What the Theory Is

The theory of probabilities was stated in its basic and simplest form as the ratio of the favorabilities to the possibilities, that is, a fraction in which the number of "likes" is divided by the number of "possibles." Thus if a coin is tossed, the likelihood of head or tail coming up in any one throw is 1, the possibilities of one or the other coming up is 2, the ratio is 1/2. The odds are even.

Since there are records of past performances of horses, known in the sport as the "form" certain facts of importance may be read from them. Since the theory of probabilities depends on frequency, hence repetition of events, a reader argues that if the theory is any good it should keep him to win races. But horse-racing is in the realm of mere chance, and the theory does not apply to mere chance. It is true that exceptions exist as to some horses. Man o' War, Native Dancer and Nashua won nearly all their races. How far removed from mere chance was the winning of those races may also be gleaned from the betting odds, which were prohibitively odds-on.

The theory of probabilities no doubt could be stretched to apply in such exceptional cases, but who would need any theory beyond the one that a horse that won all its races, and against the best in the land, figures to win its next race?

### Limited Application

The theory of probabilities, however, is no assurance of what will happen in the next "event," be it a horse-race or coin-toss, but is, instead, a means of estimating what will happen in a large number of future identical events, independent of experience, and based only on mathematics and logic. Incidentally, horse races are not identical events; no two are any more alike than fingerprints.

Handicapping horse races, as selecting "probable" winners is called, is based on experience. Some persons can interpret that experience more successfully than others; but an application of the theory of probabilities is on term equality, no gift is required.

The objection (the theory can not be expected to provide value for small numbers of trials, hence its practicality is small), implies a wish without stating a fault.

A theory wont be accepted, if at all, on the terms on which it is given.

### No Discrimination

Actually, the theory of probabilities states that there is just as much likelihood of the event occurring at any one trial as at any other trial. If the occurrence of an event has a certain definite numerical probability, that probability does not change. The probability is a ratio and the ratio stays put. But even the correct ratio does not guarantee that any isolated event will turn out one way or another. It correctly presumes that in the long run future experience will prove the ratio substantially correct. Someone has said that if the tests were made in an infinite number of future events, the theory would prove to be absolutely accurate.

### The quantity Is Within Reach

The objection to the number of required trials, to make the theory of any use, assumes difficulty in taking so many samples. This is not true, especially not in the fields where the theory has proved most useful. Much of the application deals with the number of persons, places, and things, of which there is no paucity. Life expectancy tables, on which life insurance and pension rates are based, depend on the application of an extended form of the theory of probabilities, which takes into consideration independent factors, like age, sex and occupation.

That is not true of coin-tossing. Age and sex are considerations in horse-race handicapping, too, but so are a host of imponderables, so that in racing the bettor himself is often handicapped by lack of sufficient facts, or impossibility to state some facts in terms of number. And the theory of probabilities is strictly a numerical operation.

### SALARY APPEALS BOARD HEARINGS SET FOR SEPT. 12

Postponed hearings of the New York City Career and Salary Appeals Board will be held September 12, at 2 P.M., in the Board of Estimate Chamber in City Hall. The hearings were postponed from September 5.

### HARRIMAN REAPPOINTS WILLIFORD AS TRUSTEE

ALBANY, Sept 2. — Governor Harriman reappointed E. Allen Williford of Binghamton as a member of the board of trustees of the Broome County Technical Institute at Binghamton for a nine-year term. Mr. Williford is president of Link Aviation.

## Insured Status and Benefits Payable Under Social Security

The relationship between fully insured status and the amount of monthly benefits payable under Social Security is very misunderstood. We will briefly describe the law which governs these two concepts and then show its application.

Social Security time is figured in quarters; there are four quarters in each year. To determine if you are insured count the quarters in every year from January 1, 1951 until you become 65. Omit the quarter in which you reach age 65. You must have worked and earned Social Security credits in one half of these quarters with a minimum of six and a maximum of forty quarters. Under this rule if you are now 65 you are insured with as few as thirteen quarters of coverage. However, if you are much younger you will need at least forty quarters to be insured at age 65.

Despite the fact that you are fully insured you will not necessarily be able to collect maximum benefits. This is so, because the benefit formula, under which monthly payments are computed, is based on total earnings credited to a person's account. These earnings are accumulated at a present maximum yearly amount of \$4200. Thus, if you work continuously under Social Security for 20 years and have total earnings of \$72,000 you will get substantially more than someone who works only 10 years (40 quarters) and has total earnings of \$42,000 assuming you both reach age 65 in the same year, say 1972.

These benefits range from a low of \$30.00 to a high of \$108.50 monthly. Women, however, who elect to retire before age 65 are subject to special reductions.

### Questions

**"I FILED FOR Disability Insurance Benefits in June, but have not received any checks yet, although I understand the first payments were made in August. What is the delay?"**

The normal processing time for Social Security disability cases is about six months, sometimes longer. When your case is completed, you will be paid back to July, 1957 if your application is approved.

**"I AM SELF-EMPLOYED and earned over \$4200 last year. This**

**year, I don't believe my earnings will go over \$4000. May I pay the tax up to \$4200 to get credit for that amount?"**

No. You have no choice but to pay the self-employment tax on your net earnings between \$400 and \$4200 for a year. Your earnings alone determine the tax and credit you receive.

**"I MARRIED TWO months ago. Do I have to notify the Social Security Administration? I am 26 years old."**

If you are a woman with a Social Security Number you should contact your Social Security Office so that they can change your name on their records and issue a new card (with your old number). You should do this even if you are not working and don't plan to go back to work.

**"MY FATHER DIED three years ago and my mother, age 63, would like to know how much her widow's benefit would be reduced if she filed before age 65."**

Widow's benefits are not reduced, and are payable at age 62. Your mother should file her application immediately, or else she will lose benefits, since payments can't be made for a date earlier than 12 months before filing.

**"I RECENTLY HAD to identify myself when cashing a Social Security check at a bank, and the bank refused to accept my Social Security card as proof of identity. Do they have this right?"**

Absolutely. In fact, banks have been instructed by the Social Security Administration never to accept these cards for identification. Your card is strictly for use by you and your employer as a record of your Social Security Number. It has no other legal use. If you examine your card carefully, you will see that it states, "Not for Identification."

### LURE FOR TOURISTS

ALBANY, Sept. 9—Backing up its promotion campaign in behalf of New York State as a tourist attraction, the State Commerce Department has gotten out a leaflet called "the autumn colorama." It features scenic motoring routes in the state.

## Reform Group Warns Employees Of Illegal Political Activity

New York City, Sept. 9—The New York Civil Service Reform Association today launched an offensive against violations of State and City laws forbidding public employees to make or solicit political contributions or do political work in connection with the November election. It warned that employees who violate the law are subject to dismissal.

Posters explaining the provisions of the law are being mailed to city, county and state government departments. Department heads are being asked to display the posters where all their employees can read them.

"We are in the middle of an important campaign," said James R. Watson, Executive Director of the 80-year-old Association. "So much is at stake for so many factions that the temptations to violate the law, knowingly or not, are particularly strong. The Association feels that one of its duties is to keep civil service employees informed of their rights and obligations during the campaign."

The New York City Charter provides that "no councilman or

other officer or employee of the city shall, directly or indirectly, pay or promise to pay any political assessment, subscription or contribution under penalty of forfeiting his office or employment."

The State Civil Service Law, which applies to state, county and city employees, specifies that "no officer, agent, clerk or employee under the government of the state of New York or any civil division thereof shall, directly or indirectly, use his authority or official influence to compel or influence any other officer, clerk, agent or employee under said government or any civil division or city thereof to pay or promise to pay any political assessment, subscription or contribution."

In other words, city employees can neither contribute nor solicit campaign funds. County and state workers cannot solicit campaign funds or be solicited for them, but can make voluntary contributions.

Both city and state provisions preceded the enactment of the Federal Hatch Act, which prohibits government employees from

taking an active part in political campaigns. Mr. Watson pointed out that the Hatch Act goes further than either the New York state law or the City Charter, since it forbids any campaign activity by persons paid in part or in full out of Federal funds. Workers in several state agencies, including divisions of the State Labor and Social Welfare Departments, local welfare and health departments carrying out Federal welfare programs or health programs, and state and county highway departments, are all subject to Hatch Act limitations.

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Send for your FREE copy of the official Federal Government Social Security Booklet.

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### HOUSING OFFICER STAFF GROWING

Housing Authority named 15 Housing officers this week, hopes to be able to get another 25 appointees from the eligible list. Last number reached was 1100.

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| Thomas Canty      | Field Supervisor         | Box 216, Batavia, New York               |
| Fred'k A. Busse   | Field Supervisor         | 23 Old Dock Road, Kings Park, New York   |
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SCIENTISTS RECEIVE GOVERNOR'S PRAISE

ALBANY, Sept. 9 — Governor Harriman has written letters praising the work of two scientists in the State Laboratory and Research Division of the State Health Department.

Receiving the Governor's letters were Dr. Rachael P. Brown and Dr. Elizabeth Hazen. They discovered the new antibiotic, Ny-statin.

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OPPORTUNITIES FOR STATE JOBS

The following job opportunities are offered by New York State. The last date to file an application is given in parentheses at the end of each listing.

6095. ASSISTANT DIRECTOR, LABORATORIES FOR VIROLOGY, \$11,920 to \$14,050. One vacancy in Albany. Fee \$5. Requirements: license to practice medicine in New York State or eligibility for license, graduation from medical school and satisfactory internship, 2 years laboratory and research work in field of virology, and either 3 years of laboratory and research work in medical sciences or such experience plus additional training. Open to qualified citizens and non-citizens of the United States. Test date, October 19. (September 20).

6081. SENIOR SANITARY CHEMIST, \$5,840 to \$7,130. Two vacancies in Albany. Fee \$5. Requirements: bachelor's degree with courses in science, mathematics, and statistics, one year of laboratory work in sanitary chemistry involving field laboratory investigations in stream pollution, sewage treatment, etc., and either 3 years of experience in laboratory work in sanitary chemistry or master's degree in sciences plus 2 year of experience. Test date, October 19. (September 20).

6097. PRINCIPAL PUBLIC HEALTH PHYSICIAN (Professional Training), \$11,920 to \$14,050. One vacancy in New York City. Fee \$5. Requirements: license to practice medicine in New York State or eligibility for license, graduation from medical school and satisfactory internship, 4 years administrative or teaching experience in public health including one year in training or education in public health, and either 2 years of public health experience or one year post-graduate course in public health. Test date, October 19. (September 20).

6093. PHARMACIST, \$4,770 to \$5,860. One vacancy in Oneonta. Fee \$4. Requirements: license to practice pharmacy in New York or eligibility for license, graduation from school of pharmacy, 2 years experience as licensed pharmacist. Test date, October 19. (September 20).

6116. RESEARCH ASSISTANT, (Mental Health), (Veterans' Affairs), \$4,770 to \$5,860. Two vacancies in Albany, 2 in Syracuse. Fee \$4. Requirements: bachelor's degree and either 2 years of professional appropriate research work or 30 graduate credit hours in statistics or related fields or equivalent combination of training and experience. Test date, November 9. (October 11).

6121. FORESTER, \$4,770 to \$5,860. Fee \$4. Requirements: bachelor's degree with specialization in forestry, one year of experience in forestry work, and either master's degree in forestry or combination of training and experience. Test date, November 9. (October 11).

6110. ACCOUNTING ASSISTANT, \$4,246 to \$4,810. Trainee positions open in Albany, New York City, and in the rest of the State as payroll examiners, auditors, accountants for men and women with college training or experience in accounting. Fee \$3. Test date, November 23. (November 1).

6111. ASSOCIATE VETERINARIAN BACTERIOLOGIST, \$7,500 to \$9,090. One vacancy in Albany. Fee \$5. Requirements: li-

cence or eligibility for license to practice veterinary medicine, and either 3 years of experience in veterinary medicine or bacteriology, including laboratory research in bacteriology and animal pathology or equivalent combination of such experience and appropriate graduate study. Test date, November 9. (October 11).

6112. JUNIOR SCIENTIST, (Physiology), \$4,770 to \$5,860. 3 vacancies in Brooklyn. Fee \$4. Requirements: master's degree in biological sciences or chemistry; or bachelor's degree in biological sciences or chemistry plus one year of experience in general or specialized physiology; or equivalent combination of above training and extensive research experience. Test date, November 9. (October 11).

6101. FILM LIBRARY SUPERVISOR, \$5,280 to \$6,460. One vacancy in Albany. Fee \$5. Requirements: high school graduation or equivalency diploma and one year of experience in reviewing, evaluating, maintaining, and planning for distribution of motion picture film and either 4 more years of experience, or bachelor's degree plus one more year of experience, or bachelor's degree with specialization in radio, television, and motion picture production, or equivalent training and experience. Test date October 19. (September 20).

6096. FOOD SERVICE ADVISOR, \$7,130 to \$8,660. One vacancy in Albany. Fee \$5. Requirements: bachelor's degree in hotel or institutional management, dietetics, or nutrition and 2 years experience in large food service department and either 3 more years experience in management of food service department or 3 years experience in research or consultative capacity in food preparation equipment, etc., or equivalent. Test date, October 19. (September 20).

6548. PUBLIC HEALTH NURSE. Positions open in various cities and counties throughout the State. Salaries vary according to location. Open to graduate nurses with a license or eligibility for license as registered professional nurse who have completed an approved program of instruction in public health nursing.

6088. LAW STENOGRAPHER, Supreme Court, First Judicial District, \$5,000. One vacancy. Fee \$4. Requires 3 years of legal stenographic experience and 4 months' legal residence in counties of New York or Bronx. Test date, October 19. (September 20).

6103. CALCULATING MACHINE OPERATOR, \$2,850-\$3,610. Vacancies expected in Albany and New York City. Fee \$2. Requirements: Either 3 months of experience or completion of an acceptable course in the operation of a key-driven calculating machine (Burroughs, Comptometer, or similar type). Test date, October 26. (September 27).

6100. CONSULTANT ON COMMUNITY SERVICES FOR THE BLIND, \$5020 to \$6150. One vacancy each in Albany, Buffalo, Syracuse, Rochester, Suburban New York, and New York City. Fee \$5. Requirements: one year of graduate study in a school of social work and one year supervisory experience in social work and either completion of a second year of graduate study in a school of social work or one more year of social work experience. Test date, October 19. (September 20)

Exams NYC Keeps Open Continuously

8173. ASSISTANT CIVIL ENGINEER, \$5,750-\$7,190; 285 vacancies. Fee \$5. Requirements: A baccalaureate degree in civil engineering issued upon completion of a course of study registered by the University of the State of New York and three (3) years of satisfactory practical experience in civil engineering work; or graduation from a senior high school and seven (7) years of satisfactory practical experience in civil engineering work; or a satisfactory equivalent combination of education and experience. In conjunction with the holding of this examination, a departmental promotion examination will be held. The names appearing on the promotion list will receive prior consideration in filling vacancies. Test date, January 11. (No closing date)

7562. STENOGRAPHER, \$3,000-\$3,900. Vacancies exist in various departments. Fee \$2. There are no

formal educational or experience requirements for this position. Applicants may report in person to the Commercial Office of the New York State Employment Service, 1 East 19th street, Manhattan, N. Y. 3, from 9 a. m. to 3 p. m., on any weekday, except Saturdays and legal holidays, where arrangements will be made for them to be interviewed and scheduled for the required written and performance tests. These tests may be given on the same day the applicants report to the Commercial Office of the New York State Employment Service or within a few days thereafter. (No closing date).

(Continued on Page 9)

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## Commissioners To Teach At Long Island University

A series of special courses in public administration to be taught by the Commissioners of State and City agencies will be offered at Long Island University (Brooklyn Center) this coming semester. It was announced today by Dr. Jacob I. Hartstein, Dean of the Graduate School. Public employees enrolling in these courses will be eligible to receive 50% tuition scholarships under the Abe Stark Scholarship program.

During the fall term, Commissioner Henry L. McCarthy of the New York City Department of Welfare will conduct a course in public welfare administration while State Housing Commissioner Joseph P. McMurray will be in charge of a course in public housing and housing management. In the spring semester, Commissioner Maurice H. Matzkin of the New York City Department of Hospitals will offer a course in hospital administration, while Dr. Samuel Minowitz, Borough Director of the City's Health Department, will teach health administration.

"Long Island University's graduate courses in Public Administration combine theory and practice through the selection of faculty members who excel both in experience and education," Professor Leonard P. Stavisky, Coordinator of the program, stated. "We hope to provide civil service employees with newer and better opportunities for promotional advancement and professional improvement. Each course will be conducted

through the media of informal lecture, discussion and exchange of ideas between the students and those administrative officials who plan and direct the daily operation of government."

In developing the curriculum, special emphasis will be given to the needs of public employees in New York, while projecting their local experience against a background of practices utilized by other agencies of government elsewhere in the country. The lectures and discussions will deal with the relationships between public and voluntary agencies, problems of practical administration, as well as opportunities for field work and specialized study.

Other courses to be offered in the fall and spring semesters are, fundamentals of public administration, administrative organization and management, practical politics, personnel management, statistics, and municipal administration.

The courses may be credited towards a master's degree in public administration or taken as non-credit service courses by those who are not candidates for degrees. Public employees and other persons who may be interested in these courses should apply to Dean Jacob I. Hartstein, Graduate School, Long Island University, 385 Flatbush Avenue Extension, Brooklyn, N. Y., or phone ULster 2-9100 between the hours of 10 A. M. and 4 P. M. weekdays.

## NYC JOBS CONTINUOUSLY OPEN

(Continued from Page 8)

7563. **TYPIST**, \$2,750-\$3,650. Vacancies exist in various departments. Fee \$2. There are no formal educational or experience requirements for this position. Applicants should report directly to the Commercial Office of the New York State Employment Service, 1 E. 19th st., Manhattan, from 9 except Saturdays and legal holidays, to 3 p. m., on any weekday, days, where arrangements will be made for them to be interviewed and scheduled for the required written and performance tests. These tests may be given on the same day the applicants report to the Commercial Office of the New York State Employment Service or within a few days thereafter. (No closing date).

7851. **OCCUPATIONAL THERAPIST**, \$3,750-\$4,830. Vacancies in the Department of Hospitals and Health. Fee \$3. Candidates must be graduates of an approved school of occupational therapy or registered therapists recognized by the American Occupational Therapy Association. Tests: Performance, weight 100, 70% required. Candidates will be summoned for the performance tests in groups of not more than 25. A separate list will be established for each group examined and will be cer-

tified in order of the date established. Open to all qualified citizens of the United States.

8029. **MECHANICAL ENGINEERING DRAFTSMAN**, \$4,550-\$5,990; eight vacancies. Fee \$4. Requirements: A baccalaureate degree in mechanical engineering issued upon completion of a course of study registered by the University of the State of New York; or Graduation from a senior high school and four (4) years of satisfactory practical experience in drafting work in a mechanical engineering office, firm, plant or laboratory; or a satisfactory equivalent combination of education and experience. Test date, December 9. (No closing date).

7850. **DENTAL HYGIENIST**, \$3,250-\$4,350. Fee \$3. Requirements: Candidates must possess a current registration certificate of a New York State Dental Hygienist's license at the time of filing their application. Candidates will be summoned for the performance test in groups in order of filing. Successive eligible lists will be established for each group of candidates summoned. Candidates must appear for the test on the date summoned; no postponements will be granted. (No closing date).

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**U. S. STAFFERS TO BE COOLED OFF**  
Agriculture Dep't. employees may be hot under the collar because of failure to get increases, but an \$8,500,000 cooling system will keep their Washington, D. C. offices cool next summer.

**ANOTHER NYC LAW SUIT**  
A group of candidates on the recent Police Captain exam, who received failing ratings of 69.2 percent, have filed a lawsuit seeking to have them declared passed on Part I and entitled to be rated on Part II of the test.

# LETTERS TO THE EDITOR

(Continued from Page 6)  
year to obtain most of his gains. This, of course, is most unfair — and four years is a long time between gubernatorial elections.

To obtain gains is a never-ending fight. All State employees must be prepared to write to their legislators in the coming session. Only through extended effort and effective planning can we hope to assist in the passing of our legislative program.

Remember — the letter-writing campaign during the last session went a long way in helping to obtain the 42-hour week for institutional employees and a 5% salary increase for the 40-hour employees. This is proof that it can be done in a non-election year.

**Looking Forward**  
Now, let's look forward to October. The CSEA election of State

officers and executive committee representatives will take place. All members are urged to study the slate of candidates — read the biographies — and vote for the candidate that you want to serve you. But VOTE!

Also the annual meeting of the CSEA delegates will be held. Your delegates will pass many resolutions and will set the stage for 1958. Employees will be doing a disservice to themselves and their chapters if they do not take an active part to improve their lot.

The CSEA is the largest civil service employee organization in the United States. As one of its 75,000 members, we ask your support in making every effort to vote at the October election.

Membership is at an all-time high—payroll deductions of dues at 30 cents a pay-period or \$7.50 per year is money well invested, which the record will prove.

**BILL ROSSITER**  
President  
Rochester State Hospital Chapter, CSEA

## Shoppers Service Guide

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### Where To Apply For Public Jobs

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

STATE — Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BARclay 7-1616; lobby of State Office Building, and 39 Columbia Street, Albany, N. Y., Room 212; State Office Building, Buffalo 2, N. Y. Hours 8:30 to 5, closed Saturdays. Also, Room 400 at 155 West Main Street, Rochester, N. Y., Mondays only, 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, closed Saturdays, except to answer inquiries 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.

#### LEGAL NOTICE

LINDLEY ERASMUS C.—P. 2295.—1957.—CITATION.—THE PEOPLE OF THE STATE OF NEW YORK BY THE GRACE OF GOD FREE AND INDEPENDENT, to Elizabeth Johnson Bush, Clayton Johnson, Fred Johnson, William Johnson, Annette Johnson Bush, Geneva Johnson, Ernest Johnson, Zora Johnson Sorenson, Charles Weeks, John Thomas Weeks, Alice Jeroline Peck, Jennie Lindley, Florence Lindley Roagan, Eulyn Lindley Walkington, Mary Helen Sulckers, Clyde Lindley, James Mouat, Jean Mouat, Alwilda Overman, Miriam Overman, Frederick Wood, Lowell Wood, Muriel Zephora Lindley Wright, Dorothy Aken Lindley Gilley, Charles Brewer Lindley, and Hanover Bank, the next of kin and heirs at law of Erasmus C. Lindley, late of the City, County and State of New York, deceased, or otherwise interested in this proceeding, send greeting:

WHEREAS, WALTER C. LINDLEY who resides at 1212 North Logan Avenue, Danville, Illinois, and BANKERS TRUST COMPANY, a corporation, whose principal office is at 10 Wall Street, New York, New York, have lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date the 19th day of August, 1953, relating to both real and personal property, duly proved as the last Will and Testament of ERASMUS C. LINDLEY, deceased who was at the time of his death a resident of Hotel Piers, Fifth Avenue and Sixty-first 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 17th day of September, one thousand nine hundred and fifty-seven, at half-past ten o'clock in the forenoon of that day, why the said Will and Testament should not be admitted to probate as a will of real and personal property.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.  
WITNESS, Honorable S. SAMUEL DE PALCO, Surrogate of our said County of New York, at said county, the 5th day of August, in the year of our Lord one thousand nine hundred and fifty-seven.

Philip A. Donahue,  
Clerk of the Surrogate.

### HERE IS A LIST OF ARCO COURSES FOR PENDING EXAMINATIONS INQUIRE ABOUT OTHER STUDY BOOKS

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| <input type="checkbox"/> Apprentice \$3.00  | <input type="checkbox"/> Maintainer's Helper (A & C) \$3.00            |
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| <input type="checkbox"/> Auto Machinist \$3.00                                      | <input type="checkbox"/> Maintainer's Helper (B) \$3.00                |
| <input type="checkbox"/> Auto Mechanic \$3.00                                       | <input type="checkbox"/> Maintainer's Helper (D) \$3.00                |
| <input type="checkbox"/> Ass't Foreman (Sanitation) \$3.00                          | <input type="checkbox"/> Messenger (Fed.) \$3.00                       |
| <input type="checkbox"/> Ass't Train Dispatcher \$3.00                              | <input type="checkbox"/> Motorman \$3.00                               |
| <input type="checkbox"/> Attendant \$3.00   | <input type="checkbox"/> Motor Vehicle License Examiner \$3.00         |
| <input type="checkbox"/> Bookkeeper \$3.00  | <input type="checkbox"/> Notary Public \$2.50                          |
| <input type="checkbox"/> Bridge & Tunnel Officer \$3.00                             | <input type="checkbox"/> Oil Burner Installer \$3.50                   |
| <input type="checkbox"/> Captain (P.D.) \$3.00                                      | <input type="checkbox"/> Park Ranger \$3.00                            |
| <input type="checkbox"/> Car Maintainer \$3.00                                      | <input type="checkbox"/> Patrolman \$3.00                              |
| <input type="checkbox"/> Chemist \$3.00   | <input type="checkbox"/> Patrolman Tests in All States \$4.00          |
| <input type="checkbox"/> Civil Engineer \$3.00                                      | <input type="checkbox"/> Playground Director \$3.00                    |
| <input type="checkbox"/> Civil Service Handbook \$1.00                              | <input type="checkbox"/> Plumber \$3.00                                |
| <input type="checkbox"/> Claims Examiner (Unemployment Insurance) \$4.00            | <input type="checkbox"/> Policewoman \$3.00                            |
| <input type="checkbox"/> Clerk, GS 1-4 \$3.00                                       | <input type="checkbox"/> Postal Clerk Carrier \$3.00                   |
| <input type="checkbox"/> Clerk 3-4 \$3.00   | <input type="checkbox"/> Postal Clerk in Charge Foreman \$3.00         |
| <input type="checkbox"/> Clerk, Gr. 2 \$3.00  | <input type="checkbox"/> Postmaster, 1st, 2nd & 3rd Class \$3.00       |
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| <input type="checkbox"/> Hospital Asst. \$3.00                                      | <input type="checkbox"/> Senior Clerk \$3.00                           |
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### Police Unit Praises Ives

ALBANY, Sept. 9—The New York State Police Conference has praised U. S. Senator Irving M. Ives for sponsoring an amendment to the bill extending Social Security coverage to New York policemen and firemen.

Peter Keresman, conference secretary, said the Ives amendment had "made possible" coverage by Congress at the session just ended.

Governor Harriman signed a Legislative approved bill at the 1957 session to permit the coverage, once Congress had acted. Also backing the congressional drive for the bill was the Civil Service Employees Association.

Brooklyn, N.Y., 6 rooms, 45x45 bungalow at Brighton Beach; gas heat, frame construction. Mortgage—\$4,000. Asking price—\$8,500. Box 709.

Kingston, N.Y., 6 room 2 story brick house. 34x150, hot air oil heat, garage, good neighborhood. Mortgage—\$3,000. Asking price—\$7,500. Box 710.

Bronx, N.Y., land for sale, 45x95, 2 lots, near Kew-Forest High School. No mortgage. Asking price—\$8,000. Box 711.

#### 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, Maria Noronha, Anna Lorenz; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of DIMITRY C. KAPATZINSKY, deceased, if living and if dead, to the executor, administrators, distributees and assigns of "Mary 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 DIMITRY C. KAPATZINSKY, 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 DIMITRY C. KAPATZINSKY, deceased, who at the time of his death was a resident of 520 West 152nd 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, in the County of New York, on the 24th day of September 1957, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

(SEAL) **WITNESS**, Honorable S. SAMUEL DI PALCO, a Surrogate of our said County, at the County of New York, the 25th day of July in the year of our Lord one thousand nine hundred and fifty-seven.

PHILIP A. DONAHUE  
Clerk of the Surrogate's Court.

**CITATION, THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD, FREE AND INDEPENDENT, TO** Public Administrator of the County of New York, As Administrator of the Estate of Janet McLean also known as Janet Stevenson McLean and Jeannette McLean, deceased; George Alexander Mitchell; and to the following persons interested in the Estate of Janet McLean, also known as Janet Stevenson McLean and Jeannette McLean, deceased: Janet Ruthersall; Mary Stewart; Alexandra Mollison; Alice McLean as Administratrix of the Estate of Richard McLean, deceased; Consul General of Great Britain; being the persons interested as creditors, distributees or otherwise in the estate of Janet McLean, also known as Janet Stevenson McLean, Minnie Allan Stevenson, and Minnie A. Stevenson, deceased, who at the time of her death was a resident of 205 East 40th 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 27th day of September 1957, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

**WITNESS**, HONORABLE S. SAMUEL DI PALCO a Surrogate of our said County, at the County of New York, the 15th day of August in the year of our Lord one thousand nine hundred and fifty-seven (SEAL) Philip A. Donahue Clerk of the Surrogate's Court.

**QUESTIONS on civil service and Social Security answered. Address Editor, The Leader, 97 Duane Street, New York 7, N. Y.**



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### HOMES FOR SALE

Springfield Gardens, N.Y.—4 1/2 rooms, 40x100, bungalow, detached, oil heat, garage. Mortgage—\$7,800. Asking Price—\$10,300. Taxes—\$107 year. Box 721.

Phelps, N.Y.—8 rooms, 1 bath, 300 acres, 2-story frame, oil heat. Mortgage—\$5,000. Asking Price \$9,000. Includes 3 other buildings to store produce & machinery.

Tully, N.Y.—9 rooms, brick 2-story, steam radiator heat, built-in dinette, modern kitchen. One block from schools, stores, bus and small village. Close to Syracuse & Cortland. Mortgage—\$7,000. Asking Price \$15,500. Box 722.

Jamaica (L.I.) N.Y.—4 rooms, 6x140, ranch house, oil heat, garage, expansion attic, completely furnished. Mortgage—\$10,000. Asking Price—\$13,000. Box 724.

Canaan (Delhi) N.Y.—9 rooms, 20x100, attached house, oil heat. No mortgage. Asking Price—\$14,000. Box 725.

Woodward (White Plains) N.Y.—6 1/2 rooms, 1/2 acre, corner, ranch house, detached, gas heat, garage. Mortgage—\$14,000. Asking Price—\$28,500. Box 726.

### REAL ESTATE

Staten Island, N.Y., 7 rooms, 2 1/2 story house; 44x80; 4 bedrooms, newly finished roof; within walking distance to shopping center, park, school; 3 bus lines nearby. Mortgage—\$3,000. Asking price—\$14,000. Box 701.

West Coxsack, N.Y., 14 rooms, 2 story; 29 acres, oil hot water heat; wooded estate, nice neighborhood. No mortgage—Asking price—\$15,000. Box 702.

Union Springs, N.Y., 6 rooms, 1 acre, 2 story frame house; ideal for a summer home as well as year-round; large chicken house, equipment shed, garage. No mortgage—Asking price—\$7,000. Box 703.

New York City—2 1/2 rooms, 2 stories and basement; oil automatic hot water heat, garage; can also be used as guest house. Mortgage—\$8,300—Asking price—\$20,000. Box 704.

Kingston, N.Y., 7 room cottage, 40x130, gas heat, garage, basement has 3 unfurnished rooms. Mortgage—\$1,500. Asking price—\$6,000. Box 705.

Stony Point, N.Y., 6 rooms, corner ranch house, 60x100; gas hot air heat, full basement, storage attic, hardwood floors; outdoor fireplace and patio. Mortgage—\$1,500. Asking price—\$11,150. Box 706.

Brooklyn, N.Y., 7 room house with porch, 20x100, hot air heat, garage; kitchen recently remodeled. No mortgage. Asking price—\$11,000. Box 707.

St. Albans, L.I., land for sale 150x100, located near Long Island Railroad and shopping center. No mortgage—Asking price—\$200. Box 708.

### INTER-RACIAL

Detached Bungalow  
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Here is the home you've been looking for. Beautiful ranch-type living room—conventional dining room—city plastered bedrooms—modernistic kitchen—Hollywood bath. On a beautiful 4,000 sq. ft. garden plot. Extras (above): Refrigerator—washing machine—screens, storm windows, Venetian blinds—enclosed porch—automatic heat—and convenient to everything! School's, shopping centers, and recreational facilities. A MUST to SEE!

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1 family solid brick, 6 1/2 rooms, oil heat, garage, gorgeous knotty pine finished basement. Modern kitchen, Hollywood colored tile bath, patio for summer relaxation. Many extras. Small cash.

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Don't wait to see this 9 room home, featuring 5 bedrooms, 2 kitchens, Hollywood colored tile bath, finished basement, modern kitchen, loads of extras. Small cash.

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#### HOLLIS

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Belford D. Harty, Jr.  
132-07 154 St. Jamaica

FI 1-1950

Ossining, N.Y., 7 room clapboard house, 35x65, oil heat, new storm windows, new roof. Mortgage—\$3,800. Asking price—\$14,000. Box 712.

Wasson, N.Y., land for sale, 50 acres, real heat, near route 51. No mortgage—Asking price—\$7,500. Box 714.

### SPRINGFIELD GARDENS \$13,800

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1 family frame detached, 8 rooms, oil heat, extras. Ideal for small family. A very good buy at \$10,000.

### ST. ALBANS: 4 years old

Lorraine, Brick and shingle, semi attached, 6 1/2 rooms, 3 bedrooms, oil heat, landscaped; other attractive extras. Price: \$14,200.

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### ST. ALBANS:

Beautiful Brick Attached, with over! steel garage, 6 1/2 rooms, 3 spacious bedrooms, finished basement, gas heat, other fine extras. Price: \$14,700.

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2 family Brick & Shingle detached, 50x100 lot, 7 1/2 rooms, 4 1/2 & 3, finished basement, stall shower. Price: \$18,900.

### Idlewild Gardens

Pre-War Solid Brick

\$950.00 Cash

To All

\$74 mthly pays all Finished Basement

5 spacious rooms, tile kitchen and bath, parquet floors, oil steam, oversized garage, all extras included. No. B-1130.

Reduced To \$10,950

### Queens Village

Pre-War Solid Brick

\$2,100 Cash

To All

\$98 Mthly Pays all Fireplace Finished Basement

19 years young! A Beauty! Lavish 7 room home. Modern throughout. Full finished basement. Oil heat. All extras. Best, liveliest residential section in Queens. No. B-1129

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PRICE ..... \$14,700

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# Two Correction Lists Established For Hospitals

The New York State Department of Civil Service has established the lists for correction officer, (male and female correction hospital attendant). The test was given on April 13, for the jobs which pay \$4,080-\$5,050 annually. A passing mark was achieved by 124 men and 8 women. The two lists follow:

### Correction Officer, Male Correction Hospital Attendant.

- 1 Swinow, Richard, Plattsburg 10280
- 2 Wade, William, Blyden 10180
- 3 Churchill, William, Auburn 10020
- 4 Carman, Albert, Ft. Jon 9900
- 5 McCormick, James, Cashon 9940
- 6 Husser, George, Ellenville 9940
- 7 Sherkota, Walter, Wingdale 9840
- 8 Stevenson, Harold, Athens 9780
- 9 O'Leary, Thomas, Elmira 9680
- 10 Maak, Frederick, Tonawanda 9620
- 11 Scott, John, Wallkill 9620
- 12 Lofstrom, Raymond, Elmira 9600
- 13 Knapp, John, Ossining 9540
- 14 Lombard, Robert, Morrisville 9540
- 15 Black, Roy, Newburgh 9520
- 17 Sandall, Thomas, Clayburg 9480
- 18 Dalton, Joseph, S. Ozone Pk 9480
- 19 Gargas, Eugene, Horseheads 9480
- 20 Tyson, Clement, Bronx 9440
- 21 Jung, Herbert, Wassaic 9440
- 22 Grabowski, Chester, Phelps 9380
- 23 Aiken, Leroy, Aedles 9380
- 24 Lamberton, George, Troy 9380
- 25 DeLoe, Henry, Whitehall 9340
- 26 Farwell, Lyle, Horseheads 9300
- 27 Sica, Andrew, Blyden 9220
- 28 Maravsky, Walter, Beacon 9200
- 29 Lisotta, Lawrence, Elmira 9200
- 30 Norton, William, Elmira 9200
- 31 Gillespie, Robert, Pine Bush 9140
- 32 Fisher, Sheridan, Glens Falls 9140
- 33 Cochran, James, Attica 9120
- 34 Sipes, Henry, Elmira 9120
- 35 Lapiere, Roland, Danamora 9120
- 36 Mitchell, William, Napanoch 9080
- 37 DePaulo, Daniel, Kerhonkson 9040
- 38 Smith, Roland, Maybrook 8980
- 39 Calabrese, Angelo, Maybrook 8980
- 40 Casolino, Donald, Elmira 8980
- 41 Snyder, Wayne, Watkins Glen 8980
- 42 Pajonka, Charles, Plattsburgh 8980
- 43 Rosemier, Everett, Mt. Upton 8980
- 44 Rock, James, Peru 8980
- 45 Hitchcock, Vernon, Attica 8980
- 46 Lambert, James, Elmira 8980
- 47 Pincelli, Richard, Horseheads 8980
- 48 Pingree, Donald, Hudson Falls 8980
- 49 Allen, Scott, Mt. Morris 8980
- 50 Ott, Frederick, Attica 8980
- 51 Buchanan, William, Fallburg 8980
- 52 Terbish, Arthur, Rahmon 8980
- 53 Miller, Robert, Catskill 8980
- 54 Sturtevant, Donald, Luzerne 8980
- 55 Dealy, Frederick, Plattsburgh 8980
- 56 Costa, Thomas, Ansonia Corn 8980
- 57 Fuller, Eugene, Grahamsville 8980
- 58 Policella, Donald, Beacon 8980
- 59 Davis, Francis, Auburn 8980
- 60 Dore, Louis, Avon Park 8980
- 61 Smith, Donald, Albany 8980
- 62 Morgenthau, L. Wallkill 8980
- 63 Wilkinson, William, Elmira 8980
- 64 Sangiacomo, A., Auburn 8980
- 65 Leonard, Robert, Glens Falls 8980
- 66 McAllen, Larry, Grand 8980
- 67 Williams, Gordon, Grand 8980
- 68 Wysocki, James, Kerhonkson 8980
- 69 Woodin, Robert, Wingdale 8980
- 70 Insley, Oliver, Mt. Morris 8980
- 71 Veronick, Barney, Lagrangeville 8980
- 72 Mohr, Walter, Ft. Edward 8980
- 73 Dalton, Charles, Elmira 8980
- 74 Newkirk, Ross, Middletown 8980
- 75 Galligan, Robert, Cold Spring 8980
- 76 Koffy, Ronald, Pine Bush 8980
- 77 Dill, Robert, Liberty 8980
- 78 Pascanti, Rudolph, Ossining 8980
- 79 Bhow, James, Ellensburg Dist 8980
- 80 Bodman, Benjamin, Blyden 8980
- 81 Bartley, Frank, Grand 8980
- 82 Prindle, Edward, Whitehall 8980
- 83 Scott, David, Wallkill 8980
- 84 Hoop, Robert, Lagrangeville 8980
- 85 Spring, Howard, Kennerly 8980

- 88 Hallsod, John, Morrisville 8200
- 89 Glimson, James, Auburn 8200
- 90 Centanti, Rosario, Buffalo 8200
- 91 Kowley, Paul, Glensville 8200
- 92 Wagner, Robert, Glensville 8200
- 93 O'Brien, James, Bantell 8200
- 94 Turone, Mark, Ft. Baze 8200
- 95 Roscorane, Paul, Woodbourne 8100
- 97 Holland, Thomas, Sparrow Bch 8100
- 98 Casey, William, Pawling 8100
- 99 Harris, Francis, Morrisville 8100
- 101 Ryan, Donald, Hudson Falls 8000
- 102 Casey, Daniel, Hudson Falls 8000
- 103 Costigan, Robert, Napanoch 8000
- 104 Brown, Harry, Pine Bush 8000
- 105 Smith, Richard, Pine Bush 8000
- 106 Ferber, Robert, Grahamsville 8000
- 107 Carson, Clarence, Ellensburg Dist 8000
- 108 Stant, Richard, Elmira 7900
- 109 Walter, Rex, Napanoch 7800
- 110 Simpson, Fred, Kerhonkson 7800
- 111 Pincelli, Glenn, Johnsonburg 7800
- 112 Cannon, Duane, Johnsonburg 7700
- 113 Walker, Arnold, Ft. Ann 7600
- 114 Culbert, Robert, Auburn 7600
- 115 Loffer, John, Poughkeepsie 7500
- 116 Ramsay, Hassen, Coxsack 7500
- 117 Canale, Frank, Auburn 7500
- 118 Canale, Frank, Wingdale 7500
- 119 Lacroix, C., Saranac 7500
- 120 Skofrin, Eugene, Blyden 7500
- 121 Toffi, Albo, Ellenville 7500
- 122 Reban, Donald, Lk. Housie 7500
- 123 Aquino, Francis, Batavia, N.Y. 7500
- 124 Tascianna, Kary, Woodbourne 7500

### Correction Officer, Female Correction Hospital Attendant.

- 1 Douglas, Jeanne, Fishkill 9580
- 2 Roman, Jessie, Glensville 8980
- 3 Pritchett, Gloria, NYC 8880
- 4 Grooms, J., St. Albans 8580
- 5 Waz, Helen, Beacon 8480
- 6 Walden, Mary, Blyden 8300
- 7 Camberlain, Janet, Beacon 7800
- 8 Campbell, Shirley, Glensville 7500

# Life Insurance Bills For U.S. Workers Die

WASHINGTON, Sept 9—Add insurance bills for federal employees to the list of legislation that died in the first session of the 85th Congress. Senate bill to increase the value of Government life insurance policies for employees who are 65 and over died in committee.

At present, such policies decline in value 2 percent a month to 25 percent of their face value. The bill would have reduced the decline to 1 percent a month and to a minimum of 50 percent of face value.

House members failed to take up a bill which would direct the Civil Service Commission to take over the 95,000 life insurance policies issued by the nine existing employee beneficial associations.

# Delehanty Evening High School Starts Sept. 16

The Evening Division of Delehanty High School, Jamaica, will resume classes on Monday, September 16. A complete curriculum of Regents and non-Regents subjects will be offered at convenient evening hours.

Lack of a high school diploma is a severe handicap today as many splendid career opportunities in business and Civil Service are offered only to high school graduates. Young men and women who have not completed high school should be able to save one or two years in obtaining a high

school diploma by attendance at the Delehanty Evening Division. A special counselling service to advise prospective evening students in the selection of suitable individual programs is available at the school.

Delehanty High School is fully accredited by the New York State Board of Regents and prepares for admission to all colleges. The School observed its 12th anniversary last year by occupying its spacious new home at 91-01 Merrick Blvd., Jamaica. This location is convenient to all transit facilities.

## ACTIVITIES OF EMPLOYEES IN STATE

### Fort Stanwix

Congratulations to Mary L. Pendorf, who was elected president of the City of Rome Board of Education. Mrs. Pendorf joined the teaching staff at Rome State School on June 27.

Wedding bells rang for Jean Soellner who married Joe Benner on July 19. Jean, a stenographer in Social Service Department was entertained by her co-workers at Twin Ponds Country Club.

Bette Anne Sawyer, daughter of Mr. and Mrs. Harold C. Sawyer, became the bride of Second Lieutenant Albert E. Lelfels on July 13. After touring the southern states, Bette will be back with us in the O. T. Department.

Ramona L. DeTraglia recently joined us in Social Service Department and was married to William Croniser on July 19. The chapter extends its very best wishes to all.

Lucky Nellie Owens is sending us back cards from Wales. She and Mr. Owens are spending six weeks visiting relatives there.

Mr. and Mrs. Ed Powell are vacationing in Florida and Cuba. Lucille Beeman is also vacationing in the sunny south.

Saddened by the sudden deaths of Mabel Halpenny and Sam Muscarella. Both staff attendants and with many years of faithful service, they will be greatly missed by all.

On July 18, over 700 employees of the Rome State School greeted Dr. and Mrs. Greenberg at a reception held in the institution's reception hall. Doctor Greenberg assumed the directorship of the institution on July 1st. Formerly director of Craig Colony, he becomes the fourth director in the history of Rome State School. Marion Ederer was entertained

at a bridal shower July 23, at Trinkaus Manor by fellow employees of K-Bldg. Miss Ederer was married on Aug 3, 1957 to Albert Mehl.

Death claimed Earl B. Anson a retired employee of Rome State School. He retired on March 20, 1953 because of ill health after 15 years of state service. The chapter extends sympathy to Harriet Anson who is also our co-worker.

Condolences are also extended to Isa Jenison, whose husband, Sanford F. Jenison, died recently. Mr. Jenison retired from Rome State School on Sept 23, 1954 after 35 years service.

It has been a busy month in the Sawyer Family. We have told you of Bette Sawyer's wedding and now news of the birth of a son to Mr. and Mrs. Al Sawyer of California, the first grandchild in the Sawyer family.

Dr. and Mrs. W. Strauss have returned from a tour of the New England states.

### COBA BOARD TO MEET

The Executive Board of the Correction Officers Benevolent Association will meet on Wednesday, Sept. 11 at Werdermann's Hall. President Stephen Harigan says important matters will appear on the agenda.

### ACCOUNT CLERK

#### APPOINTMENTS EXPECTED

With 70 current vacancies, rapid appointment is expected from the 239-name NYC list for Account Clerk. First certifications will be made in early October.

# Public Administration

## Tax Problem Raised

Correction of the "property tax mess" was one of the areas in which government employee unions should provide leadership, according to Cornelius Bodine, city manager of Rock Island, Ill., who spoke recently at the annual convention of the Illinois Council of State, County, and Municipal Employees.

Mr. Bodine asked his audience to find a well-thought-out, long-run program to increase tax revenue through property taxes, rather than settling for sales and utility taxes. He urged them to work for uniform, scientific, and accurate assessment of property by non-elected, qualified assessors.

He cited increased productivity as another obligation of government employee unions, expressing his feeling that output in municipal government services does not match industry's 3 percent-a-year increase in productivity. He also

suggested that public employee unions make training programs a basic plank in their platforms for improving working conditions, and endorsed cost-of-living salary adjustments in public employment. He feels that orderly, reliable methods, while they increase pressure on budgets, are preferable to present ones.

## The Better Letter

Travelling workshops are being used to urge writers of official correspondence in the U. S. government to follow the "4-S Formula" in letter writing: shortness, simplicity, strength and sincerity. The workshops, which move from bureau to bureau in Washington, D. C., are led by Kay Pearson of the National Archives staff.

She urges letter writers to stop hiding behind "it"—"it is suggested," "it is hoped that"—and come out into the open and be more direct. Government workers should admit mistakes, she feels—ignoring them is bad manners.

Aside from hoped-for improvement in composition, brief, concise letters will save money. Government letters cost about a dollar apiece in time, paper, and typewriter ribbons, and about one billion are composed each year.

"You may take pride," Miss Pearson told a recent class in the Bureau of Customs, "that some of the best letters written have been government letters," and read as an example Lincoln's letter to Mrs. Bixby.

## Longevity Liberalized

Provision has been made to provide regular annual payments on a pro-rata basis to state employees who regularly work less than a full year, under a recent amendment to Michigan's longevity compensation plan. This will mean that employees, such as teachers in state institutions who regularly work less than a full year will, after establishing initial eligibility, receive annual payments on a pro-rata basis for the actual full months worked. Formerly these employees received payments only in those years when a full year's service had been accumulated by October 1.

**SADIE BROWN SAYS:**

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### St. Lawrence

The St. Lawrence County CSEA Board of Directors were entertained by County Clerk Lewis Paddock and Mrs. Paddock at their summer home in the "Thousands" located at Schermerhorn's Landing on the St. Lawrence River for a covered dish supper followed by a Board meeting. Mr. Paddock also took members for an entertaining boat ride around the islands.

Plans were made for the membership rally dinner to be held at the Elks Club in Ogdensburg on September 26th. This will be also the 10th anniversary of the St. Lawrence Chapter and a celebration is being planned by the Social Committee with Welthia B. Kip as chairman.

Stanley Howlett of Potsdam, chairman of the membership committee, with Mrs. Marion Murray, President of the Chapter, and Miss Kip, executive representative and past president, held a meeting at

the Massena Hospital on August 15 to explain CSEA aims and policies to the hospital staff.

A meeting was also recently held at the Town Hall in Massena which was attended by about 50 employees of the Massena area. Vernon Tapper, CSEA fourth vice president, Joseph Donnelly, field representative, and several offi-

cers of St. Lawrence Chapter spoke on the growth, activities and benefits received by the aid of the Association and local chapter.

Members and their friends and families enjoyed themselves at the annual chapter picnic held at Lazy River, Hemon, on July 28th. Commissioner Finley and County Clerk Paddock and Ceylon Allen of the

Sheriff Dept. proved themselves excellent hot dog and hamburger cooks.

The Chapter is pleased to announce that St. Lawrence County Board of Supervisors have granted 7 quarters Social Security coverage for County employees and the City of Ogdensburg and most villages and towns in the County

have also granted retroactive coverage.

The Board of Directors of the Chapter have decided to change the date of monthly meetings to the second Wednesday of the month. There will be no board meeting in September because of the dinner meeting September 26th.

### NEXT YEAR FOR RETIREES

WASHINGTON, Sept. 9—Representative Gracie Pfof (D-Idaho), whose bill to give 35,000 civil service retirees and survivors increases up to 10 percent in benefits died in Congress, has announced that she will try to win House approval for her measure at the next session.

### 26 BOUNCED FROM FIREMAN TEST

Twenty-six Candidates have been ruled not qualified for the NYC open-competitive Housing Fireman exam.

### LEGAL NOTICES

RYLE, JULIA—P 2526, 1957—CITATION—THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God Free and Independent. To ROBERT WALKER RYLE, MARION DANFORTH WELLS, WILLIAM RYLE WRIGHT, CLAUDIA DANFORTH WARD the next of kin and heirs at law of JULIA RYLE, deceased, send greeting:

WHEREAS, The Book of New York, whose principal place of business is located at 48 Wall Street, in 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 14th day of May, 1945 and a codicil thereto bearing date 27th day of May, 1945 and nine separate holographic writings bearing date the 14th day of May, 1945, relating to both real and personal property, duly proved as the last will and testament of JULIA RYLE, deceased, who was at the time of her death a resident of the County of New York.

THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 2nd day of October, one thousand nine hundred and fifty-seven, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, HONORABLE JOSEPH A. COE, Surrogate of our said County, the 27th day of August in the year of our Lord one thousand nine hundred and fifty-seven.

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

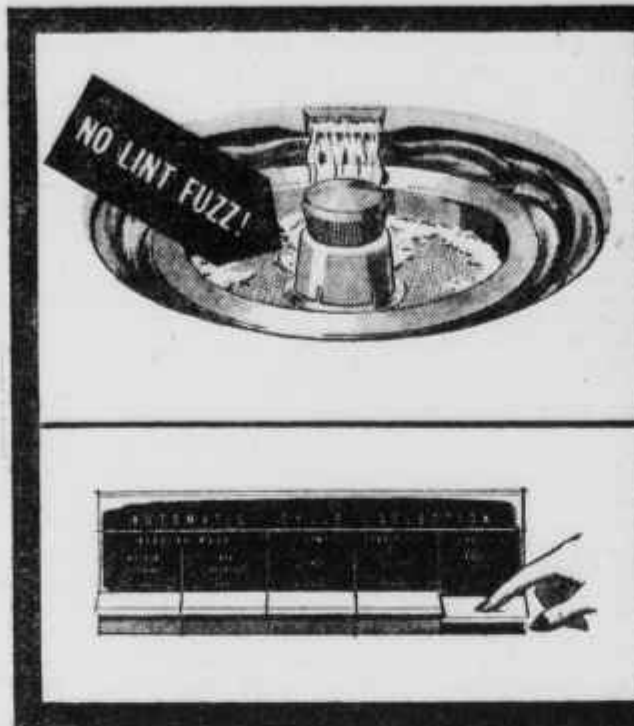
P 1904, 1955—CITATION—THE PEOPLE OF THE STATE OF NEW YORK By the Grace of God Free and Independent. To Victor Segalstad, Sam Victor Segalstad, Sonja Segalstad, Sam Hoffman, Ethel Hoffman, Richard Hoffman, Evelyn Eriksen, Marie Osley, the legatees, next of kin and heirs at law of Sunniva Olsen Menken, also known as Sunniva O. Menken, Sunniva Menken, Sunniva Menken and Sunniva Olsen, deceased, send greeting:

WHEREAS, the Public Administrator of the County of New York, who has his office in the Hall of Records, 31 Chambers Street, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date April 2, 1949, relating to both real and personal property, duly proved as the last will and testament of Sunniva Olsen Menken, also known as Sunniva O. Menken, Sunniva Menken, Sunniva Menken and Sunniva Olsen, deceased, who was at the time of her death a resident of 120 Manhattan Avenue, the County of New York.

THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 7th day of October, one thousand nine hundred and fifty-seven, 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 and why letters of administration *v.t.a.* should not be issued to the Public Administrator of the County of New York.

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 S. SAMUEL DE PALAO, Surrogate of our said County of New York, at said county, the 16th day of August in the year of our Lord one thousand nine hundred and fifty-seven.

PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

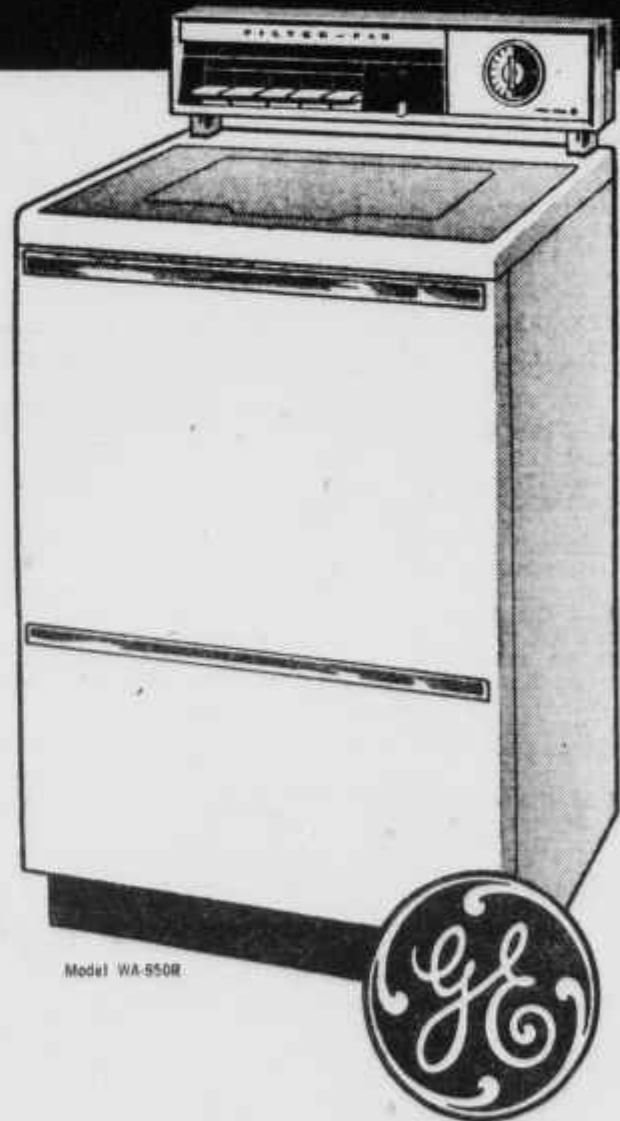


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# Assn. Committee Approves 67 Resolutions

(Continued from Page 1)

tion to assure optional retirement at age 50 after 25 years of service with a minimum retirement allowance of one-half of final average salary for all members of the retirement system.

**15. Social security for state police.**

RESOLVED, that the Association take necessary action to secure permissive Social Security coverage for the State Police.

**16. Vesting of retirement rights.**

RESOLVED, that the Association sponsor or support necessary legislation to insure vesting of retirement benefits for employees who resign or die after 10 years of member service.

**17. Increase death benefit under retirement system.**

RESOLVED, that the Association sponsor or support legislation to amend the retirement law to provide that the death benefit shall be computed at one month's salary for each year of member service to 12 years, and one month's salary for each 2 years of service after 12 years to a maximum death benefit of 2 years salary.

**18. Insure retirement fund loans for full amount at all ages.**

RESOLVED, that the Association sponsor or support legislation to assure insurance of loans from retirement fund to full amount of loan and regardless of age.

**19. Prevent agencies from adopting general rules reducing mandatory retirement age 70.**

RESOLVED, that the Association seek to prevent any agencies from generally reducing the 70 year mandatory retirement age for any class or group of its employees.

**20. Continue retirement system death benefit after retirement.**

RESOLVED, that the Association negotiate and sponsor or support legislation to continue all or part of the retirement death benefit after retirement or provide each retiree with paid-up life insurance policy as part of its retirement program.

**21. Employee representation in management of state retirement system.**

RESOLVED, that the Association take necessary steps to arrange for employee representation in the management of the State Retirement System.

**22. Restore 4% interest on state retirement fund contributions for all members.**

RESOLVED, that the Association take proper steps to restore 4% interest rate on retirement fund contributions for all members of fund.

**23. Retirement system adopt findings of Workman's Compensation Board.**

RESOLVED, that the Association sponsor or support legislation to provide that the findings and decisions of the Workman's Compensation Board be deemed final and conclusive in all proceedings under the Retirement Law.

**24. Retirement system membership for air national guard employees.**

RESOLVED, that the Association take appropriate action to bring Air Technicians of the Air National Guard under the State Retirement System.

**25. Extend disability retirement to age 70.**

RESOLVED, that the Association sponsor or support legislation to extend the benefit of accidental disability retirement to age 70.

**26. Permit retirement contributions while disabled off payroll.**

RESOLVED, that the Association seek amendment of Retirement and Social Security Law to permit contributions by members of State Retirement System to pay members and employers contributions during periods such member is on leave of absence without pay.

**27. Study retirement system.**

RESOLVED, that the Association make a study of the State Retirement System to investigate the merits and benefits of the existing system, consider the possibility of increasing pension benefits and/or decreasing cost of contributions and keep benefits more in line with cost of living. (Approved as amended).

**28. Retirement time credit for veterans of World War II and Korean conflict.**

RESOLVED, that the Association sponsor or support legislation to provide that all members of the Employees' Retirement System who served in the armed forces during World War II and the Korean conflict and who were residents of the State of New York at the time of their entry into the armed forces and possess an honorable discharge shall be granted full credit for active service rendered between July 1, 1940 and December 31, 1946, and between June 25, 1950 and July 27, 1953, at no additional cost.

**29. Increase retirement allowance for retired employees.**

RESOLVED, that the Association sponsor or support legislation to assure that all members who shall have retired from the State Employees Retirement System without having had an opportunity to acquire Social Security coverage as public employees, and whose retirement allowance without optional modification is \$5000 or less, shall have their retirement allowance adjusted in such fashion as to reflect the increased cost of living, and that such objective be accomplished as evidenced by the increase in public salaries, from the date of such person's retirement to the beginning of the 1958 fiscal year.

## HOURS AND LEAVES

**30. Optional split vacation in state police.**

RESOLVED, that the Association take necessary steps to secure for State Police the option to split their vacations into two periods of 14 days each or take full 28 days together. (Approved as amended).

**31. Forty hour week for state police.**

RESOLVED, that the Association sponsor or support legislation to provide a 40 hour week for employees of the Division of State Police without loss of salary or subsistence allowances. (Approved as amended).

**32. Restore four weeks vacation for new employees.**

RESOLVED, that the Association take the necessary action to cause the decreased vacation allowance of thirteen days (13), be restored to the twenty days (20) formerly enjoyed by state employees. (CSEA appeal to State Civil Service Commission on this matter pending).

**33. Saturday closing of public offices in towns and villages.**

RESOLVED, that the Association sponsor legislation to mandate Saturday closing of public offices in all political subdivisions.

**34. Maximum 40 hour week in political subdivisions.**

RESOLVED, that the Association sponsor legislation to provide a maximum 40 hour week for all employees of the political subdivisions without loss of take-home pay.

**35. Holidays or time off in lieu thereof for all employees.**

RESOLVED, that the Association take appropriate action to assure that ALL public employees, including per diem and hourly employees who work six consecutive months, be granted leave without loss of pay on all legal holidays or shall be granted time off with pay in lieu of holidays where public service requires the employee to work on legal holidays or when holidays fall on Sunday or the regular day off. (CSEA appeal to State Civil Service relating to this matter pending action by Commission).

**36. Memorial and Armistice Day off for employees of political subdivisions.**

RESOLVED, that the Association sponsor legislation to amend Section 63 of the Public Officers Law so that veterans in all political subdivisions, including school districts, would receive holidays on Memorial and Armistice Day.

**37. Lump sum payment of unused vacation & overtime during fiscal year.**

RESOLVED, that the Association sponsor legislation to require the State Controller to pay employees in a lump sum for unliquidated accrued vacation and for overtime credits when the employees are not permitted to liquidate such accruals during the fiscal year.

**38. Lump sum payment for sick leave credit upon retirement, separation or death.**

RESOLVED, that the Association

introduce legislation to provide for payment for sick leave credit in a lump sum at time of retirement, separation or death of employee.

**38. 37 1/2 hour week for institutional office and clerical workers.**

RESOLVED, that the Association seek establishment of a 37 1/2 hour work week for office and clerical employees of State Institutions through legislation or otherwise. (CSEA appeal to State Civil Service Commission re this matter pending action by the Commission).

**40. Amend attendance rules to guarantee equivalent time off for holidays falling on Saturday.**

RESOLVED, that the Association urge State Civil Service Commission for amendment to attendance rules to guarantee equivalent time off for holidays which fall on Saturdays. (CSEA appeal to State Civil Service Commission on this matter pending action by Commission).

**41. State pay full costs of state health insurance plan.**

RESOLVED, that the Association take necessary steps to have State pay full cost of State Health Insurance Plan at earliest date possible.

**42. Authorize political subdivisions to contract for and contribute to cost of health insurance.**

RESOLVED, that the Association sponsor or support legislation that will permit all political subdivisions to contract for and contribute to cost of Health Insurance for its officers and employees. (Approved as amended).

**43. State furnish required uniforms.**

RESOLVED, that the Association take proper steps to assure that the State of New York bear the cost of any uniform which it demands its employees to wear for the convenience of state employment, and monies be appropriated to so cover such cost.

**44. State reimburse moving expenses of transferred or promoted employees.**

RESOLVED, that the Association sponsor or support legislation or otherwise arrange for reimbursement of moving expense of employee and his family where employee accepts promotion to position in another community or is transferred for convenience of employer; that State pay subsistence allowance for meals and lodging up to 30 days pending the move. (Approved as amended).

**45. Increase mileage and subsistence re official field work.**

RESOLVED, that the Association take necessary steps to secure increase in expense allowance for use of personal car on State business to 10c per mile; to increase per diem lodging allowance to \$7 per day statewide; and to amend rules to allow mileage from office instead of present arrangement of allowing mileage from home or office whichever is shorter. (CSEA appeal to State Comptroller on this matter awaiting action by Comptroller).

**46. Require reason in writing for veto of budget director re title reclassification and salary reallocation.**

RESOLVED, that the Association take appropriate action to require the Budget Director in the event that he shall veto any classification or reallocation approved by the Director of Classification and Compensation or Classification and Compensation Appeals Board to state reason for such veto in writing.

**47. Choice of assignment to station for state police.**

RESOLVED, that the Association seek arrangement whereby after two year apprentice period any member of Division of State Police shall make a special report in duplicate, one copy to be sent to Headquarters, wherein the member shall advise where his home is, where he is living, where he is working, and where he would like to work, and such choice of assignment to be given on seniority basis consistent with member's rank when a vacancy occurs.

**48. Standardization of table of organization of state police.**

RESOLVED, that the Association take steps to assure that the member of State Police assigned to any job requiring special or technical skill be given a technical rating and that technical ratings in the various troops be standardized.

**49. Increase supervisory personnel in state police.**

RESOLVED, that the Association seek increase in the number of supervisory personnel, non-commissioned officers, consistent with the increase in personnel of the Division during the past several years.

**50. Secure increase in personnel of state police.**

RESOLVED, that the Association take necessary steps to increase personnel of the Division of State Police to adequate number to allow modern and reasonable working conditions for State Police on par with other State employees.

**51. New York State Civil Service status for Air National Guard.**

RESOLVED, that the Association take whatever action is deemed necessary to ascertain the exact Civil Service status of the Air Technicians of the New York Air National Guard and then take appropriate action to bring them under New York State Civil Service.

**52. Civil service status for state police.**

RESOLVED, that the Association do all in their power to attain civil service status for all employees of the Division of State Police.

**53. Prompt payment of expense accounts — State Department of Public Works.**

RESOLVED, that the Association seek prompt payment of expense accounts of State Department of Public Works employees.

**54. Examination announcements to field employees — Department of Public Works.**

RESOLVED, that the Association seek arrangement whereby examination announcements are furnished by the State Department of Public Works to their field employees, relative to examinations they may be eligible for, in addition to the usual posting of announcements in District Offices. (Approved as amended).

**55. Time off for cashing pay checks.**

RESOLVED, that the Association arrange time off for cashing State pay checks, in accordance with Labor Law and as required in private industry.

**56. Personnel officer in each state institution.**

RESOLVED, that the Association take appropriate action to secure a qualified and trained personnel officer in each State Institution.

**57. Full pay for or compensatory time off for time in travel on official business.**

RESOLVED, that the Civil Service Employees Association take whatever action it deems necessary to insure the employees traveling on official business the complete compensation, or compensatory time, due them for all time spent away from the institution traveling on official State business.

**58. State establish fund for scholarships for children of civil service employees.**

RESOLVED, that the Association urge the State to establish a fund to provide college scholarships for children of civil service employees with 20 or more years' service, and that such scholarships be accorded on basis of competitive examination and be adequate in number.

**59. Protection against dismissal of non-competitive class employees.**

RESOLVED, that the Association sponsor or support legislation to assure that any public employee in the non-competitive class for 5 years may not be discharged except for cause after the bringing of a charge against such employee and a hearing at which the employee may be represented by counsel.

**60. New title and pay arrangements for Mental Hygiene attendant positions.**

RESOLVED, that the Association take appropriate action to secure new arrangement of title and pay grades for Attendant jobs in Mental Hygiene Institutions to substitute for present jobs the titles of Psychiatric Aide-Trainee, salary grade 6, Psychiatric Aide, salary grade 8 and Staff Psychiatric Aide, salary grade 10. The Psychiatric Aide-Trainee title would be the entrance title and after completion of in-service

training course of about 75 to 100 hours and one year of satisfactory service the trainee would be qualified for the next higher position of Psychiatric Aide, grade 8. The Staff Psychiatric Aide would be in place of the present title of Staff Attendant. All these positions to be in competitive class of civil service.

**61. Political subdivision provide workmen's compensation on playground employees.**

RESOLVED, that the Association sponsor or support legislation to make it mandatory for political subdivisions to provide Workmen's Compensation coverage for all playground employees.

**62. Statutory authority for political subdivisions to make CSEA payroll dues deduction.**

RESOLVED, that the Association sponsor or support legislation to clarify statutory authority to political subdivisions to deduct CSEA dues from salary.

**63. Sheriffs' offices under competitive civil service.**

RESOLVED, that the Association sponsor legislation to amend the Constitution of the State of New York so that employees of the Sheriffs' Offices in the various counties can be placed under competitive civil service.

**64. Remove 8c per mile auto allowance maximum in county law.**

RESOLVED, that the Association sponsor or support legislation to amend the county law to remove the current 8c mile maximum allowance for personally owned automobiles used on county business.

**65. Full unemployment insurance for political subdivision employees.**

RESOLVED, that the Association sponsor legislation to assure coverage and benefits for all public employees in the counties and subdivisions under the Unemployment Insurance Laws on the same basis as is now provided for employees in private employment.

**66. Recommendations relative to pre-retirement counselling program of state.**

RESOLVED, that the Association make suitable recommendations to the State Civil Service Commission as to the services to be provided under the pre-retirement counselling program administered by the Commission.

**67. Amend correction law re composition of custodial force.**

RESOLVED, that The Civil Service Employees Association take the necessary action to have the Correction Law amended by adding thereto a new section to read as follows:

"The uniformed force of the Department of Correction shall consist of the following ranks: Correction Officer, Correction Sergeant, Correction Lieutenant, Correction Captain, Assistant Principal Keeper, Principal Keeper, Warden, Superintendent and Assistant Superintendent, Director, Superintendent and Assistant Superintendent of Women Reformatories and Prisons, Correction Matrons, Correction Charge Matrons, Correction Supervising Matrons, and Correction Head Matron.

"The composition of the uniformed force shall only be altered by the creating therein of new positions or ranks. Appointments to the uniformed force, except Correction Officer and Matron, shall be made only from a list promulgated as a result of a promotion examination. In such examinations only members of the uniformed force shall be eligible to compete."

**68. Prevent work out of title except at proper salary.**

RESOLVED, that the Association take steps to assure that any laborer in State Public Works Department shall not operate trucks or equipment unless paid at prevailing rate for such work. (Approved as amended).

## NEW ROSWELL MEMORIAL DEPT. CHIEF APPOINTED

ALBANY, Sept. 9—Dr. James T. Grace Jr., a Harvard Medical School graduate, has joined the staff of Roswell Park Memorial Institute in Buffalo. He is the new chief in the department of gastrointestinal surgery and chemotherapy.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

**New York City**

Hope everyone has had a pleasant summer. Now, down to business.

All delegates are urged to attend the first regular monthly meeting of the New York City chapter Thursday, Sept. 12 at 6 p.m. sharp in Gasner's Restaurant, 76 Duane St.

Mr. and Mrs. Edward S. Azarian (your reporter and his wife) have the honor of announcing the marriage of their daughter, Diana, to Richard D. Richards, of Denver, Colo., on August 24. Congratulations and best wishes to the bride and groom.

The Chapter extends birthday greetings for July and August to the following:

Elaine Carter, Selena Gary, Sylvia Zandler, Angenette Kempf, Anne Roesch, Lester Sherman and George Warfield.

**Mount Morris**

With John Barrett as Chairman, members of the Chapter, their families and friends held a picnic at the field house July 31. Over 100 attended. Games were played and a good time was had by all. The second floor staff held a

farewell party for Wilson Rittenhouse at Conesus Lake — at which time he was presented with a pen and pencil set and a personalized leather notebook. Bill is entering the Geneseo State Teachers College this fall and the best of luck is wished him by a host of friends.

The fourth floor staff and their families had a picnic at Cuylerville Park August 22. Thirty-seven were present. Baseball and quilts were enjoyed by all.

The dietary department entertained at a party for Wilson Rittenhouse and Rita Brick at the B and B Grill. Both were presented gifts.

On vacation — Dr James Judd and family at Quebec, Canada and other places in that vicinity; Catherine Chiolino with her family at Ludlow, Vermont; Eleanor Mann, Charles Cottone, Florence Matteson, Carl Freitag, Mita Young, Lettie Pellor, Howard and Catherine Andress, Vincent Iuppa, Harry Smith, Jane Mistretta and James Shaughnessy, Frank Barrett.

Mr. and Mrs. Gordon Smith and family have returned from a 4-day trip to the Thousand Islands and Fort Ticonderoga.

Mr. and Mrs. Carl Wright are

leaving next week on a motor trip to Brooks Falls and the St. Lawrence Seaway. Mildred Crane will spend two days next week at the home of her son, Vincent, and family at Syracuse, and will attend the State Fair while there. Dorothy Fink will spend next week in Albany with relatives and friends. Elsie Kocher, Director of Nurses, is spending a few weeks at Chautauqua Lake.

Dorothy Fink, Oliver Longhine, Ruth Burt, Margaret Mann and John Barrett attended the Civil Service dinner meeting in Buffalo August 7.

Dr. Perimutter is a patient in Strong Memorial Hospital. Gus Gill is recuperating from a recent illness. Helen Bennett, who has been a patient in the Mount Morris Hospital for the past two months, has returned to her home. Best wishes to all of them for a quick recovery.

Congratulations to Mary Hayden and Edward Sabie, who were married in Buffalo August 17.

Barbara Matteson, a temporary employee in the dietary department, has resigned and will enroll in a dental hygiene course at Erie Technical College.

Joan Diehl is on leave of ab-

sence from the nursing department.

Our deepest sympathy is extended to Henry Cobin on the death of his mother and to Kathryn Witherel on the death of her mother.

Genevieve Matacz and Dorothy Crowley are recovering from injuries sustained while on duty.

Irene Lavery, a teacher at the hospital, will serve as superintendent of the Women's Building, Department K — at the State Fair at Syracuse for two weeks.

Mildred Grover spent last weekend at the home of her father in Tionesta, Pennsylvania.

Back from vacations are — Louise Rowe, Gordon Bennett, Elsie Goldthwait, John Passamonte, Hilda Moyer (Montreal, Canada), Ruth Yences, Mildred La Chiusa, and Emily Jackson (Adirondack Mountains), Elizabeth Beckerman (Lake George and Thousand Islands).

Violet Hoagland and Philip Lopez are driving new cars.

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

**Binghamton State Gets Boy Scout Unit**

Troop 125 composed of boy patients of the Fairmount building of the Binghamton State Hospital recently received its charter from National Scout Headquarters. The troop is sponsored by the Binghamton chapter, CSEA.

Clarence Shafer is serving as scoutmaster assisted by Thomas Jenkins and Robert Christiansen. The troop committee is headed by Donald Brown, chairman, Earl Cretser, institutional representative. Other committee members are Ulysses Schutzer, director of the Binghamton State Hospital, Albert Dexheimer, Donald Stark, Ralph Hutta and Maurice Sokolinsky.

The Binghamton Chapter received letters from the Susquehanna Council, Boy Scouts of America, congratulating and welcoming the chapter into the ever growing family of Scout troop sponsors, and from Dr. Schutzer thanking the members of the Chapter for their interest in and service to the Boys at the Hospital.

**Health Plan Information**

(Continued on Page 2)

**43. WHAT IS MEANT** when you speak of a "covered" employee? An eligible employee who has chosen to be protected by the State plan and who has enrolled.

**44. WILL MY COVERAGE** remain in effect if I take a leave of absence without pay? Yes, but you will have to pay doubly, both your normal deduction plus the State's share.

**45. MAY I CONTINUE** to be covered by the plan after I retire? Yes, but only under the following conditions:  
1—If you have five years of service, and  
2—If you have been a participant in the plan 100 percent of your eligibility time during the first ten years of the plan's operation. Thereafter, an employee must have been in the plan half of his total time of service and in addition participated during the last ten years of his employment.

**46. WHAT ARE** the maternity and obstetrical benefits provided under the plan? The plan provides the following cash indemnities:  
Normal delivery—up to \$150.  
Caesarean section or Ectopic pregnancy—up to \$175.  
Miscarriage—up to \$50.

**47. WHAT PROVISIONS** are made for serious complications accompanying pregnancy? In cases of other than a normal pregnancy, regular hospital and surgical - medical benefits are available under parts I and II of the plan.

**48. WILL MEDICAL** and obstetrical benefits be available in cases when pregnancy occurred prior to coverage? Yes, but only in those cases where the individual is covered from the inception of the plan. In all other cases, these benefits will not become available until ten months following the effective date of coverage, except that benefits are payable with respect to any pregnancy occurring on or after the date of coverage.

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## STATE EMPLOYEES IN GREATER NEW YORK:

*Don't choose your Medical Plan  
until you read this message*

# HIP Salutes the State of New York

For providing broad health insurance coverage for its employees and their families

A hard-working and public-spirited board of experts, appointed by Governor Harriman and the majority leaders of the State Senate and Assembly, has labored for more than a year to put together a program that will best meet the health needs of state employees.

In most parts of the state, only one form of medical care insurance is available, and state employees living in these areas cannot enroll in H.I.P. because it is unavailable. Here in the Greater New York area there are three different kinds of health insurance, and the state is offering its employees a choice between an H.I.P.-Blue Cross combination and the other plans.

The following message is written to emphasize those features of H.I.P. which have won it a place in the state program and made it eligible for your choice.

Read this page before you decide on your health plan. It will take only a few minutes of your time; it can save you hundreds of dollars in doctor bills every year.

#### No Doctor Bills for H.I.P. Members—No Deductibles —No Extra Charges Beyond Premium

State personnel have long admired the protection available to employees of New York City through H.I.P.—the plan that pays *all*\* your doctor bills in full\*, not only for surgery but for all medical care *whether you're hospitalized or not*.

Do you know 89% of all doctor services are given *outside of hospitals*? Other plans limit their coverage for this so-called "routine" care to a specified amount of money (and may even require you to pay the first \$50 of expense yourself for each individual in your family).

But H.I.P. coverage is *truly* comprehensive. You never get a doctor bill at all—no matter how much or how little medical attention or specialist care you need, no matter how long your illness lasts, and whether you see the doctor at your home\*, at his office, or in the hospital.

Other plans limit their payments for *specialists' fees*, and therefore usually require you to foot part of your specialists' bills yourself. But H.I.P. eliminates all your financial obligations for doctors' care whether you are attended by a family doctor, a surgeon, or a specialist of any kind. Once enrolled, doctors' bills are behind you. Also, unlike other plans, H.I.P. requires no forms to be filled out, no red tape, no waiting for claims to be approved and paid.

#### H.I.P.'s "Preventive Medicine" Facilities

Health experts have applauded H.I.P. because it covers continuing family doctor's care *in addition to the full cost of care by surgeons and other specialists in the event of serious illness*.

Fear of running up a doctor bill never causes an H.I.P. subscriber to wait until a slight illness *becomes a serious one*. In fact, H.I.P. will urge you to come in regularly for check-ups, whether you think you need them or not. Preventive care is just another part of the protection you buy with small payroll deductions.

You see, H.I.P. isn't just the usual "sickness insurance." It is *true health insurance*, designed not only to pay the costs of *getting you well*, but to *keep you well*. H.I.P. even pays for *all* your laboratory tests and for *all* required x-ray examinations and treatments without any additional charges. It's the modern way to make sure that you get the benefit of everything that modern medicine can do for you—without ever worrying about the cost or extra charges.

#### Unlimited Treatment for Chronic Illness

You'll never "use up" your H.I.P. protection. Once you are insured, there are no service limitations, no age restrictions, no "waiting periods" before you are entitled to service (not even for obstetrical care). There are no exclusions affecting "pre-existing conditions." Whether you got sick before or after you joined H.I.P., whether your illness is a passing headcold, an allergy that requires months or years of treatment, or a disability that requires life-long medical attention, you never get a doctor bill.

The day you become insured, you and your eligible dependents become entitled *immediately* to every benefit, every service, every ounce of protection provided through H.I.P. medical groups. And that means the services of a general practitioner (family doctor) . . . complete treatment by any specialists you may need . . . and the right kind of surgeon for any operation (even the rarest, most advanced forms of surgery are provided if either you or your family should ever require them).

Family doctors—specialists—surgeons—even visiting nurses—they're all a part of the medical team who are always on hand to serve your family, but never send a bill—because your medical group has already been paid to take care of you.

#### Complete Teams of Doctors—Including Specialists —Guard Your Health; Treat You as a Person, not an Illness.

The organization of experts in many fields into teams—pooling their knowledge, skills, and experience for a common purpose—has long been standard practice in American medical centers. The use of this same principle, in bringing medical care to you in your home and in the doctor's office as well as in the hospital, has marked the beginning of a new era of greater protection against disease—in which the patient is looked upon not simply as an "illness" to be cured, but as a complete human being whose total welfare is important.

Total medical care by an *entire team of experts* was not invented by H.I.P. But it was H.I.P. that made it available to hundreds of thousands who did not have access to it before. The principle of medical group practice is an example of the American way of getting things done in an organized and efficient manner.

More than half a million men, women and children are now receiving their medical care from 31 H.I.P. Medical Groups in the Greater New York area. Each Group has a number of family physicians (*ONE OF WHOM YOU WILL CHOOSE AS YOUR PERSONAL DOCTOR*) and

at least 12 different kinds of specialists to help him give you modern medical attention. The Medical Group principle combines the personal relationship of doctor to patient with the pooling of specialist skills required by a complicated science.

H.I.P. makes it possible for you to obtain treatment by physicians whose services you might never have been able to afford before. It has the endorsement of municipal and state authorities (and representatives of the AFL-CIO, industry, government, and the medical profession are on its Board of Directors). Only the American system of free, individual initiative could have produced it.

#### About Your Choice of Doctors

You may have heard that H.I.P. limits your "free choice" of physicians. Actually, it is the other way around.

WITHOUT H.I.P. your choice of doctor is limited by your pocketbook. Whenever you choose a specialist the chances are that under other plans you will have to pay a large part of the bill yourself, which means that your freedom to choose is limited by your ability to pay.

WITH H.I.P. you have a freer, wider choice of doctors than you have ever enjoyed before, because you can receive services from any one or more of the 12 major medical specialties *without any additional cost*.

What is more, you have a "safeguarded choice" because every family doctor and specialist who will give you medical care has been carefully screened by a board of independent doctors to provide the services for which he is specially qualified.

#### You May Change Your H.I.P. Medical Group or Family Doctor.

Before enrolling in H.I.P. you will receive a list of the H.I.P. Medical Groups serving your area of residence. You may join any Group that serves your neighborhood. Usually, you will be within the service areas of *many* local neighborhood Medical Groups. For example, if your postal zone is New York 25, you may join any one of 8 H.I.P. Groups, with a total of 241 physicians, including 89 family doctors. You get a similar freedom of choice in most other parts of the metropolitan area.

Once you have chosen a Medical Group, this will be the *team of doctors* responsible for your complete medical care. In addition to your H.I.P. family doctor, this team will include a full corps of specialists: dermatologists, pediatricians, obstetricians, gynecologists, internists, orthopedists, surgeons, ophthalmologists, psychiatrists, otolaryngologists, pathologists, and x-ray specialists.

Within any one Group of your selection, you may *change your family doctor* whenever you wish or you may change your *Medical Group* at will.

Once your coverage starts under H.I.P., you can stop worrying about doctors' bills.

**The State of New York has made it possible for you to protect yourself and your family with health insurance. Be sure to make your choice and submit a State enrollment card in order to get this protection.**



\*The only fee which H.I.P. doctors are permitted to charge member patients is \$2 for a home visit between 10 P.M. and 7 A.M. There are, of course, certain exclusions, such as the institutional treatment of drug addiction, alcoholism, etc., as well as a few hospital services such as anaesthesia. These exclusions are explained in detail in the H.I.P. literature.

## HEALTH INSURANCE PLAN of Greater New York

Founded in 1944, H.I.P. is a voluntary non-profit organization, licensed by the New York State Insurance Department.

HEALTH INSURANCE PLAN OF GREATER NEW YORK, 625 Madison Avenue, New York 22, N. Y.