

Civil Service LEADER

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Memberships

ALBANY
CAPITOL STATION
P O DRAWER 125
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First of Meetings With Legislature Leaders And Administration Are Held

ALBANY, Nov. 18—Three important meetings to initiate discussions on the 1958 legislative program of the Civil Service Employees Association were held here last week.

Preliminary talks were held with the Governor and Legislature leaders from the Senate and the Assembly. Primary emphasis during these first talks was on the reduction of working hours in State institutions and on overall salary adjustments.

Representing the Association were its president, John F. Powers, and counsel, John T. De Graff and John Kelly, Jr.

The first of these meetings was held Nov. 8 when the Association group met with John Lauber, fiscal assistant to the State Senate.

Groundwork Laid

On November 12, the CSEA representatives met with Gov. Averell Harriman and his secretary, Johnathan Bingham.

Last Friday, Nov. 15, Peter H. Bradley, executive assistant to Assembly Speaker Oswald Heck, and Henry Levine, counsel to the Speaker, met with the Association group.

Thus, the CSEA has laid the groundwork for the series of discussions on the Association's legislative program which are to be held for weeks to come among Senate and Assembly leaders as well as Administration officials.

Since these were only the first of many meetings, no details were given as to the fields covered in these talks except a report that salary and hours were being given primary consideration.

Later discussions will cover the

entire program of the Civil Service Employees Association, as outlined by the group's 600 delegates in an Albany meeting last month.

President Powers declared that members will be kept informed on the progress of the Association platform from time to time.

Nelson Rockefeller Among Onondaga Dinner Guests Honoring Syracuse Mayor

Nelson A. Rockefeller, New York financier and philanthropist, will be among the guests attending a testimonial dinner to retiring Syracuse Mayor Donald H. Mead November 21 at the Syracuse Hotel.

The dinner, and a dance, is being given by the Onondaga chapter of the Civil Service Employees Association.

Arthur S. Darrow, chapter president, said the dinner is the third such event given by the chapter to honor mayors who have, during their terms of office, done much to recognize the loyalty of civil servants and to advance their status in the field of municipal employment in a manner to put them on a level nearer that of workers in private employment.

Mayor Mead will be honored particularly for his efforts in supporting Social Security coverage for municipal employees.

Speaker for the event will be Frank C. Moore, president of the Government Affairs Foundation, Inc., and former New York State comptroller.

Powers to Attend

Toastmaster will be Assem. Charles A. Schoeneck, Jr., of the Second Assembly District of Onondaga County.

January Date Set To Argue Vital Retirement Case That May Affect State Pensions

(SPECIAL TO THE LEADER)

ALBANY, Nov. 18—A court case, which possibly may affect future pensions of some 475,000 state and local government employees, is expected to be argued at the Jan-

uary term of the State Court of Appeals.

This was the consensus of prominent attorneys connected with the case when asked by The Leader this week for a report on the case.

Known as *Birnbaum vs. New York State Teachers Retire System*, the case is billed as "one of the most important now before the courts" by the Civil Service Employees Association.

Association to File Brief

The Association has requested, and been given court permission, to file a brief in the case.

In addition, the State's highest court also has permitted Attorney General Louis Lefkowitz to file a brief and present oral arguments when the case is reached.

The action seeks to set aside as unconstitutional a ruling by the Teachers' Retirement System in 1946 that new mortality tables then adopted should be made applicable to the computation of re-

irement annuities of persons who were then members of that system as well as to new members.

Lefkowitz's Position

The Attorney General will take the position that this ruling, which is unfavorable to Retirement System members, cannot be applied to existing members under terms of the Constitution.

Mr. Lefkowitz asked permission to intervene on the grounds of his statutory duty to appear when constitutional questions are involved, as well as in his capacity as legal advisor to the State Employees' Retirement System.

In seeking a reversal of lower court rulings, Mr. Lefkowitz will argue that the State Constitution prohibits any changes in pension systems that will diminish or impair the annuity.

Use of modern mortality rates would affect the older members whose contributions were based on old tables. Use of the new tables for new members is not challenged.

Nassau Announces Christmas Party, Chapter Meeting

Nassau chapter of the Civil Service Employees Association will meet November 20 at 8 p.m. in the Hempstead Elks Club. Irving Flaumenbaum, chapter president, announced.

Mr. Flaumenbaum said the meeting would be devoted to important chapter problems and plans for the coming year.

The chapter president also announced the group's annual Christmas party, which is to be held Dec. 7.

Mr. Flaumenbaum said deadline for ordering tickets for the event is Nov. 29 and that no tickets will be sold at the door for the party.

Health Plan Enrollment Over 72,000

ALBANY, Nov. 18—As of Nov. 12 more than 72,000 State employees have signed up for one of the three options for health insurance offered by New York State, The Leader has learned.

The total figure as of that date is 72,751 and it is now assured that the required 75 percent participation in the plan by State workers has been accomplished.

The majority of these employees chose to purchase the state-wide plan, with 57,424 workers selecting that option. Group Health Insurance (GHI) plan enrolled 13,306 employees and 2,021 persons selected the Health Insurance Plan (HIP) option. These two options were available only in certain areas.

First deductions for the plan will be made on the Nov. 20 payroll and benefits will take effect Dec. 5. It is estimated that during the first year of operation of the health insurance plan, enrollees will not be able to switch options. However, this ruling may be changed in the future.

The Leader learned also that a health insurance program for State aides already retired is in the works.

The health plan, conceived and promoted by the Civil Service Employees Association, was a major accomplishment in the public employee field last year.

The U.S. Department of Health, Education and Welfare termed the choice offered New York State employees "one of the most liberal and comprehensive health insurance programs ever conceived."

HEAD DEAN'S CONVENTION

ALBANY, Nov. 18—Fay L. Corey, of State Teachers College at Cortland and Wilton Pruitt, of Buffalo State Teachers College, are co-chairman of the program committee for the 1957 convention of the New York State Association of Deans and Guidance Personnel to be held in Elmira Nov. 7-9.

NEW DIRECTOR WELCOMED



Dr. and Mrs. George L. Warner were welcomed to Craig Colony at an open house held by staff members. Dr. Warner is the new director. Seen are Assistant Director and Mrs. Vincent I. Bonafede, Dr. and Mrs. Warner, Assistant Director and Mrs. Robert A. Wise, and Chester B. Rice, business officer.

Lefkowitz Says A & M Dept. Owes Insurance Bill

ALBANY, Nov. 18 — Attorney General Louis J. Lefkowitz has ruled the State Department of Agriculture and Markets should reimburse the State Unemployment Insurance Fund for benefits paid a former part-time employee.

The opinion by the Attorney General was addressed to Daniel J. Carey, State Commissioner of Agriculture and Markets.

The question arose over \$108 paid E. B. Butler, who worked for the department as an inspector on a temporary basis from Oct. 16, 1956 to Mar. 2, 1957. Mr. Butler drew the money in unemployment benefits, after his employment had been terminated by the agriculture department.

Pointing out Mr. Butler had been employed at least 20 weeks, Mr. Lefkowitz added: "It is my opinion, therefore, that the Department of Agriculture and Markets must reimburse the New York Unemployment Fund in the sum of \$108."

U. S. At Last to Offer Higher Pay to Retain And Recruit Scientists

WASHINGTON, Nov. 18—Agencies have been notified, with White House approval, that they will have the authority to pay higher salaries to scientists, engineers and other professional men and women. All that is necessary is to obtain permission to advance present employees in those categories, where advisable, to the top grade, GS 18, range \$14,800 to \$16,000. Appointments also would be affected.

Pay could be made that of the top of the grade, to bolster attempts to retain outstanding professional talent that private industry is luring away with much higher pay offers.

Eisenhower Approves Report

The pay for the recruitment level, except in unusual instances, would be less than the maximum but proportionate to value of services, not so far below private industrial competitive rates as now.

The committee headed by Philip Young, former Chairman of the U. S. Civil Service Commission and former personnel liaison officer for President Eisenhower, recommended that immediate steps be taken to pay the scientists and the others much higher salaries, and afford them other benefits. That was months ago. No noticeable action had been taken until

now, when it takes the form of an oral report that the Young committee's recommendations have President Eisenhower's blessings. Representative James C. Davis (D. Ga.), chairman of the Manpower Subcommittee of the House, called for an inventory by the Federal government of employees

Men Needed For L.I. Traffic And Park Jobs

Men who have been residents of Queens, Nassau or Suffolk county for at least four months are entitled to apply until further notice for \$85-a-week jobs as traffic and park officer, Long Island State Park Commission. Tests are held periodically.

Apply in person, by representative or by mail to State Civil Service Department, 270 Broadway, corner Chambers Street, New York 7, N. Y.

Those applying by mail should enclose a six-cent-stamped, self-addressed envelope at least nine inches wide. Mention the title of the examination.

with professional and scientific skills. He said that up to 30 percent of the Army's engineers are doing administrative work, instead, and that a survey likely would show that the same situation obtains throughout the Defense Department.

Offered Twice As Much

He stressed the need of paying top experts what their skill demands. He added that Dr. Hugh Dryden, chief of the National Advisory Committee for Aeronautics, had been offered \$40,000 a year by a contractor. Dr. Dryden's federal job is more responsible, but it pays less than half that amount.

All present activity regarding retention and recruitment of scientific and related personnel stems from the jump that the Russians have on the United States in the demonstration of an artificial satellite. Sputnik is at the root of it all.

MERITORIOUS SERVICE CITATION AWARDED TO COLLEGIATE BUSINESS INST.

President Eisenhower's Committee on Employment of the Physically Handicapped has conferred its citation for meritorious services upon the Collegiate Business Institute. The award was made "in appreciation for exceptional contributions in advancing the employment of the physically handicapped."

Wider Choice by Employee Proposed As Vote Nears On U. S. Health Insurance

WASHINGTON, Nov. 18 — Strong sentiment exists among members of Congress for giving federal employees a choice of accepting or rejecting major medical insurance under the U. S. health insurance plan, instead of compelling them to take it as a condition to any health coverage.

Basic health-hospital coverage applies to hospital bills and related benefits, within limits, while major medical takes up where the other leaves off, and provides for additional periods of hospitalization, for visits to doctors' offices, doctors' visits to home, and the like.

Choice Advocated

While the Eisenhower Administration's plan proposes that acceptance by an employee shall require total coverage, Representatives seeking modification argue that many employees would want to avoid the additional coverage rather than pay their share of the additional cost, or would pre-

fer to provide for major medical protection independently.

The Federal government in any case would pay about one-third the cost, the employee the remainder under the Administration plan, but there would be specific limits to the amount of coverage. Some Representatives want the U. S. to pay more than one-third of the cost of major medical.

A point raised in favor of the Administration plan is that the employee's cost of combined coverage would be less than what he would pay for basic coverage.

The health insurance project comes up for a vote next year.

U. S. Employee Accidents Rise

WASHINGTON, Nov. 18 — A sharp upturn in the number of accidents among Federal employees was reported by the U. S. Department of Labor. It stated that there were 40,475 disabling accidents for the 2,437,698 (average) employees on the payroll during the calendar year 1956. This is a frequency rate of 8.0 per million as opposed to 6.4 for the calendar year 1955.

The cost of the accidents mounted to \$29,203,216, more than \$3 million over the 1955 total. Death compensation amounted to \$9,959,287 for 177 fatalities.

During the year, 2,874,087 work days were lost because of on-the-job injuries, up 4.5 percent from 1955. Average loss per injury was 46 days as against 45 in 1955.

BOWENS NAMED AS ALTERNATE ON BOARD

George J. Bowens has been named alternate employee member of the New York City Classification Appeals Board.

FREE BOOKLET by U. S. Government on Social Security. Mail only. Leader, 97 Duane Street, New York 7, N. Y.

Jobs Open Nationwide

The U. S. needs oceanographers at \$3,670 to \$11,610 a year for positions in Federal agencies located in Washington, D. C., and throughout the country. Apply to the Board of U. S. Civil Service Examiners for Scientific and Technical Personnel, Potomac River Naval Command, Naval Research Laboratory, Washington 25, D. C.

Forester, \$4,210 and \$4,930 for positions with the Departments of Agriculture and Interior and other Federal agencies located throughout the United States, Alaska, and Puerto Rico. For positions in the Department of Interior, apply to the Department of Interior, Northwest Board of U. S. Civil Service Examiners, 1001 NE Lloyd Boulevard, P. O. Box 3537, Portland 8, Oreg., to Department of Agriculture and other Federal agencies, Board of U. S. Civil Service Examiners, Department of Agriculture, Washington 25, D. C.

Research psychologist, \$5,440 to \$11,610 a year, positions in Washington, D. C. Apply to Board of U. S. Civil Service Examiners, Department of the Army, Washington 25, D. C.

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Albany Steno Wins \$500; 10 Others Get Rewards

ALBANY, Nov. 18—Employees of New York State are continuing to reap benefits from ideas, Edward D. Igoe, Chairman of the Merit Award Board announced. Eleven time and money saving proposals submitted through the New York State Employees' Suggestion Program have recently won cash awards.

Topping the list is Mrs. Norma J. Unverhau, 58 Grant Avenue, Albany, a stenographer in the Education Department's Board of Examiners of Professional Engineers and Land Surveyors.

Mrs. Unverhau became \$500 richer when she submitted a winning procedural change in the examination processing of Professional Engineers and Land Surveyors licensing. In the words of the Education Department's Merit Award Committee, Mrs. Unverhau: "has demonstrated an unusual amount of ingenuity and intelligent analysis of an existing problem; the resultant procedure has brought about not only very substantial monetary savings, but also a decrease in the amount of time previously spent on a relatively routine procedure."

Two Share \$200

\$200 was shared jointly by Edward Sonnergren, 367 Jewett Avenue, Staten Island, a machinist in the Department of Mental Hygiene, and Paul Kempe, 1907 Richmond Avenue, Staten Island, a Senior Engineer in the same Department. Mr. Sonnergren and Mr. Kempe collaborated on the construction of a water cooler for boiler feed-water pumps. According to the Merit Award Committee for the Department of Mental Hygiene, Mr. Sonnergren and Mr. Kempe, "through their ingenuity and resourcefulness have substantially increased the life of their equipment at very little cost to the State."

Other recipients of awards are as follows:

\$50 to Frank J. Fazziola, Griswold Heights, Troy, a Junior Tax Examiner in the Income Tax Bureau of the Department of Taxation and Finance.

\$25 to Miss Elizabeth E. Klein, 1303 Carbon Street, Syracuse, a Senior Stenographer in the State University's College of Forestry at Syracuse.

\$25 jointly to Mrs. Viola McGrath, an Occupational Therapy Supervisor, and John I. Link, a Chief Safety Supervisor, both at the Department of Mental Hygiene's Kings Park Hospital.

More Winners

\$20 to George Mims Raybin, 401 Broadway, New York, a Principal Estate Tax Appraisal Clerk in the Department of Taxation and Finance's Transfer and Estate Tax Section.

\$20 to Paul J. Otto, R. D. #1, Altamont, a Principal Tabulating Machine Operator in the Employment Division of the Department of Labor.

\$20 jointly to Thomas B. Fields, a Motor Equipment Maintenance Foreman, and Glenn E. Dodge, a Motor Equipment Repairman, both employed at the Department of Mental Hygiene's St. Lawrence State Hospital.

\$19 to Israel Brender, 125 Brighton 11th Street, Brooklyn, a U.I. Claims Examiner in the Department of Labor's Division of Employment.

\$10 to Bertha Heller, 117-01 Park Lane South, Kew Gardens, a Compensation Claims Investigator in the State Insurance Fund of the Department of Labor.

\$10 to Gertrude Levy, 2472 Grand Avenue, Bronx, a Disability Benefits Examiner in the Labor Department's Workmen's Compensation Board.

Awards similar to these are being won by State employees submitting original and practical ideas.

The savings resulting from winning suggestions since the Program started have amounted to well over one and a half million dollars. Thus, the Suggestion Program has proven itself to be a two way system benefiting both the taxpayer and the suggestor. Chairman Igoe urges all employees to avail themselves of the opportunity to participate in the Program.

Rockland State Psychiatrist Wins Top Medic Award

Dr. Nathan S. Kline, director of psychiatric research at Rockland State Hospital, has won an Albert Lasker award, one of the highest given in the medical field.

The award is for his contributions to psychiatric research in the field of the use of "tranquilizing drugs."

Prior to joining the staff at Rockland, Dr. Kline headed the research program at Rochester State Hospital. At one time he assisted Dr. J. Lawrence Poole and Dr. Fred A. Mettler in research on brain surgery, a co-operative project by Greystone Park New Jersey State Hospital and Columbia University.

Present Studies

At the present time, Dr. Kline is heading a series of studies at Rockland Hospital dealing with schizophrenia, or what is commonly known as split personality. The department said he is using "an interdisciplinary approach under the direction of a psychiatrist," and described the "disciplines involved" as psychology, physiology, chemistry, statistics and biometrics.

Each of these sciences, according to the department, has made separate contributions to the study of mental illnesses. The objective of the program at Rockland is "to correlate and integrate findings in each area, developing common terminology and if possible a common denominator."

Praise from Dr. Hoch

Dr. Paul H. Hoch, Commissioner of State Mental Hygiene, who incidentally had earlier received an Adolf Meyer award for his contributions to psychiatric research, said "The State of New York is gratified that a member of the Department of Mental Hygiene has received the Lasker award. It is particularly pleasing to see this recognition of New York's contribution to the development of the drugs."

He also pointed out that New York was one of the first states to initiate widescale use of drugs in the therapy field and now conducts a broad research program at other state institutions as well as at Rockland.

History of Achievement

Dr. Kline is a graduate of Swarthmore College and Clark University and obtained his medical degree at New York University. He has taken postgraduate work at Harvard, Princeton and Rutgers Universities. In the opinion of the department, "he has an impressive history of scientific achievement."

The Lasker award which Dr. Kline received, has a cash value of \$2,500 and includes a winged statue.

HARRIMAN FILLS TWO JUDICIAL POSTS

ALBANY, Nov. 18—Municipal Court Justice Charles A. Loreto, of The Bronx, has been named to succeed the late Supreme Court Justice Walter A. Lynch.

The appointment was announced by Governor Harriman, who, at the same time, named City Magistrate Hyman Korn as Justice of the City Court, Bronx County branch, to succeed the late Justice Nathan A. Lashin.

FIRE WATCH POST FILLED

ALBANY, Nov. 18—Thomas F. McGraw Jr., veteran Albany fireman, has been named to the State Capitol post of captain of the fire watch. The job pays a maximum of \$3,780 a year.

Former Toll Collectors Now Act As Supervisors

ALBANY, Nov. 18—Four former toll collectors on the State Thruway have won promotions through competitive Civil Service examinations. Acting Chairman David J. Martin has announced.

The career employees were named to division toll supervisory posts at a salary range of \$7,130 to \$8,060 a year.

They are: Edmond E. Swezey of West Nyack; William A. Hall, Albany; James R. Wilson, Jordan and Charles J. Franz, Catskill.

Men Came Through Ranks

Mr. Martin said the appointments marked "the first time in New York State that an organization of comparable size and type had been established and staffed throughout its supervisory levels by permanent competitive employees originally recruited at the entrance level."

The men were selected on the basis of a competitive promotional examination conducted last May 27 by the State Civil Service Commission. The permanent appointments virtually complete the staffing of the Thruway's supervisory organization of the Toll Collection Bureau.

Merit System Praised

Mr. Martin praised the "excellent job" done initially by the Civil Service Department in recruiting personnel for the superhighway and added: "It also is indicative of the high calibre of the Civil Service selection process through the use of the competitive promotion system."

The praise of the State's merit system carried all the more weight coming from the head of a state authority, which, under the law, is not required to follow Civil Service appointment procedures.

Mr. Hall entered Thruway service in April, 1952, as a collector on the Grand Island Bridges near Buffalo. Mr. Swezey won his initial Thruway collector's job in June, 1954 and Mr. Wilson began his Thruway career as a collector in June, 1954. Mr. Franz also entered the service in 1954, and has been serving as toll section supervisor in the Albany Division.

EDITORIAL

Ambassadors Needed

During the next few weeks, the Civil Service Employees Association will be marshalling the arguments, the persuasions and the tools necessary to win the working future for public employees on all levels in the State of New York.

Need, public service and other arguments will be listened to by the Administration and leaders in the Legislature. But the importance of the voice that presents these issues depends upon its weight—which comes from the size of the membership represented by the Employees Association.

During the next few weeks, increased CSEA membership is everyone's business. In the field of gains for public employees, no group can rest on last year's laurels. The job of membership, which lends such great weight to the arguments of your Association officials, is a constant one.

Many membership committees are now in operation to build the CSEA constantly but committees can only go so far. This is the moment for every present member of the Association to become an enrollment ambassador.

No one knows better than the person who is now a member of the CSEA what great benefits are to be derived through participation in this employee organization. It is the duty of each member to pass this knowledge on to the neighbor who does not yet belong.

You can carry the CSEA story to all employees to build your organization to even greater strength than it now possesses. A big voice makes a big impression on Capitol Hill and you, the individual, can help produce the needed volume.

Be an ambassador for the future!

MENTAL HYGIENE MEMO

By A. J. COCCARO
A CAREER SERVICE

Three out of every four persons who enter State service leave before they retire. A great majority of our employees leave State employment before they have completed ten years' service. A relatively small number of State employees consider the work they are doing a "career job."

Some of the important qualities a job should offer the individual to be considered a career job are security, promotion, fulfillment and satisfaction.

An employee who is unhappy in what he is doing, does not usually make his present employment his career. A job without security, fulfillment and job satisfaction will hold few persons.

A good promotional system will do wonders in attracting and holding young people into the basic employment position, be it private industry or public service.

A lion's share of the top-flight executives in industry started as office boys or clerks earning promotions gradually to their present position. All persons who work in private industry do not become executives but often the opportunity is there. Many companies take pride in promoting persons within their own company to the top jobs.

This practice is difficult to follow in the institutional set-ups be it Correction, Mental Hygiene or Social Welfare. On the other hand, the promotional pattern need not be so rigid as it presently is.

Our State should increase promotional opportunities from within its service both on an intra- and inter-departmental basis. These new promotional opportunities should not be made at the expense of those already existing. As these promotional opportunities increase, you will find a comparative increase in number of State workers saying, "I have made Public Service my career."

Lefkowitz Construes Law On Fireman Working Hours

Attorney General Louis J. Lefkowitz rendered an opinion to the State Joint Legislative Committee on Fire Laws, clarifying the laws relating to the maximum working hours of firemen throughout the state.

The opinion was furnished to Charles W. Potter, counsel to the Joint Legislative Committee on Fire Laws and relates to legislation passed at the last session of the Legislature. That legislation requires that by January 1, 1962 the maximum hours of work of certain paid firemen shall be reduced so that no such firemen shall be required to work more than an average of 56 hours a week.

The Questions

Questions answered were substantially these: 1, does the limitation to 56 hours apply during

the interim period; 2, how shall the average be computed when it does apply; 3, who decides whether a fireman satisfied the average 56-hour requirement; 4, are paid firemen of fire districts included; and 5, does the law apply if a department has both paid and volunteer firemen.

The Answers

The answers:

1. The statute provides for a four-year transition from present weekly working requirements to a working hour requirement of not to exceed an average of 56 hours per week. The statute does not provide for an "average" requirement for this period. The law requires a 25 percent reduction each year in current requirements to the extent that they were above 56 hours per week.
2. Vacation time should not be

Cox Chief Speaker At Legion Memorial

Surrogate Joseph A. Cox of New York County made the principal address at the annual Veterans Day memorial and dedication services of the Colonel Francis Vigo Post, American Legion in St. Catherine's Park.

A bronze plaque was dedicated to those who gave their lives in World War II and the Korean conflict.

Surrogate Cox was grand marshal of the parade. He led the parade with Marshall Judge Paul P. Rao, Judge of the United States Customs Court; Deputy Commissioner of the Department of Welfare Robert J. De Sanctis; Assistant Corporation Counsel George Hennessey; James J. Farley, Commander of New York County American Legion; Casimir F. Sojka, chairman of memorial services; Lawrence N. Fariello; the host's Commander, Dante A. Roblotti; Mrs. Larue Yessen, past national president, Gold Star Wives of America.

Other speakers were Judge Rao and Messrs Hennessey and Farley.

included in the number of hours or weeks required to be worked during a calendar year, and the average should be computed by multiplying 56 hours per week by the number of actual working weeks.

3. The Fire Administration should determine during the year whether a fireman had up to that time satisfied the average 56-hour requirement.

4. Although the statute does not refer specifically to paid firemen employed by a fire district in a town, the law is applicable to paid firemen employed by fire districts in towns.

5. The law is applicable where a fire department has volunteer members as well as paid members. He said "it was not the intention of the Legislature to permit circumvention of this salutary statute through the simple device of adding non-paid or volunteer members to the rolls of a department which is now fully paid."

BILL SEEKS TO KEEP MILITARY OUT OF CIVILIAN JOBS

WASHINGTON, Nov. 18—In an effort to stop the assignment of members of the armed forces to duties that should be performed by civilians, James Campbell, president of the Federation of Government Employees, AFL-CIO, will seek legislation in Congress.

He is having a bill drafted that would require the Federal government to distinguish between military and civilian jobs by listing them in their proper categories. The measure would prohibit putting the military on jobs listed as civilian.

He compiled a long list of jobs that were held by civilians before they were laid off only to be replaced by military personnel.

PENNSYLVANIA OFFERS LEALTH DIRECTOR JOB

Pennsylvania is offering jobs as sanitarian. Open to non-residents of the State as well. The pay scale will probably be \$7,407 to \$9,454. An upgrading resolution is before the Executive Board.

The position involves directing the Division of Environmental Safety, located in the Health Department's office in Harrisburg. Applicants may arrange to have examinations administered at centers within the state of their residence.

Apply to the State Civil Service Commission, Health and Welfare Building, Seventh and Forster Streets, Harrisburg, Pa. Filled-out forms must arrive at the Commission's office by December 20.

PHIL NASON RETIRES

After 41 years of service in the New York post office, Phil Nason retired. He was guest of honor at a dinner-dance of the Dan Tallon Post, American Legion, on Saturday, October 26, at the Hotel Diplomat. He will receive a gold life membership card in the post.

SCREVANE IS HONORED BY VFW POST

The Sanitation Post of the Veterans of Foreign Wars honored Sanitation Commissioner Paul R. Screvane at a testimonial dinner at the Hotel New Yorker. Mr. Screvane was presented with a lifetime membership.

Harry Hershfield was toastmaster. Speakers included Colonel Raymond G. Curtin, Paul Rath-eiser, director of Veterans Affairs; Michael O'Gara, commander of the post, and Father Francis J. Flattery, pastor of the Church of Our Lady of the Assumption. Father Flattery delivered the invocation.

LOCAL 237 APPOINTS THREE AS HOSPITAL STEWARDS

William Lewis, chairman of the hospital division, Local 237, Teamsters, announced the election of three new shop stewards. They are Jolly Landers and Harold P. Smith, Harlem Hospital, and Amos Thomas, Elmhurst.

"These men are doing a fine job," Mr. Lewis said, "and putting in a lot of extra time for the union. Our doors are always open to men and women who want to join a fighting organization, an organization that takes to its heart the problems of all hospital workers."



HURRY! HURRY! HURRY!

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CORRECTION CORNER

By JACK SOLOD

Away with the Double Standard

The City of New York is presently advertising the exam for Woman Correction Officer in City prisons. The salary for these jobs is the same as paid men doing the same work.

New York State has two prisons for women, Albion and Westfeld Farms, and the salaries for these women correction officers is \$600 to \$700 less than paid men correction officers for the same work. Instead of the title "Correction Officers," these women are called "Matrons" and through this subterfuge they are denied equal pay for equal work.

Many women's organizations have joined the fight to obtain equal pay for these female officers. Each year at the legislative session, politicians beat their chests and say, "I'm with you; this situation is a shame," but nothing happens. Among the few who have tried to do something are the Commissioner of Correction and Senator Hatfield.

Walk into any business establishment in the State of New York and displayed prominently is a copy of the State Labor Laws. Look closely and you will read that a female employee shall not be denied equal pay because of sex alone. It seems that these fine Labor Laws apply to private industry only and mean nothing in State employment.

This important problem is now before the Division of Classification and Compensation. Director J. Earl Kelly has the opportunity to right this grievous wrong. At this point, I would like to make a suggestion to Mr. Kelly: When you survey this job, please make sure you interview these matrons and not be misled by a "Cook's Tour" of these prisons by some supervisory officer.

I may be politically naive but have always believed that right makes might. Somewhere along the line this axiom has misfired and though these women have been right a long time, nothing has happened to give them might.

From a political point of view, this question could become a real "Whoop-de-do." Registration of voters all over the country shows that more women than men are voting. More and more women are being elected and appointed to high positions in government. It certainly is about time that the State of New York faces up to this obligation and sees that these women officers in New York State prisons get equal pay with their male counterparts.

FIRE LIEUT. ELIGIBLES PLAN SUIT TO STOP OUT-OF-TITLE WORK

A group of New York City firemen has decided to bring suit against New York City to stop the continuing practice of working members of the fire force out of title.

Previously a law suit brought by members of the uniformed force resulted in a decision by the Court of Appeals that the practice is illegal, except in cases of emergency, or under other extenuating circumstances. The petitioners say that the City resorts to out-of-title work as a matter of course. The men therefore intend to ask the New York County Supreme Court to hold the City officials in contempt of court for not complying with the Court of Appeals decision.

Some Recent Improvement

The City Administration has reduced out-of-title work, but not nearly enough to comply with the Court of Appeals decision, the petitioners say. The captain quota was increased recently and the eligible list saw fast action.

Fire Commissioner Edward P. Kavanagh favors elimination of out-of-title work, and so do the members of the uniformed force to a man.

The practice requires men to fill higher jobs temporarily, without getting benefit of the higher pay to which they feel they are entitled, and resultant reduction in promotion opportunities. If out-of-title work is eliminated, the promotion eligible lists would "move" faster because the quotas would have to be increased.

The chief objectors are firemen because about a hundred of them do out-of-title work daily. They are assigned as acting lieutenants for their two-day tour, then, when they return after their day off, often find themselves again acting lieutenants.

Staggered System Used

Formerly men were worked out-of-title for long periods. Since this constituted in effect an admission that no emergency existed, a sort of rotation system was substituted. This the men call a

distinction without a difference, as the out-of-title work goes on while no emergency at all exists.

About five captains serve as acting battalion chiefs daily.

Lieutenants are not worked as acting captains but, for administrative purposes only, not for fire duty authority, a lieutenant sometimes is designated as commanding officer of a company, say, on a captain's day off.

UFA to Support Objectors

The executive board of the Uniformed Firemen's Association considered the subject of out-of-title work again at its meeting on November 14. The UFA approves the suit, but as yet has not decided to take any active part in it, though it may request the court to allow it to appear as amicus curiae.

No Headway at Conferences

Conferences have been held with City officials on total elimination of out-of-title work, but nothing satisfactory to the objectors developed. The men were advised by a friendly high official that under the circumstances they had no recourse except to bring suit.

The suit is being sponsored by the Fire Lieutenants' Eligibles Association.

Disability Pensioners Demand Increase In Their Allowance

A group of policemen and firemen retired by New York City for disability incurred in line of duty are trying to get the City to pay the \$50-a-year extra pension others are receiving. The retirement law in both departments provides for half-pay retirement after 20 years' service, with \$50 a year additional for each year served past the 20 years, up to 10 additional years. In other words, the limit is \$500 a year extra.

Heading the committee is James Sullivan. He is aided by William Lock, a former captain in the Police Department.

Allen Robert Taft of 235 Adams Street, Brooklyn, attorney for the group, says that if the City does not comply with the request, separate suits will be brought against the Police Pension Fund and the Fire Pension Fund.

The City says that the \$50 a year additional applies only to cases of ordinary retirement, not to disability retirement cases, but the pensioners call this a misinterpretation of the law.

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Creedmoor

On Nov. 7th a meeting of building representatives of the Creedmoor Chapter, CSEA, was held at Cardos restaurant. Benjamin Sherman, the field representative for the Association, was the guest of honor. Mr. Sherman was introduced to the building representatives by our president, Jerry Campion. He stressed the importance of going all out to contact new employees to increase our membership here at Creedmoor.

The representatives and the buildings they represent are as follows: Mike Pyros, Reception Male; Rose Barry, Reception Female; Julia Steinbaker, M Building; Edward Sottong, P Building; Elizabeth Burbury, R Building; John Flood, S Building; William Loomis, Garage and Farm; Helen Foran, Administration Building; John Murphy, Patrolmen and Guards; John McKenzie, building 38; Bob Crowle, Special Agents; Virginia McDonnell, O. T. Dept. and Jack Simpson of the kitchens. Contact any of these representatives if you have any problem pertaining to Association matters.

Ted Bagdikian is in Jamaica Hospital recuperating from an operation. We all hope to see him up and about soon on the job.

The Creedmoor World War Veterans held their annual fall dance in the assembly Hall on Nov. 8th and despite the nasty weather a goodly crowd was there to make the affair a success. The most popular table at the dance was where Kay Barazone and her guests were passing out cheese sandwiches.

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TUESDAY, NOVEMBER 19, 1957

By Lawful Means Only

THE Post Office Craftsmen, an independent organization of postal employees, while sharing resentment over President Eisenhower's veto of the pay increase bill, frowns on retaliatory tactics, especially political ones. It can understand why postal employees, smarting under the veto, suffer the temptation of reprisal, but believes that nothing but harm to the pay-increase drive would result.

Joseph F. Thomas in the group's official organ speaks against "any action contrary to the laws of our country, or in violation of the regulations under which we are employed."

Among the retaliatory measures that a few of the more emotional members of postal groups have dared to mention is job reprisal. But a strike is a strike, by whatever name you call it, and strikes by federal employees are prohibited by law, just as they are prohibited by New York State law in regard to employees of the State or its communities.

Occasionally public employees do strike. They may call it a walkout or by any other name, but the law specifically prohibits the action and provides stiff penalties, despite any tortured semantics.

It would be well for the craftsmen and other groups to write into their constitutions a declaration of policy against strikes, or use of any other unlawful means to pry gains from the employer.

The Civil Service Employees Association, largest of its kind in the United States, has such a provision in its constitution while a competing organization has an openly declared pro-strike policy, law or no law.

Before a person can be a good public employee he must be at least a good citizen.

Two Gifted Employees

JOHN W. MACY ends his brilliant career as executive director of the U.S. Civil Service Commission on February 1, to become executive vice president of Wesleyan University, Middletown, Conn., from which he was graduated with signal honors in 1938.

He was recommended to the Federal government by the National Institute of Public Affairs, and started his government career modestly enough as a public administration intern. He didn't stay in that spot long, because the Department of the Army and next the Atomic Energy Commission found more and more important posts for him. In 1953 President Eisenhower appointed him to the top job in the Commission open to career employees. Mr. Macy's meteoric career proves that outstanding ability does get recognition even from government as an employer.

Mr. Macy's successor will be Warren B. Irons, who has held important posts with distinction in the Commission since 1943, and has often acted in Mr. Macy's place. Of the same calibre as Mr. Macy, he was chief of the Retirement Division from 1945 to 1953 and now heads the Commission's Bureau of Departmental Operations.

Both Mr. Irons and Mr. Macy received the Career Service Award of the National Civil Service League.

Here are two men who have honored civil service even more than civil service has honored them.

LETTERS TO THE EDITOR

TELLS WHY HE'S NOT MEMBER OF A UNION
Editor, The Leader:

In answer to Malden Edwards' recent letter in which he ponders why 90,000 City employees have refused to join an employee organization, let me state my views.

Membership in City unions is at present voluntary. Therefore any one contemplating becoming a member will naturally make his decision on the same basis as he would decide on the purchase of a car and ask himself the same logical question: "What will it do for me?"

Unfortunately, based upon activities and accomplishments on city-wide issues during recent years, unions have done a poor selling job of convincing these 90,000 that membership will accomplish much for them.

Finds Time Wasted

It would be interesting to know why, at this late date, unions are still engaging in and encouraging their members in appeals which have proven to be a waste of time and effort.

Why, instead, have not unions educated employees to the futility of resorting to the appeals machinery under its present setup, and steered their efforts in a tangible direction, the planning and execution of real militant campaigns aimed at solving the basic problems facing City employees. These include cost-of-living increase, 75-25 pension plan, promotional opportunities, etc.

Once a union sincerely changes its direction and fights for the basic bread-and-butter issues, most of the 90,000 will swing over to it like a compass needle

ONE OF THE 90,000

WHAT UNIONS DO FOR THEIR MEMBERS

Editor, The Leader:

Malden Edwards in a letter to editor of The Leader saying that 50,000 New York City employees are not members of an employee organization made the rightful inference that they should join such organizations. No individual employee, by himself, and alone, can accomplish much, if anything, unless through political pull, and that kind of operation is out of bounds and not in practice.

Anybody who has studied the work done by the unions for New York City employees must come to the conclusion that those or-

(Continued on Page 7)

LOOKING INSIDE

By H. J. BERNARD
Contributing Editor



Improvements That Our Service Needs

CIVIL SERVICE has its shortcomings, but what hasn't? All told, it has accomplished much. It has proved economical. The merit system permits operation at less cost, even though salaries are considerably increased compared to the reference point in the past when the spoils system operated.

It must not be supposed that the spoils system is a thing of the past entirely. Only half the states in the Union have adequate civil service laws. Some states and local governments have what might be considered acceptable civil service laws, but somehow legislatures or councils don't get around to appropriating any money for the personnel agency, or, having begun to make appropriations, tire.

Legislatures as a rule like to have things go the political patronage way, but they are not alone in that.

The Early Experiences

George Washington, the first President, lacking a merit system, had to invent one of his own, which naturally turned out to be appointments confined to members of the Federalist Party. But he was careful about whom he appointed, and so were John Adams, Federalist, and Thomas Jefferson, of the Republican Party, as it was then called, though the name was changed later to Democratic. Those successors to Washington in office in that order were conscientious. Later Presidents put politics above all else until the spoils system reached its peak in the administration of President Andrew Jackson, who thought that almost anybody had enough competence to perform the relatively simple tasks of a Federal government employee.

Public suspicion of political appointments to the run of jobs grew, and there was an incipient demand that merit and fitness, not political influence, shall determine who gets the jobs.

There was difficulty getting any worthwhile reform legislation passed until the assassination of President Arthur Garfield by a disappointed office-seeker. It was too bad that a man had to give his life so that civil service could be reformed, but the result was swift and promising. In 1883 the U.S. Civil Service Commission was established. It was confronted with much the same type of problems that such commissions face today in smaller jurisdictions. The solutions were on the whole good; in fact, the record over the years is commendable.

The Federal government set the pattern for state and local governments.

Boon to Appointing Officers, Too

The change was welcome to the appointing officers, too. The clamor for jobs was one of the worst nuisances with which elected officers had to contend. Washington was fastidious in his selections, but the Federal employees then totaled only 350; now they're 2,000,000. With the growth in numbers the difficulties mounted and the necessity for having trained and skilled personnel staffs arose. Now all the worthwhile civil service jurisdictions strongly accentuate personnel work performed by experts. New York was one of the first states to accentuate this, when it made the President of the Civil Service Commission the Personnel Director; New York City, which has a comparably excellent civil service system, did likewise.

The question whether the merit system produces the best qualified appointees will always be asked, and probably the answer will always be the same. On the whole, for filling government jobs, it has been found the most successful method, though in individual cases

(Continued on Page 12)

Social Security Questions

A FRIEND who is more than 70 never worked in employment covered by Social Security, but he says he is receiving old-age payments from the government. Is that possible? C.E.

Many persons receive what they may correctly call old-age payments from the government, such as Civil Service Retirement, Railroad Retirement, Old-Age Assistance (paid through city, or state Welfare Departments), etc., even though they have not had employment covered by Social Security. However, no one is eligible for Old-Age Insurance benefits under Social Security who has less than six quarters of coverage, which requires about a year-and-a-half of work covered by Social Security.

I HAVE BEEN receiving Old-Age Insurance Benefits for two years. I am 68. I did not earn anything in 1957 until this month.

I took a job November 1. Do I have to limit my earnings to \$100 a month in November and December to be entitled to my benefit checks for those months? J.J.

No. You are allowed to earn up to \$1,200 in a calendar year without losing any of your benefit checks. If your total earnings for the year don't go over the \$1,200, then it does not matter how much of the \$1,200 is earned in any particular month. In your case, your total earnings in November and December could therefore be as much as the \$1,200 without losing your checks.

I AM OVER 65 and receiving a pension from the Veteran's Administration. Will that affect the amount of my Social Security benefits when I retire next year? P.W.

No. Your entitlement to Old-Age Insurance Benefits is not af-

ected by the amount you may be receiving as Veteran's Administration or other pension, unemployment compensation, rent, interest, dividends, or other income for which you are not working.

I PLAN to move to Sweden after I retire. I am a naturalized United States citizen. May I collect my benefit payments while in Europe? J.V.

Yes. United States citizens are eligible to receive their benefits in most foreign countries.

AT the time of turning in declarations on Social Security I submitted a negative vote. Is it possible to be included at this time? R.N.

It is too late. You had to give notice of a change of mind before the referendum date, to be eligible for Social Security. You would not have been entitled to vote, however.

Letters to the Editor

(Continued from Page 6)

ganizations have accomplished much more than what appears on the surface is involved. For instance, a City Administration may rightfully claim credit, especially around election time, for what it has done for City employees, but many of those gains had their

wellsprings in one union or another, and the heat that a union put on City officials had as much to do with the accomplishment as the vote of the elected officials. Another point is that unions hire experts, whose advice public officials seek. Nothing of importance is done in personnel matters without consulting employee groups. That is the democratic way. The union speak for their members. It would be rather difficult to consult each individual employee. It can be done only in exceptional cases, and for some overmastering purpose, such as in the case of the Social Security referendum.

No one employee has the

technical skill, technical and legal knowledge, the skill, the know-how, the connections, the persuasive power or the composite value nor the ability to make a good speech to the board.

It is not to the credit of the 90,000 that they stay aloof.

The group spirit shows its value in day-to-day dealings with City officials. If unions do not constantly plump for lost causes and other impossibilities, that is to their credit.

—MARTHE SCHWERLEIN

COMMENTS ON USE OF A DONOR'S EYE

Editor, The Leader:
I question the accuracy of a statement in a story you ran in the October 8 issue about the good work of the Post Office dead

letter office in that a donor eye sent parcel post, in a package illegibly addressed, was forwarded to an eye bank and that a man who needed such an eye benefited.

My reasons are that I am informed by an eye society that donor eyes are sent by plane, never by parcel post; the eye is shipped in a special way in a saline solution; and the eye must be used within 30 hours after death, exclusive of research purposes.

—Mrs. N. CYPHERS, Elmira

MICHAEL MIRANDE SUFFERS HEART ATTACK IN FLORIDA

Michael Mirande, vice president, Local 237, Teamsters, who went to Florida for his health, suffered a heart attack. He is in Hollywood Memorial Hospital, Hollywood.

He is in charge of certain personnel in the NYC Fire Department.

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STATE — Room 2301 at 270 Broadway, New York 7, N.Y., Tel. BRa clay 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.

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NYC Exams That Close on Nov. 21

The following examinations open to the public for application will close on Thursday, November 21. Application may be made in person, by representative or by mail; if by mail, enclose six-cent stamped self-addressed envelope. Application fee is not to be paid until returning the filled-out form. Address Personnel Department, 96 Duane Street, New York 7, N. Y. The application office at that address is two blocks north of City Hall, just west of Broadway, opposite The Leader office.

OPEN COMPETITIVE
7959. CHIEF MARINE ENGINEER. \$6,215. 10 vacancies in Department of Marine and Aviation. Others occur from time to time. Fee \$5. Requirements: Five years of recent satisfactory practical paid experience as a Marine Engineer, not less than three years of which must have been as a Chief Marine Engineer on ocean going steam vessels; or a satisfactory equivalent. Candidates must possess a valid license for Chief Engineer, Ocean Steam Vessels, any

H.P., or Chief Engineer, Bays, Sounds, Lakes and Rivers, Steam Vessels, any H.P., or Chief Engineer, Ferry Steam Vessels, any H.P., issued by the United States Coast Guard Marine Inspection Service. This license must be presented to the Investigation Division at the time of investigation and to the appointment officer at the time of appointment. Test date, February 7. (November 1-21).

8205. RECREATION LEADER. \$4,000-\$5,080. 325 vacancies in various departments. Fee \$3. Requirements: A baccalaureate degree issued after completion of a four-year course in an accredited college or university, including or supplemented by 18 credits in recreation, physical education, or

group work; or a baccalaureate degree so accredited and six months of satisfactory paid leadership experience in organized recreational programs; or a satisfactory equivalent combination of education and experience, but all candidates must be college graduates. Persons who expect to be graduated by June, 1958, will be admitted to the examination. Such candidates should state this fact in their experience papers. However, they will not be appointed unless they present evidence to the Investigation Division that they had received the degree by June, 1958. Test date, February 15. (October 3-November 21)

8209. ASSISTANT STATISTICIAN. \$4,000-\$5,080. 24 vacancies

in various departments. Fee \$3. Requirements: A baccalaureate degree issued after completion of a four year course in an accredited college or university with at least twelve credits in college level courses in mathematics and statistics including at least three credits in statistics; or a satisfactory equivalent. Satisfactory full-time paid professional experience in statistical work will be accepted in lieu of college education on a year for year basis. Persons who will be graduated by June 1958,

will be admitted to this examination; such candidates should state this fact on their application form. Test date, January 29. (October 3-November 21).

7735. PROGRAM MANAGER. \$7,7100-\$8,900. Two vacancies in Municipal Broadcasting System. Fee \$5. Requirements: A baccalaureate degree with a major in radio broadcasting issued after completion of a four year course in accredited college or university

(Continued on Page 9)

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NYC Jobs

(Continued from Page 8)

and five years of experience in radio broadcasting, two years of which shall have been in a supervisory capacity. An equivalent combination of education and experience will be accepted but all applicants must possess a minimum of baccalaureate degree. Test date, January 15. (November 1-21)

8208. ASSISTANT ACCOUNTING. \$4,000-\$5,080. Various vacancies. Fee \$3. Requirements: A baccalaureate degree issued after completion of a four year course in an accredited college or university with at least twelve credits in college level courses in mathematics; or a satisfactory equivalent. Satisfactory full-time paid professional experience in actuarial work will be accepted in lieu of college education on a year for year basis. Persons who will be graduated by June, 1958, will be admitted to this examination; such candidates should state this fact on their application form. Test date, January 23, October 3-November 21).

8207. ASSISTANT ACCOUNTANT. \$4,000-\$5,080. 59 vacancies in various departments. Fee \$3. Requirements: a baccalaureate degree issued after completion of a four year course in an accredited college or university, including or supplemented by 16 credits in courses in accounting of college and four years of satisfactory grade; or high school graduation full-time paid accounting experience; or a satisfactory equivalent combination of education and experience. Candidates who will meet the educational requirements by June, 1958 will be admitted to this examination. Such candidates should indicate this fact on their experience form. Test date, February 15. (October 3-November 21).

8199. JUNIOR PHYSICIST. \$4,000-\$5,080. Various vacancies. Fee \$3. Requirements: A baccalaureate degree with a major in physics issued after completion of a four year course in an accredited college or university. Applicants with a major in chemistry, biology, chemical engineering or electrical engineering who have completed at least 15 credits in physics or one year of satisfactory experience with radioisotopes will be admitted to this examination. Test date, January 8, October 3-November 21).

8100. BRIDGE AND TUNNEL OFFICER. \$3,500-\$5,300. Various vacancies in Triborough Bridge Authority. Fee \$3. There are no formal educational or experience requirements for this position. Applicants must be not less than 5 feet 3 inches in height (bare feet) and must approximate normal weight for height, have 20/40 vision in each eye separately (eye-glasses permitted), normal color vision, and normal hearing in each ear without hearing aid. With exceptions for veterans, no person may file an application for this position who has not reached his 18th birthday on the last date for the receipt of applications; no person may file an application who has passed his 35th birthday on the first date for the receipt of applications. This position requires extraordinary physical effort. Test date, February 8. (November 1-21).

8047. CORRECTION OFFICER (MEN). \$4,322-\$5,708. Various vacancies in Department of Correction. Fee \$3. Requirements: Graduation from a four year senior high school or possession of a high school equivalency diploma issued by the University of the State of New York. Candidates are not required to possess the high school diploma at the time of filing or at the time of taking the written, physical or medical tests, but must possess the diploma prior to appointment. With exceptions for veterans, no person may file an application for this position who has not reached his 20th birthday on the last date for the receipt of applications. No person may file an application who has passed his 31st birthday on the first date for the receipt of applications. This position requires extraordinary physical effort. Test date, January 25. (November 1-21).

8048. CORRECTION OFFICER (WOMEN). \$4,322-\$5,708. Various vacancies in Department of Cor-

rection. Fee \$3. Requirements: graduation from a four year senior high school or possession of a high school equivalency diploma issued by the University of the State of New York. Candidates are not required to possess the high school diploma at the time of filing or at the time of taking the written, physical or medical tests, but must possess the diploma prior to appointment. With exceptions for veterans, no person may file an application for this position who has not reached her 22nd birthday on the last date for the receipt of applications. No person may file an application who has passed her 31st birthday on the first date for the receipt of application. This position requires extraordinary physical effort. Test date, January 25. (November 1-21).

8109. SPECIAL OFFICER. \$3,250-\$4,330. Various vacancies. Fee \$3. Requirements: graduation from a four year senior high school or possession of a high school equivalency diploma issued by the University of the State of New York. Candidates are not required to possess the high school diploma at the time of filing or at the time of taking the written, physical or medical tests but must

possess the diploma prior to appointment. Proof of good character will be an absolute prerequisite to appointment. Candidates must be at least 5 feet 7 inches in height (bare feet) and must approximate normal weight for height, 20/40 vision both eyes together (eye-glasses permitted), and normal hearing in each ear without hearing aid. With exceptions for veterans, no person may file an application for this position who has not reached his 20th birthday on the last date for the receipt of applications. No person may file an application who has passed his 45th birthday on the first date for the receipt of applications. Test date, February 8. (November 1-21).

8198. JUNIOR BUILDING CUSTODIAN (MEN). \$3,250-\$4,330. Four vacancies in Department of Health. Fee \$3. Requirements: Two years of full-time experience in the cleaning and maintenance of a building; or a satisfactory equivalent. Test date, January 20. (November 1-21).

8132. ASSISTANT SUPERINTENDENT OF CONSTRUCTION. \$5,450-\$6,890. One vacancy in Department of Education. Fee \$5. Requirements: six years' satisfactory practical building construc-

tion experience of a nature to qualify for the duties of the position, two years of which must have been in the capacity of assistant superintendent or superintendent on large building construction projects; or two years' experience as an inspector of buildings and related construction for a governmental agency; or a satisfactory equivalent of education and experience. Education leading to a degree in civil engi-

neering in a course study registered by the University of the State of New York will be accepted in lieu of practical building construction experience on a year for year basis to a maximum of three years. Test date, February 17. (November 1-21).

7952. BLACKSMITH'S HELPER. \$5,100. 34 vacancies, others occur from time to time. Fee \$5. Re-

(Continued on Page 10)

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NYC Jobs

(Continued from Page 9)

requirements: three years in the last twelve years of satisfactory full time paid experience as a blacksmith's helper; or not less than one and one-half years in the last six years of such experience plus sufficient additional related educational training in an approved trade or vocational school to make a total of three

years of acceptable experience. Six months of acceptable experience will be credited for each twelve months of acceptable related educational training. Incidental and unpaid work as a blacksmith's helper will not be considered as acceptable experience. With exceptions for veterans, open only to persons who shall not have passed their fiftieth birthday on the first date for the filing of applications. This position requires extraordinary physical effort. Test date, January 25. (November 1-21).

7945. TELEPHONE MAINTAINER (Prom.) \$2.07 to \$2.31 an hour.

Vacancies occur from time to time. Fee \$4. Requirements: Open to each employee of the New York City Transit Authority who on the date of the written test: is permanently employed in the title of Maintainer's Helper - Group A; has served as a permanent employee in such title in the telephone section of the maintenance of way department of the transit authority for a period of not less than six months immediately preceding that date; and is not otherwise ineligible. Test date, February 7. (November 1-21).

7957. CABLE SPLICER. \$23.04 a day. Four vacancies in Fire De-

partment. Other occur from time to time. Fee \$50. Requirements: Five years of practical paid experience acquired within the last fifteen years as a cable splicer; or not less than two and one-half years of such experience as a cable splicer plus sufficient additional paid experience as a cable splicer's helper or related educational training in an approved trade

or vocational school to make a total of five years of acceptable experience. Six months of acceptable experience will be credit for each twelve months of paid experience as a cable splicer's helper or of acceptable educational training. Test date, February 24. (November 1-21).

8155. ENGINEERING AIDE. (Continued on Page 13)

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NOTICE is hereby given that a limited partnership has been formed in pursuance of the Act of 1922 entitled "The Uniform Limited Partnership Act" of the State of New York, as modified.

That the name of the firm is PFEIFER BROS. and that the general nature of the business to be transacted is the general metal fabricating business.

That the name and place of residence of the general partner is H. Whitman Dunstan, 11 Barry Place, Rulbourn, New Jersey, and the name and place of residence of the limited partner is William Pfeifer, Jr., 11 Barry Place, Rulbourn, New Jersey.

The partners have contributed as their shares of the capital of the limited partnership, as follows:

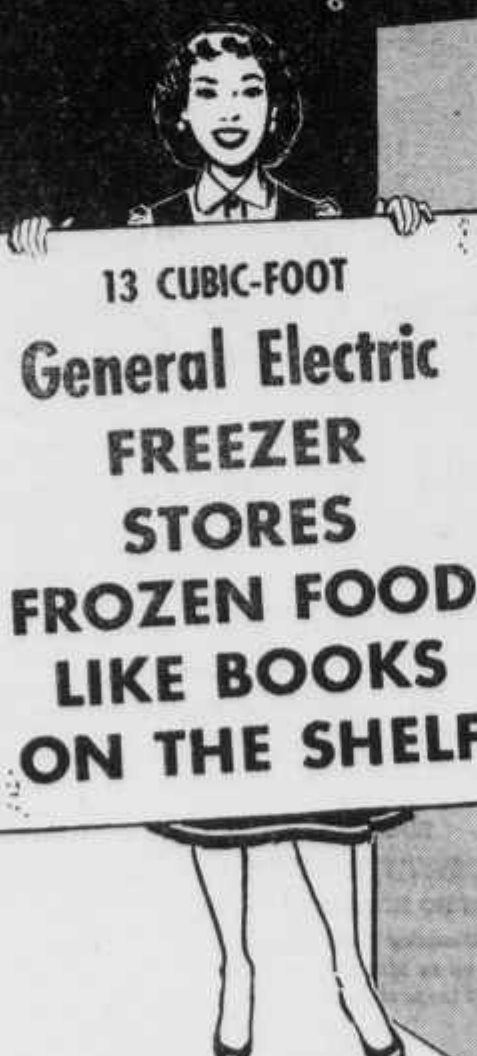
H. William Dunstan . . . \$22,730.47
William Pfeifer, Jr. . . . 21,730.47

That the period at which said limited partnership is to commence is September 1, 1957, and the partnership shall continue for an indefinite term.

That a certificate thereof as required by law was filed for record in the office of Clerk of New York County, on the 14th day of October, 1957.

Dated at New York City in said county on the 19th day of October, 1957.
H. WHITMAN DUNSTAN
General Partner,
WILLIAM PFEIFER, JR.
Limited Partner.

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MINUTES TO SUBWAY
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6 Huge Rooms - 2-Car Garage - Oil Heat
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Conventional \$30,000, 25-yr. bank mortgage; down payment arranged.

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Looking Inside

(Continued from Page 6)

It may fail; it has produced noteworthy results for government.

That is not to say that the candidate who scores highest in a test is the one best qualified for the job, even though he does earn the right to the first appointment offer. Some extremely bright persons who would make excellent employees somehow don't do well in examinations. Others are really sharp in passing tests, but don't do proportionately well on the job. Persons with photographic memories may attain astounding scores, yet be lacking in judgment, resourcefulness, reliability, and other attributes of equal or greater importance. The photo minds are sort of flashes on the job horizon, however. The merit system is flexible enough, without violation of any laws or rules, to reward the employees with more solid accomplishments, but in written examinations memory tends to attain a grossly exaggerated importance.

The validity of examinations is often questioned in connection with promotions. Everybody who has had any considerable experience in civil service knows that the best employees are not neces-

sarily promoted first. The rigidity of the system makes the examination score the controlling factor, with minor exceptions, and here, too, the highest score may fall far short of determining the best prospect. However, the competitive promotion system endures because we do not know of any better one. There is no reason to suppose that the highest scorers would make the worst employees.

Improvements that civil service needs are: pay comparable to that offered by private industry, particularly much higher salaries for the higher competitive jobs and positions requiring outstanding professional, scientific or technical skill; gradual relaxation of the rigidity in civil service administration; shortening of the gap between examination and appointment; and possibly personal rank for employees of proved merit, to protect their present salaries, in the event of transfer because of layoffs, or in cases of downgrading.

In fringe benefits civil service is about at a par with private industry. While civil service has moved forward, private industry has caught up with and even passed some of the fringe benefits that used to serve as an incentive to accepting a public job.

Happy Medium Sought

The need for reduction of rigidity is high but presents some danger. Naturally the first civil

service law, the one Congress enacted, was rigid in the extreme. The remedy for the elastic spoils system was its exact antithesis. As the Federal government grew to become the largest employer in the nation, the need for greater flexibility became more and more pressing, though the application of remedies was slow. What retards the process is fear that the more relaxation, the greater the danger of reverting toward the former evils.

A middle course can be found, though it may not be completely happy one in everybody's estimation.

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check cash

THREE LISTS OUT SOON

New York City is planning to establish before January 1 the eligible lists for attendant (male), elevator operator, and housing caretaker.

NEWSDEALERS HONOR GILLIS

The Newsdealers Post No. 1169, American Legion, held its annual dinner-dance in honor of Past Commander William F. Gillis at the Hotel New York.

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NYC Jobs

(Continued from Page 10)

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LEGAL NOTICE

WINER, BEN ZION, also known as B. HEYWOOD WINANT. — SUPPLEMENTAL CITATION.—THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent To: BETTINA MAKLER WINANT, also known as BETTINA MAKLER WINER and BETTINA SERGAY, Murrayfield Court, Johannesburg, South Africa, individually and as the former Administratrix of the goods, chattels and credits of BEN ZION WINER, also known as B. HEYWOOD WINANT, deceased, and as distributee. UNITED STATES FIDELITY & GUARANTY COMPANY, 100 William Street, New York, N. Y. ALFRED J. MARROW, 870 Fifth Avenue, New York, N. Y.

Upon the petition of CYNTHIA R. BLACKSBURG, who resides at 39 Beaver Hill Road, Elmsted, New York, you and each of you are hereby cited to show cause before the Surrogate of New York County, at the Court House, 41 Chambers Street, in the County of New York, on the 12th day of December, 1957, at half past ten o'clock in the forenoon of that day, why the Surrogate of New York County should not take and state the account of the proceedings of Bettina Makler Winant, also known as Bettina Makler Winer and Bettina Sergay, as the former Administratrix of the goods, chattels and credits of Ben Zion Winer, also known as B. Heywood Winant, deceased, whose last residence was at 993 Fifth Avenue, New York, N. Y., and why a decree should not be made and entered judicially settling said account of proceedings, and surcharging said Bettina Makler Winant, also known as Bettina Makler Winer and Bettina Sergay, for the full rental value of cooperative apartment No. 6-B in 993 Fifth Avenue, New York, N. Y. for the periods during which she occupied the same and for the periods during which she stored her own furniture, furnishings and other property therein and for the periods it was not sublet because of her failure to use due diligence to keep it sublet and for the subletals paid by subtenants which she converted to her own use and for which she has failed to account (other than those described in the judgment and decree dated June 18, 1957, made and entered in this Court) and for the value of 50 shares of the stock of Omnibus Corporation of the proceeds of the sale thereof, which she converted to her own use and for which she has failed to account and for the value of any other property of the decedent which came into her possession and which she converted to her own use or for which she failed to account and for any other losses or damage to the estate resulting from her maladministration, malfeasance, misfeasance and neglect and why the amount of such surcharge should not be set off against her distributive share in the estate of the above named decedent to the extent that said distributive share is sufficient therefor and why the amount of such surcharge, if and to the extent that it shall exceed the amount of her said distributive share, should not forthwith be paid by her to Cynthia R. Blacksburg, an Administratrix De Bonis Non of the above estate and, in default of such payment forthwith and the return of execution against her property unattached, why the surcharge on her administratrix' bond should not be required to pay the same up to the amount of said bond; and for such other, further and different relief as the Court may deem just and proper.

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, HON. S. SAMUEL DI PALCO, a Surrogate of the said County of New York, on the 1st day of November, 1957.
Clerk of the Surrogate's Court.
PHILIP A. DONAHUE

CITATION—P1497, 1957.—The People of the State of New York By the Grace of God Free and Independent, To ALTA MARQUETTE SMITH and CORDELIA MARQUETTE, if living, and if dead to their heirs at law, next of kin, and distributees whose names and places of residence are unknown and if they died subsequent to decedent herein, to their executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown; and to all other heirs at law, next of kin and distributees of Mildred Marquette Haviland, decedent herein, whose names and places of residence are unknown and cannot after diligent inquiry be ascertained.

PUBLIC ADMINISTRATOR, County of New York seal greting:

Whoseas, CAROL BRANDON BERGERON, who resides at Beech Street, Lake Garda, Connecticut, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date the 18th day of March, 1957 relating to both real and personal property, duly proved as the last will and testament of MILDRED MARQUETTE HAVILAND, deceased, who was at the time of her death a resident of 405 East 54th Street in the City and the County of New York.

THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 11th day of December, 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.
(L.S.) WITNESS, Honorable S. Samuel Di Palco Surrogate of our said County of New York, at said county, the 30th day of October in the year of our Lord one thousand nine hundred and fifty-seven.
PHILIP A. DONAHUE
Clerk of the Surrogate's Court

two years of the required course of study for a degree in engineering or architecture issued upon completion of a course of study registered by the University of the State of New York; or an Associate in Science degree awarded by a community college or technical institution of recognized standing upon completion of a course of study pertinent to the duties of the position; or a satisfactory equivalent combination of education and experience. For this examination, persons who expect to receive the Associate in Applied Science Degree by June 30, 1958 will be admitted to the examination but must present evidence to the Division of Investigation that they have complied with the fore-

going requirements. Test date, February 3. (November 1-21).
8040. EXTERMINATOR. \$3,500-\$4,580. Five vacancies in Housing Authority. City residence not required. Fee \$3. Requirements: A valid exterminator permit or employee-exterminator operator permit issued by the Department of Health of the City of New York. This permit must be presented to the Investigation Division at the time of investigation and to the appointment officer at the time of appointment. Test date, February 1. (November 1-21).

7818. DIRECTOR OF INSTITUTIONAL EDUCATION. \$6,650-\$7,490. Various vacancies. Fee \$5. Requirements: A baccalaureate

degree issued after completion of a four year course in an accredited college or university, including or supplemented by thirty-six semester hours in approved professional courses in the field of education plus eight semester hours of courses in educational supervision, administration or organization; and four years of satisfactory teaching experience in accredited public or private schools, of which at least two years shall have been obtained above the elementary school level and two years shall have been in a supervisory or administrative capacity. An equivalent combination of education and experience will be accepted but all applicants must possess a minimum of a baccalaureate degree.

Test date, February 14. (November 1-21).
8135. LABORATORY AIDE. \$3-\$3,000-\$3,900. 20 vacancies. Fee \$3. Requirements: Graduation from a senior high school and one year of satisfactory experience in a bacteriological, biological, or chemical laboratory; or completion of two years of training in college bacteriology, biology, or chemistry; or a satisfactory equivalent. Completion of a full year course in medical laboratory technology will be deemed equivalent to one year of satisfactory laboratory experience. Test date, February 15. (November 1-21).

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TOUCH 'N TUNE

NOTHING FINER

Dongan Guild Communion Breakfast Draws 800

On Sunday, October 27, the Dongan Guild of New York State Employees held its nineteenth annual corporate Communion and breakfast in commemoration of the Feast of Christ The King. The members and officers of the Guild, their families and friends attended the nine o'clock Mass in Saint Patrick's Cathedral, New York City, which was celebrated by the Reverend Joseph P. Flannelly, Auxiliary Bishop of New York City. The Guild's Breakfast was served in the Grand Ballroom of the Waldorf-Astoria Hotel and was attended by 800 members and friends. Carmine G. De Sapio, Secretary of State, was toastmaster on this occasion.

The principal speaker of the morning was Monsignor John J. Dougherty of the Immaculate Conception Seminary, Darlington, N. J. Monsignor Dougherty traced the history and growth of the Catholic Church in the United States from its missionary days up to the present time and stressed the tremendous contributions of the laity, the religious and the clergy and, more especially, of the incomparable value of those in the monastic life to the very existence and expansion of the Church.

Memorial Presentations

The Guild's Moderator, the Very Rev. Monsignor Daniel A. Maguire was not able to attend this year's breakfast owing to illness and was represented by the Very Rev. Msgr. John F. McCarthy, Director of Institutional Commodities for the New York Archdiocese.

Monsignor McCarthy made the Guild's Annual Memorial presentations for 1957. A gold Ciborium was presented to the Rev. Georges Bissonnette, A.A., in memory of the members who died during the past year who were Michael Mulshine, Dept. of Audit & Control; John B. Foley, State Athletic Commission; Anne Motzer, Workmen's Compensation Board; John Feeney, Manhattan State and Wm. F. Burke, Sr. and Thomas Webber both of the Division of Industrial Safety. The names of these members will be engraved on the Ciborium and the Guild's representatives have been requested to report the demise of any other members to the Guild as soon as possible in order that they too may be included on this material.

Father Bissonnette was the last Catholic Chaplain permitted to administer to the Catholic peoples in Moscow and is the author of a book entitled "Moscow Was My Parish." Father Bissonnette will attend the regular monthly meeting of the Dongan Guild at which time he will discuss his many experiences while a chaplain behind the Iron Curtain.

Mass Kit to Central Islip

A Mass Kit was to have been presented to the Reverend John J. Berkery, Chaplain at Central Islip State Hospital, as a memorial for the living members but because of the fact that Father Berkery was unable to be present the actual presentation will take place at a later date.

Harriman, Spellman Greetings

Monsignor Joseph A. Nelson, P.A., Vicar for the Religious of the New York Archdiocese, represented His Eminence, Francis Cardinal Spellman and conveyed the Cardinal's blessings and greetings to the members of the Dongan Guild and expressed his hopes that the Guild would continue to

grow and expand its activities for Catholic Action.

The following message was received from His Excellency, Governor Averill Harriman — "I wish I might be with you to participate in the nineteenth annual corporate Communion and breakfast of your Dongan Guild of New York State Employees. I congratulate your Guild on its vigorous growth during the past two decades, and its attention to the spiritual values of life. We neglect such values at our peril. I also commend the Guild on its many fine contributions to charitable and other worthy causes, and sincerely wish your organization and all of its members every success in the years ahead."

The Guild's president, Catherine C. Hafele of the Workmen's Compensation Board, thanked all who contributed to the success of this Communion breakfast and thanked in particular the Guild's many representatives.

The guests were entertained by the singing of Sylvester J. Garamella of the Civil Service Commission and Theresa Raso.

Attending Guests

James Amadel of the Labor Relations Board was general chairman for the Communion breakfast and the following guests were in attendance.

Louis J. Lefkowitz, Attorney General; George M. Bragalini, President of the State Tax Commission; Thomas E. Rohan, Chairman of the State Liquor Authority; Charles Imperila, Deputy Commissioner Queens Motor Vehicle Bureau; Vincent P. Carney, Deputy Commissioner Brooklyn Motor Vehicle Bureau; Richard P. Long, Commissioner of the State Labor Relations Board; James Buccellato, President of the Columbia Association of State Employees; Thomas J. Curran, former Toastmaster of the Dongan Guild and now Commissioner of Elections for the City of New York.

Anthony J. Graziano, Executive Deputy Director of the State Insurance Fund; Arthur Lamanda, Deputy Superintendent of Insurance; Florence Pemberton, President of the St. George Association of State Employees; Aloysius J. Maickel, Deputy Superintendent of Insurance and Morris J. Solomon representing the Jewish Association of State Employees.

The officers of the Dongan Guild are Catherine C. Hafele, President; Thomas J. Mahoney,

Department of Agriculture and Markets, Vice-President; Gertrude L. Murphy, State Insurance Fund, Treasurer; and Edith F. May, Division of Employment, Secretary.

The members of the Guild Council are Margaret Broderick, Manhattan State Hospital; Thomas Calogero, Insurance Department; Lawrence Cluen, Motor Vehicle Bureau; Irene Coffey, Division of Employment; Daniel Farnan, Social Welfare; Mary Gavin, State Liquor Authority; Joseph McCullough, Education Department; William Seidel, State Insurance Fund and Frances Smith, Banking Department.

TROPHY AWARDED



Mickey Strzelewicz of Buffalo State Hospital receives the Upstate Mental Hygiene Softball League trophy from Joseph Kieta, League president. Buffalo State went on to win the State Mental Hygiene championship by beating Willowbrook State at Letchworth Village.

Questions And Answers On Health Insurance

This week The Leader continues a column of questions and answers to aid State employees in understanding the new State health insurance plan and its options. Questions of general interest will be answered in the columns of this newspaper. Persons wishing direct answers must enclose a self-addressed, stamped envelope. Mail your questions to the "Health Insurance Editor, Civil Service Leader, 97 Duane St., New York 7, N. Y."

Questions and Answers

Mental or nervous disorders are limited to 30 days coverage under Part I of the plan. Would the period of time in excess of 30 days be covered under the State-wide plan by Part III.

Yes, major-medical will cover mental and nervous disorders after the 30 days provided by Part I have been used. If the treatment is given in any hospital which meets the definition of hospital that is written into the contract (the term "hospital" means only an institution which meets fully every one of the following tests; namely: A. It is primarily engaged in providing on an in-patient basis, diagnostic and therapeutic facilities for surgical or medical diagnosis, treatment and care of injured and sick persons by or under the supervision of a staff of physicians who are duly licensed; B. It continuously provides 24-hour-a-day nursing service by or under the supervision

of registered graduate nurses, and, C. It is not, other than incidentally, a place of rest, a place for the aged, a place for drug addicts, alcoholics or a nursing home) both room and board, as well as other benefits are covered expenses. If treatment is not provided in an institution that meets this definition of hospital, all covered benefits are provided except room and board.

Am I right in thinking that "catastrophic" means totally helpless—unable to move or speak and needing extensive hospital care? Does the statewide major-medical cover such a case, for instance, a stroke?

Yes, the major-medical part of the statewide plan provides benefits for any illness or injury that is not connected with military service or is not a Workmen's Compensation case. However, simply because this type of insurance is called "catastrophic" it is not necessary that you be either totally disabled or hospitalized in order to receive benefits.

I live in a county where only the Statewide plan is available. Why can't I have a choice of plans?

Each of the options carries, as its basic hospitalization, the same benefits. Therefore, the choice concerns only the medical-surgical parts of the various options. Since HIP and GHI have doctors available only in certain counties, and since their plans are based on the

services their doctors can give you, there would be no advantage in your having either of these options.

Will the statewide plan pay for ear trouble that has nothing to do with a hearing aid, such as a punctured ear drum?

Yes.

Does any one of the three plans cover a dependent mother?

No. The law that gives us this health insurance coverage defines dependents that can be covered as spouse and children.

Are X-rays given at a doctor's office and not in a hospital covered by major-medical?

Yes. X-rays given by or at the direction of an MD are covered entirely by the statewide plan. Part I covers X-rays that are given and billed by a hospital while you are an in-patient. Part III covers X-rays that are rendered and billed by a doctor, by a hospital to you as an out-patient, or by another agency.

Are injections for hay fever covered or excluded under major-medical?

Medications for allergies are covered by the statewide plan when prescribed or administered by an MD.; Part I covers if you are in the hospital, Part III covers if you are elsewhere.

I have chosen one of the three options offered for health insurance. May I change my choice of plans now?

The deadline for the Nov. 20 payroll has been passed; no employee may change his option once the original payroll deduction has been made. A change in options may be allowable in the future but, for the first year of the plan's operation, no changes will be permitted. You may change from individual to family status, or vice versa, at anytime, however. This type of change is taken care of by your personnel officer.

CHIEF DENTIST NAMED

ALBANY, Nov. 18—Dr. Louis Swedja has been named principal health dentist in the State Health Department's Bureau of Dental Health. Dr. Swedja replaces Dr. Harry L. Draker, who has been given a leave of absence to work for his M.P.H. degree at the University of Michigan.

FREE BOOKLET by U. S. Government on Social Security. Mail only. Leader, 97 Duane Street, New York 7, N. Y.

CASH AND CERTIFICATES AWARDED



Awards of cash and certificates were given to Henry Zynda and William Tackentien, employees of Gowanda State Hospital, for designing and constructing a kraut cutter. From left, R. E. Colburn, business officer; Mr. Zynda, Mr. Tackentien, and Dr. I. Murray Rossman, hospital director.

POLICE STUDY AID

The following continues the publication of questions and answers from the last patrolmen (P. D.) written test given by New York City, in the current test, for which applications closed on October 29, the candidates to all 11,277. The written test for them will be held on Saturday, December 14.

LEGAL NOTICE

At a Special Term, Part II, of the City Court of the City of New York, held in and for the County of Bronx, at the Courtroom thereof at 851 Grand Concourse, in the Borough of the Bronx, City of New York, on the 13 day of November, 1957, PRESENT: HON. JULIUS GANS, JUSTICE In the Matter of the Application of GENEVIEVE SCHUBERT BLAS, Petitioner, for leave to assume another name.

Upon reading and filing the annexed Petition of GENEVIEVE SCHUBERT BLAS, duly verified on the 12th day of November, 1957, praying for leave to assume the name of MARGARET PLAZA, in place of GENEVIEVE SCHUBERT BLAS or GENEVIEVE MARGARET PLAZA, present names, and

1. It appearing from the Petition that GENEVIEVE SCHUBERT BLAS assumed the name of "MARGARET PLAZA," without the permission of the Court, which was her legal right to do under the laws of this state, and that she desires a record thereof, and the formal permission from a Court of Record, and

2. It appearing that the Petitioner GENEVIEVE SCHUBERT BLAS, has registered under the Alien Registration Act, and it further appearing from the said petition that the Petitioner had registered thereunder with the name of GENEVIEVE MARGARET PLAZA, and it further appearing from the said Petition that the averments in said Petition are true, and the Court being satisfied that there is no reasonable objection to the change of name proposed;

NOW, therefore, on motion of SAMUEL B. KESS, the attorney for said Petitioner, it is

ORDERED, that the said GENEVIEVE SCHUBERT BLAS be hereby authorized to assume the name of MARGARET PLAZA, on and after the 24 day of December, 1957, upon condition however that she shall comply with the further provisions of this order, and it is further

ORDERED, that this order and the aforementioned petition be entered and filed within ten days from the date hereof in the office of the Clerk of this Court, and that a copy thereof be published within 20 days once in Civil Service Leader, a newspaper published in the City of New York, County of Bronx, and that within forty days after the making of this Order, proof of such publication thereof shall be entered and filed with the Clerk of this Court in the County of the Bronx, and it is further

ORDERED, that a copy of this Order and the papers on which it is based shall be served upon the United States Department of Justice, Immigration and Naturalization Service, Alien Registration Division, at which the registrant petitioner registered, within twenty days after its entry, and that proof of such service shall be filed and recorded with the Clerk of this Court in the County of the Bronx, within ten days after such service, and it is further

ORDERED, that a certified copy of this Order shall not be issued until proof of compliance with the above provisions has been filed with the Clerk of this Court, and it is further

ORDERED, that following the filing of the petition and order as hereinbefore directed and the publication of such order, and the filing of proof of publication thereof, and of the service of a copy of said papers and the order as hereinbefore directed, that on and after the 24 day of December, 1957, the petitioner shall be known by the name of MARGARET PLAZA and by no other name.

ENTER, JULIUS GANS, JUSTICE OF THE CITY COURT OF THE CITY OF NEW YORK

72. A radio motor patrol car finds it necessary to travel at 90 miles per hour for a period of 1 minute and 40 seconds. The number of miles which the car travels during this period is (A) 15 1/6 (B) 2 (C) 2 1/2 (D) 3/4.

73. A radio motor patrol car has to travel a distance of 15 miles in an emergency. It does the first two third of the distance at 40 m. p. h. and the last third at 60 m. p. h. the total number of minutes required for the entire run is most nearly (A) 18 (B) 20 (C) 22 1/2 (D) 25.

74. A patrol car had 11 1/2 gal-

lons of gasoline at the beginning of a trip of 196 miles and 5 1/2 gallons at the end of the trip. During the trip, gasoline was bought for \$2.17 at a cost of 31 cents per gallon. The average number of miles drive per gallon of gasoline is most nearly (A) 14 (B) 14.5 (C) 15 (D) 15.5.

75. There are 15 patrolmen assigned to a certain operation. One third earn \$4200 per year, three earn \$4410 per year, one earns \$4935 per year, and the rest earn \$5581 per year. The average annual salary of these patrolmen is most nearly (A) \$4750 (B) \$4800 (C) \$4850 (D) \$4900.

76. In 1956, the cost of patrol car maintenance and repair was \$2,500 more than in 1955, representing an increase of 10%. The cost of patrol car maintenance and repair in 1956 was the most nearly (A) \$2,750 (B) \$22,500 (C) \$25,000 (D) \$27,500.

77. A police precinct has an assigned strength of 180 men. Of this number 25% are not available for duty due to illness, vacation and other reasons. Of those who are available for duty, 1/3 are assigned outside of the precinct for special emergency duty. The actual available strength of the precinct in terms of men immediately available for precinct duty is (A) 45 (B) 60 (C) 90 (D) 135.

78. Five police officers are taking target practice. The number of rounds fired by each and the percentage of perfect shots is as follows: Officer R 80 rounds fired;

30% perfect shots, S 70 rounds fired; 40% perfect shots, T 78 rounds fired; 60% perfect shots, U 92 rounds fired; 25% perfect shots, V 96 round fired; 66 2/3% perfect shots. The average number of perfect shots fired by them is most nearly (A) 30 (B) 36 (C) 42 (D) 80.

ANSWERS

72. C; 73. B; 74. C; 75. C; 76. D; 77. C; 78. B.

LEGAL NOTICE

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NOTICE TO BIDDERS

Sealed proposals for Replacement of Main Lighting and Power Switchboard and Appliance Work, New York Psychiatric Institute, 723 West 108th Street, New York City, in accordance with Specification No. 14937-B and accompanying drawing, will be received by Henry A. Cohen, Director, Bureau of Contracts, Department of Public Works, 14th Floor, The Governor A. E. Smith State Office Building, Albany, N. Y., on behalf of the Department of Mental Hygiene, until 2:00 o'clock P.M., Eastern Standard Time, on Thursday, December 5, 1957, when they will be publicly opened and read.

Each proposal must be made upon the form and submitted in the envelope provided therefore and shall be accompanied by a certified check made payable to the State of New York, Commissioner of Taxation and Finance, in the amount stipulated in the proposal as a guaranty that the bidder will enter into the contract if it is awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in, and no change shall be made in the phrasing of the proposal. Proposals that carry any additions, erasures, alterations or additions may be rejected as informal. The State reserves the right to reject any or all bids. Successful bidder will be required to give a bond conditioned for the faithful performance of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract. Drawing and specification may be examined free of charge at the following offices:

State Architect, 270 Broadway, New York City.

State Architect, The Gov. A. E. Smith State Office Bldg., Albany, N. Y.

District Supervisor of Bldg. Constr., State Office Building, 313 E. Washington St., Syracuse, N. Y.

District Supervisor of Gldg. Constr., Barre Canal Terminal, Rochester, N. Y.

District Engineer, 65 Court St., Buffalo, N. Y.

N. Y. Psychiatric Institute, 723 West 108th St., New York City.

Drawings and specifications may be obtained by calling at the Bureau of Contracts, Department of Public Works, 14th Floor, The Governor Alfred E. Smith State Office Building, Albany, N. Y., or at the State Architect's Office, 18th Floor, 270 Broadway, New York City, and by making deposit for each set of \$10.00 or by mailing such deposit to the Albany address. Checks should be made payable to the State Department of Public Works. Proposal blanks and envelopes will be furnished without charge. The State Architect's Standard Mechanical Specifications will be required for this project and may be purchased from the Bureau of Accounts and Finance, Department of Public Works, 13th Floor, Gov. Alfred E. Smith State Office Bldg., Albany, N. Y., for the sum of \$3.00 each.

MPM/N
Dated: 11/1/57

N. Y. C. ASS'T ACC'T EXAM

Prof. IRVING J. CHAYKIN
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Will conduct a review course for the above exam beginning Wednesday, Nov. 20, 1957 at 6:15 P.M. at 1481 Broadway (at 42nd St.) N. Y. City.

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LEGAL NOTICE

RUSSELL, ANNA, also known as ANNIE RUSSELL—File No. P3363, 1957 CITATION—The People of the State of New York By the Grace of God Free and Independent, To the distributees of ANNA RUSSELL, also known as ANNIE RUSSELL, deceased, and if any of them be dead, their respective husbands, wives, issue, next of kin, heirs at law, distributees, legatees, devisees, executors and administrators and successors in interest, if any, the names of whom and their residences being unknown to petitioners, the next of kin and heirs at law of ANNA RUSSELL, also known as ANNIE RUSSELL, deceased, send greeting:

WHEREAS, Mary Moore, who resides at 30 Westminister Road, Brooklyn, New York and Sidney A. Gold, who resides at 836 Fifth Avenue, the City of New York, have lately applied to the Surrogate's Court of our County of New York to have two certain instruments in writing bearing dates May 5, 1949 and July 5, 1957, respectively, relating to both real and personal property, duly proved as the last will and testament and called thereto of ANNA RUSSELL, also known as Annie Russell, deceased, who was at the time of her death a resident of 178 Lexington 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 11th day of December, 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 and codicil 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.

(L.S.) WITNESS, Honorable S. Samuel Di Falco, Surrogate of our said County of New York, at said county, the 30th day of October in the year of our Lord one thousand nine hundred and fifty seven.

PHILIP A. DONARUE
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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