Second Meeting Set With Budget Director on CSEA 1959 Legislative Program

ALBANY, Jan. 12 — A second meeting between representatives of the Civil Service Employees Association and State Budget Director Norman T. Hurd will be held January 14 to continue discussion of the association's 1959 legislative program.

John F. Powers, CSEA president, reported that the first meeting was purely exploratory. He said that "the needs for a State salary adjustment was first on the agenda but other programs of the Association with fiscal implications were also explored."

Two Pay Studies

Association representatives will have the results of two salary surveys in mind when they meet with the Budget Director.

One study was conducted by J. Earl Kelly, Director of Classification and Compensation, is reported to show that the State has an average of 10 percent pay below similar positions in private industry and commerce. The survey is said to show also that the State is behind in hiring rates, chief cause of the State's recruiting problems.

In addition to Mr. Kelly's survey, the Association conducted its own research on the gap between public and private salaries. The CSEA report shows there is a lag of 12 1/2 percent between the two. As a result, the Association's salary resolution calls for a 13 1/2 percent pay increase, $560 minimum, based on last year's gross compensation.

The Western New York Conference of the Civil Service Employees Association will meet at the Rochester State Hospital on January 24th.

The meeting is scheduled to begin at 2:30 P.M. in Van der Mark Hall with W. F. Ferton, CSEA chairman, presiding for the State group and John Quinn for the County group.

Mary Oodes Krone, State Civil Service Commissioner, will be the conference speaker. Among the speakers will be John J. Conway, the evening speaker. Mr. Conway, before taking State office, was regional CSEA attorney for the Rochester area. Before the dinner, to be served promptly at 7:15 P.M., a reception will be held.

Guest Invited

Invited guests include Doctor C. P. Turcotte, Director of Rochester State Hospital; P. J. Me Cormack, Business Officer; the Honorable V. Van Veen, Protestant Chaplin; Father James Farlan, Catholic Chaplin; Rabbi Aaron Solomon, Chaplin; John F. Powers, President CSEA; John E. Rayle, first vice-president; Robert B. Kersting, second vice-president; Vincent L. Tappin, third vice-president; Raymond G. Castle, fourth vice-president; Albert C. Killian, fifth vice-president; Charlotte M. Clapp, secretary, CSEA; Virginia Leaum, social chairman; E. A.; Paul Kerr, editor of The Leader; William Frank, Regional CSEA attorney of Rochester; Charles Sandler, regional CSEA attorney of Buffalo; Jack Kurtse, field man, western area; George Wachob, Truro Bush & Powell representative; Thomas Can- ter, Ter Bush & Powell representative; Mayor Peter Barry of Ro-chester; Senator Frank Van Lance; Assemblyman Reeser; Governor Goodell; John J. Conway, Thomas Riley and Paul Haskins.

Also invited are Erva W. Smith, Vice-Chairman Monroe County Republican Committee; James Anderson, President of the Southern Conference; Hazel Abrams, Capital District; John E. Gravine, Central Conference; Irving Schlossburg, Metropolitan Conference; Thomas Barger, Syracuse City Chapter; and Arthur Johnson, Willard State Hospital.

How To Get There

Those arriving by Thruway take exit 15, proceed directly into Ro-chester on Routes 15, at City limits, to the Fighting 4th Avenue proceeding to its signal light, turn right on Elwood Avenue, then 10th Street. This road leads to right at second hospital entrance to Van der Mark Hall on right side of street. All scheduled hours are prompt as specified.

Dinner, with cocktails and included is $3.75. All reservations must be made not later than January 22nd. Reservations received later may not be honored due to lack of space in seating dinner guests.

Please direct all correspondence concerning this meeting to Claude R. Lowell, Chairman, 1490 South Avenue, Rochester 25, New York.

ALBANY, Jan. 12 — Governor Rockefeller set "adequate salaries" and better promotion opportunities as goals of his new public administration in his first official message to the Legislature.

Calling on the State's lawmakers to join with him in generating "a new era of progress," the new Republican Governor also said he had initiated a study of "the entire structure" of state departments and agencies in the Executive branch.

He said the survey would lead toward a reorganization to achieve greater efficiency, economy and improved services.

The Civil Service Employees Association, which represents the majority of State employees, is seeking a 12 1/2 percent, $560 minimum, across-the-board increase for all workers based on last year's gross compensation. The Association figure was the result of a study on the private employment field.

Test of Message

The text of the Rockefeller program for Civil Service follows:

"We sincerely hope that Gover- nor Rockefeller's recognition that State employees must have adequate salaries and other employment incentives will be fol- lowed by definite recommendations in or before his budget reading next month. During the 1958 session, the Governor has urged more than once that state workers' salaries should be at a level commensurate with what they would earn in private industry.

CITES State's CSEA Survey

"It has been reported in the press that a special official agency of the State has submitted a report to the new Director of the Bud- get, Dr. T. Norman Hurd, indicat- ing that State salaries lag behind those in industry in order 10 percent. The Association's own resolution last session was to be 12 1/2 percent.

"The Civil Service Employees Association, in turn, is calling on Governor Rockefeller for his advocacy of an immediate increase in the pensions of retired State workers. The Association has repeatedly intro- duced legislation to alleviate this very real problem to the recog- nition of the problem by the Governor will ripen into the fruit of accomplishment at this ses- sion."

We note also that Governor Rockefeller intends to recon- cile this committee to study the vesting of pension rights of the State employees. The Civil Ser- vice Employees Association for many years has advocated that this be done. We are certain the members of this committee will find sufficient evi- dence to support early legislation for vesting at this session."
The following New York City examinations are now open and will close on Monday, January 26. The last day to apply is emphasized at the end.

**OPEN-COMPETITIVE**

**Annuities:** $5,850-$13,200. 175 Vacancies in various departments, mostly the Comptroller’s Office.

**Written Test:** Saturday, June 6.

**Minimum Requirements:** (1) a Bachelor’s degree earned 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 grade, and two years of satisfactory diversified full-time paid accounting and auditing experience in the employ of a certified or independent public accountant, or the equivalent diversified accounting and auditing experience in a private or governmental examination; or (2) two years of satisfactory diversified accounting and auditing experience in the employ of a certified or independent public accountant, or the equivalent diversified accounting and auditing experience in a private or governmental organization.

**HOSPITALS**

**Minimum Requirements:** A bachelor’s degree in architecture issued upon completion of a four year course in an accredited college or university; (2) Graduation from a senior high school and four years of satisfactory practical experience in architectural work; or (3) a satisfactory equivalent.

**Bookbinder, $4,000 to $5,000.** 10 vacancies at present in the Board of Higher Education. The written test is expected to be held April 9, 1959. Minimum requirements: (a) six (6) months of satisfactory, full-time paid experience as a climber and proper or tree worker performing the duties described below; and (b) satisfactory equivalent combination of training and experience.

**Custodian Foreman, $4,770 to $5,860.** 10 vacancies in various city departments. The written test is expected to be held April 11, 1959. Minimum requirements: (a) Graduation from an accredited college or university; (b) Graduation from a junior high school and four years of satisfactory practical experience in architectural work; or (c) a satisfactory equivalent.

**Mortuary Caretaker (this examination is open to men only), $3,750 to $4,770.** 10 vacancies in the Department of Hospitals. The written test is expected to be held April 11, 1959. Minimum requirements: (a) Graduation from elementary school and three (3) years of full-time experience in the cleaning and maintenance of a building; and (b) a satisfactory equivalent. It is required that candidates must be dependable, of good moral character, and habits, must have the ability to get along well with others, be courteous, and have a satisfactory work record. (Jan. 26.)

**Civil Service Employees Association**

**Announces its annual EUROPEAN TOURS for 1959**

You'll enjoy a MONTH-LONG vacation in 6 fascinating European Countries:

**ENGLAND, HOLLAND, GERMANY, SWITZERLAND, ITALY, FRANCE**

The 65th Annual Ball of the United Irish Counties Association will be held on Friday, January 16 in the Grand Ballroom of the Hotel Commodore, New York City. James H. Doyle, Jr., of Englewood, New Jersey is Chairman of Arrangements.

James A. PitzPatrick is president of the United Irish Counties Association.

**STATISTICAL JOBS OPEN IN WASHINGTON STATE**

Jobs as statistical analyst, starting at $414 a month; II, $471 will be filled in Bellevue, Spokane, and other locations in the state of Washington. Non-residents of that state may apply, but are appointed only in the absence of resident eligibles, or unwillingly of residents to accept. A written test will deal with general knowledge requirements. Further notice will be given. The examination is open until further notice. Apply to the Washington Personnel Board, 312 General Administration Building, Olympia, Wash.

**IN WASHINGTON STATE**

**STATISTICAL JOBS OPEN**

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**Institution Safety Officer One of 3 Titles Upgraded**

ALBANY, Jan. 12 — Three State titles have been reallocated upward.

Director of mental hygiene educational services from grade 28 ($5,318-$10,020) to 27 ($7,000-$11,050).

Institution safety officers, from grade 25 ($14,850-$21,600) to grade 26 ($18,120-$24,960).

The minimum salary of speech and hearing therapists, $6,290, has been increased temporarily to $6,504, and supervised operating room nurse, Upstate Medical Center, $5,080.

The appeal for salary upgrading of investigators, Education (main), will be heard by the Classification and Compensation Division for other investigators or dependents that may join the appeal.

The titles of wildlife observatory, $4,720-$5,860, has been added. The dairy superintendent of insurance ($15,510-$19,100) has been eliminated.

Effective date was January 1, 1959 for all except safety officers, January 18.
ALBANY, January 12 -- Final services for Philip Florman, senior
travel publicist for the American Legion, were held at the Bartholomew
Funeral Home in Latham, January 8.
Mr. Florman, who served in
state service for more than 30
years, was suddenly, on January 6, Death was attributed to a heart
attack. He was 53 years old.
"He worked with Philip," said Joseph J.
Horan, director of the Travel Bureau by group purchasing.
"It is hard to believe that the energetic chief of the
Travel Bureau has fallen, being about the office, with
his rolling sailor stride, to get
another story publishing the
wonders of New York State—and
so, I am told, not only will he be
missed by our bureau but by the
department.
Norman Calliman, director of public relations for the Tax and
Finance Department, with whom he served in the
Civil Service Employees Association public relations committee, also
expressed shock. "Phil was a wife
and a dedicated member of the Commit-
tee. His passing is a great loss to
the organization."

PHILIP FLORMAN
New York Tribune. Most of his
work was done in New York
where he also worked for the Standard News Association and
other publicity offices.
He entered the Bureau of State Publicity, then the Con-
servation Department, on July 1,
1913 as a publicity agent.

First Health Plan Contracts
Are Approved for Local Units

Space for Conference Tours
Of Europe Begins to Move;
Early Bookings Are Judged

Enthusiasm for the unusually
low-priced tours of Europe being
made possible by the recently
formed Conferences of the Civil Service
Employees Association has brought
tickets into the conference areas in
three areas.

Saratoga District, Western, and Metropolitan New York Con-
fferences are sponsoring the tours
and in each area the available
space is limited to 80 persons and
so immediate booking is urged for
these tours. It is on only Con-
fferences members, their spouses,
parents and children may go.
Participants must book passage in
the Conference area in which they
reside.

The tours all sell for less than
$700 and include round trip air
transportation, all hotels, all land
transportation and hotel expenses.
Sightseeing tours, guides, tips,
porters, etc.

Where to Write
These travel events are de-
signated as "secret," and only the
person who could otherwise not
afford to travel to Europe but
the trip, will profit from their low
rate. The low price is made pos-
ible by the difference in the
departure date for each of the Con-
fferences varies but all have
services made, as first reported
in The Leader. Some local em-
ployees have seen the need of
these conferences and individual
contracts for Local Units.

ALBANY, Jan. 12--The Tem-
porary Health Insurance Board
has approved contracts which will
extend the State's health insur-
ance program to employees of par-
ticipating local government units,
it has been announced by Gover-
nor Martin. The Health Insurance Board has approved contracts from
21 subdivisions with a total of
about 230 employees. The effec-
tive date for each will be established as soon as enrollment of employees
is completed. The contracts, as
made, are first reported in
The Leader. Some local em-
ployees have seen the need of
these conferences and individual
contracts for Local Units.
U.S. Asks Employees To Aid Recruitment On Campus and Elsewhere

LAUBER NAMED ASST. BUDGET DIRECTOR

ALBANY, Jan. 12 — John G. Lauber, former fiscal assistant to Senator Majority Leader Walter J. Mahoney, is the new executive assistant to T. Norman Hard, state budget director. The budget post pays $11,500 a year.

Mr. Lauber, 21, is a former state intern in public administration and served at one time as a budget examiner. He is a graduate of Cornell University and is married to the former Jean Barr of Poughkeepsie.

His duties will include relations with the Legislature and the press.

TWO NEW A AND M ASSISTANTS NAMED

ALBANY, Jan. 12 — Meet the two new assistants announced by Commissioner George Wachob of the State Department of Agriculture and Markets. They are: Daniel L. P. Thorpe, of Portland, who succeeds James G. Lyons of Monticello, and John H. Scott of Winterport, who replaces Paul Smith of Newark Valley.

The appointments were announced by Commissioner Don J. Wickham.

DERNER, Col. Jan 12 — Personal "missionary work" by Federal Career Service examiners, who convey a realistic picture of Federal career opportunities to gifted high school students, is being conducted under the programs of the Railway Labor Act. More specifically they conduct or direct mediations of thorny and impartial investigations of disputes involving the election of employee representatives in union elections in representation cases, or check authorizations against proper official records; interview major officials of labor organizations with reference to issues in dispute; assist in mediating difficult labor disputes between common carriers and their employees, and independently mediate labor disputes; conduct other investigations and perform related work as assigned in the field and at headquarters.

Except for the substitution of education, all applicants must have had six years of experience in making or interpreting labor agreements with a large number of employees or a number of different crafts on such matters as wages, hours of work, and working conditions; or in mediating between management and employees in the application of labor agreements.

The following experience is acceptable: As a representative of a national labor organization or management with the Federal or State government in dealing with labor relations and labor agreements.

The applicant must show that he has assumed full responsibilities in the handling of labor disputes.

Applicants must be citizens of or owe permanent allegiance to the United States.

The applicant must have reached his 28th birthday by April 7. There is no maximum age limit.

They must be physically able to perform the duties.

WESTCHESTER POLICE TEST CLOSES JAN. 16

The last day to apply for patrolman (police) jobs in Westchester towns and villages is Friday, Jan. 16. Residents of the county may apply, except residents of the cities.

Applicants must have completed the written test held on December 23.
An examination for filling joint or substitute city carrier positions in the New York Post Office is now open. There is no residence or experience requirement. New York City citizens who have served in the Army, Navy, Marines, Coast Guard, Air Force, Air National Guard, or Air Force Reserve, or have attended a post office in New York City during World War II, will be preferred in the examination. There is no age limitation. There is no fee. The examination consists of a written test, which will be given at a post office in the city at a time to be announced. The register will be open until further notice. The examination will be open to all citizens of New York City, regardless of race, color, sex, religion, or national origin. The examination will be held on Saturday, May 3, 1958, at 9:30 a.m. at various post offices in the city. The examination will be given under the supervision of the Civil Service Commission. Applicants must be citizens of the United States and must have resided in the New York City area for at least one year. There is no fee. The examination will be given to all qualified applicants on a first-come, first-served basis. No application forms are necessary. The examination will be given at the post office of the applicant's choice. The examination will consist of a written test, which will be given at a post office in the city at a time to be announced. The examination will be open to all citizens of New York City, regardless of race, color, sex, religion, or national origin. The examination will be held on Saturday, May 3, 1958, at 9:30 a.m. at various post offices in the city. The examination will be given under the supervision of the Civil Service Commission. Applicants must be citizens of the United States and must have resided in the New York City area for at least one year. There is no fee. The examination will be given to all qualified applicants on a first-come, first-served basis. No application forms are necessary. The examination will be given at the post office of the applicant's choice. The examination will consist of a written test, which will be given at a post office in the city at a time to be announced. The examination will be open to all citizens of New York City, regardless of race, color, sex, religion, or national origin. The examination will be held on Saturday, May 3, 1958, at 9:30 a.m. at various post offices in the city. The examination will be given under the supervision of the Civil Service Commission. Applicants must be citizens of the United States and must have resided in the New York City area for at least one year. There is no fee. The examination will be given to all qualified applicants on a first-come, first-served basis. No application forms are necessary. The examination will be given at the post office of the applicant's choice. The examination will consist of a written test, which will be given at a post office in the city at a time to be announced. The examination will be open to all citizens of New York City, regardless of race, color, sex, religion, or national origin. The examination will be held on Saturday, May 3, 1958, at 9:30 a.m. at various post offices in the city. The examination will be given under the supervision of the Civil Service Commission. Applicants must be citizens of the United States and must have resided in the New York City area for at least one year. There is no fee. The examination will be given to all qualified applicants on a first-come, first-served basis. No application forms are necessary. The examination will be given at the post office of the applicant's choice.
Police Grievance Snag

Socking!

This is the only way we can apply to urgings by the New York Chamber of Commerce and the New York Board of Trade that Mayor Robert F. Wagner and Police Commissioner Stephen Kennedy "reassure all efforts to change present grievance procedures in the Police Department." The Chamber of Commerce, none of whose members is a policeman, says that the grievance procedures are wholly adequate; the police line organizations, composed solely of policemen, say that there is no real grievance procedure as such. First, the line organizations are right. Second, the Chamber of Commerce and Board of Trade are primarily interested in keeping police from joining any employee organization for any purpose whatever known to any one.

The Chamber of Commerce resolution on the subject gives the picture when it says: "This means that unionism should be interposed as a representative of police officers between the State and the Commissioner, which would in effect make the Commissioner a public employee and, potentially, a State employee.本人 Mr. Walsh for the great service they rendered and I
civil service as though it were still under the administration of the
to complete his proposed program. His total salary for this year will
He will be assisted in filing and re-
Y. O' R. have 30 Dutch Hollow Drive Orangeberg, New York
The proof of payment of the
the necessary social security tax.
been found. To be eligible for the tax returns for the past seven years, paying the necessary socialsecurity tax. I will be 65 next April and wish to apply for my old-
Security checks for all months of
his death that I was not eligible because he was survived by an
application? L. V. O'R.
the Schedule C (Schedule of self-
We find the new Chief Executive's outline for a hap-
I have been supporting my husband who is physically handicapped for over four years and my social security benefits is now
The Chamber of Commerce and the Board of Trade have added to the vacuum that unifies the hopes that policemen were willing to be organized. In addition, they have labelled themselves as no friends of the working man in public employment. When dealing with labor relations in private industry the Chamber of Commerce has walked lightly and with an attempt at understanding. When dealing with the public service the Chamber of Commerce tends to view civil service as though it were still under the administration of General Grant.

This reactionary attitude will earn the Chamber of Commerce and the Board of Trade no new friends and will hamper Mayor Wagner in the solution of the police problem.

Mayor Wagner should settle this problem of grievance machinery on its merits and not on the basis of pressure from anti-employee groups.

Prospects of State Raise

Hope Abounds in Governor Nelson A. Rockefeller's first message to the New York State Legislature. We find the new Chief Executive's outline for a happiness program appealing. Also Governor Rockefeller seems willing to take the necessary measures — such as increased taxation — to accomplish his proposed program.

State workers remember Mr. Rockefeller's campaign statements reiterating his feeling that State workers' salaries should be brought more line with those in private industry. These public workers trust that the Governor will show blinding I am earning rates that will bring them their salaries up to date.

The figures by the State shows that public employees in most jobs lag behind their private industry counterparts by some 10 percent. A survey by my the Civil Service Employees Association places this figure at $12 per hour. The figures are there for Governor Rockefeller to use them when recommending a pay boost for all State workers.

Social Security Questions Answered

If your child was under 18, he had a heart attack and is unable to work, it is possible for you to get benefits from social security for both your and my self. I am 68 and my husband is 66. J. V. Yes, you are found to be under a disability which prevents you from doing any substantial work. Your disability may qualify you for dependent husband's benefits on your wage record. Dependent husband benefits based on a disability start when the month of September, 1958.

The 1958 amendments give
The figures are there for Governor Rockefeller to use them when recommending a pay boost for all State workers.

Public Employees' Fight

For Equality a Tough One

PUBLIC EMPLOYEES are constantly struggling to achieve parity with employees of private industry, or even to have the same rights that most public employees enjoy accorded to all who work for employers in private industry. And the battle is not easily won, and whenever it is won, it is through the action of some strong employee organization.

In the New York State scene, for instance, the improvements in employee pay, hours and working conditions have been on scale of those in the private sector, in spite of the efforts of the Civil Service Employees Association, though it is undoubtedly in the intensive work that led to these gains habitually breaks record in claims coming for having improved representation.

Pay increases, the 48-hour week with no reduction in pay, a gain particularly important to industrial employees, and an increased variety of benefits are among such accomplishments. The unreasonable bar against State Police joining an organization like the CUWA was removed through the efforts of that organization, naturally enough.

All along the line, in public employment, there is room for improvement in personnel administration. The improvement in the pay envelope is significant, of course, but, to the denial of just goals to say that this or that Administration is committed to an economy program. Economy practiced at whose expense — the public employee — is not the safeguard of the public purse, for the budget, or, more often, by attempting to differentiate between public employees and private-industry employees, by refusing to adopt enlightened industrial practices. For instance, if we were to make the most of our employees, they might be entitled to be paid for that overtime at time-and-a-half rates, and in money, in place of compensation to time which reflects only normal hours, we can, in the added money, increase the budget.

In more and more instances government is paying for overtime in money, and the rule is often time-and-a-half, The

(Continued on Page 15)
NYC Jobs

OPEN-COMPETITIVE

(Continued from Page 3)

The performance-oral test is tentative, scheduled to be held May 8, 1959. Minimum Requirements: Graduates from a junior college, or possession of a high school diploma, or the successful completion of satisfactory full-time paid experience in the operation of a photostat machine and associated equipment; or (2) two years of satisfactory full-time paid experience in the operation of a photostat machine and associated equipment; or (3) four years of satisfactory full-time paid experience in clerical work or clerical experience, including work in the operation of a photostat machine and associated equipment; or (4) a satisfactory equivalent.

Satisfactory experience in a fuel testing laboratory or in fuel testing laboratories may be substituted for the above experience on a year for year basis up to a maximum of two years. (Jan. 25.)

Minimum Requirements: (a) Four years of satisfactory experience in purchasing, importation grading or bulk selling of fuel, or (b) a baccalaureate degree in chemistry or a major in chemistry or chemical engineering; or (c) satisfactory evidence of purchase or bulk selling of such supplies as are included under examples of typical taxes; or (d) a baccalaureate degree in a major in chemistry or chemical engineering; or (e) satisfactory evidence of purchase or bulk selling of such supplies as are included under examples of typical taxes;

The test is expected to be held April 6, 1959. Minimum Requirements: (a) Satisfactory experience in a materials testing laboratory or in specifications writing may be substituted for the above experience on a year for year basis up to a maximum of two years.

550 to $5,990. At present In the New York City Transit Authority. This examination is open to men only. 250; more than 800 appointed from April 10, 1959. The written test is expected to be held May 9, 1959. The only time this examination may be changed is if circumstances of the exam make this necessary.

Supervisor of Motor Transport, $5,450 to $6,990. The written test is expected to be held April 6, 1959. Minimum Requirements: (a) Satisfactory experience in the operation or servicing of motor vehicles and/or motor vehicle equipment.

(Continued on Page 8)

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ASSOCIATE ECONOMIST
PROMOTION TEST MARCH 14
A written promotion examination for associate economist, State Division of Employment, Department of Labor, will be held on March 14. Applications will be accepted until Feb. 22.

The salary will start at $7,500 and increase to $9,000 in five annual increments. At present one vacancy exists in New York City.

ELY, BRITAIN
OPEN-COMPETITIVE
EXAM.

��的 CIVIL SERVICE LEADER

Looking Inside

(Continued on Page 9)

Federal government pays its regular postal employees on that basis, and its other employees at least on a money-for-over-time basis. Agencies of the New York City Transit Authority follow the time-and-a-half-in-money rule. Any employee that can be considered as government, though it would take a Philadelphia lawyer to define exactly what an "Announcer" in the New York City Housing Authority frankly states that it is an agency of the New York City government and is on the way toward paying for over-time in money at regular rates. The Transit Authority may not consider itself a City agency, transportation, like education, being regarded as a State function.

The Compulsive Alternative

The time-and-a-half-in-money policy should be universal for public employees, the way it is in private industry. The alternative should be not to work any employees overtime, but to dictate the terms of work, which in the exercise of the police power — not only in the prevention and detection of crime and the prevention and extinguishing of fires, but in the prevention of health and life, and in the prevention of disease — encounters frequent emergencies. The test then would be whether government is willing to sacrifice human values to the cause of what it mistakenly calls economy; in other words, whether government rates the dollar more highly than it does human lives and even life itself.

New York City persists in the policy of compensatory time off, despite demands and strong arguments by employee organizations, provisions of law to conform to the industrial pattern. Policemen and firemen do get paid extra for working two additional hours a week — two hours beyond the basic 40 — but though paid in money, are paid only at regular rates. The Board of Estimates, not the Police Commissioner, sets that policy. The 1959-60 budget is in preparation. Now is the time to recommend that funds be included for payment of four-and-a-half-hour policemen and firemen, and, if relief is to be in right, regular rates, paid in money, for ordined overtime worked over by other City employees, premium rates to be made general just as soon as the City's financial resources permit. At least a start in such a direction would be made, as was done in a contract between the Housing Authority and Local 237, Teamsters, yet there is no indication of any intent by the Wagner Administration to make even such a small beginning citywide.

Some Get No Sick Leave At All

Other disparities are numerous, including secondary treatment of pre-denn employees, compared to pre-announced ones on fringe benefits such as truantal leave and sick leave. Some per-denn employees get no leave at all, a fact hard to endure in this age of employee efficiency bonuses. This obvious injustice can be traced from discompositional powers conferred by the Board of Estimate on department heads, a grant that breeds the usual abuses that university campuses sometimes find in their fringe benefits, if anyone can explain who the Commissioner is. Uniformity would be more in keeping with modern personnel practices, particularly in an Administration that prides itself on being liberal minded, and which, in New York City at least, from all particulars, has proved its right to that claim. It underlines its right to make that claim when it denies the elementary right of giving some employees fringe benefits to some employees, while granting these benefits to all others.

Personal Sovereignty Be Damped

The leaders of employee groups, if not the members themselves, recognize the extreme difficulty of getting government to grant to its employees many rights considered in private industry to be basic, and, of inducing government to refrain from denying to some what it grants to all others. The fight against both types of discrimination goes on continuously, but the very persistence of efforts to win is an encouragement. The record of achievement, one game here, another there, should remove any tendency toward discouragement. After all, government employees, though government employees. Even some Commissioners are beginning to assert claims of personal sovereignty, that they are an independent force that is battling against sovereign powers, real or pretended, he has a stiff fight on his hands. The impertinence of winning is perhaps enhanced by the need to expose the shams of any sovereign, and ridicule the aristocratic idea of any royal line of succession to personal sovereignty.

Some officials start fights they can't win.

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HOUSE HUNTING? SEE PAGE 11

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Dr. T. Grace, Jr., 34, Chief of Gastrointestinal Surgery at the State Roswell Park Surgeon, As One Memorial Institute, Buffalo, has been selected as one of the nation's ten Outstanding Young Men of 1958 by the United States Junior Chamber of Commerce. All the 1958 winners will be guests of honor at a national awards congress, January 16-17 in Fort Lauderdale, Fla.

Dr. Grace joined the State Health Department in 1957, and his work has been in the areas of surgery, immunology and virology at Roswell Park.

Commenting on Dr. Grace's selection, Dr. Herman H. Hilleboe, State Health Commissioner, said, "Dr. Grace's devotion to research and to his patients has resulted in important new knowledge directly applicable to the care and treatment of cancer victims."

He added that his selection as one of the country's ten Outstanding Men of 1958 "clearly demonstrates that his fine work is recognized by the community."

Included in Dr. Grace's work has been a study of the host factors of malignant diseases in the human body, study of the relationship of various inocula and treatment of the antigenetic differences between tumor and normal tissue by the same person. Dr. Hilleboe said Dr. Grace is also working in the field of curative and palliative surgery, evaluation tissue from the same person. Dr. Grace was informed of his

Dr. Grace's work has been in the areas of surgery, immunology and virology at Roswell Park.

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Low Cost European Trip
For Members and Families

(Continued from Page 3)

Metropolitan Conference — Departure from Buffalo, Septem ber 22. In Buffalo are write Celeste Rosenkranz, 158 Stern wy Bl., to contact Mrs. Melba Brown, 15 Mar nor Parkway, Rochester. Check in at the hot el Buffalo Aug ust 27, returns St., Buffalo; In Rochester area nor Parkway, Rochester. Session conducted by those in Abbey; Parliament; Buckingham ment. The rest of the day free for a motor coach tour of the West end Square; 31s mthes Indiana; St. Paul's Cathedral; Great Church. Dinner at the hotel.


London (Fourth Day). Morning free to shop and see things on your own. In the afternoon by motor coach to Cambridge, a drive through some of England's most beautiful countryside. Visit the Cam bridge and continue by motor coach to Paris. Dinner at the hotel.

France Paris (Sixth Day). Morning sightseeing by motor coach: the Opus Dei Chapel, the Louvre, the Arc de Triomphe, and the Bois de Boul gne. A visit to the Louvre and the Museums in Europe (SHAPE), a briefing by senior officers, followed by lunch. Afternoon shopping at the Avenue des Champs Elysees, a tour of the palace and gardens of Versailles built by Louis XIV and the beautiful gardens and all royal houses. Back to Paris for dinner at the hotel.


Venice (Seventeenth Day). Morning, a chance to attend services in one of Venice's beautiful churches. Afternoon sightseeing on foot: Piazza San Marco, the Basilica of San Giorgio Maggiore, and the Doge's Palace. Dinner at the hotel. A typical Venetian restaurant.

Austria (Eighteenth Day). Transfer by water to the hotel for departure by first class train via the Dolomites and the Brenner Pass to Munich, capital of Bavaria. Luncheon in the dining car. Dinner at the hotel.

Munich (Nineteenth Day). The morning free. Lunch at the hotel. Early afternoon train to Frankfurt. Gar de de Lombardy and reaches Milan. Here shortly after five o'clock, we change to the first-class coach for the 395 miles to Rome in six hours and five minutes. Dinner at the restaurant car.

Italy (Note: If that means is recorder ing, an audience will be arranged for those who wish it.)

Rome (Fifteenth Day). Morning sightseeing of the Eternal City, including the Cathedral of St. Peter, the Castel Sant'Angelo, Vatican Museum. Lunch at the hotel; afternoon: visits to church by coach to Piazza di Spagna and the Spanish Steps, Hotel Plaza, Park Villa Borghese Park, Pantheon, Quirinal and Mussolini Mausoleum. Dinner at the hotel. Luncheon at La Coteria in Trastevere.


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(Continued on Page 16)
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RADIOLOGICAL
Public Service, Albany

The Albany Public Service Commission, CSREA, held its annual Christmas banquet last Tuesday night in the Manger De-Witt Clinton Hotel. It was a jolly time as a football team of 40 employees attended by 150 employees. The party was made enjoyable by the fact that the chapter's social committee comprised of Daniel Davies, Mary Bein, Patricia Williams, Alice K. Frazz, and Bob Bedell with Barbara Barrington, Committee Chairman.

The Acting Chairman of the Commission, Charles B. Bliss, and Commissioner Richard H. Hatch participated in granting awards to Mary Bulman and Gil Edmisten. The Albany Commission’s Bowling League held its annual banquet at the Elks’ Restaurant. Everyone, Officers of the FSC Bowling League are George Brophy, president, Thomas J. Brady, vice president, Kathleen Delahanty, treasurer, and Ruth Farnham, secretary.

The employees are encouraged to participate in the Junior and Senior Christmas parties. The proceeds of the Junior Christmas parties will be used to benefit the most of the city and county in the Capital District Conference tour.

Greenmoor

The recent drive toward enlisting new members of Greenmoor Club was a great success. All members were asked to contribute the thirty cent refund check re- quirings. There were 400 checks delivered. The majority did so. This fund is to be used by the organization for the well-being of those who are sick or in need of help while they are in the hospital. Mrs. Ruth and Mr. Jack Mcintosh extend hearty thanks. The following employees received pins and certificates: Samuel Connors, John D. Borean, John L. Roche, Edwin C. Cowan, Jesse Vivian, Joseph Woodruff, and Stanley B. Dumas, of the Merchandising Office. The drive will continue to the future classes to be held here at the hospital.

Mrs. D. Chiola, Mrs. L. Davis, Mrs. A. Lewis, Mr. A. Davis, all of Building No. 38 are sick at their homes. James Petre, Robert Thompson, Anthony T. Redo, Patrick J. Keating, and Paul Petito are in the employees sick days. The chapter hopes to see them all back on the job soon.

The Monday night Men’s Bowling team is

Team 1 — E. King, Captain; L. Lyon, Vice-Captain; J. Davis, Secretary; J. Zibell, Jerry, Stan Hurd. Team 2 — Steve Bales, Capt.; John Zibell, Sec.; John Medal; Eugene Thomas, Jim; Robert Peterson.

Team 3 — Steve Bales, Capt.; John Medal; Eugene Thomas, Jim; Robert Peterson.

INTERNO APPOINTMENTS MADE

On Jan. 12, the following doctors were appointed to the various hospital appointments, Charles J. Brown of Brooklyn has been named to the new Board of Visitors of Kings Park State Hospital.

Eligible Lists

STATE

OPEN-COMPETITIVE

(Continued from Page 14)

Buffalo

Total List

Prison Warden Jobs Not in Exempt List

Last week's listings of exempt jobs that Rockefellers can fill. Most of them are in prison service. Those requiring no special education, which include: Typesetter, stenographer, etc., will be discussed.

Suffolk Meeting For Not-Teaching Aides

Buffalo County chapter of the Civil Service Employees Association invites all non-teaching personnel in the area's school districts to attend a special meeting January 17 at 7:00 p.m.

Paul Herzog in Post

ALBANY, Jan. 12 — Paul M. Mears of New York City is a member of the council of the State University Colleges of Medicine, Appointed by former Governor Hiram Johnson, he succeeds Harold M. Reicht of Buffalo, whose term expired.

Pass your copy of The Leader On to a Non-member