

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XVII—No. 14 Tuesday, December 11, 1956 Price Ten Cents

Soci... Reports

F HENRY GALPIN
P O DRAWER 125
CAPITOL STATION
ALBANY 1 N Y
COMP

Pages 1 and 2

State Halts Time-Off For Shopping

ALBANY, Dec. 10 — The State Civil Service Department has called a halt to the practice of permitting state employees to take at least a half day's leave for Christmas shopping.

A spokesman for the department said that each state department and agency has been notified that no leave has been authorized this year for Christmas shopping.

Practice Was Condoned

In the past, most state agencies and departments had made it a practice to give employees at least half a day leave for Christmas shopping. Civil Service said that the practice had never been official—"it was condoned but not authorized."

Reasons Given

A two-fold reason was given for the ban: (1) Governor Harriman has given the state's 80,000 employees extra time off for Christmas and New Year's, and "that would seem to be enough," and (2) under the new attendance rules, soon to go into effect, state employees are to be given five days off each year for personal business. Any Christmas shopping in the future will have to be done on this time, the department said.

The Governor recently announced that state workers would get two extra holidays. Under his order, none except essential state services will be performed on Monday, Dec. 24, and Monday, Dec. 31, the eve of Christmas and New Year's Day.

Institutional View

Employees in institutions and other key agencies who must work on those days will be given compensatory time off, Governor Harriman said.

The practice of granting time off for Christmas shopping has long been a bone of contention to institution workers, whose agency heads seldom authorized the leave-taking.

For those state employees who managed to take their half-day with department permission prior to last week's Civil Service ruling, the time off amounts to an extra-holiday.

Three Albany Residents Head Purchasing Agent List In State Office

ALBANY, Dec. 10 — Three Albany residents have finished 1-2-3 at the head of a Civil Service promotion list of candidates for the post of purchasing agent with the State Division of Standards and Purchase.

Eight persons qualified for the position which carries a salary range of \$5,390 to \$6,620.

Top candidates, in order of rank, were: Thelma Schottin, Joseph J. Ryan and Mary U. Minahan.

Others on the list, in order of rank, include Eleanor Morris, Watervliet; Ida B. Greenstein, Albany; Paul E. Eagen, Chatham Center; Edward J. Murray, Albany; and George Estabrook, of Malden Bridge.

William Kaplin Dies, Former CSEA Chapter Head

William Kaplin, past president of the Genesee Valley Armory Employees Association, Civil Service Employees Association, died at his Rochester home November 17.

Mr. Kaplin held office from 1951 to 1954, and was very active in all Association projects. He was employed as an armorer at the East Main Street Armory in Rochester for more than 11 years.

Membership Rolls of Assn. Still Growing

Membership rolls of the Civil Service Employees Association are still growing, Alex Greenberg and Mrs. Lula Williams, co-chairman of the Statewide CSEA Membership Committee, reported last week.

As of November 29, some 51,000 persons were members through payroll deduction authorizations and 5,147 county members had made cash payments, the co-chairmen said.

Mr. Greenberg reported also that 3,073 state members had made cash payments for dues.

Both chairmen expect membership to continue to increase throughout the year and have urged all chapters to hold up the present trend of growing membership roles.

"All records have been broken to date," Mr. Greenberg declared. "Let's keep on breaking them."

CSEA Sets Stage For Pay Talks

ALBANY, Dec. 10 — The stage has been set for salary and hour talks between the State Budget Director and the Civil Service Employees Association, which will negotiate for the majority of state employees.

In a letter to Budget Director Paul H. Appleby, John F. Powers, Association president, said that, on the basis of a one-month period of budget hearings, recently concluded, the two sides should now be ready to sit down and discuss working hours and salaries in detail.

For that purpose, Mr. Powers has asked the Budget Director to meet with CSEA officials as soon as possible.

The CSEA Request

He said in his letter to Dean Appleby:

"Approximately a month has passed since our last conference concerning the general legislative program of this Association for the coming year, and in particular those subjects having to do with salaries and hours.

"We realize that during that month you have substantially concluded your departmental budget findings and that you are undoubtedly now in a position to discuss with us more concretely the outlook for this year."

"We too have been busy since our last conference and feel that a meeting at your earliest convenience for exchange of such information would be extremely valuable."

Reduced Social Security Plan Would Cut Benefits, Sorenson Tells NYC Unit

"Any reduced Social Security plan will obviously mean reduced Social Security benefits," Edward Sorenson told delegates to a meeting of New York City chapter last week.

Mr. Sorenson, chief of the New York State Social Security Agency, explained to the group why both the Civil Service Employees Association and Governor Harriman's administration approved of Social Security supplementation plans.

Mr. Sorenson said that under the Administration bill, employees would have a choice of full or modified supplementation and could also vote for a co-ordinated plan.

Supplementation Preferred

Under the full supplementation plan, employees would contribute their Social Security tax in addition to regular pension contributions they now are making.

Under the modified supplementation plan, the State would allow the employee to reduce the amount of contribution to the pension plan by the amount of the Social Security cost.

With co-ordination, the two pension systems merely would be

integrated with little net increase in retirement funds for the employee.

Mr. Sorenson said that the apparent desire among public employees in the State was for the supplementation plans.

Supplementation, he said, appears to offer the fullest range of benefits to the employee.

The agency chief pointed out that, under the Administration bill, it would be possible to take full supplementation first and after a year one could switch to the modified plan, and vice versa, ac-

(Continued on Page 16)

CSEA Digest

1. President Powers' column. See Page 4.
2. CSEA meets with State officials on Trooper problems. See Page 1.
3. Social Security news. See Page 1 and 2.
4. State halts Christmas shopping time off. See Page 1.
5. Research Report and Mental Hygiene Memo. See Page 16.

Assn. Meets With State Officials on Trooper Problem

ALBANY, Dec. 10 — Officials of the Civil Service Employees Association met with officials of the State Division of Police here last week to discuss improvement of working conditions for troopers.

The main items of discussion were duty hours, application of State attendance rules regarding vacations, sick leave, etc., and grievance machinery.

The CSEA also announced its desire and intention to form Association chapters composed of members of associations in the State Police.

Attending the meeting on behalf of the Association were President John F. Powers, Executive Director Joseph D. Lochner and Assistant Counsel John J. Kelly, Jr. Superintendent of State Police Francis S. McGarvey and Deputy Superintendent George M. Searle represented the Division.

Superintendent McGarvey emphasized to CSEA representatives

that members of the State Police Division may feel free to join any bona fide employees' organization of their own choosing without fear of prejudice or reprisal and that neither he nor any of the Division officials have any objection to chapter organization, in the Association or other legitimate employees' associations.

Three New Troops Asked

The State Police Division has recommended to the State Administration through the Budget Division the establishment of three new troops, which, if accomplished, would enable an adjustment in duty hours and improved arrangements whereunder State police could be excused from substations to be on call and so be with their families to a much greater extent.

Superintendent McGarvey assured the Association that he emphatically desired reduction in duty hours, but required additional man power to make it possible.

Grievance Machinery on Way

He advised the Association representatives that grievance procedures for the State Police were now in the hands of the Governor and that he expected their early promulgation.

At present, State Police are on duty round the clock each day except for four days off during each month, plus two nights a week, on which they are excused from duty from 3 P.M. to 12 noon the following day.

Round-the-Clock-Duty

Twenty-eight days' vacation after one year of service are allowed. While on duty round the clock, except for the time off referred to, and while not on patrol

(Continued on Page 16)

Sullivan County Chapter Adopts 5-Point Program

With the ever increasing complexity of needs of public employees, the Sullivan County chapter found it necessary to draft and adopt resolutions in an attempt to standardize and improve conditions in its many county departments.

At the annual meeting in October, a rough draft of resolutions was drawn by the membership and referred to the board of directors for formulation into presentable resolutions for approval and adoption.

At the November meeting the following resolutions were adopted by the membership:

1. 10 cent cost of living adjustment.
2. Provisions for applications of regular increments based on satisfactory service.
3. 3 weeks vacation for 10 year employees.
4. To provide 11 paid holidays

for all County Departments.

5. Effectuate employee-employer paid medical accident and health program.

With this accomplished, a committee was appointed by Chapter President C. A. Sharkey, to attend the Board of Supervisors meeting at Monticello on November 13 for formal presentation.

At the ensuing meeting, the resolutions were read and the chapter committee was granted time explanation and interpretation.

Following procedures, the resolutions were referred to committees of the Board. Contact with individual Board members, assured the chapter committee of full cooperation and expeditious consideration of the program.

However, the chapter committee will attend Board committee meetings until the aims of the chapter are realities.

Metro Conference Hears Social Security Reports By Sorenson and Kaplan

Delegates to the meeting of the Metropolitan Conference, Civil Service Employees Association, in New York City December 1 heard both the merits and disadvantages of Social Security discussed by two authorities on the subject.

The speakers were Edward Sorenson, chief of the New York State Social Security Agency, and H. Eliot Kaplan, counsel to the New York State Pension Committee.

Mr. Kaplan, who helped in studies that prepared the choice of Social Security plans to be considered by the State, reviewed the background and result of these studies.

He told delegates that the final two plans were, basically, supplementation and co-ordination plans.

The supplementation plan was further extended to include modi-

fied supplementation, Mr. Kaplan declared, so that persons desiring so to do could reduce their pension contribution by the amount necessary to pay for the Social Security tax.

Benefit of Plans

Mr. Kaplan said he felt it was his duty, however, to point out that the supplementation plan was of more worth to older persons than to younger ones, who might benefit more by a co-ordinated plan.

The pension authority pointed out that under Social Security co-ordination, a younger person would have his tax paid by the State. After 45, he would pay his own share and would then receive the benefits of Social Security upon retirement at age 65.

For the older person, supplementation, full or modified, would be a definite advantage, Mr. Kaplan said.

The choice of plans for public employees is a matter for the workers themselves, Mr. Kaplan said.

The only duty of the Pension Committee was to prepare the possible Social Security plans and present them to the public employee, he declared. The committee, itself, felt the employees should make the decision, he said.

Why Social Security Is Needed
Mr. Kaplan also told of why such effort had been made to secure Social Security for public employees.

He said that only 25 per cent of persons entering state service ever remained long enough to retire. In the first 10 years of employment, nearly 70 per cent leave the service.

Mr. Kaplan said that these people were unable to take their pension benefits with them to other jobs, as can the private worker whose Social Security is transferred from job to job.

Therefore, said Mr. Kaplan, with Social Security the public employee who desires to leave service with some retirement coverage can so do.

Sorenson Tells Choices

Mr. Sorenson declared that by providing the employee with as much choice as possible in a selection of Social Security plans, the state was attempting to present Social Security in its best usage to the individual.

The state plans to offer Social

Security in a supplemental, modified supplemental and co-ordinated form to workers and each worker belonging to a public pension system will have the right to select a plan.

In Social Security legislation proposed by the Administration, retroactivity has not been included because it would mean a large lump sum payment on the part of the employee and a considerable appropriation on the part of the State, Mr. Sorenson added.

The agency chief pointed out that the employee will have an opportunity to change from modified to full supplementation (should

(Continued on Page 5)

Closing Of Clerk Exam Draws Near

Candidates for New York City clerk jobs have until December 27 to apply for the March 23 written test. The pay starts at \$2,750 a year, rising through annual and longevity increments to \$3,650. The respective weekly salaries are \$53 and \$70.

Application is open to men and women of all ages, but for appointment, candidates must be between 17 and 69. No experience or education is required to file, but a high school or equivalency diploma is needed for appointment. The Board of Education, 110 Livingston Street, Brooklyn, handles inquiries about equivalency diplomas.

How and Where to Apply

For the clerk test itself, apply to the Personnel Department's application section, 96 Duane Street, New York 7, N. Y. Application may be made in person, by representative or by mail. If applying by mail, enclose a self-addressed six-cent stamped envelope at least nine inches wide. The last day to file is Thursday, December 27.

SERVICE PINS AWARDED



Dr. Arthur G. Gandia, supervising tuberculosis physician at Onondaga Sanatorium and Mrs. Harriet Fey, a nurse, are presented 25-year service certificates and gold pins by Dr. Bernard T. Brown, director. From left are Dr. Gandia, the Rev. Edward Kissane, Roman Catholic chaplain, Dr. Brown and Mrs. Fey.

Union Offers Counter Proposal On Per Diem Pay

WASHINGTON, Dec. 10 — AFL-CIO Federal employee unions have presented a compromise per diem pay proposal to the Army and Air Force. Although they prefer a single-rate pay system, the unions would accept a three-step pay plan as a substitute for the services' current four-step ladder.

The alternative proposal calls for a 6 per cent pay differential between steps instead of the current 5; advancement of new employees from the first to second step after three months, from the second to the third after six; abolition of the current merit and entrance steps, and hiring of new workers at a rate paralleling that of private industry.

Top Award Created

WASHINGTON, Dec. 10 — The U. S. Civil Service Commission established a top prize for its employees, the Commissioners' Award for Distinguished Service. The prize consists of a gold medal, \$500, and a citation signed by the three Commissioners. It will be given only in the most exceptional cases when the Commissioners' appreciation of outstanding skill, leadership and accomplishment cannot be adequately expressed through the usual incentive awards.

SANITATION ANCHOR CLUB TO BE HOST TO CHILDREN

Anchor Club Branch 39, New York City Sanitation Department, will give a Christmas party for children at Mount Loretto Home, Staten Island, on Sunday, December 16. John W. Russell is chairman.

MERCHANDISE FOR SALE

From Italy collection of assorted silk, velvet, tulle or normal — Many pieces are originals — No cut over 8 yards — (Originally worth from \$4.95 to \$20.00 yd.) Entire lot will go at \$2.00 per yard.

Cleaner of the European Customs, Tweeds, seal cloths, etc. from Italy, Spain, England, Australia, at 1/4 their value — (This includes remaining United ends at \$7.50 per yard.)

From Galey & Lord (Soufflet) a fine cotton sweater, 10 yard cuts (regular \$1.25 yd.) 1/2 yard — (worth buying for next summer)

MILL END IMPORTS
76-78 E. 11th STREET, (few doors west of B'way)

HOTEL ASTOR Pharmacy

Proudly Presents
The Year's Most
Fabulous Buy

CHARBERT'S

Amber
Eau de
Cologne



giant
16 oz.
size
\$500*
Reg. \$750**

Amber, a bewitching fragrance, is the personal choice of women known for their irresistible allure. Luxuriously presented in a crystal-cut bottle, 10 inches high! Impressively beautiful to own, to use lavishly, or to give in its sparkling gift package. Buy now and save!

Also at savings!

Amber Eau de Cologne 6 ozs.
Reg. \$6.00 Now \$3.00*
Amber Perfume 1/2 oz.
Reg. \$7.50 Now \$3.50*
Amber Perfume 1 Dram
(Purse Flacon)
Reg. \$2.00 Now \$1.00*
Amber Dusting Powder 5 ozs.
Reg. \$2.00 Now \$1.25*
*All prices plus tax

LIMITED TIME ONLY

HOTEL ASTOR Pharmacy

45th St. & B'way.
New York

CIVIL SERVICE LEADER
America's Leading News Magazine
for Public Employees
LEADER PUBLICATIONS, INC.
97 Duane St., New York 7, N. Y.
Telephone: BEekman 3-0010
Entered as second-class matter October
8, 1939, at the post office at New
York, N. Y., under the Act of March
3, 1879. Member of Audit Bureau of
Circulations.
Subscription Price \$2.50 Per Year
Individual copies, 10c
READ The Leader every week
for Job Opportunities

WONDERFUL
BOND'S BONUS
CHARGE SERVICE FOR
MR. and MRS. AMERICA
(AND CHILDREN)

- GET** all the new clothes you want—right now
- DO** all your Christmas shopping in one swoop
- YOU** don't pay us a penny until next February
- AND** then you may take up to 6 months to pay*
- NOW** just say "Charge it!" and have a wonderful time shopping!

Bond's

*No service charge if payments are completed by April 10th

AMERICA'S LARGEST CLOTHIER

Promotions Held Illegal If Made Without Exam

The attempted use of job audits to promote employees, without requiring that they pass a promotion examination, is unconstitutional, Justice Samuel M. Gold held in New York County Supreme Court.

LeRoy Mandie, former tax counsel, grade 4, in the Corporation Counsel's office, sued the New York City Civil Service Commission and others. The petitioner asked for a court order nullifying informal promotions, prohibiting further certification of non-eligibles to jobs in the promotion title, and calling on the Comptroller to stop paying the salaries of those illegally promoted.

Court Will Grant Requests

The court's opinion said that the requests would be granted, as to Mr. Mandie and others who were tax counsel, but that a trial of issues of fact would have to be held as to former duties of employees in other Grade 4 titles in the attorney category, as the record did not provide those facts.

The petitioner's request that the Commission be ordered to hold promotion examinations was denied on the ground that the record showed no necessity for such action, and the City might not even want to fill the promotion jobs.

The informal promotion method is a part of the Career and Salary Plan, so Justice Gold's opinion constitutes the first blow the Plan has suffered, and affects such a serious aspect that the City intends to appeal.

Reclassification Repealed

Mr. Mandie was appointed tax counsel, grade 4, in 1944 and continued to serve as such until April, 1956. There was no upper limit to grade 4 in the legal service. In April, 1956, his position, and law clerk, and other grade 4 positions, were reclassified to the title attorney, \$7,100-\$8,900 a year, and in June the City added the title of supervisory attorney, \$10,300-\$12,700. In July various former grade 4 employees in the Law Department were given the title of principal attorney, \$11,200-\$13,600; the others became supervising attorney, \$10,300-\$12,700, or senior attorney, \$9,000-\$11,000.

Mr. Mandie contends these advancements were promotions, yet made without promotion examinations, hence violated the State Constitution that provides that promotions shall be made according to merit and fitness to be ascertained, so far as practicable, by examination which, so far as practicable, shall be competitive.

What Court Said

"It is clear," said Justice Gold, "that the duties of principal and senior attorney are of a higher degree of responsibility than those of former tax counsel, grade 4, and also than those of the new title of attorney, to which petitioner and other tax counsel, grade 4, had been reclassified."

Defenses Riddled

The sense of the court's opinion is not only that the City misinterpreted the Constitution but interposed only groundless defenses:

(1) The employees "promoted" had been performing jobs of responsibility, and the reclassification did no more than was permitted before (affidavit of Personnel Director Joseph Schechter), untenable because employees in grades with unlimited ceilings are as much subject to the con-

stitutional requirement as are those in limited grades. Whether employees did perform a variety of duties is immaterial, because if they did so without having passed a promotion test, they were not entitled to do so, and the rights of the aggrieved employees cannot be taken away from them by attempted reclassification. The mere fact that the reclassification was made under the Career and Salary Plan does not validate the illegality of the promotions.

(2) The City had submitted no proof that promotion examination was impracticable.

Court Hits Defense Hard

The court as much as said that the City was not showing the best of faith in the defense it makes:

"Indeed, the respondents, apparently recognizing the weakness of their position, attempted to obtain from the 1956 Legislature an amendment of the Administrative Code which would have authorized reclassification of persons in competitive positions, for which no maximum salary was fixed, to new titles, established pursuant to the Career and Salary Plan, on a showing to the satisfaction of the Commission that the employee had been satisfactorily performing the duties of such reclassified position for at least two years immediately prior to July 1, 1956. The bill was, however, defeated on February 10, 1956."

Another Futile Defense

The City called the suit premature, and said the remedy obtainable through the Salary Appeals Board had not been exhausted. But the court held that the petitioners are not attacking salary allocations, the only subject over which the Board has jurisdiction, but the promotion of employees without requiring that they pass a promotion examination.

The illegal promotions were made on the basis of on-the-job studies or desk audits.

COLLEGE COUNCIL POSTS FILLED BY HARRIMAN

University Teachers College Council appointments have been made by Governor Harriman

Named to the Genesee State Teachers College Council was William R. Stewart, of Avon. Appointed to the New Paltz State Teachers College Council was Mrs. Aranya Smart, of Bronxville.

Salary Board Backs Upgrading of 34 Titles

The Salary Board of Appeals decided unanimously to recommend to the Board of Estimate the upgrading of 34 New York City titles in various occupational groups, comprising more than 77 per cent of the cases acted on at the day's session. Appeals on 10 titles before the Board were denied.

Six of the recommended titles are to be increased two grades while the remainder are slated for one slot raises, bringing the total number of titles on which affirmative action has been taken by the Board this year up to 190.

Chairman Nelson Seitel reported as follows, present grade first:

Up Two Grades

Assistant ferry terminal supervisor, (9), \$4,250-\$5,330 to (11) \$4,950-\$6,290, with an increase in annual increment from \$180 to \$240.

Ferry terminal supervisor, (9) \$4,250-\$5,330 to (11) \$4,850-\$6,290, with an increase in annual increment from \$180 to \$240.

Assistant supervisor of school custodians, (17) \$6,750-\$8,550, to (19) \$7,450-\$9,250.

Supervisor of school custodians, (21) \$8,200-\$10,300, to (23) \$9,000-\$11,100.

Chief of school custodians, (25) \$9,850-\$12,250, to (27) \$10,710-\$13,110.

Radio operator, (9) \$4,230-\$5,330 to (11) \$4,950-\$6,290, with an

increase in annual increment from \$180 to \$240.

Up One Grade

Garage foreman, (9) \$4,250-\$5,330 to (10) \$4,550-\$5,990, with an increase in annual increment from \$180 to \$240.

Supervisor of motor transport, (12) \$5,150-\$6,590 to (13) \$5,450-\$6,890.

Superintendent of motor equipment, (16) \$6,400-\$8,200 to (17) \$6,750-\$8,550.

Deputy superintendent (plant operation), (28) \$11,200-\$12,600 to (29) \$11,650-\$11,050.

Deputy superintendent (plant operation and maintenance), (7) \$12,100-\$14,500 to (1) \$12,600-\$15,000, with an increase in annual increment from \$400 to \$450.

Assistant foreman, assistant foreman (water supply), assistant foreman (watershed maintenance), and assistant foreman (highway and sewer maintenance), (6) \$5,500-\$4,580 to (7) \$3,750-\$4,830.

Foreman, foreman (water supply), foreman (watershed maintenance), and foreman (highway and sewer maintenance), (9) \$4,250-\$5,330 to (10) \$4,550-\$5,990, with an increase in annual increment from \$180 to \$240.

District foreman, district foreman (water supply), district foreman (watershed maintenance), and district foreman (highway and sewer maintenance), (12) \$5,150-\$6,590 to (13) \$5,450-\$6,890.

Borough foreman, borough foreman (water supply), borough foreman (watershed maintenance), (15) \$6,050-\$7,490 to (16) \$6,400-\$8,200, with an increase in annual increment from \$240 to \$300.

Superintendent of repairs to distribution, (15) \$6,050-\$7,490 to (16) \$6,400-\$8,200, with an increase in annual increment from \$240 to \$300.

General foreman (school repairs), (15) \$6,050-\$7,490 to (16) \$6,400-\$8,200, with an increase in annual increment from \$240 to \$300.

Senior illustrator, (10) \$4,550-\$5,990 to (11) \$4,850-\$6,290.

Senior radio operator, (12) \$5,150-\$6,590 to (13) \$5,450-\$6,890.

Supervisor of radio operation, (15) \$6,050-\$7,490 to (16) \$6,400-\$8,200, with an increase in annual increment from \$340 to \$300.

Estimator, (7) \$3,750-\$4,830 to (8) \$4,000-\$5,080.

Director of statistics, (24) \$9,400-\$11,500 to (25) \$9,850-\$12,250, with an increase in annual increment from \$350 to \$400.

Other Action Taken

Appeals on chief fire alarm dispatcher and borough superintendent (housing and buildings) were denied unanimously with a recom-

mendation from the Salary Board that persons holding these titles take an immediate appeal to the Classification Appeals Board.

The Board also concurred in not recommending increases on appeals of stockman, storekeeper, fire alarm dispatcher, supervising fire alarm dispatcher, window shade repairer, and school equipment maintainer.

A decision to deny the appeals on illustrator and assistant stockman was approved by Chairman Seitel, Personnel Director Joseph Schechter, and Budget Director Abraham D. Beame, with Anthony C. Russo and Jeremiah P. Sullivan, employee members of the Board, dissenting.

Action on Some Deferred

Final decision on appeals of motor vehicle dispatcher, elevator operator and starter, cleaners, scientific titles, and titles in the custodial occupational group (except Board of Education and Higher Education) was deferred.

Various inspectional titles, superintendent and assistant superintendent of construction and repairs, and superintendent (children's institutions) are being added to the already crowded agenda of the public hearing scheduled for Thursday, December 20.

Commissioner Seitel stated that the Salary Appeals Board will again meet in executive session on Friday, December 14 to process as many appeals as possible before January 1, the start of the next fiscal period.

Schaffer Gives Tips On Christmas Mailing

The New York Post Office is conducting its annual Shop Early-Mail Early campaign for Christmas.

Among Post Office requests issued by Postmaster Robert H. Schaffer were the following: mail to distant points before December 7, to metropolitan areas before December 14; address mail legibly, using return address and zone numbers; pack and wrap packages securely, and separate and bundle letters properly.

STATION AGENT TEST

The Personnel Department received 6,539 applications between October 4 and 26 for the New York City Transit Authority railroad clerk test.

Farmingdale Unit Is Reactivated

Farmingdale chapter, Civil Service Employees Association, was reactivated November 20 by employees of the Agricultural and Technical Institute, Farmingdale, N. Y.

At a meeting in Knapp Hall Lounge at the institute, Charles Culyer, CSEA field representative, addressed the members on insurance for public employees, salaries, legislative action and similar topics. Under Mr. Culyer's direction, a committee was appointed to revise the chapter's constitution and by-laws.

George A. Drennen, past treasurer, presented the chapter's financial statement. A question and answer period followed.

Among the guests were William Greenauer, Public Works Department, Babylon, and Gerard Campion of Creedmoor State Hospital.

IN ATTENDANCE AT SAFETY SERVICES CONFERENCE



Pictured here are members of the State Mental Hygiene Department who attended the two-day Safety Services Conference Workshop held recently at Binghamton State Hospital, Binghamton, N. Y. Among the speakers at the conference were Dr. Richard P. Binzley, Assistant Commissioner of Mental Hygiene; Granville Hills, Mental Hygiene personnel director; Stanley G. Allen, State Division of Safety; Fire Chief Frank W. Bell, Binghamton State Hospital, and Deputy Fire Chief John Sedor, Binghamton.

THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



We Still Want Equal Pay For Equal Work

One of the basic tenets of any merit system is the principle of "equal pay for equal work." It has become a slogan upon which all classification and compensation plans have been based. It is and has been the central theme of such endeavors in New York State since the days of Feld-Hamilton.

However, there are times when the Director of Classification and Compensation and the Director of the Budget, for their own good reasons, fail to respond to their own war-cries. The Director of Classification and Compensation has constantly refused to recognize equal pay for equal work, principally in his treatment of the custodial employees—i.e., the matrons of Westfield State Farm and Albion State Training School.

Although the duties of those employees are substantially the same as their counterparts in the State prisons, by a peculiar line of reasoning, jobs when filled by women are paid about \$500 less than jobs when filled by men. Both of the custodians—male and female—are charged with the care of those individuals who are unfortunate enough to run counter to the laws of society.

These individuals, male or female, are committed to their respective institutions for the same kind of infractions of laws—whether they be first degree manslaughter or petty larceny. Albion and Westfield farms house the same type of offenders as Sing Sing or Great Meadow. It is difficult to understand the reasoning which persists in regard to those two classes of employees.

Ad Absurdum

It is carried, in our opinion, to a point of absurdity. In Schedule II of the recent publication of the State Civil Service Department called "Classification and Compensation Plan and Salary Schedules," positions in State service are arranged in occupational groups. Here the "matron" the official title of custodians in Albion and Westfield, is placed under the occupational group called "Institutional Welfare Work," while prison guard, the official title of custodians in all male prisons, is under "Public Safety."

Is one to assume from this that the female offender convicted of first degree manslaughter does not offer the same dangers to society as the male offender convicted of the same crime? Or is the female offender—by virtue of her sex—a better subject for rehabilitation—a milder creature who does not need the same type of custodial service, implied by the words "Public Safety," but who will respond to the softer treatment implied by the words "Institutional Welfare Work"?

To us this is stretching the sex difference to the breaking point, and it is certainly flying in the face of the warning about the female of the species being more deadly than the male. We do think the discrimination between the two sexes of prison custodians has existed for too long. The time for correcting the grievance is overdue.

State Clerk Exam Opens Next Month

Early in January, the State will open an examination for clerks in four options—general, file, account and statistics. Men and women from 18 to 70 may apply for as many options as they choose, paying only one fee of \$2. Salaries for clerk and file clerk range from \$2,620 to \$3,340, for account and statistics clerk, \$2,750-\$3,490. The lower is the starting pay, the higher the top of grade, reached through annual increments.

No experience is required to apply. The account clerk eligible list will be used to fill positions as audit clerk and bookkeeping machine operator. Many kinds of office machine operator jobs will also be filled from the clerk list, and appointments as actuarial clerks and calculating key-set machine operators will be made from the statistics clerk list.

As yet no official requirements have been published by the State Civil Service Department. The test is tentatively set for Saturday, March 30, and filing is expected to close about the middle of February.

JEWISH EMPLOYEES RE-ELECT GLANTZ

Samuel Glantz was re-elected president of the New York City Council of Jewish Organizations in Civil Service. Chosen to serve with him were Irving Kass, vice president, and Belle Benn, treasurer. Re-elected to their respective offices were Bessie Rabinowitz, recording secretary; Mollie Schwartzberg, corresponding secretary; Edna Starr, historian, and Sam Ducore, sergeant-at-arms.

The officers were installed at a Chanukah meeting held at the organization's headquarters, 154 Nassau Street, New York City.

ASST. BUILDING SUPT. EXAM IS NOW OPEN

Assistant resident buildings superintendents, New York City Housing Authority, may apply through December 27 for the superintendent promotion exam, at the Personnel Department's application bureau, 96 Duane Street, New York 7.

ROONEY ELECTED DETECTIVE ASSN. HEAD

Detective James Rooney was elected president of the newly formed Detectives Endowment Association of the New York City Transit Police Department.



Superb Gifts FOR CAMERA FANS



EXCITING NEW GUARDIAN EXPOSURE METER
The one meter apart from all others! Has all the features camera fans want:
• 64 times more sensitive*
• direct reading
• twice as fast to use

Complete for movies, stills, exposure-values (LVS) and Polaroid-Land.
*With light-multiplying DynoCell attached; optional at... \$7.95

With ever-ready case, only... **\$34.50**



G-E PR-1, famous "meter with a memory." No need to watch scale; locks reading. At new low price \$27.50 with case.



G-E MASCOT Wonderful meter for color shooters and home movie fans. Easy to use; accurate. With case in \$16.95 gift box...

Give Photo Gifts... we have a wide selection!
GOLDEN RULE
430 SEVENTH AVENUE
LONgacre 4-1936

Darling Have You Been To
RAFAEL'S
for
Steaks - Chops - Lobsters
FULL COURSE DINNER
2.25
ENTERTAINMENT NIGHTLY
Dancing Fri., Sat.
PARTIES, BANQUETS,
WEDDINGS
LATHAM, N. Y.
Cedar 7-7844 ADam 8-7533
Most Beautiful in Upper N. Y. S.



save time—save planning!
come in and see our

Revere Ware

gifts from \$2.50 to \$19.95

Save yourself endless planning and shopping time this year! Come in and see our wide selection of the world's finest, most famous cooking utensils! They're beautiful! They're the made-to-order gift that lasts a lifetime... the gift people love to receive! And there's a Copper-Clad Stainless Steel Revere Ware utensil for every kitchen need!



For Christmas giving... for any occasion...
choose from our display of the complete Revere Ware line!

ROEBLING, Inc.

155 EAST 44th STREET

bet. Lexington & 3rd Ave. NEW YORK 17, N. Y. • MURRAY Hill 2-4441

Kelly Clothes, Inc.

FINE MEN'S CLOTHES
AT FACTORY PRICES
THAT YOU CAN AFFORD TO PAY

621 RIVER STREET
2 Blocks North of Hoosick St. TROY, N. Y.

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

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

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

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

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

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

Franklin Institute, Dept. D-66
130 W. 42nd St., N. Y. 18, N. Y.

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

Name Age
Street Apt #
City Zone State

Coupon is valuable. Use it before you mislay it.

Advance List Of 14 Tests State Will Hold

The following is a tentative list of 14 State examinations that open for application on Wednesday, December 26.

Examinations are scheduled for March 2. The last day to apply will be February 1. Do not attempt to apply before December 26.

The list is subject to change.

Unless otherwise indicated, candidates must be U. S. citizens and must have been legal residents of the State for at least one year immediately preceding the test date.

With one exception, salary at start and at top of grade is shown.

Examination numbers, titles, entrance and maximum salaries are shown.

OPEN-COMPETITIVE

- 4240. Accounting assistant (State residence not required), \$4,028-\$4,480.
- 4241. Laboratory secretary, \$3,600-\$4,580.
- 4216. Assistant director of social statistics (State residence not required), \$7,600-\$9,190.
- 4186. Principal draftsman (mechanical), \$4,650-\$5,760.
- 4187. Principal draftsman (electrical), \$4,650-\$5,760.
- 4217. Associate planning technician, \$6,550-\$7,980.
- 4218. Supervising forest appraiser, \$6,890-\$8,370.
- 4219. Forest appraiser, \$4,880-\$6,030.
- 4220. Bridge repair foreman, \$4,650-\$5,760.
- 4221. Game protector, \$3,320-\$4,180.
- 4222. Court officer and court attendant Supreme Court, 1st and 2nd Judicial Departments (Four months' residence in those departments required), entrance salary, \$4,000-\$5,500.
- 4224. Estate tax examiner, \$4,430-\$5,500.
- 4225. Draftsman, \$3,320-\$4,180.
- 4226. Engineering technician, \$3,320-\$4,180.

Social Security

(Continued from Page 2)

supplementation be the choice) and vice versa at any time.

However, once the employee has changed, he must wait a full year to revert to his original plan. At the end of five years, the State will have an option to continue this Social Security coverage or to change it as it sees fit, Mr. Sorenson said.

Bill Parallels Association's

The proposed legislation to which Mr. Sorenson referred was that prepared by Comptroller Arthur J. Levitt last summer. It closely parallels the plan of the Civil Service Employees Association, introduced to the Legislature at its last session.

In the business part of the meeting, the Conference voted to hold its 1957 workshop on April 28 and 29 at the Hotel Concord on Kimesha Lake.

Guests attending the Conference meeting also included Harold Herzstein, CSEA regional attorney; Philip Kerker, CSEA public relations director; Charles Culyer, CSEA field representative; Sy Friedman, State Department of Audit and Control; Michael O'Keefe, Bronx Surrogate's Court; Lewis Chasen, Westchester Community College; Mike Gonzales, 34th Street Armory; Mr. and Mrs. Chester Pierce, Central Islip chapter, Sol Bendet, president, and Mr. Lieberman and Joseph Burns, New York City chapter, and past Conference chairmen, Sydney Alexander and Henry Sheinin.

Columbians Hear Plan to Further Cultural Relations

At a meeting held November 30 in its headquarters at 80 Centre Street, New York City, the Columbia Association of State Employees heard an address by Ugo Cecchini, secretary of the Institute of Italian Culture of America. Mr. Cecchini spoke on earlier efforts to consolidate cultural activities among Americans of Italian descent, and outlined a plan for advancing cultural relations between Italy and America.

The Association will hold its Christmas party and installation of officers on Thursday, December 20, at 5:15 P.M. at the Centre Street address.

Insurance Policy Examiner Jobs Open

Apply until Friday, December 28 in the junior insurance policy examiner test, \$4,430 a year. Five annual salary increases bring it up to \$5,500. There are four vacancies in Albany in the Department of Insurance, more expected.

The State will hold the written test on Saturday, January 26.

Appointees may look forward to a promotion examination for a new position, insurance policy examiner, salary \$5,390-\$6,620.

Candidates must be graduates of a recognized law school or be admitted to the Bar. They must have had either one year of experience in the practice of law, including interpretation of contracts, preferably insurance contracts; or one year of experience in insurance work.

Next Chance to Start U. S. Career Is Jan. 12 Test; Last Day to Apply Dec. 27

Those who wish to take the next written test in the Federal service entrance examination have until Thursday, December 27 to apply. The written test will be held on Saturday, January 12.

The schedule of remaining tests to August, 1957 follows:

Test	Closing Date
February 9	January 24
April 13	March 28
May 11	April 25
July 13	June 27
August 10	July 25

The test is primarily for college graduates, but non-graduates with "college-type minds" may also apply.

Appointees will be given trainee jobs in 18 fields, at \$3,670, \$4,080 and \$4,525 a year or \$70.60, \$78.40 and \$87 a week, respectively. Most appointments will be made at \$3,670.

Jobs will be filled in New York City, other parts of the U. S., and abroad.

Types of Jobs Offered

The fields in which vacancies exist: general administration, economics and other social sciences, business analysis and regulation, social security administration, organization and methods examining, production planning, communications, personnel management, budget management, automatic

data processing, library science, statistics, investigation, information, records management, food and drug inspection, recreation, customs inspection and procurement and supply.

Salaries and Requirements

For GS-5 (\$3,670)—Completion of a four-year college course leading to a bachelor's degree, three years' experience in administrative, professional, investigative, technical or other responsible related work, or an equivalent combination.

For GS-6 (\$4,080)—Same as for GS-5, for those who score highest, or who are hard-to-get specialists, or who qualify under the extra demands for the administration specialty.

For GS-7 (\$4,525)—Same educational and experience requirements as for GS-5, plus one of the following: One year's graduate study, one additional year's experience as in GS-5, or a time-equivalent combination of educa-

tion and experience. (Applicants who complete six years of resident college work leading to an LL.B. or higher law degree will meet the entire educational or experience requirements for GS-7.)

Apply to the U. S. Civil Service Commission, Second Region, 641 Washington Street, New York 14, N. Y. The last day to file for the January 12 test is Thursday, December 27.

Visual Training OF CANDIDATES For PATROLMAN

TRANSIT PATROLMAN

FOR THE EYESIGHT TESTS OF CIVIL SERVICE REQUIREMENTS

DR. JOHN T. FLYNN

Optometrist Orthoptist
300 West 23rd St., N. Y. C.
By Appt. Only — WA 9-5919

PRACTICAL INSTRUCTION

by highly qualified instructors in a school established over 40 years ago with a background of over 400,000 graduates, thousands of whom attained high office in the public service or well-paying positions in the business world.

INVITATION

We invite anyone interested in our courses to call at any of our schools, either day or evening, and consult with one of our registrars. You may visit a classroom and observe the instruction which employs the Yu-Graph, a visual aid which leaves an indelible impression of the subject matter.

STATE COURT ATTENDANT

Starting Salary \$5,790 in most courts. Examination March 2nd.—Classes meet Wednesday and Friday evenings at 7:30 in Manhattan only.

CARPENTER

Salary \$6212 a year. Applications issued and received by the Civil Service Commission until Dec. 27. Evening classes in Manhattan and Jamaica.

PATROLMAN

Applications may be filed until Dec. 27. Only about 10 week remain in which to prepare for the written examination. Classes day and evening, Manhattan and Jamaica.

CLERK

Starting salary \$2750—automatic increases until \$3650 is reached. Further advancement through promotional examinations. Classes meeting in Manhattan and Jamaica.

SANITATION MAN

Salary \$5050 after 3 years service. Starting salary \$3950—exceptional promotional opportunities up to District Superintendent at salary of \$7,450. Classes meeting in Manhattan and Jamaica.

TRANSIT PATROLMAN

Salary \$5580 a year after 3 yrs. service. Non-residents of the City of New York eligible. Classes day and evening, Manhattan and Jamaica.

RAILROAD CLERK

Examination Jan. 19—Classes evenings in Manhattan and Jamaica.

CLASSES FORMING for entrance and promotional exams for ASST. CLERK MAGISTRATES AND SPECIAL SESSIONS COURTS HOUSING INSPECTOR—Salary range \$4250 to \$5330 MOTOR VEHICLE OPERATOR—Salary range \$3500—\$4580 SENIOR AND SUPERVISING CLERK various City and Borough Depts. LIEUTENANT, CAPTAIN & BATTALION CHIEF—NY FIRE DEPT.

Also PREPARATORY CLASSES for

HIGH SCHOOL EQUIVALENCY DIPLOMA

- Master Plumber's License • Stationary Engineer's License
- Master Electrician's License • Refrigeration Oper. License

VOCATIONAL COURSES

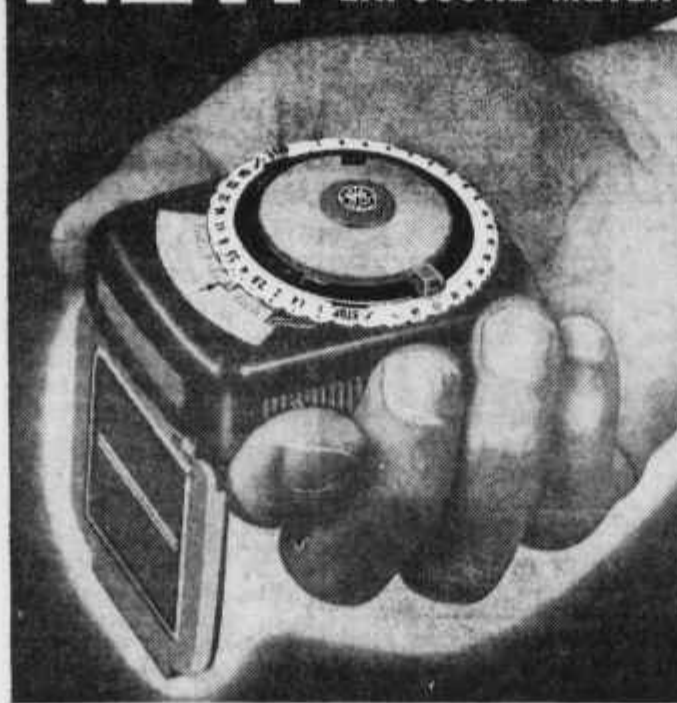
DAY OR EVE. CLASSES — BOOKLETS ON REQUEST Automobile Mechanics, 5-01 46th Road, L. I. City, Phone ST 6-5304 Drafting, 123 E. 12th St., N. Y. City Phone GR 3-6900 Television, 113 E. 11th St., N. Y. City, Phone GR-3-6900 Stenography and Typing, Manhattan and Jamaica, GR-3-6900

The DELEHANTY Institute

MANHATTAN: 115 EAST 15 STREET, near 4 AVE. JAMAICA: 91-01 MERRICK BLVD., bet. Jamaica & Hillside Aves. Phone GR 3-6900 for Information On Above Courses OPEN MON. to FRI. 9 A.M. to 9 P.M. — SATURDAYS 9 A.M. to 1 P.M.

For Superb Pictures

NEW GENERAL ELECTRIC EXPOSURE METER



GE GUARDIAN

- 64 times more sensitive* for correct exposure in dim light
- accuracy for available light photography
- film speeds to ASA 12,000
- twice as fast to use by actual stop watch test

Come in and see it... with \$3450 ever-ready case only...

*With light-multiplying Dyna-Cell attached, optional at \$7.95

DANBY DISTRIBUTORS
114 West 23rd St., N. Y. C.

AL 5-3115



Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by LEADER PUBLICATIONS, INC.

97 Duane Street, New York 7, N. Y.

BEekman 3-6010

Jerry Finkelstein, Publisher

H. J. Bernard, Executive Editor

Paul Kyer, Editor

N. H. Mager, Business Manager

Albany Advertising Office:

Plaza Book Shop, 380 Broadway, Albany, N. Y.

10c Per Copy. Subscription Price \$1.82½ to members of the Civil Service Employees Association. \$3.50 to non-members.

TUESDAY, DECEMBER 11, 1956

Stalling Solves Nothing

THE miserable response in the patrolman (P.D.) and social investigator examinations lend strong impetus to insistence on higher pay for patrolmen and social investigators. John E. Carton, for the Patrolmen's Benevolent Association, and Raymond E. Diana, for Welfare Local 371, Joint Council, were quick to associate the reluctance of the public to respond, with the small pay offered. Besides, there are other grounds, as both leaders emphasize, that make a raise imperative—the importance, responsibilities, and other demands of the position.

The Welfare employees are supported by a minority report of the Salary Appeals Board. Too bad the majority, representing the Wagner Administration, could not see as clearly as did the employee members, Jeremiah P. Sullivan and Anthony C. Russo. The PBA has the full and fervid support of Police Commissioner Stephen P. Kennedy, who also aspires to establish police jobs on a professional level equal to that of physicians, lawyers, priests, rabbis, and ministers. The public, too, wants to pay its employees what they are worth.

Public Hearings Should Be Granted

The least the Board of Estimate can do is to grant a public hearing to all such groups. The policy of letting serious pay problems lie dormant will no more produce satisfaction than it will provide solution. The senior and junior clerks, the Hospitals Department employees protesting meal charges, the Welfare and Police Department employees, and others who feel that the Board is stalling, are supported by the Board's consistent resort to technicalities to avoid putting these matters on the calendar for a public hearing. Along with all this go some promises by Mayor Robert F. Wagner that, so long as they remain unfulfilled, must be regarded as broken.

Vested Pensions Deserved

THE movement to gain vested pensions for New York State employees is making well deserved headway. Under such a plan an employee who resigns State service after an appreciable period of service could leave his contributions on deposit with the State Employees Retirement System and get a pension when he reaches a certain retirement age.

At present all that he can do is withdraw his contributions with interest or leave them on deposit for five years to protect himself in case he returns to the service.

The State has long recognized the necessity of providing a vested pension for those with a minimum of 20 years' service who lose their job through no fault or delinquency of their own. A proposed amendment could extend protection to include employees who resign.

Private industry provides vested pensions, in many instances, and in some instances even pays pensions effective right after resignation—no need to wait for an otherwise minimum retirement age.

The Governor and his committee studying the proposal for vested pensions for State employees on a minimum retirement age benefit reveal awareness of the sense of justice on which the proposal is based. Also, since finances have such an influence on pension liberalization proposals, it is reassuring to know that enactment of vested pensions would not cost the State too much.

Another factor of concern to public employees is that if the State provides vested pensions, and since the Federal government already does, local governments could not long continue to refuse to grant them.

LETTERS TO THE EDITOR

SOME TEACHERS WANT SOCIAL SECURITY BENEFITS

Editor, The Leader:

I must take issue with some of the statements of J. B. Einerman in his letter published in your November 20 issue.

He states that "while no employee would have Social Security forced on him, no plan could be adopted unless the majority of the pension group voted for it." I know of no group in which any employee has the choice. If a group is covered by Social Security, every employee in the group is certainly forced to join and pay the tax, whether he wants to or not. The only choice is whether the group as a whole is to be covered.

He states that "New York City teachers want no part of Social Security, either." I am a teacher in the New York City school system and know of no teacher organization that has voted either way, or even held a meeting to discuss it. How could it? No plan has as yet been presented for consideration.

Asks That Judgment Be Reserved

He states "Teachers feel, among other things, that they don't need survivor insurance, as their group does not have to worry about dependents to the extent that others do." The beneficiary of a teacher who dies in service after 10 years' teaching would get a death benefit of half year's average salary, about \$3,000. If he were to leave a widow and two young children, how long could they survive on that? Under Social Security there would be a widow's pension and an allowance for the children until they reach age-18.

We should wait until a plan is formulated. Until then we should reserve judgment.

JACOB PESHKIN

Administrative Assistant

Franklin K. Lane High School

(Five states, New York among them, plus Hawaii, requested that any of their present employees be permitted to stay out of any Social Security arrangement, if they so desired, and Congress voted such an amendment to the Social Security Law this year. Even though no plan has been proposed for any group, such as teachers, nothing prevents associations from voicing an opinion. Policemen and firemen successfully lobbied to have Congress exclude them from Social Security, without the existence of any plan of tie-in. Some New York City teacher organizations have opposed Social Security being combined in any way with their pension system. However, teacher sentiment may be said to be divided. Editor.)

SENIOR ACCOUNTANT ELIGIBLES WANT ACTION

Editor, The Leader:

The city-wide Promotion to Senior Account Eligibles Association urges the exhaustion of all senior accountant promotion lists by January 1, 1957.

The eligibles have been in City service for 15 to 20 years and longer. They should receive the title and salary commensurate with the responsibility and difficulty of their jobs.

No promotions have been made to senior accountant for more than six years prior to the establishment of this list. The last examination for senior accountant was given in 1950.

CHARLES VOGEL

MODERN PUBLIC ADMINISTRATION

MINIMUM VISION requirements for 195 different job classifications have been established by San Jose, Calif.

The City bought special equipment and hired an industrial vision service. An ophthalmologist was also engaged.

The optical company set up standards for various jobs. Tight different visual "profiles" were developed that covered all of the City's job specifications. The "profiles" show what the vision requirements are for any particular job. An examiner takes up to eight minutes to compare actual vision of an applicant against visual skills found to be especially related to job safety and efficiency of the job.

When an applicant fails the vision test, he may be hired after he gets the necessary glasses, or shows that the defect has been otherwise corrected, by passing a re-test.

Present employees are invited to take the eye test, but it is not compulsory, except for hazardous occupations, says the Civil Service Assembly. If correction is not possible, the person may be reassigned.

Still A Headache Any Way You Do It

Paying fines and bills is made easier in Kalamazoo, Mich. The International City Managers' Association reports that two deposit boxes have been installed in that City for paying parking fines, as well as water and other city bills. The boxes operate on a 24-hour basis.

The saving in fees paid to the drug store that had served as the City collection agency is expected to pay the cost of the boxes in five years.

Federal Funds Aid Construction

Ranging from construction of a mental hospital to new curbs and gutters, community facilities for cities and towns of all sizes and in many places in the U. S. are being planned with and from the Federal government's program of advances for public works planning.

The American Society of Planning Officials, in a check of 41 such projects, reports that one advance was for as little as \$720, one for as much as \$264,000. The size of towns receiving this aid ranged from 350 population to 500,000. Advances must be approved by the Community Facilities Administration of the Housing and Home Financing Agency.

QUESTION, PLEASE

WHILE you published the news of the merger of the American Federation of State, County and Municipal Employees, formerly AFL, with the Government and Civic Employees Organizing Committee, formerly CIO, both now AFL-CIO, on a national basis, you have never published anything about the situation locally, of the two public employee unions. —B.L.O.

National merger was effective Aug. 1, but the AFSCME local administration and the Joint Board, have yet to work out details of union. Negotiations are progressing and an early announcement of the local merger, probably under the AFSCME name, as was done nationally, may be expected.

WHY DOES the New York City Board of Estimate ignore the minority reports of the Salary Appeal in any way with their pension employee viewpoints. Are not employees entitled to as many days in court, so to speak, as are City Security taxes? —P.E.J.

Employee organizations are trying hard to get minority reports considered but so far there is no sign of the Board acceding.

SOCIAL SECURITY

IF A WORKING WOMAN files to receive a reduced benefit at age 62 and shortly thereafter becomes disabled, may she receive the full disability benefit? —P.E.L.

A woman between 62 and 65 who becomes eligible for widow's or parent's benefits, or who has decided to take her benefit at a reduced rate as a wife or as a retired worker, cannot thereafter become eligible for disability payments.

WHAT HAPPENS to the Social Security taxes? P. E. J. The Social Security taxes collected by the Internal Revenue

Service are deposited in Federal trust funds and are used to pay the benefits and administrative expenses of the program. They may be used for no other purpose. The portion of the trust fund that is not required for current disbursement is invested in interest-bearing United Government securities.

WHICH PROFESSIONS were covered under Social Security by the amendments of 1956? —J.J.E.

If you are a self-employed lawyer, dentist, osteopath, veterinarian, chiropractor, naturopath, or optometrist, your earnings for taxable years ending after 1955 will count toward Social Security benefits. Like the self-employed persons who were previously covered by the law, you must report your earnings and pay the Social Security self-employment tax if your net earnings amount to \$400 a year.

IF I LOSE my Social Security card, do I receive a new number? —E. B.

No. A duplicate card bearing the same account number is issued. You should use the same account number all your life. There are 158 million names in the Social Security records, and some of them may be names exactly like yours. Your account number distinguishes you from anyone else.

Briefs

The U. S. Civil Service Commission is considering higher grades for U. S. payroll clerks and Agriculture Department meat inspectors.

The New York City Board of Estimate approved retroactivity to January 1 of all title reclassifications resulting from classification appeals.

The New York City Personnel Department expects to issue promotion lists by December 19 for foreman and assistant foreman, Sanitation Department.

1,600 Enrolled For NYC Courses

More than 1,600 New York City employees registered for courses sponsored by the Department of Personnel in the Fall, Joseph Schechter, personnel director, announced. Some of the courses are free, while for others there is a nominal fee. All courses are taken on the employee's time. The registration figures: New York University, 217; City College, 223; Municipal Colleges, 183; Queens College (Fire), 193, and Board of Education evening program, 787.

HOW TO MAKE AN ADDITIONAL \$5,000 IN 1957

Many civil service workers now sell mutual funds in their spare time. If your take-home pay looks smaller each week, if you want to give your family more of the better things in life, if you want to step into a dignified part-time career with full time earnings then **READ EVERY WORD OF THIS MESSAGE AND ACT NOW!**

OUR PLAN

is so constructed that it makes everyone who can afford as little as \$10 a month a potential customer.

NO FINANCIAL

or selling experience is necessary. We thoroughly train you.

OUR MANAGERS

will go out with you and show you how easy it is to sell plans.

WE PAY TOP

COMMISSIONS. NO MINIMUM QUOTAS REQUIRED.

OUR UNIQUE

prospecting system will keep you well supplied with leads.

DON'T WAIT

for New Year's Eve to turn over a new leaf—**DO IT NOW!**

For complete information call Robert L. Hofberg day or evening until 9:00 P. M. at Wisconsin 7-0256

North American Planning Corporation

112 West 34th Street Suite 505 (Opposite Macy's)

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

Treasury Agent Exam Still Open

Although filing for the last test closed November 26, candidates for Federal Treasury enforcement agent ("T-man") may apply until further notice for future tests. Requirements include a driver's

license and proficiency with firearms. In addition, candidates need four years' appropriate experience, including three years' criminal investigate work. Certain substitutions of education for ex-

perience will be allowed. A six-months' law course may replace all required experience.

The announcement is No. 2-55-3 (56). Apply in person, by representative or by mail to the U. S. Civil Service Commission, 641 Washington Street, N. Y. 14, N. Y.

20/20 EYESIGHT

CAN BE YOURS



WITHOUT GLASSES!

VISUAL TRAINING of candidates for **PATROLMAN, FIREMAN, ETC.**

to achieve all civil service eyesight requirements

★ ★ ★ **Klear Vision Specialists** 7 West 44th St., N. Y. C. MU 7-3881 9-6 Daily, Tues. & Thurs. to 8 P.M. Perfected Invisible Lenses Also Available

AUTO INSURANCE Monthly Payments

George Bente INSURANCE

With Bulkeley & Horton Brokerage Corp. 800 FULTON ST. BROOKLYN 17, N.Y. NEVINS 8-2701

Remember

GRINGER

Is A VERY Reasonable Man!

only \$100 per week buys

WORLD'S FINEST GAS HEATER

Coleman

with famous **SAFE-COOL** cabinet

Coleman's exclusive Super-Circulation floods warmth out of the heater—into your home—so fast that cabinet stays cool to touch. Spreads warmth to distant corners... keeps floors warm. Sizes for 1 room or whole home. See them today at



Burner guaranteed for life!

GRINGER

Established 1918

29 FIRST AVENUE

New York

GRamercy 5-0600

RADIOs — APPLIANCEs

What Kind of Health Insurance do YOU want?

We believe you and your family need a health insurance plan like GHI's "Family Doctor Plan" that strengthens the relationship between you and your family doctor. Such a plan removes the financial barrier which makes you hesitate to get prompt treatment.

GHI is the oldest non-profit medical insurance plan in the New York area. All its experience was used in formulating the "Family Doctor Plan" to meet your family's most frequent medical needs. We believe it uniquely meets the desires of state employees for PAID IN-FULL insurance for physicians services in the home and office, as well as in the hospital.

2/3 OF ALL DOLLARS PAID under GHI's "Family Doctor Plan" are for PHYSICIANS SERVICES IN THE HOME AND OFFICE.

The Plan provides insurance for:

- Unlimited number of Home and Office visits
- Unlimited diagnostic X-Rays and Lab tests
- Surgical operations in and out of the Hospital
- Specialist Consultations in and out of the Hospital
- Medical care in the Hospital
- Complete maternity care
- Radiation Therapy
- Annual Physical Examination
- Immunization
- Visiting Nurse Service

FREEDOM TO CHOOSE

The temporary state Health Insurance Board is now deciding on a program for you and your dependents. We in GHI believe state employees in the New York City area should have the right to CHOOSE among different kinds of plans offering different kinds of benefits, including the GHI "Family Doctor Plan."

We have been receiving a great number of inquiries. We shall be glad to continue to answer your questions if you write or phone us.

The Oldest Non-Profit Community Service Medical Insurance Organization Serving The New York Community

• PAYS THE DOCTOR BILLS • **GHI** • PAYS THE DOCTOR BILLS •

GROUP HEALTH INSURANCE, INC.

120 Wall Street
New York 5, New York
Whitehall 3-2760

• PAYS THE DOCTOR BILLS • **GHI** • PAYS THE DOCTOR BILLS •

NYC Opens a New Series of Tests

The following New York City exams open December 6. The closing date appears at the end of each notice.

years' experience supervising a housekeeping unit of 100 or more rooms. Experience Form A needed. (Thursday, December 27).

7867. PIPE CAULKER. \$6,250 for 250 8-hour working days; about 18 vacancies; Department of Water Supply, Gas and Electricity. Fee \$5. One of the following: five years' paid appropriate

experience, or at least two-and-a-half years' such experience plus enough additional experience as a helper or related training to equal five years' experience. (Thursday, December 27).

7824. SENIOR PHYSICIST. \$7,100-\$9,900. One vacancy. De- (Continued on Page 9)

208 TAKE SEWAGE TEST
The New York City promotion examination for senior sewage treatment worker, held on December 8, was taken by 208 candidates.

EKCO . . . The Greatest Name

In House-ware **FLINT**



\$13.95

FLINT CUTLERY! Hardwood Handle, Pakwood handles, hollow ground vanadium stainless blades. Includes paring knife; steak, utility and roasting slicers. Gift boxed.

LEO WIENER JEWELERS
565 COLUMBUS AVE. N. Y. C.

Open-Competitive
7774. ACCOUNT CLERK. \$3,000-\$3,900. 24 vacancies, various City departments. Fee \$2. High school or equivalency diploma by June, 1957, and knowledge of bookkeeping. (Thursday, December 27).

7011. ASSISTANT MEDICAL EXAMINER. \$8,200 to \$10,300. Seven openings. Office of Chief Medical Examiner. Fee \$5. M.D. degree registered with the State University, one year's internship in an approved hospital, two years' training or experience in gross and microscopic pathology in a pathological laboratory, an approved medical school, hospital or medical examiner's office, or an equivalent; evidence of having performed and protocolled 150 autopsies. Form C experience paper required. (January 24).

7687. HOUSEKEEPER. \$3,250-\$4,330. Six openings. Department of Hospitals. Fee \$3. High school or equivalency diploma plus two

The **McVEIGH FUNERAL HOME**
208 N. ALLEN ST. ALBANY, N. Y. 2-9428

BROADEST AUTO POLICY in the CAPITAL DISTRICT
Traffic accidents are mounting each year—your family needs the most protection possible. SAFECO Insurance Company of America's new auto policy is the broadest ever designed—nothing is more all-inclusive. And you save with SAFECO.
GET ALL THE FACTS TODAY!
FAYETTE C. MORSE
440 Third Ave., Watervliet, N. Y. AR 3-4832
Safeco Insurance Co. of America
Home Office—Seattle 5, Wash.

Albany Secretarial Institute
INSTRUCTION IN Steno-Type - Civil Service Practice Typewriting
19 CLINTON AVE.
Palace Theatre Bldg.
Tel. 3-0357

Home of Tested Used Cars
ARMORY GARAGE
DESOTO - PLYMOUTH
926 Central Avenue
Albany, N. Y.

In Time of Need, Call
M. W. Tebbutt's Sons
176 State 420 Kenwood
Albany 3-2179 Delmar 9-2212
Over 100 Years of Distinguished Funeral Service
ALBANY, N. Y.

Join your friends at Albany's favorite meeting places . . . the Sheraton-Ten Eyck TOWN ROOM & TEN EYCK ROOM.

SHERATON-TEN EYCK
ALBANY, N. Y.

Jack's
OYSTER HOUSE
Steaks - Chops
Sea Foods since 1913
42 State Street - Albany
Blue Room - Main Dining Room - Cocktail Lounge - Colonial Room
Air-Conditioned
Caterers to all Occasions

Full Course dinners
served 4:30-8:30 weekdays
Sundays holidays 12-8
Banquet parties a specialty
Western Avenue
Rm. 28
Guilford, N. Y.
4 1/2 miles west of Albany city line
89-9944

BANQUETS • PARTIES
(115-500 Seating)
HERBERT'S
1054 Madison Ave., Albany, N. Y.
2-2268 or 4-0796
Host Harry Feldman

HOUSE HUNT in Albany with Your Lady Licensed Real Estate Broker
MYRTLE C. HALLENBECK
Bell Real Estate Agency
50 Robin Street Albany, N. Y.
Phone: 5-4838

NEW PRIVATE BANQUET ROOM
5 Minutes from Albany
UNLIMITED PARKING - SPECIAL BANQUET MENU ON REQUEST
The VAN RENSSELAER
Clinton Heights Bldg. 9-29
Open 7 Days 62-0340

AN INVITATION TO HOMEMAKERS
If you are looking for Style, Quality, Value and Service, come to
ARTCRAFT SLIPCOVERS & DRAPERIES
376 CENTRAL AVENUE
Albany, N. Y.
Phone 62-1570
Evenings 62-2345

FOR RENSSELAER COUNTY REAL ESTATE
John J. Melfe, Realtor
TROY RD., EAST GREENBUSH
Specializing in Suburban Homes
ALBANY 77-3315

Sales & Rentals All Types Musical Instruments, Class & Private Instruction
ALBANY MUSIC ACADEMY
46 State St., Albany, N. Y. 62-0945
Ludo Same Management
Troy Music Academy
310 Fulton St., Troy
Roland Hilton, Prin

DUNCAN'S INN
Famous for Fine Foods
ALBANY AIRPORT & WOLF ROAD
Robt. J. Connor, Manager
ST. 5-8949

TOM SAWYER MOTOR INN
1444 Western Ave., Albany, N. Y.
RESTAURANT
OPEN TO THE PUBLIC
Phone: 8-3594

ARCO CIVIL SERVICE BOOKS
and all tests
PLAZA BOOK SHOP
380 Broadway
Albany, N. Y.
Mail & Phone Orders Filled

They all speak well of it

The **DeWitt Clinton**
ALBANY, N. Y.

Traditional **Knott Hotel** Hospitality
Air Conditioned Rooms • Parking
John J. Hyland, Manager

CHURCH NOTICE
ALBANY FEDERATION OF CHURCHES
72 Churches united for Church and Community Service.

GIFT SHOPS
MABS
Unique Gifts Shop for Christmas cards now. Open evenings 11 P. London Shopping Center Albany 5-1547

PETS & SUPPLIES
Canaries, Parakeets, Mynahs, Cockatiels, Monkeys, Hamsters, Guinea Pigs, Rabbits, Mice.
WIGGAND'S PET SHOP, 122 Hudson Avenue, Albany, N. Y. 4-5868.

NEW REDECORATED
Bleeker Restaurant
CORNER DOVE & STATE
Serving the finest in the State. The Capital of Prime Beef. Featuring Luncheon & Dinners at very moderate prices. Facilities for your next party or banquet. Cocktails in the beautiful EMBERS ROOM from 5 P.M. How d'you do, entertainment nightly. No cover, no minimum.
PHONE ALBANY 5-9328 FOR RESERVATIONS

RITZ SHOE OUTLET - Famous name brands in men's shoes. 10% Discount to CSEA members. 19 S. Pearl St., Ritz Theatre Bldg., Albany N.Y.

BERKSHIRE HOTEL, 140 State St. Albany, N. Y. 1/2 block from Capitol; 1 block from State Office Bldg. Weekly rates \$14 & up.

MAYFLOWER - ROYAL COURT APARTMENTS - Furnished, Unfurnished and Rooms Phone 4-1994 (Albany).

Where to Apply For Public Jobs

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

STATE — Room 2301 at 270 Broadway, New York 7, N. Y. Tel. BRADLEY 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., Tuesdays, 9 to 5. All of foregoing applies also to exams for county jobs conducted by the State Commission.

NYC—NYC Department of Personnel, 96 Duane Street, New York 7, N. Y. (Manhattan) two block north of City Hall, just west of Broadway, opposite The LEADER office. Hours 9 to 4, closed Saturdays, except to answer inquiries 9 to 12. Tel. CORTLANDT 7-8880. Any mail intended for the NYC Department of Personnel, should be addressed to 299 Broadway, New York 7, N. Y.

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

NYC Travel Directions
Rapid transit lines for reaching the U. S. State and NYC Civil Service Commission offices in NYC follow:

State Civil Service Commission, NYC Civil Service Commission — IND trains A, C, D, AA or CC to Chambers Street; IRT Lexington Avenue line to Brooklyn Bridge; BMT Fourth Avenue local or Brighton local to City Hall.

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

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

NYC issues and receives blanks by mail when the exam notice so states and if six-cent-stamped envelope enclosed, self-addressed. The U. S. charges no application fees. The State and the local Civil Service Commissions charge fees at rates fixed by law.

Here's the BIG tea kettle you've been waiting for!



If your tea kettles never seem large enough, you need one of these new Revere creations! Made of quick-heating solid copper and chrome-plated for gleaming, easily-cleaned beauty. Wide cover opening makes inside cleaning a cinch . . . "swing-lock" handle and no-drip spout mean added convenience. Another member of the Revere Ware family—the World's Finest Utensils.

ILLUSTRATED:
Revere Ware 5 qt. Tea Kettle.
Available in 5 and 6 qt. sizes.



WE CARRY A COMPLETE STOCK OF REVERE WARE
W. JOSEPH, Jewelers
512 East 138th Street Bronx, N. Y.
MO 9-3347

Sleasman's Hofbrau
CATERING
WEDDINGS — DINNERS — BANQUETS
TROY - SHAKER RD. Near Albany Airport
Phone STATE 5-8841 for Reservations



CATHY O'REILLY RETIRES
Catherine O'Reilly, secretary to the chief of the organization and training division, First Army Training Section, Governors Island, retired after 15 years' service.

There's no Gin like
Gordon's



84.4 PROOF, 100% NEUTRAL SPIRITS DISTILLED FROM GRAIN
GORDON'S DRY GIN CO., LTD., LONDON, N. I.

NYC Jobs

(Continued from Page 8)
partment of Hospitals. Fee \$5. One of the following: baccalaureate degree in physics or electrical engineering registered by the State University and 10 years' appropriate experience, four years of which must have been in radiological physics and four years in a supervisory capacity; a Ph.D. or equivalent degree in electrical engineering or physics, and seven years' experience (three in radiological physics, three supervisory), or an equivalent combination of education and experience. (Thursday, December 27).

7842. SUPERVISOR OF MOTOR TRANSPORT, \$5,150-\$6,590. One vacancy. Department of Education. Fee \$5. Five years' experience supervising motor transport operations comparable to those of an institution or large garage, or an equivalent, plus a State chauffeur's license for appointment. (Thursday, December 27).

7877. TITLE EXAMINER, \$3,750-\$4,830. About 12 vacancies.

various City departments. Fee \$3. One of the following: two years' full-time experience searching or examining titles to real property with a title company, lawyer, governmental agency or conveyancer; two years at a recognized law school, or an equivalent combination of education and experience. (Thursday, December 27).

Promotion

7795. ASSISTANT MECHANICAL ENGINEER, \$5,750-\$7,190. Vacancies from time to time, various City departments. Permanent employment as junior mechanical engineer or mechanical engineering draftsman in any City department for six months preceding the test date (February 26) to apply, two years for appointment. (Thursday, December 27).

7827. ASSISTANT PHYSICIST, Department of Hospitals, \$4,550-\$5,990. Fee \$4. Permanent employment in the above department as junior physicist for six months preceding the test date (February 15) to apply, two years for appointment. (Thursday, December 27).

7828. BACTERIOLOGIST, Department of Water Supply, Gas and Electricity, \$5,750-\$7,190. One vacancy. Fee \$5. Permanent em-

ployment in the department as assistant bacteriologist for six months preceding the test date (March 7) to apply, two years for appointment. (Thursday, December 27).

7846. RESIDENT BUILDINGS SUPERINTENDENT, Housing Authority, \$5,050-\$7,490. Sixteen vacancies expected within the next two years. Fee \$5. Permanent employment in the Authority as assistant resident buildings superintendent for six months preceding the test date (March 18) to apply, two years for appointment. (Thursday, December 27).

7764. SENIOR INSPECTOR OF BOROUGH WORKS, Manhattan and Queens Borough President's offices, and Department of Parks, \$5,150-\$6,590. Vacancies from time to time. Fee \$5. Permanent employment in the above departments as inspector of borough works for six months preceding test date (February 28) to apply, two years for appointment. (Thursday, December 27).

7831. SENIOR PHYSICIST, Hospitals Department, \$7,100-\$8,900. One vacancy, others from time to time. Fee \$5. Permanent employment in the department as isotopes or radiation physicist for six months preceding the test date (February 15) to apply, two

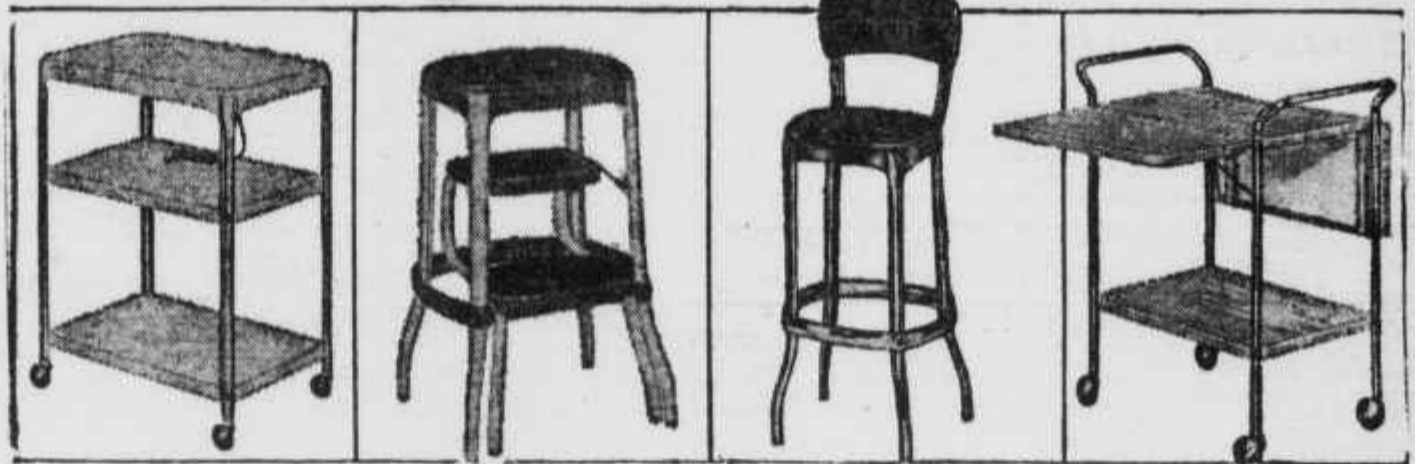
years for appointment. (Thursday, December 27).

7894. SENIOR TITLE EXAMINER, Departments of Tax, Welfare and Law, \$4,850-\$6,290. Vacancies from time to time. Fee \$4. Permanent employment in the above departments as title examiner (old title, title examiner grades 1 and 2) for six months preceding the examination date (March 21) for application, two years for appointment. (Thursday, December 27).

770. PHYSICIST, Hospitals Department, \$5,750-\$7,190. One vacancy, others from time to time. Fee \$5. Permanent employment in the Department as assistant physicist or assistant physicist (isotopes or radiation) for six months preceding the test date (February 15) to apply, two years for appointment. (Thursday, December 27).

7608. MECHANICAL MAINTAINER (Group B), Transit Authority, \$2.07-\$2.31 an hour, beginning July 1, 1957. Fee \$4. Six vacancies, others from time to time. Permanent employment in the Authority as maintainer's helper (Group B) in the elevator and escalator section of the maintenance of way department for six months preceding the test date, April 2. (Thursday, December 27).

Lighten your work — brighten your home
with **COSCO** products says **ROEBLING**



8-4 Electric Utility Table: Double convenience outlet. 29 1/2" high, 16" x 22". Chromium legs. Two-coat baked-on enamel finish, three colors. Price \$10.95

4-A Step Stool 24" high. Rubber-treaded "swing-away" steps. All-enamel finish, three colors. Price \$9.95

8-D Special Stool Seat, 24" high. Chromium finish; Duran upholstery, six colors. Price \$9.95

8-T Drop Leaf Utility Cart: 31" high. Top (leaves up), 24" x 41". Chromium, with COSCOAT finish in wood grain pattern, three colors. Price \$20.95

BE GOOD TO
YOURSELF THIS
CHRISTMAS
MEN



SAVE
MONEY

ABE WASSERMAN
Can Give You Value!

Nationally Advertised
Brand Hats

of the finest quality up to \$10
FOR ONLY
\$3.95
LATEST STYLES & COLORS

You Can Save Money at

ABE WASSERMAN

CANAL Entrance 40 Bowery ARCADE
and 16 Elizabeth St. Opp. New Entrance
to Manhattan Br Telephone Worth 4
0215. Take 8rd Ave. Bus to Canal St.
Open Until 5:30 Every Evening. Re-
member, For Your Convenience

OPEN SATURDAYS
TO 3 P.M.

Also Orlow's Black Hats at 80 St.



Tray top
lifts off



● WAS
EVER
A
CART
SO
HANDY...
OR
A
PARTY
SO
EASY
●



COSCO.
Tray Cart
\$15.95

● An extra work surface, an extra storage unit, a handsome serving cart... In one! 29 1/2" high, 16 1/2" x 23 1/2". Three-inch casters. Chromium or black legs. COSCOAT wood-grain finish in four colors. Come in and get yours today.

ROEBLING, INC.

155 EAST 44th STREET
Bet. Lexington & 3rd Ave.
NEW YORK 17, N. Y. MURRAY HILL 2-4441

MRS. SUGDEN ON WILLARD HOSPITAL VISITORS' BOARD
ALBANY, Dec. 10 — Governor Harriman has appointed Mrs. Joseph Sugden of Himrod as a member of the Board of Visitors of Willard Hospital. She succeeds the late Burton Cooper of Penn Yan.

HOSPITAL RESIDENT JOBS
Jobs as resident in hospital administration, \$2,400 a year, will be filled by the Veterans Administration for duty throughout the country. Apply to the Central Board of U. S. Civil Service Examiners, Veterans Administration, Washington 25, D. C.

Naval Inspector Jobs Abound

The Federal government has continuous openings for civilian Naval Inspectors, GS-4 through 9, at \$3,415-\$5,440, for work in New York, Boston, Bridgeport, Buffalo, Newark, N. J., Schenectady, Springfield, Mass., and Syracuse. Applicants must be at least 18, no maximum, and U. S. citizens. For GS-4 positions, two years' experience in inspecting electronic, electrical or mechanical equipment is required, proportionately more for higher level jobs. The announcement is No. 2-10-1 (56). Apply to the U. S. Civil Service Commission, Second Region, 641 Washington Street, New York 14, N. Y., until further notice.

Chief of Department Test Open Next Month

The New York City Personnel Department announced that the examination for promotion to chief (P.D.), originally scheduled to open for application this month, will open in January. The test date, formerly March 16, will be advanced to April.

TREAT Golden Brown POTATO CHIPS
TASTE THE WONDERFUL DIFFERENCE!

**INFORMATIVE SERIES # 5
YOUR C.S.E.A. A & H PLAN
WHY BUY IT?**

Temporary total disability can be very disastrous to your family unit. Income protection insurance is the solution to providing some measure of security for yourself and your family. Convenient payroll deductions make it within reach. Use the C.S.E.A. Plan.

Underwritten By **The Travelers Ins. Co.** Hartford, Conn.

Administered By

Ter Bush & Powell, Inc.
148 Clinton Street Schenectady, N. Y.

IT'S YOUR PLAN, FOR YOU

Finest Quality Imported Portable Radios

THE IDEAL CHRISTMAS GIFTS

In plenty of time for Christmas—as a prideful possession of the discriminatory music lover, or as a gift to a special person on your list, these fine radios are offered for the first time to newspaper buyers. Buy direct from the importer at seasonally low prices. These RCA licensed sets incorporate American tubes, components and circuits. Both sets carry a standard warranty, and may be serviced in exactly the same manner as sets manufactured in this country. Unconditional replacement policy exists for the entire warranty period.



UNICORN—Features—RCA licensed—90 day unconditional warranty—built-in ferrite antenna—uses standard Eveready or RCA batteries—size 7 1/2" x 5 1/2" x 3 1/2". Color selection—pink, turquoise, rust, grey and yellow.
PRICE \$14.95 — a \$24.95 value. Less Batteries



ARDSLEY—Features—RCA licensed—amplifier ferrite antenna—90 day unconditional warranty—covers all conditional emergency frequencies—size 8 1/2" x 6 1/2" x 3 1/2". Color selection—rust, turquoise and maroon.
PRICE \$13.95 — a \$20.95 value. Less Batteries

NOVEL PRODUCTS CORPORATION
19 West 44th St., New York 36, N. Y.
BY CHECK OR MONEY ORDER ENCLOSED, PLEASE RUSH PREPAID, the following:

	Quantity
<input type="checkbox"/> UNICORN	_____
<input type="checkbox"/> ARDSLEY	_____
<input type="checkbox"/> THREE-WAY CONVERTER	_____
NAME _____	
ADDRESS _____	
CITY _____ STATE _____	

New York buyers add 4% City Sales Tax.

THREE-WAY CONVERTER

A new invention for the first time makes possible replacement of batteries in the above and other portable radios for plug-in home operation. The Converter may also be used to charge run down B batteries for extra hours of portable operation.

PRICE \$3.75

WHERE TO DINE

KOSHER CABARET

ARELE'S NEW ROUMANIAN UNDER RABBINICAL SUPERVISION
RABBI LEONARD BRONSTEIN — 2 SHOWS
DAILY — DINNER AT ALL HOURS
SPECIAL PRICE FOR MID-WEEK PARTIES

AMERICAN

McGINNIS ROAST BEEF KING — ALL-AMERICAN MENU
Prime ribs of beef, lobster, shrimp and deviled crab. Roast Beef, hamburger & oyster-clam bars. All baking on premises. Crystal Bar
BROADWAY & Coral Dining Rooms — Lunch from 75c. Party catering.
at 48th St. 7 COURSE SHORE DINNER INCLUDING COCKTAIL \$3.95

Shoppers Service Guide

Help Wanted Male & Female

PART-TIME New & unusual opportunity to start successful business. Immediate income. No invest. Ideal husband & wife team. UNiversity 4-0350.

CHRISTMAS GIFTS

A YOUNGSTER WILL ENJOY THIS CHRISTMAS HOBBY GIFT
500 different foreign stamps, stamp album (12,000 spaces), magnifier, 1000 blazes, togs plus Bonus. Only \$5.00 postpaid. B. Schlamm, 2521-31st Ave., Long Island City (6) New York.

HOUSEHOLD NECESSITIES

FURNITURE, RUGS

AT PRICES YOU CAN AFFORD
Furniture, appliances, gifts, clothing, ect. at real savings. Municipal Employees Service, Room 428, 15 Park Row, CO 7-5399.

EEN VAN LOAN, Homes & Farms Dist. for MORGE homes. Route 9, East Greenbush. Phone Albany 77-3321, 77-3323.

JOE'S BOOK SHOP, 550 Broadway at South St., Albany, N. Y. Books from all Publishers. Open Even. Tel., 5-3374.

TYPEWRITERS RENTED

For Civil Service Exams
WE DELIVER TO THE EXAM ROOM
All Makes — Easy Terms
MIMEOGRAPHS, ADDING MACHINES
INTERNATIONAL TYPEWRITER CO.
240 E. 86th St. RE 4-7600
Open till 9:30 p.m.

MAILING LISTS

FOR RENT Government employees, names and current address. Box 1005, Civil Service Leader, 97 Duane St., N.Y.C. 7.

HELP WANTED Male & Female

DO YOU NEED MONEY? You can add \$25-\$50 a week to your income by devoting 15 hours or more a week studying Consumers with Rawleigh Products. Write Rawleigh's Box 1349, Albany, N. Y.

HELP WANTED

WOMEN: Earn part-time money at home, addressing envelopes (typing or longhand) for advertisers. Mail \$1 for Instruction Manual telling how (Money-back guarantee) Sterling Valve Co., Corona, N. Y.

BOOKS

Buy your Army Civil Service study books in Queens Jamaica Book Center, 146-10 Jamaica Ave., near Sutphin Blvd., JA 9-5899.

RESTAURANTS — ALBANY

WHITE SWAN RESTAURANT, 215 Park St. (3 doors south of State), Albany, N. Y. Luncheon 11:30-2, dinner 5:30-9, Monday thru Fri. Home cooking away from home. All pastry & rolls baked here. Available for banquets and parties on Saturdays, 60-80 capacity. Phone 62-3255 for reservations.

BOOKKEEPING

Do you want a part time bookkeeper? I can serve you evenings and Saturdays — reasonable. Call RE 3-0609 or write Box 501 c/o Civil Service Leader, 97 Duane St., N.Y.C.

PANTS OR SKIRTS

To match your jacket, \$60.000 patterns Lawson Tailoring & Weaving Co., 163 Wilton St., Corner Broadway, N. Y. C. (1 Night up) WOrth 2-2517-8.

PIANOS — ORGANS

Save at **BROWN'S PIANO MART**, Tri City's largest piano-organ store. 150 pianos and organs. 1947 Central Ave., Albany, N. Y. Phone 8 5552 "Horizontally" Piano Service. Upper N. Y. State's only discount piano store. **SAVE**, Open 9 to 9.

SHEAFFER'S WHITE DOT SNORKEL PENS

This Christmas... give the finest



NOTICE THE WHITE DOT? EVERYONE DOES!



Outstanding gifts! Each one a constant reminder of its generous giver. Sheaffer's White Dot Snorkel Pens are famous for their advanced writing features and smooth, clean performance. Choice of models, colors, custom-fitted point styles... and prices. Make your selection early!

B. BROWN, Jewelers

71 Westchester Square

BRONX 61, N. Y.

4534 Broadway

MANHATTAN 33, N. Y.

TA 9-3555

LO 9-2818



Typewriters Adding Machines Addressing Machines Mimeographs **\$25**
Guaranteed. Also Rentals, Repairs
ALL LANGUAGES TYPEWRITER CO.
118 W 135th St. NEW YORK 1, N. Y.
CHelsea 3-0880

LEGAL NOTICE

HARPER, ELIZABETH BURNIE—CITATION.—P. 2050, 1956.—The People of the State of New York, By the Grace of God Free and Independent, Do DAVID J. BURNIE, 54a Irving Street, Apt. 64, Cambridge, Mass.; DR. JOSEPH R. PEDEVILLI, of No. 233 Highland Avenue, Palisades Park, N. Y.; FLORENCE LENNOX COOP. ER, of No. 144 East 30th Street, New York City; AMERICAN FOUNDATION FOR THE BLIND, INC., of No. 15 West 10th Street, New York City; and ELIZA BETH COLLINS of No. 53 Kirkliston Park, Broomfield, Belfast, Ireland; HUGH YOUNG, of Johnstown Lodge, Johnstown Nass, County Kildare, Eire; and CATHERINE AGNES YATES, of Clock House, Bidwell Road, Barnet Green, Birmingham, England, the next of kin and heirs at law of ELIZABETH BURNIE HARPER, deceased, send greeting:

Whereas, IRVING TRUST COMPANY, having its principal office at No. 1 Wall Street, Borough of Manhattan, the City of New York, has lately applied to the Surrogate's Court of our County of New York, to have a certain instrument in writing bearing the date December 6th, 1955, relating to both real and personal property, duly proved as the last will and testament of ELIZABETH BURNIE HARPER, deceased, who was at the time of her death a resident of the Borough of Manhattan, City and State of New York, 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 28th day of December, one thousand nine hundred and fifty-six, at half past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable George Frankenthaler, Surrogate of our said County of New York, at said county, the 20 day of November, in the year of our Lord one thousand nine hundred and fifty-six.

(New York Surrogate's Seal.)

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

CITATION.—The People of the State of New York, By the Grace of God, Free and Independent To Attorney General of the State of New York; Elena Vrananashkine; Zosa Zedelenko; Vinca Gauris; Conal General of Lithuania; Mary Zyren; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of Michael Gauris, also known as Mike Gauris, deceased, if living and if dead, to the executor, administrators, distributees and assigns of said "Mary Doe" deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; and to the distributees of MICHAEL GAURIS, also known as Mike Gauris, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of MICHAEL GAURIS, also known as Mike Gauris, deceased, who at the time of his death was a resident of 209 East 5th Street, New York, N. Y. Send GREETING:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 509, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, Room 509, in the County of New York, on the 21st day of December, 1956, at half past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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

WITNESS, Honorable George Frankenthaler, a Surrogate of our said County, at the County of New York, the 8th day of November in the year of our Lord one thousand nine hundred and fifty-six.

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

(Seal)

REAL ESTATE

HOUSES — HOMES — PROPERTIES

THE BEST GIFT OF ALL — YOUR OWN HOME



LONG ISLAND LONG ISLAND LONG ISLAND

IT IS NOT TOO LATE
Get Ready For Winter!
ST. ALBANS
5 large rooms, oil heat.
\$12,500
JAMAICA
7 room house, modern, oil.
\$13,900
HOLLIS
5 room home, detached, modern throughout.
\$15,600
ST. ALBANS
3 family, brick, every luxury. Must be seen.
\$16,750
ACT NOW!
Low Down Payment
Mortgages Arranged
CALL JA 6-0250
The Goodwill Realty Co.
WM. RICH
Lte. Broker Real Estate
108-12 New York Blvd., Jamaica, N.Y.

XMAS SPECIALS
Call JA 6-8269
HOLLIS — 3 family frame, modern bath & kitchen, oil heat, 1 car garage, finished basement with bar, detached 30 x 100. Owner's sacrifice. **\$1,000 down \$9,990**
ST. ALBANS — 2 family detached, 5 rooms down, 4 rooms up, new oil heating unit, 2 car garage, patio and recreation room, 40 x 100. For quick sale. **\$1,000 down. Price \$12,800**
VAN DYCK GARDENS — 1 family brick Ranch, 5 years old, four bedrooms, 40 x 100, modern throughout, oil heat, copper plumbing, many extras. **\$1,400 down. Price \$13,900**
CAMBRIA HEIGHTS — Colonial — Brick, 5 bedrooms, knotty pine basement with bar, oil heat, wall to wall carpeting, 2 car garage, many other extras. **\$2,500 down. Price \$16,800**
GI & FHA MORTGAGES SECURED
ARTHUR WATTS, Jr.
112-52 175th PLACE
ST. ALBANS
JA 6-8269
Call 24 Hours Daily

BAISLEY PARK
\$9990
CASH \$190 GI
\$59 Monthly GI Mtge.
Fully detached and shingled, 5 large rooms. Modern kitchen and bath, full basement. Large garage. Aluminum screens, storms and doors, 2 blocks from schools, shopping and subway bus. B-805
CAMBRIA HGTS VIC
\$10,990
CASH \$290 GI
\$66 Monthly GI Mtge.
Immaculate 5 1/2-room house, modern kitchen and bath, full basement. Large garage, all extras included. Ideal residential area. B-870.
325 other choice 1, 1, 3 famly homes located Richmond Hill, Queens Village, Jamaica.
E-S-S-E-X
143-01 Hillside Ave.
JAMAICA, L. I.
AX. 7-7900

BROOKLYN'S BEST BUYS
DIRECT FROM OWNERS
ALL VACANT
Bedford Ave. (Nostrand) 3 family, Brownstone, 12 rooms, Oil, Parquet, Brass plumbing. Down payment. **\$2,500.**
St. Marks Ave. 3 family. Modern. Good Income Vacancy. Price **\$19,500.** Cash **\$2,500.**
HALSEY ST. — (Bushwick) 2 family, 3 car garage, All vacant. Price **\$11,000**
Flushing, L. I. (Special at 75th Rd.) 7 room modern. Brick. Semi-Detached. Garage. Price **\$13,000.** Atlantic Ave. (Nostrand) 2 story. Store. Oil Price **\$9,500.** Cash. **\$1,200.**
Dean St. (At N. Y. Ave.) 2 story brick, 2 car garage. Price **\$7,000.** Cash **\$900**
Many SPECIALS available to GI's
DON'T WAIT ACT TO DAY
CUMMINS REALTY
Ask for Leonard Cummins
19 Macdougall St. Brooklyn
PR. 4-6611
Open Sundays 11 to 4

FIRE LIEUT. ELIGIBLES
The Fire Lieutenant Eligibles Committee will meet Wednesday, December 12, at 8 P.M. in Werdemann's Hall, New York City. Elimination of the practice of having members of the force act out of title will be discussed. Members representing the captain eligibles will be present, too.

St. Albans
9 ROOMS
French Colonial
\$16,300
Impressive 9 room French Colonial in an excellent residential area. Featuring 5 bedrooms, huge living room, finished kitchen breakfast and dining room, finished basement with kitchen and bar, 1 car garage, beautiful 40 x 100 landscaped plot, plus plenty extras.
MANY OTHER EXCELLENT BUYS
CLARENCE GRIFFIN
Licensed Broker
110-51 Farmers Blvd., Hollis
HO. 8-4440

— EVERYONE A GOOD BUY —
YOUR MORTGAGE SECURED
ST. ALBANS — 1 fam brick. Asking **\$14,000.** Bungalow, detached, 4 bedrooms, hardwood floors, col. tile bath, scientific kitchen, steam - oil, storms - screens, landscaped plot, near schools, transportation and shopping.
CAMBRIA HEIGHTS — 2 fam. Asking **\$22,900** Brick detached, 5 & 3 room Apts., knotty pine finished basement with bar, colored ceramic tile baths, built in showers, hardwood floors, newly decorated, plenty of closet space, steam-oil, garage, landscaped plot. Vacant on title.
OZONE PARK — 1 fam. home. Asking **\$7,900.** 5 rooms, basement, tile bath, hardwood floors, modern kitchen, refrigerator, steam heat, garage, plot 40x110, vacant.
PLEASE, PHONE FOR APPOINTMENT TO INSPECT MANY OTHER 1 and 2 FAMILY HOMES
A. B. THOMAS
116-12 Merrick Blvd., St. Albans, N. Y. LAurelton 8-6886, 8-0719
City: 209 W 125th St. 9:30 to 8 P.M. — Sunday 10 to 7 P.M.

LIVE IN QUEENS
INTER-RACIAL
BELLMORE
New Ranch, split level, brick and asbestos shingle, 6 rooms attached, 1 car garage 75 x 95 plot, beautifully landscaped, built in wall oven, cooler top range finished basement.
\$18,500
ST. ALBANS
Three bedrooms, corner property, 1 car garage, oil heat, modern bath, refrigerator, extras.
\$13,650
Other 1 & 2 family homes. Priced from **\$10,000 up.** Also business properties.
ST. ALBANS
2 family, brick detached 1 car garage 40 x 100 plot 8 rooms, 6 and 3, oil heat. Knotty pine basement, TV room. Extra inventory, patio and grape arbor. Must see to appreciate.
\$23,600
S. OZONE PARK
A Real Bargain
2 1/2 story brick and shingle detached, 1 car garage, 75 x 100 plot, extras.
\$10,000
Lee Roy Smith
192-11 LINDEN BOULEVARD, ST. ALBANS
LA 5-0033

All Types of Mortgage Financing A.ranged
S. OZONE PARK: 1 family, 5 room house, stucco and frame, 1 car garage, oil steam heat, modern kitchen, 1 block from bus to subway, convenient to shopping and schools. **\$9,900** Good condition. Reasonable down payment. PRICE.
HEMPSTEAD: New Brick Ranches and Cape Cod Bungalows, beautiful residential section of Hempstead **\$13,900 & up** 10% down to GI's. PRICE.
BUSINESS AND INVESTMENT PROPERTIES
JAMAICA: Excellent business investment, brick semi-detached, 3 family house and store in a thriving neighborhood 2 car garage, oil steam, 3-4 room apts., plus store. **\$14,700** Vacancies. Very reasonably priced at only
ALLEN & EDWARDS
Prompt Personal Service — Open Sundays and Evenings
OLympia 8-2014 8-2015
Lots J. Allen Licensed Real Estate Brokers
108-18 Liberty Ave. Andrew Edwards Jamaica, N. Y.

LAND FOR SALE
Two plots at Illinois Ave. and Brentwood Road in Bay Shore—1 block from Sunrise Highway. Very reasonably priced. Call HA 6-1694.
SEND IN YOUR QUESTIONS TO EDITOR
Questions answered on civil service. Address Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

Superb Gifts FOR CAMERA FANS
EXCITING NEW GUARDIAN EXPOSURE METER
The one meter apart from all others! Has all the features camera fans want:
• 64 times more sensitive*
• direct reading
• twice as fast to use
Complete for movies, stills, exposure-values (LVs) and Polaroid-Land.
*With light-multiplying DynaCell attached, optional at... **\$7.99**
With ever-ready case, only... **\$34.50**
G-E PR-1, famous "meter with a memory." No need to watch scale; locks reading. At new low price **\$27.50** with case.
G-E MASCOT Wonderful meter for color shooters and home movie fans. Easy to use; accurate. With case in... **\$16.95** gift box...
Give Photo Gifts... we have a wide selection!
WHITE HALL JEWELERS
76 West 23rd St., N. Y. C.
ORegon 5-4755

FOR BETTER HOMES
In St. Albans, Hollis, Springfield Gardens, Etc.
SEE US FIRST
Small down payments
S. OZONE PARK
1 family, detached GI's rooms, finished basement, oil heat, garage, extras.
\$10,700
ST. ALBANS
See this solid brick colonial, 6 rooms, all modern improvements, lot 75 x 100. Extras.
OTHER 1 AND 2 FAMILIES \$16,800
Act Quickly!
OTHER 1 AND 2 FAMILIES
MALCOLM REALTY
114-53 Farmers Blvd., St. Albans
RE 9-0645
HO 8-0707
BROOKLYN
G.I. SPECIAL \$500 CASH
1, 2 & 3 FAMILY HOMES available to Veterans with low carrying charges. Good bargains. Act fast. Cyrus.
UL 8-7373

**GENERAL ELECTRIC—First in Portable TV Sales,
Announces a New Trio of "Take-it-with-you" Models!**



ALL NEW 1957 PORTABLE TV

The Perfect EXTRA Set for Him, for Her, for Them!

NOW priced as low as

\$99⁹⁵* Model 9T

The perfect EXTRA set! Truly portable TV with console quality viewing, yet so light in weight! Compact, low-in-cost, full performance models. No quality has been sacrificed to "travel-size" these 1957 G-E models. They belong anywhere, will go anywhere—indoors, outdoors, all around the house.

Compare!

- For its screen size, "lightest weight TV... check and see!"
 - ALUMINIZED TUBE & DARK SAFETY WINDOW assure brighter and sharper pictures
 - DYNAPOWER SPEAKER for clear, lasting tone quality
- NEW G-E FAMILY PORTABLE TV**

127025 Bermuda Bronze **\$149⁹⁵***
127026 Terra Cotta & Ivory

NEW G-E COMPANION TV

147017, Peacock Blue and Ivory **\$129⁹⁵***
147018, Bermuda Bronze & Ivory

In steel cabinet without dark safety window
147016, Terra Cotta & Ivory \$110 \$125

NEW G-E PERSONAL PORTABLE TV

- "Lightest weight TV... Check and see!"
- BLOWN GLASS TUBE & DARK SAFETY WINDOW assure brighter, sharper pictures.
- DYNAPOWER SPEAKER for clear, lasting tone quality

97001 Bermuda Bronze & Ivory
97002 Peacock Blue & Ivory

\$99⁹⁵*

40 SQUARE INCHES OF VIEWABLE AREA



G-E Aluminum Cabinets make "LIGHTEST WEIGHT TV... just check and you'll see!"

FULL YEAR SERVICE CONTRACT (optional)

12 months written warranty on all parts, picture tube and shop repair at G-E Service Depots located in the metropolitan area. This optional Portable Television Contract, only **\$14⁹⁵**

* Distributor's Suggested Retail Prices Include Federal Excise Tax.

Carry One Home Tomorrow! Buy the New G-E TV Portables at Any of These Authorized G-E TV Dealers... Be Sure to Get the Factory Service Contract!

GENERAL ELECTRIC

GENERAL ELECTRIC APPLIANCE CO.—NEW YORK BRANCH—DISTRIBUTOR
A DEPARTMENT OF GENERAL ELECTRIC COMPANY

SMART SHOPPERS GO TO THE HEADQUARTERS FOR GIFTS THAT MAKE LIFE EASIER AND BETTER

TELEVISION • RADIOS • CAMERAS • FREEZERS

NEW DEAL RADIO

65 Second Avenue, New York, N. Y.

GR 5-6100

LETTERER TEST DEC. 15
The New York City Department of Personnel called 181 candidates for the letterer exam scheduled for Saturday, December 15.

R. C. ROBERTS RESIGNS
ALBANY, Dec. 10—Robert C. Roberts of Hamilton, N. Y., resigned as chairman of the Saratoga Springs Commission.

Exam for Court Jobs Will Open on Dec. 26

Applications open on Wednesday, December 26, for the first State court attendant and court officer test in four years. The examination is open only to candidates who have lived in New York City, or Nassau, Suffolk, Orange, Westchester, Putnam or Rockland counties for four months preceding the test date March 2. Salaries vary, and depending on the location of the job.

The courts in which positions will be filled are Supreme Courts in the five counties of New York City; County Courts in Queens, Kings, Bronx and Richmond Counties; General Sessions, New York County; the Appellate Division in New York City and its seven neighboring counties, and Surrogates Courts in five counties. Starting pay ranges from \$4,000 in the Queens Supreme Court to \$5,790 in the Supreme Court of New York, and in County and Supreme Courts in the Bronx. Top pay is \$5,853 for General Sessions court jobs.

The last experience require-

ments called for one of the following: three years' experience in State court work, three years as a law clerk or public law enforcement officer, including M. P. duty; graduation from a recognized law school, an equivalent combination of education and experience, or admission to the State Bar.

Age Limits

Age limits were 21 to 41 for the Appellate Division, 21 to 46 for all other courts. Applicants also had to be 5 feet 7 inches to qualify, with 20/30 vision, both eyes together, glasses permitted, and no worse than 20/40 vision in the weaker eye, glasses allowed.

Apply on or after December 26 at the State Civil Service Commission, Room 2301, 270 Broad-

way, New York 7, N. Y., in person, by representative or by mail. The last day to file is February 1.

Superb Gifts FOR CAMERA FANS

EXCITING NEW GUARDIAN EXPOSURE METER

The one meter apart from all others! Has all the features camera fans want:

- 64 times more sensitive*
- direct reading
- twice as fast to use

Complete for movies, stills, exposure-values (LVS) and Polaroid-Land.

*With light multiplying DynaCell attached, optional at... \$7.95



With ever-ready case, only... **\$34.50**

G-E PR-1, famous "meter with a memory." No need to watch scale; locks reading. At new low price \$27.50 with case

G-E MASCOT Wonderful meter for color shooters and home movie fans. Easy to use; accurate. With case in \$16.95 gift box...

Give Photo Gifts... we have a wide selection!

CAMERA CENTER

596 GRAND STREET

BROOKLYN 11, N. Y. • EV 7-0238

GOODMAN JEWELERS

is headquarters for **REVERE WARE**



For appetizing soups, stews and chicken fricassee... Revere Sauce Pots! Tight-fitting covers keep flavors sealed in... twin Bakelite handles stay c-o-o-l. Glowing copper for quick, even heating... gleaming stainless steel for easily-cleaned beauty. Another member of the Revere Ware family — the World's Finest Utensils.

ILLUSTRATED:

Revere Ware 4 qt. Sauce Pot. Available in 4, 6 and 8 qt. sizes.



WE CARRY A COMPLETE STOCK OF REVERE WARE FROM \$9.50

GOODMAN JEWELERS

1506 1st AVENUE
NEW YORK CITY
RHineland 4-6283

CULTURAL GROUPS' TITLES ARE APPROVED

The New York City Board of Estimate approved 72 Career and Salary titles in 11 City cultural institutions.

Engineering Exams

Jr. & Asst. Civil, Mech., Elec. Engineer
Civil, Mech., Elec. Engr., Draftsman
Civil Engineer, Jr. Draftsman
Engineer Aide, Subway Exams
Building Engr., Borough Inspector

LICENSE PREPARATION

Stationary Engineer, Refrigeration
Machine Oper., Master Electrician,
Plumber, Portable Engr., Stationary
Fireman, Oil Burner, Boiler Inspector,
Engineer-Architect-Surveyor Licenses,
Mathematics-Blueprints-Estimating
C.S. Arith. Alg. Geo. Trig. Calc. Phys.

MONDELL INSTITUTE

230 W. 41 St. Her Trib Bldg. WI 7-2067
Over 45 yrs. Preparing Thousands
for Civil Service Engineering Exams

PATROLMAN

NEW YORK CITY POLICE DEPARTMENT

MENTAL and PHYSICAL CLASSES

Both Courses — 3 Months — \$25

AND ALL CIVIL SERVICE JOBS

Enroll Now!

- SMALL GROUPS
- INDIVIDUAL INSTRUCTION
- FREE MEDICAL EXAMINATION

YMCA SCHOOLS

15 West 63rd St., EN. 2-8117

BRONX UNION YMCA

470 East 161st St., ME 5-7800

SCHOOL DIRECTORY

Academic and Commercial — College Preparatory

BORO HALL ACADEMY, 17 Smith St. (nr. Fulton St.) Bklyn. G. L. Approved. UL. 8-2447.

Business Schools

WASHINGTON BUSINESS INST., 2108 7th Ave. (cor. 125th St.) N. Y. C. Secretarial IBM Key Punch, Stenography, Day & Eve Classes. Moderate cost. MO 6-4103

MONROE SCHOOL OF BUSINESS, IBM Key Punch; Switchboard; Typing; Comptometry; Spanish & Medical Stenography; Accounting; Business Admin. Veteran Training. Civil Service Preparation. E. 177 St. & E. Tremont, Bronx. EL 2-6600

C. G. M. MACHINES

Remington Rand or IBM Key Punch & TAB Training

Day, Night, Weekend Classes. Introductory Lesson \$5. Free Placement Service. ENROLL TODAY! Combination Business School, 139 W 125th St., Tel. UN 4-3887. No Age Limit. No educational requirements.

Secretarial

GRACES, 154 NASSAU STREET, N.Y.C. Secretarial Accounting, Drafting, Journalism Day-Night. Write for Catalog BB 8-4840

GENEVA SCHOOL OF BUSINESS, 2201 Edway (62nd St.); Secretarial in English Spanish, French; Typewriting, Bookkeeping, Comptometry. BU 7-3234.

HIGH SCHOOL DIPLOMA AT HOME!

Endorsed by leading educators. Thousands of our graduates have gone on to better jobs, richer lives and achieved outstanding records in over 300 different colleges and universities. 36 monthly covers all books and instruction services. If you are 17 or over and have left school, send for interesting FREE booklet!

AMERICAN SCHOOL (Established 1897, Not For Profit)
Dept. CSL, 130A W. 42 St., New York 36

Send me your FREE 36-page booklet that shows how I can get a High School diploma at home in my spare time.

NAME _____ AGE _____
ADDRESS _____ APT. _____
CITY _____ STATE _____

BE A PRINTER

We Will Not Accept You Unless We Can Teach You and Help You Get a Job

PRINTING
Photo Offset
LINOTYPE
1250 Multilith Course \$100

VERY GOOD EARNING POWER
All Vets Approved
Pay as you learn at no extra cost
Write for Free Booklet II

MANHATTAN SCHOOLS PRINTING 333 6th Ave New York 14 WA 4-5347
ALL SUBWAY STOP AT OUR DOORS

Sadie Brown says:

VETERANS and CIVILIANS
NOW is the time to prepare for EXCELLENT JOBS!
Free Placement Service
DAY AND EVENING
BUSINESS ADMINISTRATION
EXECUTIVE SECRETARIAL
with specialization in Salesmanship, Advertising, Merchandising, Retailing, Finance, Manufacturing, Radio and Television, etc.
—ALSO—
HIGH SCHOOL EQUIVALENCY DIPLOMA
COLLEGIATE BUSINESS INSTITUTE
501 Madison Ave. (52 St.) PL 8-1879

City Exam Coming Feb. 9, 1957 For

ASSISTANT ACCOUNTANT

Class meets Sat. 9:15 to 12:15 given by Lincoln Orens, CPA

City Exam Coming Feb. 2, 1957 For

SOCIAL INVESTIGATOR

Class Meets Wednesdays at 6:30

City Exam Coming Feb. 9, 1957 For

INVESTIGATOR

HOSPITALS AND OTHER DEPTS.
Class Meets Thursdays at 6:30

City Exam Coming Feb. 9, 1957

CLAIM EXAMINER

Class Meets Thursdays at 6:30

INTENSIVE COURSES COMPLETE PREPARATION

Eastern School AL 4-5029
133 2nd Ave., N. Y. 3 (at 8 St.)

PHYSICAL CLASSES

PATROLMAN SANITATIONMAN TRACKMAN FIREMAN

Professional Instruction
Complete, Regulation-Size
Obstacle Course & High-Wall
Evening Classes — Start any time.
Low Rates include Membership Privileges.

Brooklyn Central YMCA

65 Hanson Pl., ST 3-7000
Where LIRR & All Subways Meet

J. V. Barry Sees Beame on Pay Of Two Groups

James V. Barry, business representative, Pavers District Council, conferred with Budget Director Abraham D. Beame on Friday, December 7, on a new agreement for pavers and others, and on differentials for certain types of laborers.

Mr. Barry seeks a new agreement for pavers, rammers, curb-setters and asphalt workers employed in the highway department of the five Borough Presidents' offices in New York City. These agreements, Mr. Barry stated, will be based on the wage rates contained in union agreements negotiated by the District Council with the General Contractors Association and all paving contractors in private industry. Mr. Barry cleared the way for that conference through Deputy Comptroller Paul P. Brennan, representing Comptroller Lawrence E. Gerosa, as the union has filed Labor Law complaints with the Comptroller.

Mr. Barry complains that laborers working in cemeteries and on incinerators, in Manhattan, Brooklyn and also the Bronx have not received the \$180 a year differential paid to all other highway laborers.

Postal Promotion Lists To Be Ready January 11

Postmaster Robert H. Schaffer announced that Acting Postmaster General Maurice H. Stans reported that the third postal field service examination, developed by the Post Office Department, to establish registers for supervisory positions for rank-and-file career postal employees, has been completed. About 50,000 took the tests nationwide.

The examinations, initiated in 1953, represent the first comprehensive effort in the department to provide for impartial, competitive selection of postal careerists for higher responsibilities.

The third series started on September 29, and ended on November 24.

Scoring and processing of test papers has been begun. Registers will be set up by January 11.

About 1,000 New York Promotions

The department estimates that about 1,000 will be promoted to su-

pervisor from the career employee ranks as a result of this examination. Some of these promotions will also be made of competitors who passed previous tests. Their names are added to the registers resulting from this new test.

Postal employees from about 450 postal establishments competed in the tests. These include employees from 405 post offices over the nation and 46 postal transportation service installations (such as mail terminals) in various sections of the country.

The examination, developed as an integral part of a modern personnel program, provided an opportunity for all eligible postal employees with at least five years' service to compete including not only clerks but letter carriers, rural carriers and special delivery messengers.

In most instances, competitors are in Level 4 of the postal pay

structure (\$3,660 to \$4,410). Those who become eligibles can go to supervisory positions in pay levels 6, \$4,190-\$5,030; 7, \$4,530-\$5,460, and 8, ranges \$4,890 to 5,910.

After completion of the grading, separate registers will be established in each of the approximate 450 installations nationwide. Promotions will be made within an installation of eligibles from that unit.

In the first series, given in 1953 and 1954, there were about 45,000 participants, and in last year's examinations about 32,000.

"As the postal service is the largest civilian agency in government, with more than half a million employees, the Postal Service Examinations represent one of the most important advances undertaken in providing merit promotions on a large scale in the Federal career service," said Postmaster Schaffer.

Non-Teaching Jobs Offered by School Districts

The State Civil Service Commission is accepting applications for such school district jobs as clerks and account clerks, typists and senior stenographers, telephone operators, head custodians, and business and school lunch managers. There are 21 tests in all, set for February 2.

Candidates must have been residents for at least four months in the county in which the position is located.

Counties in which vacancies exist include Suffolk, Nassau, Rockland, Westchester, New York City residents are ineligible.

Apply to the Commission's office in Room 2301, 270 Broadway, New York 7, N. Y. The last day to apply is Thursday, January 4.

PAYROLL CHIEF REWARDED

Walter P. Camier, chief of the payroll section, New York Region, Post Office Department, received \$200 and a certificate of superior achievement for simplification of payroll operations. The award was presented by Howard Coonen, regional director.

EKCO . . . The Greatest Name

In House-ware **FLINT**



\$13.95

FLINT CUTLERY! Hardwood Holder. Pakewood handles, hollow ground vanadium stainless blades. Includes paring knife, steak, utility and roast slicers. Gift boxed.

B. ADLER
15 ESSEX ST.
N. Y. C.

LEGAL NOTICE

BIGGIO, MARY—P 2617 - 1956—CITATION—The People of the State of New York By the Grace of God Free and Independent, To BERTOMERE BIGGIO and BERTOLINI REPETTI, executors of the decedent, if living, and if dead, to their heirs at law, next of kin and distributees, whose names and places of residence are unknown, and to the heirs of BOCCICINI REPETTI, a deceased uncle of the decedent, whose names and places of residence are unknown, and if they died subsequent to the decedent hereto, to their executors, administrators, legatees, devisees, assigns and successors in interest, whose names and places of residence are unknown; and to PALMIRA PEREZZO, first cousin of decedent; and to all other heirs at law, next of kin and distributees of MARY BIGGIO, the decedent hereto, whose names and places of residence are unknown and cannot after diligent inquiry, be ascertained; and to The Public Administrator of the County of New York, the next of kin and heirs at law of Mary Biggio, deceased, send greeting:

WHEREAS, said Molesephini and Roger A. Schenone, who reside respectively at 887 - 10th Street, Brooklyn, New York, and at 107 West River Road, Rumson, New Jersey, have lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date July 31, 1948, relating to both real and personal property, duly proved as the last will and testament of Mary Biggio, deceased, who was at the time of her death a resident of 500 West 105th Street, Manhattan, New York City, the County of New York.

THEREFORE, you and each of you are etted to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 27th day of December, one thousand nine hundred and fifty-six, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable George Frankenthaler, Surrogate of our said County of New York, at said county, on the 11th day of November in the year of our Lord one thousand nine hundred and fifty-six.

PHILIP A. DONAHUE
Clerk of the Surrogate's Court



New Gift Ideas FOR THE Newly Weds

Jet Crystal Base \$50.00

Sheaffer's
SNORKEL PEN



DESK SETS

Jet Crystal Base \$22.50

Ends "dunk filling"

SHEAFFER'S

WHITE DOT

SNORKEL PENS

NOTICE THE WHITE DOT? EVERYONE DOES!



This Christmas... give the finest



Sheaffer's Sentinal Snorkel Pen . . . \$20.50

Sheaffer's Valiant Snorkel Pen . . . \$19.75

Sheaffer's Clipper Snorkel Pen . . . \$18.50

See our complete selection of Sheaffer Desk Sets in Onyx, Marble and Jet Crystal. Wide range of prices.

STRAUS & NASH, INC.

3574 BROADWAY, N. Y. C.

AUdubon 3-4522

MENTAL HYGIENE MEMO

By A. J. COCCARO

The Case of The Launderer

Among the unsung heroes of Mental Hygiene workers few are less recognized for their job than the launderer.

The launderer is in Grade 3 and has a weekly gross starting salary of \$50.24. A single person after deductions has a take-home pay of less than \$40.00 per week. His duties include movement of patient workers to and from the wards and the laundry, checking and classifying clothing as it comes into the plant, sorting the washing combinations into finishing classifications, pressing, tumbling, flatwork ironing. He also instructs, guides, and supervises patients working in his area.

He must be familiar with the duties of the senior launderer and the maintenance man, for it is often that he must substitute for these persons.

Not A Comfortable Job

The working conditions in the laundries are uncomfortable. They have extremely high temperatures around the flat ironers and tumblers, continual wet floors in the washrooms, noise, standing at hot presses and in some cases insufficient lighting equipment.

The work is often strenuous and requires lifting bags of laundry, moving supplies, pushing loaded hand trucks, pulling out and shaking damp heavy laundry out of washers and extractors.

Physical ailments brought on by this job, which requires constant standing on one's feet, includes a variety of leg, back and foot disorders. Other physical hazards appear in the sorting and handling of soiled, infected linens and clothing.

When one looks at the launderer's status through the years, we find that at one time it was considered a promotion for an attendant to leave the wards and enter the laundry. Later the two positions were placed on equal status. Presently, the launderer finds himself at one of the lowest salary levels in the institution.

The result of these gradual changes has had the same effect as a salary downgrading which has been felt by all employees connected with the laundry operation.

Low Pay Hurts Recruitment

The Grade R-3 has made recruitment of capable and interested workers a problem. Vacancies have become more difficult to fill since few persons are interested in a position which is one of the lowest in State service.

The turnover is rapid. Those that do take the job or fill a vacancy do so only until they can get another job in the institution or in private industry.

The launderer, in addition to producing clean clothes and sheets for thousands of patients in the hospital, must also supervise patients on a day-to-day basis. This would indicate that he can do a lot to rehabilitate patients in his care.

In discussing the launderer's problem with Roland Glozyga, past Laundry Consultant for the Dept. of Mental Hygiene and present Chairman of the Laundry Technical Committee, we find that this Committee feels very strongly that these employees should be given serious consideration and upgraded to R-5.

All In Sympathy

The launderer's appeal has been resubmitted to the Division of Classification and Compensation. It has the support of the C.S.E.A., M.H.E.A. and the Department of Mental Hygiene. An upgrading for them will improve the low morale of the laundry employees, and will attract more capable persons into its system. These employees will be better qualified to work with and assist patient workers by giving them daily attention and companionship as well as providing a much-needed daily laundry service to all patients of the Hospital.

Social Security

(Continued from Page 1)

According to the needs of the employee.

Retroactive coverage probably will not be permitted because of excessive costs to both the State and the employee, Mr. Sorenson said.

He explained to the group that the final plan would, of course, depend on the choice of the employees, to be determined in a referendum. If they choose a plan of small contributions, their return, accordingly, also will be small, he said.

Sol Bendet, chapter president, reported to the delegates that both Republicans and Democrats appeared to be supporting the wishes of the employees for Social Security. He reminded the group, however, that the time needed for a referendum, should a Social Security Bill be passed in the next Legislature, would necessarily delay actual coverage until the exact choice of the employees be known.

Mr. Bendet later introduced two other guests, Harold Herzstein, CSEA regional attorney, and Paul Kyer, editor of The Leader, who spoke briefly.

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

EMPLOYEE ACTIVITIES

Brooklyn State Hospital

The CSEA dance held November 30 at Brooklyn State Hospital was a great success and the chapter is grateful to everyone who helped make it so. Varga's orchestra played very danceable music, evident in the crowded dance floor. Prizes were awarded to Carmen Lorenzo, Mrs. Baker and Mr. Balfgraf.

B'nai B'rith recently held a wonderful party for the patients, with a floor show, orchestra and refreshments. This organization always goes all out for patients' comfort and welfare.

Best wishes to Michael Murphy, institutional patrolman, recently inducted into the military service. Another serviceman, First Lt. David Schragar, stationed at Dayton, O., sends word that he wishes to be remembered to his many friends at Brooklyn State.

Congratulations to Mr. and Mrs. Arthur Schultz on their new daughter.

A warm welcome to Elsie Grucci, West Building stenographer. She's the niece of Dr. Paul Tarantola, supervising psychiatrist in Building Ten.

Mary Rappan is to be congratulated on her new Volkswagen.

A speedy recovery to Larry Gamache, convalescing in employees sick bay, and a welcome back to James Cox and Althea Harris.

The co-chairmen of the Mental Hygiene Employees Association membership drive are Mary Busing and John Nixon. It is important that all employees cooperate by joining the MHEA.

Blue Cross applications are now being accepted by chapter

Gov. Harriman Sends Holiday

Message to Aides

ALBANY, Dec. 10 — Governor Harriman has extended season's greetings to all State employees.

In an official message to the state workers and their families, the Governor said: "As the Holiday Season approaches, I wish all State employees and their families a Merry Christmas and a Happy New Year.

"I wish I might personally extend to each of you the greetings of the Season and tell you how much I appreciate the loyal and devoted efforts you have given to advancing good and efficient government in New York State for the benefit of the 15,500,000 people whom we serve.

Time of Companionship

"Christmas means to us the warmth of family as young and old gather around the lighted tree. It means the good companionship of friends and neighbors.

Above all, it is a time for us to dedicate ourselves anew to achieving the high ideal for peace on earth and good will among men the world over which each and every one of us earnestly and prayerfully desires.

Again, I wish all of you a happy Holiday Season and the best of health and fortune during the coming year."

State Troopers

(Continued from Page 1)

or emergency calls, troopers must remain at their sub-stations, of course. Even during off duty periods, they are subject to any and all emergency calls.

During the last session the State Legislature passed and Governor Harriman approved a statute mandating municipal police departments to establish a 40-hour week for police.

Powers Tell CSEA Aims

CSEA President Powers stated: "In view of this, it seems logical for the legislative and executive branches of the State government to work out a more reasonable duty hour arrangement for the State Police.

Mr. Powers said that the Association would take every possible measure to support the State Police in their efforts to get improved duty hours. The CSEA will bring the matter of chapter organization direct to the attention of members employed in the Division of State Police and an efficient chapter organization will be set up at the earliest possible date.

As soon as the grievance procedure for the State Police is approved, CSEA representatives will examine it and make any appropriate recommendations or amendments, if necessary, to the Association, for adequate grievance procedure for these State employees.

members Barbara Sweet, West Building, and Arnold Moses, Male Reception Building. The application will be processed at the next group reopening date.

Members' sincere sympathy is extended to Ann Brandwood and her family on the death of her mother, to Sarah Harris, whose mother died; to Florence Schroeder on the death of her mother and to Elizabeth Thiel, whose sister-in-law died.

All of the employees at Brooklyn State are looking forward eagerly to the extra holiday time granted by Governor Harriman, and chapter members wish all their friends and co-workers a very Merry Christmas and prosperous New Year.

RESEARCH REPORT

BY F. HENRY GALPIN

Analysis of Application of Variable Minimum

In President Power's column in the November 20 Issue of The Leader he referred to the use of the recruitment device known as the "variable minimum" which provides that the Civil Service Department may recruit at a salary step higher than the minimum of the grade to which the position is allocated. The use of this is circumscribed and certain tests must be applied before it can be used.

For example, the Director of Classification and Compensation must determine that it is impractical to recruit at the minimum and this must be approved by the Director of the Budget; the minimums may be increased one or two increment steps only, except for blue collar or related positions or where community wage practices provide a narrower salary spread. These are a few of the restrictions. The device is not new, but is now being used on a much wider scale than ever before. It is a fair question to ask why is it being used more than ever before? It is an equally fair question on why is it being used at all?

The variable minimum is a useful administrative tool, but it must be used with care and moderation. Managerial flexibility is a must to the sound operation of any business. Government must be operated on a businesslike basis. Thus, we would not quarrel with the use of a flexible hiring scale as long as it is used wisely.

People concerned with personnel administration are constantly testing in a variety of ways the adequacy of the program depending on their special interests or aspects. They watch turnover, vacancy ratios, try to measure morale, study staffing patterns to name but a couple of testing areas to apply the tools in their kit. Another test is the degree of application of the variable minimum which, in a sense, is peculiar to the State service if for no other reason than the fact that it is spelled out in the law. (In industry it isn't necessary to spell it out.) It is a good, but by no means the only testing device of the adequacy of the personnel program.

Thus a watch maintained on the variable minimum provides one of the many guides or tests as to the adequacy of the State's salary level.

Growth Of Use

The growth of the use of the variable minimum as shown in the estimates given in the table below requires some explanation. In the first place it is difficult or impossible to get exact figures and, second, the terminology used requires clarification and definition beyond that which is practicable in a table in order that the reader understand the meaning and significance of the figures.

Application Of The Variable Minimum
New York State Service

	Oct. 1954	Oct. 1955	9-30-56
Number of Titles	27	39	83
Number of Titles applied (Statewide)	12	18	52
Total "Positions" (Estimated)	4575	5700	8350
Number Titles at 5th year step	2	3	5
Number Titles at 4th year step	3	5	6
Number Titles at 3rd year step	5	12	46
Number Titles at 2nd year step	17	19	26

SOURCE: Memorandum (Monthly) to appointing officers from State Civil Service Department—Salary and Title Determinations.

EXPLANATION: Number of titles does not include breakdown of "Groups of Classes", nor in isolated instances separate titles when clearly the same occupation. "Positions" refers to estimated total filled and vacant positions even though the variable might be applied to a particular locality only. It is the total positions "affected by" the applications.

The rapid rate of growth of the use of the variable minimum should cause the administration to stop and reflect. About 10% of the service is now being affected by the use of a device that at best is a palliative. The rate of expansion is startling. For example, between 1954 and 1955 44% more titles were affected, between 1955 and 1956 titles affected increased 113 and just 2 years, 1954 to 1956, 207%.

We think there are a number of fair questions unanswered in the table.

Is the use of the flexible hiring rate concentrated geographically? No, because 60% of the titles are Statewide.

Of those that are not statewide is there a geographic distribution pattern? No, because here are some of the specific areas to which it is applied; Erie County, New York City, Rockland State Hospital, Willard State Hospital, Onondaga County, etc. which shows that it is spread all across the state.

Effect On Kinds Of Employment

Does it affect only a few kinds of employment? Here is a partial list of occupations in accordance with Civil Service Department occupational coding to which the variable minimum applies: Accounting and Fiscal Administration, Insurance Examining, Statistical and Actuarial, Care of Animals, Forest Conservation, Institution Business Management, Budget Examining, Printing and Publicity, Personnel Administration, Stenography and Typing, Office Service, Education Supervision, Library, State Museum, Sub-Professional Architecture and Engineering, Medical Practice, Science, Building Construction, Social Work. There are others.

Is it concentrated in a few salary grades? Well; yes and no. The frequency distribution shows a clustering around the 10-15 grade level, the mode is Grade 10 with 20 titles, and the median is Grade 11. But, there is a fairly normal distribution ranging from Grade 3 to Grade 32 which pretty well covers the gamut.

All these things are quite what we expected to find before we made the distribution except that we thought we might find a little greater concentration at the lowest end of the scale.

Incidentally, on October 1 of this year an additional 13 titles were added which are not included in the statistics above and one of the new titles on the variable minimum list has some 200 positions.

Adverse Side Shown

Application of the variable minimum has an adverse affect on employee morale when people are appointed at the same salary it took someone else several years to achieve through increments. It is a tool capable of destroying the State's salary plan if not used wisely. We cannot say when that point might be reached and of great importance is that its erosive effect might not be noticed until too late. Its use, so far, may not be sufficiently widespread to make it a serious source of danger, but it is something that bears watching. It is an important piece of evidence that all is not well in the State salary structure.

The device is far more than simply a makeshift, but it could be used as a makeshift in an effort to patch the system. The question is when does a device move from being a useful tool to a gadget. There is no pat answer, but available signs should be carefully read.

It may be a storm warning that warrants heeding. When a gale is brewing and the storm flags go up the wise captain pays attention, alerts his crew, secures his ship and checks all around.