

Civil Service LEADER

America's Largest Weekly for Public Employees
Vol. XVI — No. 25 Tuesday, March 1, 1955 Price Ten Cents

Civil Servants Form Core of Government Javits Says

See Page 3

Tax Dept Asks Aides About Outside Work

ALBANY, Feb. 28—The Department of Taxation and Finance is the first of the State departments to send out a letter and questionnaire relating to compliance with the Code of Ethics enacted by the 1954 Legislature, and pursuant to a declaration by Attorney General Jacob K. Javits, calling for compliance by employees by March 15.

Commissioner George M. Braganti sent all officials and employees of his department a long letter, and asked that eight attached questions be answered. The substance of the questions follows:

1. State the nature of any outside job or work.
 2. State the amount of income or compensation from any such outside activities.
 3. List any fees received contingent on action by any State agency.
 4. Do you maintain an office in connection with any outside work?
 5. Do you employ any one in any such office, or in any way, in connection with outside work?
 6. State financial interests, other than in stocks.
 7. State stock holdings in enterprises doing business with the State.
 8. List financial interest in excess of \$10,000 in any enterprise coming under the jurisdiction of a State regulatory agency.
- The questionnaire is reported to have been drawn up by Deputy Tax Commissioner Mortimer M. Kassel.

(The names of those on the membership committee of the Western Conference will be published in next week's LEADER.)



AVERELL HARRIMAN

Major Civil Service Policy Statement From Governor Anticipated on March 10

ALBANY, Feb. 28 — It is being anticipated here that Governor Averell Harriman will use his appearance before the Civil Service Employees Association on March 10 for the issuance of a major policy statement on issues of concern to public employees. Mr. Harriman is to be the speaker at the Association's annual dinner, to be held in the DeWitt Clinton Hotel.

No hint of the nature of the Gov-

ernor's address has been forthcoming, other than that it will be "significant."

The Chief Executive used another employee meeting — this one being a joint Central Conference and chapter meeting in Syracuse on February 5 to issue a pronouncement — his first major one — on matters of employee interest: at that time he stated his policy of the right of all employees to a hearing and counsel in disciplinary matters, and for reinstatement of an employee found to be wrongfully dismissed.

Public Officials Invited

It is anticipated that the Governor's entourage will accompany him at the meeting. In previous years, when Governors Lehman and Dewey appeared at Association events, their top aides usually came too. All other elected State officials, department heads, legislative leaders, and legislative committee chairmen, have been invited to attend.

John E. Holt-Harris, assistant CSEA counsel, will serve as toastmaster and will introduce the Governor.

The Governor's address will be followed by a "gridiron-type" show, written and acted by public employees. While details of the show are secret, it will go heavy on political satire this year, ribbing unmercifully politicians of all shades and dimensions. To music, that is.

Preceding the dinner, a cocktail party will honor the Governor and other public officials.

Delegates Assemble

Delegates from throughout the State will begin assembling in Albany on Wednesday, March 9. A meeting of the CSEA Board of Directors is scheduled to take place on the evening of the 9th. The delegates will meet in the DeWitt Clinton on Thursday morning, at 10 A.M., to begin transacting Association business.

During the day and evening, a number of subsidiary meetings will be held of various Association groups, including those of Mental Hygiene, Correction, and other departments. The various conferences of the Association will also meet in the course of the day.

Bill To Allow Part-Time Race-Track Jobs To State Aids Gets CSEA Backing

ALBANY, Feb. 28 — The Civil Service Employees Association has thrown its support behind proposed legislation to ease restrictions against State and local employees working part-time at horse-racing tracks.

If bills introduced in the Legislature by Senator Wheeler Milroe and Assemblyman Leo P. Noonan are enacted, State and local employees earning less than \$7,500 a year would be permitted to hold racetrack jobs.

A prohibition against police holding part-time jobs at tracks also would be lifted.

Under the present law, passed last year as an outgrowth of the harness-racing track scandals, no State employee is allowed to hold a track job and only local em-

ployees earning less than \$5,000 can work at a track, if they have the approval of their local legislative body.

Change of Emphasis

The measure also would lift the present restriction against all law enforcement employees working at track jobs part-time.

The present law prohibits local legislative bodies from giving their approval to any police employee to work at a track.

If the Association-backed proposal were adopted, State department heads could still prohibit, by specific action, any employee from holding a part-time job at a track.

Association officials said the bill was designed to change the "emphasis" under the present law. It was pointed out public employees can't work now without special permission. Under the Association bill, they could work at tracks unless prohibited by their department head.

Bill Proposes Closed Offices On Saturday

ALBANY, Feb. 28 — Two Republican legislators have introduced bills to authorize county offices to close on Saturday.

One measure would permit closings on a year-round basis. A second bill would authorize the closings on Saturdays from July 1 through Labor Day.

The legislation is sponsored by Senator Earl W. Brydges of Niagara Falls and Assemblyman Allan P. Sill. The year-round bill includes a provision for keeping county clerk's offices open during January on Saturdays to handle motor vehicle registrations.

RAYMOND CARRIERE HEADS PUBLIC SERVICE CHAPTER

ALBANY, Feb. 28 — The listing of Civil Service Employees Association chapter presidents run in a recent issue of The LEADER inadvertently omitted the name of the Public Service chapter head in Albany. His name is Raymond C. Carriere, and his address is 55 Elk Street, Albany.

'EFFICIENCY' PROBE

ALBANY, Feb. 28 — A New York Assemblyman wants the Legislature to set up an "efficiency commission" to study the operations of all State departments and agencies.

In effect, the bill proposed by Daniel M. Kelly, Manhattan Democrat, would set up a probe for the purpose of obtaining greater economy.

The proposed commission would be appointed by the Governor, with the consent of the Senate.

Liberalized Tax Exemption For Pensions Turns Out To Be Huge Increase Instead

Pensioners of public employee retirement systems, in filling out their income tax returns on 1954, income, are now getting one of the staggering surprises of their lives.

Having read about the liberalized tax-exemption of pensions, under the new Internal Revenue Code, they expected that the tax on their retirement allowance would be less, but it turns out to be crushingly more, than it was on 1953 income.

The reason is that the liberalization applies strongly to pensioners if a pensioner paid the entire, or nearly the entire, cost of the retirement allowance. Employees,

pay less than half the cost, usually much more than half, and so they are stuck.

One example is that of a retired NYC employee who paid \$52 on his \$1,500-a-year retirement allowance last year, and this year is expected to pay \$295.

Provision Called Hoax

Public employee pensioners of the Federal, State and local governments are equally affected.

The realization of enormous rise in tax on pension has caused several employee organizations to start a drive to have the law pension. Public employee pension-

(Continued on Page 15)



Mr. C. B. Rice, (left) business manager at Craig Colony, and G. Russell Bolt, of the Mt. Morris area of the Rochester Telephone System, look over a new switchboard installed in the institution. Working the gadgets is Mrs. Ida Stocking, Craig Colony telephone operator. The institution had owned and maintained its own switchboard, and had its own completely integrated phone system restricted to the hospital. Most of the cottages, and offices did not have phones permitting them to receive outside calls. The Telephone Company has now replaced the old instruments. The girls who operate the phones express themselves as being pleased with the new comfort and efficiency.



Mr. and Mrs. Leo Beinfest and the three-and-a-half year old boy whom they are giving shelter as foster parents. Mr. Beinfest, a civil service employee, urges other public workers to act as foster parents for needy children.

Looking Inside

By H. J. BERNARD

Government Learning a Lesson

GOVERNMENT is commonly regarded as all-powerful, but it is not so powerful that it can recruit the best type of employee by offering less pay than private industry or even other government jurisdictions. Now, quite fortunately, government jurisdictions are competing with one another, as well with private industry, to recruit for hard-to-fill jobs.

Both the Federal and the State governments have been offering more money to fill some jobs in particular localities, than they pay for the same jobs in other localities, because in the area of scarcity they are left either without enough employees to do the work, or with employees of less competence than good management requires.

Government has been resisting the wage upswing long enough, but the situation is changing. Every reclassification of public jobs takes into account the pay rates in private industry and commerce for the same type of work. Sometimes there may be no jobs elsewhere, comparable to those in government. The jobs of members of the uniformed police and fire forces are unique. Comparisons then must be made with the pay rates for the same jobs in other government jurisdictions. With pay related to taxes, and taxes related to elections, the occupants of unique jobs are likely to be among the worst sufferers. Certainly the rates paid policemen and firemen in the State and in NYC are far below requirements for raising a family at a fair standard of living.

Commissions Feel the Squeeze, Too

Civil service commissions are in a dilemma, because they have the responsibility for recruitment, not that they hire employees, except their own, but they must create the competitive pools from which the appointees are to be chosen. If the pay is less than it ought to be, the commission's problem is greater than it should be. A commission can not protest the insufficiency of pay, for it would have to spend all its time protesting. No commission set pay rates, although it may play an advisory role, under certain circumstances, such as when a reclassification is made. Thus civil service commissions have a thankless job, and if they ever get any praise it must be far more than they ever expected.

The best method of putting salaries where they should be is by reclassification. Then the whole pay structure is studied, salaries are raised in an apportionment of the funds voted for such purposes. This is much better than the piecemeal methods, in which political and personal pressure sometimes figure, and the least deserving get the most benefit. Raising an employee's pay to what it should be must never be a favor.

Guaranteed Against Loss

In some reclassifications titles are sometimes reallocated downward, or downgraded. This would happen to only a small percentage of the titles and employees. On whatever narrow technical grounds such action is taken, the result on both the employer and employee is bad. The employees in general feel the depressing blow, not only the employees directly affected. Appeals by those scheduled for downgrading inevitably result, and in many instances are successful, hence much wrath was engendered to no purpose. Sometimes, as happened in State service, an employee is depressed a grade retroactively, which apparently means the employee would have to refund the difference in pay for the period all the way back to the retroactive date, in one case a year or so back.

Downgrading is more injurious to the employer than to the employee, if possible, because morale is the intangible motive power of government, as well as all the other undertakings of humankind. Fortunately, in the NYC reclassification there is no downgrading, no downward reallocation, every employee is assured that he will not suffer through reclassification. That is not only as it should be, but as it must be, if one is to take a broad view of the responsibilities, and not try to practice some piddling economy that turns out so costly, costly.

As government, too, learns it can not pay less and get more, "student government" begins to mean something it never meant before.

GOVERNMENT BECOMES THE STUDENT, INSTEAD OF THE STUDENT BECOMING THE GOVERNMENT

A Miracle Is Happening

The payment of just salaries, where for so long the pay has been far too low, costs large amounts of money, but even elected officials are beginning to realize that they must see that sources of income are provided to government to finance necessary raises. This is something new indeed. Formerly there was much reluctance to give realistic attention to public employee pay, because public employees were supposed to have fringe benefits superior to those existing in private industry, like pension systems that pay higher retirement allowances; and more holidays, longer vacations, and more liberal sick leave privileges. However, private industry has been creeping up on government fringe benefits, and, besides, the fringe benefits that large numbers of the public think that public employees have, like not being required to work hard, or being allowed off on the slightest pretext, are fanciful. Even the retirement benefit, worthwhile though it is, does not constitute what the public thinks it does, nor what even most public employees expect it will turn out to be. On reaching minimum retirement age, only a small percentage of public employees can afford to retire. Those whose income is practically all from salary, and who sought to increase the retirement allowance by making extra contributions from salary, had to skimp along for most of their lives, to be able to bathe in the rainbow, because the contributions took such a large percentage of their salary.

Appointment of Cass Praised by League

Nicholas Kelley, President of the National Civil Service League, commended Secretary of Labor James P. Mitchell on his selection of a career man, Millard Cass, as Deputy Under Secretary of Labor.

Bills in Legislature

The LEADER continues this week publication of bills introduced in the State Legislature that are of interest to civil service employees of New York State and its communities. A summary of each measure is given, with the name of the legislator who introduced it, the introductory number of the bill, and the committee to which it was referred. SI stands for the Senate and AI for the Assembly Introductory number.

Local Salary Plans — Amends §11-a, Civil Service Law, to require municipalities to establish salary plan and salary and increment schedules for uniform classifications of positions in classified civil service, for fiscal year beginning on or after July 1, 1955. S.I. 1999, Campbell, Civil Service Com. (Same as A. 1331.)

Merit System for NYC Nurses — Adds new §135-d, General Municipal Law, to require that all registered professional nurses employed by municipalities of 1,000,000 or more, shall be appointed and promoted in grade from civil service lists established after competitive examination, and to permit NYC to transfer subject to approval by civil service department, to appropriate grade, any such nurse who has been in employ for six satisfactory professional service. S.I. 2003, Crisona, NYC Com. (Same as S. 1703; A. 1371.)

Racing Employment — Amends Chap. 254 of 1940, to provide that restrictions on employment or interest of public officers and employees in pari-mutuel racing activities, shall not apply if office or employment with firm or corporation, specified does not conflict with performance of duties of public employees, and to strike out exception for certain municipal employees earning less than \$5,000 a year. S.I. 2032, Larkin, Finance Com. Same as A-1 2446, Farrington, Ways and Means Com.

NYC Police Death Benefit — Amends §B18-6.0, NYC Administrative Code, to increase from 1/2 to 3/4 of salary of member of NYC Police Pension System, maximum amount to be paid to widow, children or parent of member killed in performance of duty or if death results from disease caused by injuries. S.I. 2036, Mackell, NYC Com. Same as A.I. 2467, La Fauci, NYC Com.

NYC Correction Pensions — Adds new §B3-42.1, NYC Administrative Code, to provide that contribution of members of NYC Employees' Retirement System, employed in Correction Department, to annuity savings fund and those made by City to pension reserve fund, shall be same as made to police pension fund and annuity savings fund of Police Department. S.I. 2037, Mackell, NYC Com. (Same as Pr. S. 1226 of 1954.)

Troy Police Pensions — Amends Chap. 617 of 1904, to change provisions relating to qualifications for and amount of pensions of certain members of Troy Police Department, and death benefits. S.I. 2056, Neddo, Civil Service Com. (Same as A. 2353.)

Troy Fire Pensions — Amends Chap. 488 of 1905, to change provisions relating to qualifications for and amount of pensions of certain members of Troy Fire Department and death benefits. S.I. 2057, Neddo, Civil Service Com. (Same as A. 2352.)

Veterans' Removal Rights — Amends §22, Civil Service Law, to include veterans who served before.

(Continued on Page 13)

Hip Wins Test Case

The Judicial Council of the American Medical Association has decided in favor of the Health Insurance Plan of Greater New York (HIP) in a test case brought against a Queens physician by the New York State and Queens County Medical Societies.

The Council held that Dr. Ben E. Landess, medical director of the Jamaica Medical Group, an HIP affiliate, did not violate medical ethics by associating his group of 65 physicians with a prepayment plan which made its benefits known to the public through advertising. The decision affects 1,000 physicians in 27 similar medical groups affiliated with the Health Insurance Plan, a non-profit prepayment program serving some 420,000 men, women and children in the NYC area, and of which NYC employees are members.

Pensioners Seek Larger Allowances

Brooklyn chapter 400, National Association of Retired Employees, met February 19 at the Brooklyn War Memorial. The organization, only a few weeks old, claims a membership of more than 300.

The group will hold regular meetings the third Saturday of each month at the Brooklyn War Memorial.

The association wants Congress to pass a bill that would raise the retirement allowance for U.S. employees generally, either on the same basis that it was raised for the staff of the legislative branch, or on some other basis that would provide equal liberalization. The same benefits are desired for surviving beneficiaries.

The argument of the Kaplan committee, in favor of having retirement allowances adjusted upward, when salaries are raised because of increased living costs, is cited.

Large Tax Exemption

Recomputation is asked so that employees retired before April 1, 1948 will get credit for all their years of service, and thus be put on the same basis as employees retired after March 31, 1948.

The last Congress voted a new system of modified exemption of pensions from income taxation, to which a \$1,200 limit applies. The association wants the limit raised, so that it will equal the exemption afforded under Social Security or the Railroad Retirement System. The exemption is 100 percent in those cases, but the maximum Railroad Retirement pension is \$1,440, while the maximum primary benefit pension under Social Security is now about \$1,300.

Samuel Dropsitz of 250 Twelfth Street, Brooklyn 15, N.Y., is organizer and financial secretary of the Brooklyn chapter. Max Morris is president.

ASSEMBLY PASSES BILL REQUIRING OATH

ALBANY, Feb. 21 — A bill to require school district officers and public library trustees to take the constitutional oath of office has passed the Assembly, and is headed for the Senate.

Voice Of South Becomes Voice Of Civil Service In North

A man with a smile, and a residual flavor of the speech patterns of the South, is in charge of U.S. civil service in the States of New York and New Jersey, starting March 1. He is James P. Googe, formerly director for four years of the Tenth Region, U.S. Civil Service, with headquarters in Denver. He now directs the Second Region, succeeding James P. Rossell, who retired after a brilliant career.

For 17 years the U.S. civil servants in the Second Region were ruled by a clean-shaven man. Now they are going to find out what happens when the local civil service boss wears a mustache.

A Native Georgian

Mr. Googe was born in Georgia 46 years ago and attended public school there and in South Carolina. After graduation from high school in Georgia he got his first public job as a caretaker for the Georgia National Guard. He did his chores willingly, and old friends remember that though he aspired to greater responsibilities, he was



JAMES P. GOOGE, the new director of the Second U. S. Civil Service Region.

TWU Starts Final Move For A Raise

The Transit Authority is willing to increase wages, Michael J. Quill reported last week to a meeting of the Transport Workers Union, CIO, but "only if the new raise could be taken out of working conditions." Mr. Quill insisted a raise must be granted on its merits.

Mr. Quill was one of a union delegation that visited the Transit Authority, to back up a request for an average increase of 17 cents an hour. The Authority said that it would not discuss wages until the problem of abuse of sick leave was settled.

The Authority wants the Legislature to amend the law, to exclude payment for the first day of sick leave unless the employee is away from work because of illness or injury for at least nine days. The abuse of present unlimited sick leave is costing \$3,000,000 a year, the Authority said.

Daniel Gutman, counsel to Governor Averell Harriman, was present at the session.

The last day for legislative bills was only five days off.

The next day Harold Warner, Authority counsel, and Joseph E. O'Grady, NYC Commissioner of Labor, conferred jointly with John P. O'Donnell, the union's counsel.

Engineering Jobs To Be Filled Fast

The Department of Public Works Municipal Building, NYC, needs to fill the following jobs quickly: assistant civil engineer, \$5,006 a year; junior civil engineer and civil engineering draftsman, \$4,080.

Requirements for assistant are a college degree and three years' experience, or a satisfactory equivalent; for the junior titles, completion of three years' college work and one year's experience, or a satisfactory equivalent. Candidates must be citizens of the U. S. and residents of NYC for three continuous years immediately preceding appointment.

Apply in person to Frieda Lamm, chief of personnel, Room 1825, Municipal Building, Chambers and Centre Streets.

an assiduous young janitor.

He entered Federal service in the hope it would lead to a real career. In 1929 he was appointed a clerk in the Army's District Engineer Office in Georgia, as a competitive employee.

The U.S. Civil Service Commission became aware of his talents, and he was transferred to its Atlanta office as an examiner. This was better than being a janitor, though he does not hold janitors in dispute, and might lead to bigger jobs. It did. He soon was administrative assistant in the central office of the Commission in Washington, D. C. The next rise was to assistant district manager for the Commission in the Georgia regional office. He had to go back to Washington for the next rise, to principal administrative officer and assistant chief, civil service field operations. From 1943-46 he was on active duty with the army. For one year he was with national headquarters of Selective Service, in Washington, D. C. He was commander of U.S. Naval Group China for a year. That group conducted intelligence operations and guerrilla warfare in the interior of China. Anybody who wonders where he acquired his skill in eating chop suey with chop sticks now knows the answer.

He is a member of the American Society for Public Administration, the Society for Personnel Administration, the American Legion, the American Veterans, and the Veterans of Foreign Wars.

CIVIL SERVICE LEADER
America's Leading Newsmagazine for Public Employees
CIVIL SERVICE LEADER, Inc.
97 Duane St., New York 7, N. Y.
Telephone: BEekman 3-6010
Entered as second-class matter October 2, 1939, at the post office at New York, N. Y., under the Act of March 3, 1879. Members of Audit Bureau of Circulations.
Subscription Price \$3.00 Per Year. Individual copies, 10c.

Tax Head Tells Aides Rights Are Protected

ALBANY, Feb. 28—George M. Bragalini, State Tax Commissioner, has addressed a letter to employees of the department, lauding the "fine Tax chapter" of the Civil Service Employees Association.

Mr. Bragalini said: "As civil service employees, you have definite rights and privileges. You may be sure these will be fully respected and protected by this administration to the end that your working situation may be as pleasant and productive as possible.

Responsibility

"At the same time, you and I must share the responsibility for performing many of the most important functions of State government. In carrying out the responsibility, we are duty-bound to do the job with all possible diligence, efficiency and courtesy to the public we serve.

"I'm confident that together we will discharge our duties in a manner which will reflect credit on the Department and on every individual who is a part of our organization."

Liquor Aides Receive Service Pins

ALBANY, Feb. 28 — Below is a listing of State Liquor Authority employees who recently received 20 and 25-year service emblems.

25-Year Service Emblems

Timothy J. O'Sullivan, Albany.
Arthur Putz, Lynbrook, L. I.
James J. Curtin, Bronx.

Thomas B. Donnelly, Bronx.

20-Year Service Emblems

John J. Allegro, Queens.
Hymann Begelman, Brooklyn.
Benjamin Fener, Long Beach.
Mary Gavin, New York City.
Goldie Goldberg, Brooklyn.
Joseph Hanrahan, Queens.
Julius Kolodin, Brooklyn.
Madeline G. Lee, Bronx.
Sol Mosher, Brooklyn.
William E. Phillips, Bronx.
Virginia Sheridan, Bronx.
Julie Stein, Queens.
Pearl Lehman, New York City.
Charles Bond, Brooklyn.
Joseph Meany, Bronx.
Nathan Neubauer, Queens.
James C. Quinn, Brooklyn.
Elsie Waldeck, New York City.
Robert Solomon, Bronx.

Lubin Leads Labor Aides' Fund Drives

State Industrial Commissioner Isador Lubin has accepted the post of honorary chairman of the annual charity funds drives of employees in the Department of Labor.

Funds representatives meeting with Commissioner Lubin were Mrs. Dorothy B. Lawrence, advisor to the Workmen's Compensation Board Charity Fund; Mrs. Ruth Corcoran, advisor to the Division of Employment's New York City Charity Fund; Edward Rogers, president of the Community Services Fund, which functions for most of the rest of the Department in the Metropolitan area; Mrs. Bertha J. Diggs, secretary of the Department, who is advisor to the Community Services Fund. Miss Frances Ferrara was also present, representing State Insurance Fund employees.

40-HOUR-WEEK BILL

ALBANY, Feb. 28—Senator Fred J. Rath (R., Ulster), introduced a bill at the request of the Civil Service Employees Association for a 40-hour work week for State institution employees.

The measure provides that employees now working a 48-hour week be placed on a five-day, 40-hour week at no cut in pay.

The measure failed last year. It would amend the Civil Service Law by affecting employment in institutions of the State Mental Hygiene, Correction, Health and Social Welfare Departments, the Division of Canals, the State School for the Blind at Batavia, and the State Veterans Rest Camp at Saratoga.

Employees Are the Government, Javits Tells Brotherhood Diners

"New York State employees carry the coat of arms of the State government and, indeed, are the State government, to the majority of citizens of all races, religions and creeds who come into contact with them. Their day-to-day public service represents brotherhood in action."

So said Attorney General Jacob K. Javits, principal speaker at the second annual Brotherhood Luncheon of New York State Employees.

He also commended State workers' zeal in helping their fellow-citizens.

"Brotherhood isn't a catechism, it's a way of life," he noted.

Mr. Javits spoke before an overflow gathering on February 24 at the Hotel Shelburne, NYC.

Dr. Otto Klitgord, president of NYC Community College, was honored with the Benjamin Potoker Memorial Brotherhood Award, presented by Edward S. Lewis, director of the Urban League. Mr. Lewis cited the practical brotherhood that Dr. Klitgord practices as college president, and in his community activities.

Dr. Klitgord warned against individuals and groups who would use the theme of brotherhood to their own advantage.

"Brotherhood is a 'must' in good government," he said. "The 'must' soon wears off, becomes a pleasure, then a privilege," he added. "The solution to many human problems rests in a refusal to recognize discrimination, and in an active, planned brotherhood program."

Other speakers were Dr. Louis A. Radelet, director of the Commission on Community Organizations, National Conference of Christians and Jews; the Rev. Edmund A. Bosch, chaplain of the NYC Police Department and executive secretary of the National St. George Association; and Rabbi Harold H. Gordon, executive secretary of the New York Board of Rabbis.

Dr. Radelet stressed the need



ATTORNEY GENERAL JAVITS

for the practice of brotherhood among all Americans, to counter Communist propaganda.

The Rev. Mr. Bosch urged a dynamic brotherhood program, which can not, however, be accomplished without a love of God.

"In a world of hate, we must preach love; in a world of ill will, we must preach good will," Rabbi Gordon said.

Gladys E. Snyder, chairman of the luncheon committee, presided. She is president of Chapter 33, St. George Association.

The Rev. Bosch gave the invocation. The benediction was said by Father George B. Ford of Corpus Christi Roman Catholic Church. He is a vice president of Freedom House.

The luncheon had as its theme, "One Nation Under God," the keynote of this year's Brotherhood Week, February 20 to 27.

The Potoker Award is named

for the man who first conceived the idea of brotherhood luncheons of State employees, and who was first chairman of what became an annual event. He was an employee of the Division of Employment for more than 20 years. He died last October.

There were many distinguished guests in the audience of more than 230, including John E. McGarry, Chairman of the Unemployment Insurance Appeal Board, and fellow Commissioners Mortimer H. Michaels and Conrad A. Johnson; Richard C. Brockway, executive director of the Division of Employment, and Harry Zankel, counsel to the executive director; Benjamin B. Berenstein, Deputy State Tax Commissioner; Anthony M. Mauriello, NYC Civil Service Commissioner; Walter Langway, president, Albert Herrin Post, American Legion; Al Iser, president, Excelsior Lodge 1910, B'nai B'rith; George Roht, Metropolitan Conference, Civil Service Employees Association; Marie Doyle, president Division of Employment chapter, CSEA; Howard Krashes, president, Metropolitan chapter, International Association of Personnel in Employment Security; Morris Gimpelson, president, Jewish State Employees Association; Sol Messias, past chancellor, Academy Lodge 738, Knights of Pythias; J. M. Feldman, treasurer, Council 50, American Federation of State, County and Municipal Employees, AFL; Philip Toren, president, State Tax Examiners Association; and Catherine Hafele, president, Dongan Guild.

Telegrams of regret at being unable to attend were sent by George A. Bragalini, State Tax Commissioner; Arthur Levitt, State Comptroller; and Isador Lubin, Industrial Commissioner.

A round of applause accorded Arthur Mendelson, chairman, the arrangements committee, and his assistants: Miss Snyder, Mr. Gimpelson, Ted Ayervals, Ben Kramer, Ben Greenman, Philip Toren, Marilyn Sachs and Marie Stahl. Mr. Mendelson is past president of Excelsior Lodge 1910, B'nai B'rith.

Martin Wallach was pianist. Sponsors of the luncheon were Albert Herrin Post, American Legion; Metropolitan Conference, CSEA, and Employment Service and New York City chapters; Excelsior Lodge 1910, B'nai B'rith; Metropolitan chapter, International Association, Personnel in Employment Security; Jewish State Employees Association; Academy Lodge 739, Knights of Pythias; Mental Hygiene Employees Association; National Conference of Christians and Jews; Chapter 33, St. George Association; New York State Employees Council, American Federation of State, County and Municipal Employees; State Tax Examiners Association; and the Urban League.

Bill Would Raise Speed Limit to 25 Miles at Hospitals

ALBANY, Feb. 28—If Senator Robert McEwen of Ogdensburg has his way, the speed limits on the grounds of St. Lawrence State Hospital will be raised.

He has asked the Legislature to give the Board of Visitors of State hospitals authority to increase speed limits on hospital grounds to 25 miles an hour, from present 15. The bill was reportedly introduced at the request of St. Lawrence Hospital authorities.



Lorette Dessaint and John Ducec (right), employees of Broadacres Sanatorium, Ulster, receive 25-year service pins and certificates of service from Dr. Stephen C. F. Mahady, Broadacres director. Mrs. Gertrude White presented them with gifts from fellow-employees. Refreshments at a party in honor of the pair were served by Doris Miller, dietitian.

THE STATE SCENE

COMPETITION for the "office worker" clerical series should be exceptionally keen this year. Miriam Livingston, Civil Service State Office Building information booth staffer, estimates that about 7,000 applications for the clerical series were given out from the booth alone before the closing date.

CIVIL SERVICE brought back one of the State's best-known former employees recently to conduct driving tests for candidates for motor vehicle inspector and thruway maintenance man. George A. Rogan, retired on disability after 30 years' service, 26 of which were with the Motor Vehicle Bureau as an inspector, put 32 candidates through their paces in less than a day.

AL WEHREN of the Civil Service Personnel Council and Michael Dollard of the Budget Division are working late into the night to prepare the lyrics, dialogue and skits which will make up the gridiron show at the annual CSEA dinner in Albany March 10. The show,

which promises to be one of the best in years, is now in rehearsal twice a week with a cast of more than 30.

MEN vs. WOMEN was the theme of a benefit Polio Bowling Match, held at the Palladium in Albany, February 27, by the Education chapter bowling league. Sam Clement is chairman for the event. Ollie Nolan is president of the 40-member league.

THE ENGAGEMENT of Audrey Smith, attractive Civil Service stenographer, has been announced. She is to marry John Yezzi of Albany. . . . Marcia Kohn, CS public relations, receptionist, displayed a beautiful orchid on her birthday. The staff had a special luncheon in her honor.

William Epps of Vital Statistics, Health Department, has become a confirmed radio ham after getting his ticket as a radio operator. Epps was one of 45 State employees to take the recent course in radio given by the Division of Safety's Dr. Leonard C. Silvern.

THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association

In a previous discussion we talked about the problems of our Association which are arising with growth of government service, and also the interest which other organizations are showing in the public employee groups. This week I should like to discuss another phase of this same problem.

Your officers, delegates, representatives, committees, and Board of Directors are gravely concerned with the problems of internal organization. These problems are many and are brought about by the size of our organization, the need for servicing our members, and the growing financial burdens caused by our increased activity.

Outside Relations

However, on the conference and chapter level, we are more concerned with the external relations of the Association. Living in communities as we do, working in or for governmental units as we do, we cannot fail to have points of view or carry on activities which affect the peoples around us. The objectives of the Association will constantly infringe upon the social groups of which we are a part. It is essential that our objectives and points of view are understood, as it is essential that we understand the viewpoints of our communities. It is only in an area of mutual understanding that we can successfully achieve our goals and satisfy our wants. This means we must be a part of and not apart from our communal life. It means we must actively participate in our local affairs. It means we must play the difficult role of good servant and strict citizen. Our situation is unique. We are dependent upon the community for our livelihood as the community is dependent upon us for its public service. Neither can exist without the other. The State, cities and villages need our various skills, and we as human beings need the various adjuncts of living which our livelihood affords. The banker and the policeman are equally important, and must be equally respected. That is the essence of our democracy. One cannot be favored and the other neglected. The self-interest of each is important to both, but it cannot be gained at the other's expense. The wants and desires of both must be mutually understood and respected. The human wants and needs of both demand satisfaction. To find the means of satisfying both is a difficult task, but one which must be faced, and we as civil servants and Association members must strive to find its solution. By our acts and activities in our public and our private lives, we must demonstrate our good will, assert our dignity, and make known our needs.

Ivy Lee, the man who was mainly responsible for making Radio City the great community center of New York, emphasized this point when he said, "...by far the most important consideration of any organization should not be what it said about itself, nor even what other people said about it, but what it did."

CSEA Legislation

The following continues a report on the CSEA legislative program. The first installment appeared in the February 22 LEADER.

Grievance Machinery
The Association had prepared legislation providing machinery for resolving employee grievances.

1955 DeSoto - Plymouth SPECIAL DEAL To Civil Service Workers
Ask for Mr. Jarboe
GORMAN MILLER MOTOR CORP.
Authorized Dealer
3215 B'way nr. 125th MO 2-9477

but this is now being worked out by conference with the Governor's office.

Other bills sponsored by the Association:

Part-Time Employment
Removal of the prohibition against State employees holding part-time employment at harness racing tracks.

Liberalization of conditions under which local employees may be permitted to work part-time at tracks.

Amending the county law to remove the 8c per mile allowance for travel.

Extending unemployment insurance to State employees so that they are covered on the same basis as employees of private industry.

Provision of unemployment insurance for employees of the State armories. They don't have it now.

Mandating of unemployment employees of local subdivisions. Today, State employees are cov-

ered, but local employees are not.

Saturday Closing
Two bills for Saturday closing of all State and county offices are also in the hopper. As a practical matter, many local governments have already taken the step of closing Saturdays.

An allowance for uniforms where employees are required to wear it. This would carry through the program now prevailing in Federal offices and in New York City.

Pay Every Two Weeks
Pay every two weeks instead of, as at present, twice a month.

No fees on promotion examinations.

EMPLOYEES ACTIVITIES

Membership Keynotes Manhattan State News

NEW YORK CITY, Feb. 28 — Charles R. Culyer, CSEA field representative, will be guest speaker at the special meeting of Manhattan State Hospital chapter's membership committee. All committee members are expected to be present, as permission has been granted for their release from duty. The meeting will be held in the amusement hall on Wednesday, March 2, from 3:15 to 4:30 P.M.

Chapter membership stands at 348; however, renewals are coming in at a fast rate.

The regular chapter meeting will be held Wednesday, March 9 at 4:45 P.M. in the amusement hall. All officers and members are urged to attend this important meeting.

Shirley Horn, popular dietitian, is going on a maternity leave. She is hoping for a girl. Everyone wishes her the best of luck and hope her dreams come true.

Get well wishes are extended to Herbert Bunn, Sarah Tynan and Mrs. Thomas Gallagher, and to all employees who are ill.

The bill to provide free toll privileges in the Triborough Bridge for non-resident car owners has been introduced in both houses of the Legislature. The CSEA is urging its enactment.

Ossie Graf Shoots Perfect Bowling Score

ORANGEBURG, Feb. 28 — Ossie Graf, acting business officer at Manhattan State Hospital, returned to his former stamping grounds and accomplished every bowler's dream — a perfect 300 game.

And that's not all. He had finished the previous game with four strikes — in other words, 16 in a row!

The former business office employee of Rockland State Hospital had turned the feat once before at the Rockland alleys, back in 1947, when he put together 12 strikes.

A gold belt buckle is to be presented to Ossie for the only 300-game in the county this year.

Cattaraugus Chapter President Honored

ALBANY, Feb. 28 — Alex Greenberg and Norma Scott, Co-chairmen of the Statewide Membership Committee of the Civil Service Employees Association, congratulated Miss Shirley E. Corbett of Olean, N. Y., President of the Cattaraugus Chapter, for the showing which her chapter has made in increased membership as shown by the recent report. As of February 4, 1955, Miss Corbett's chapter has increased its paid membership 200% over last year — the paid membership in 1954 being 33, and as of February 4th this year being 66.

Nominations In Order At Brooklyn State

BROOKLYN, Feb. 28 — The nominating committee of Brooklyn State Hospital chapter, CSEA, invites members to submit nominations for chapter officers, and for members of the board of directors from the following departments: attendants, nurses, shops, food service, clerical, grounds, social service, safety, O.T. or P.T. departments, and professional (doctors).

Nominations should be submitted by April 10 to the committee, which consists of Frank J. Cole, Josephine Kelly, Clara Straker, Catherine Sullivan, Joseph Parsetta, Angelo Prainito, Darnell

HIGHWAY JOBS OPEN; PAY RANGES TO \$95

ALBANY, Feb. 28—Experienced men in road maintenance or construction can compete for 74 jobs in the Department of Public Works as highway light maintenance foreman and highway general maintenance foreman in various locations throughout the State.

Applications to take the April months or more and has rendered 16 examinations will be accepted up to March 18.

The job of highway light maintenance foreman pays \$3,020 to \$3,880. At present there are 66 openings in the counties of Albany, Cattaraugus, Cayuga, Chemung, Chenango, Clinton, Columbia, Dutchess, Erie, Essex, Franklin, Genesee, Greene, Herkimer, Jefferson, Lewis, Monroe, Montgomery, Oneida, Onondaga, Ontario, Orange, Putnam, Rensselaer, Rockland, St. Lawrence, Saratoga, Schenectady, Schoharie, Schuyler, Sullivan, Tioga, Ulster, Wayne, Westchester, and Yates.

Highway general maintenance foreman is the next higher title,

and pays \$3,920 to \$4,950. There are eight jobs open; one vacancy each in Cayuga, Genesee, Onondaga, Orange, St. Lawrence, Tompkins, Ulster, and Wyoming counties.

Experience Required
For highway light maintenance foreman jobs the required experience is at least 18 months in the construction or maintenance of paved highways.

For highway general maintenance foremen, it's 18 months in the construction or maintenance of engineering structures or modern paved highways, six of them as a foreman.

In both cases, the experience must have been within the last 10 years.

A candidate must have been a resident of the county where the job is located, for at least four months before April 16, 1955.

Apply to the Recruitment Unit, New York State Department of Civil Service, Albany, N. Y. Enclose nine-inch, self-addressed, six-cent stamped envelope.

Supreme Court Justices Ask State to Raise Pay

Supreme Court Justices of the First Judicial District are asking the State to increase their pay by \$8,000 a year. That would make the State's share of paying their salaries \$25,000. NYC pays \$11,000 of their pay. The present total is \$30,000, the new total would be \$38,000.

This increase, says a memorandum, would merely be in line with pay increases granted to others, whether they are in government employ or not. Also, it would be consistent with pay increases granted to other judges, the memorandum sets forth, while pointing out that a table of comparative salaries of the judiciary, and raises granted to other judges, is for factual purposes only, and in no sense intended as a criticism.

The judges felt a natural reserve about asking for a raise, because of the dignity of their position, but overcame a reticence so that the State government, and the public at large, would realize just what take-home pay a Supreme Court Justice has, out of present \$30,000.

"The average income taxes (State and Federal) paid by the Justices of the First and Second Department are approximately \$10,000," says the memorandum. "The average take-home pay, after taxes and pension deductions, is approximately \$16,500."

Even if the increase is granted, it would not be \$6,000 net, because the income tax rate would raise, too, as pay falls into the higher bracket.

Police In Part-Time Jobs Dig Graves, Tend Bar

ALBANY, Feb. 28 — The Police Conference recommended more State aid to municipalities, to improve police service, and warned the legislative leaders considering the State budget of a "critical condition" in police service throughout the State.

The increasing number of resignations from police ranks, the forcing of policemen into part-time jobs to earn a living, and the inability of departments to get qualified replacements, said Secretary Peter Keresman, has added up to a critical situation that cannot be ignored any longer.

Mr. Keresman told of one policeman's part-time job as a gravedigger, and two other policemen who are night watchmen in banks. A police official is a part-time tavern bartender, another a chauffeur. Some municipalities are encouraging policemen to take part-time work, Mr. Keresman reported. An upstate police chief, Mr. Keresman said, resigned after 34 years on the force, saying he was "sick of being given relief checks instead of paychecks."

John Barger is president; Henry Herman, vice president.

Norwood and Mollie Streisand. The committee intends to have ballots printed for the entire membership. Elections will take place May 17.

The journal committee, for the annual booklet printed in connection with the June dance, reports good progress in procurement of advertising. Rates are \$25 for a full page, \$15 for a half page, \$8 quarter page, and \$4 eighth page. Boosters will be 25 cents. Committee members are Frank Cole, chairman; Arnold Moses, Emil Impresa, Mary Bussing, Mollie Streisand, William Farrell and Mary Accardi, all of whom are empowered to accept ads.

The Nurses Alumni spring dance will be held Saturday, May 7 at the gym.

Congratulations to Itzhel Clemmons, who is going on an educational leave.

Recent vacations were: Anne Brandwood, enjoying Mardi Gras time in New Orleans; Wilbert Laster, Fred Ross, Margaret Cyrus, Clara Weinpess, Miriam Johnson and Etta Karnow.

Convalescing last week: Mr. and Mrs. Terrance Docherty, recuperating from an auto accident; Vincent Di Pasquale, Carrie McCourt, Rita Clifford, Annette Frank, Josephine Chiculli and James Monahan.

Sympathy to James Lewis on the loss of his father, and to Mary Lewis and Mildred Grady on their recent losses.

McCarthy Calls Pay In Welfare Too Low

ALBANY, Feb. 28—NYC Welfare Commissioner Henry L. McCarthy admitted to a meeting of statewide public welfare officials that the City is having extreme difficulty getting trained social workers. He called it his department's No. 1 problem.

The annual turnover, among 3,000 employees, he reported, is 25 percent. He said that this result was caused largely by low salaries.

The Social Service reclassification is now in an advanced stage before the NYC Board of Estimate. Employee objections that the proposed new salaries, especially in the lower grades are too low, and that the minimum requirements do not conform to the standards set by State law, are being weighed by the Board.

NYC POLICE GIVE \$2,500 TO THREE CHARITIES

NYC Police Department employees made contributions thru the departmental charity fund to three organizations. The gifts were \$1,000 to the National Foundation for Infantile Paralysis; \$1,000 to the New York Heart Association, and \$500 to the Boy Scouts.

Fine REAL ESTATE buys. See Page 11.

AUTOMOBILES

CHEVROLET
1955 Belairs\$1945.00
CHEVROLET
Series 210 Sedan\$1845.00
Fully Equipped & Fully Warranted
ALL OTHER MAKES AVAILABLE
ROYAL AUTO SALES
218 W. LINCOLN AVE.
MT. VERNON, N.Y.
MT. VERNON 7-9800-9800

LET US
DOUBLE SIMONIZE
YOUR CAR
Remarkable Results
Reasonable Rates
CHARLES BARNETT
& His "Polishing Band"
204 E. 64th ST., N. Y.
TE 8-9863

Montrose-Pontiac
Brooklyn's Largest Pontiac Dealer
NEW '55 PONTIACS
For the Best Deal in Town See Us Before You Buy
Montrose-Pontiac
450 B'way, B'klyn EV 4-6000

Caplan's Specials
'47 Buick Sedan\$195
'49 Buick Super Sedan 295
'50 Buick Super Riviera 495
'50 Chev. Club Coupe 495
NO DOWN PAYMENT
All Cars Guaranteed
Many Others to Choose From
Herbert J. Caplan
Authorized Buick Dealer
484 BROADWAY, BROOKLYN
ST. 2-5006-B

Chrysler-Plymouth
We Offer An Exceptionally Attractive Deal to Civil Service Workers
Henry Caplan, Inc.
Direct Factory Dealers
1491 Bedford Ave., Brooklyn
IN 7-8000
Established Over 35 Years

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

For an analysis of civil service problems in the forefront of the news, read H. J. Bernard's weekly column, "Looking Inside." See Page 2.

FOR CIVIL SERVICE EMPLOYEES ONLY
DANE MOTORS, INC.
PRESENTS:
The NEW 1955 CHEVROLETS
1955 Chevrolet BELAIRS
Radio & Heaters, Directional signals, clock, undercoating, simonize and winterize, foam rubber cushion, tubeless tires with all accessories.
\$2,095
1955 Chevrolets 210 Sedan
Radio & Heaters, Directional signals, clock, undercoating, simonize and winterize, foam rubber cushions.
\$1,995
1955 Ford Custom Liner
Radio & Heater, Driver signal, undercoating, simonize, foam cushions, tires with all accessories.
\$1,995
DANE MOTORS INC.
WHOLESALE DISTRIBUTORS TO GOVERNMENT EMPLOYEES ONLY
4042 AUSTIN BLVD.
ISLAND PARK, LONG ISLAND, N. Y.
Phone Long Beach 6-8104-5
OPEN 9 A.M. TO 10 P.M.

THEY SAY

JAMES P. MITCHELL, U.S. Secretary of Labor—"Those who would use civil service as a tool for political gain or those who seek in any way to depreciate its high standards are doing the United States a great disservice."

Civil Service LEADER

America's Largest Weekly for Public Employees
Member Audit Bureau of Circulations
Published every Tuesday by
CIVIL SERVICE LEADER, INC.
97 Duane Street, New York 7, N. Y.
Eckman 3-4010
Jerry Finkelstein, Consulting Publisher
Maxwell Lehman, Editor
H. J. Bernard, Executive Editor N. B. Mager, Business Manager
10c Per Copy. Subscription Price \$1.37 1/2 to members of the Civil Service Employees Association. \$3.00 to non-members.

TUESDAY, MARCH 1, 1955

Unemployment Insurance Coverage For All

NO ONE disputes, any longer, the proposition that public employees are as much entitled to unemployment insurance protection as are employees of private industry.

Nevertheless, most civil servants in N. Y. State are still subject to the hazards of job-loss without the cushioning of unemployment insurance.

State workers are covered, but on a plan less advantageous than that enjoyed by workers in private industry; and even among State workers, there are a variety of exclusions. Present law excludes per diem employees and those who have been employed continuously for less than one year.

Local workers are excluded except in a few scattered instances. The law allows localities to elect coverage for their employees, but does not make it mandatory. Result: Few local jurisdictions have availed themselves of the privilege.

Bills have been introduced to correct the situation. These measures provide that:

- (a) there shall be no exclusions of employees working for the State government;
(b) coverage should be provided on the same basis as prevails for employees in private industry;
(c) it becomes mandatory for local units of government to provide unemployment insurance protection for their workers.

What About Cost?

There has been some question of cost. While various estimates have been mentioned, the most reliable ones are that the amounts necessary to cover all State workers would not be too heavy. In the past eight years, the cost of covering State aides has averaged \$266,000. Of this, the State's share has been only half. The remaining costs are borne by various Federal and other non-State funds. Even if the cost of coverage were estimated to be \$1,000,000, the State's share would be only \$500,000. The best estimates are that the true cost to the State ought not to run above \$150,000 a year.

If so comparatively little will provide security to the man and woman who lose their jobs, what possible reason can there be for withholding coverage?

As for local units of government, they have fallen wretchedly short. When the bills for unemployment insurance of public workers were first considered, they objected to mandatory coverage of local employees. They said, in effect: "Give us a chance to come in voluntarily. Don't 'force' us." Well, they've had their chance. The local governments have not given their employees this essential protection. There is no alternative now but for the Legislature to make such coverage mandatory.

The realities are that, both on the State and local levels, the very people who most need protection are excluded now. State employees on a per diem basis often find their jobs terminated with little or no notice. Employees at the local level often work with far less assurance of continuance than do employees of the State. It is also apparent that the requirement of continuous employment for one year overlooks the fact that many employees, through no fault of their own, are unable to perform a continuous year of work. Why should the legal requirement for them be more onerous than for employees of private industry?

The bills now in the hopper, sponsored by the Civil Service Employees Association, would do no more and no less than Governor Harriman himself promised in the fall campaign. They would simply put public employees in New York State on the same basis as those in private industry with respect to unemployment insurance coverage. Passage of these bills is a "must."

Vote on Social Security Would Be By Groups

WHILE NO HASTY ACTION may be expected on providing a means of coordinating Social Security with existing public employee retirement systems in the State, if the time comes when such possibility exists, employees in general would not have Social Security forced on them. Taking them as separate coverage groups, under whatever plan of such separation the State enacts and the U.S. approves, they will vote by secret written ballot, whether to have Social Security or not. The policemen and firemen will not vote, because under the Federal law they are not includable in that manner. That is by their own choice. But should these 2 groups change their minds, they could, on request, be included. Teachers would have the opportunity to vote, although from present indications they might not be enthusiastic for Social Security, any more than the policemen and firemen are. Even individual institutions of learning in the State might be legislated as separate coverage groups, and the employees in each such institution decide whether to come in or stay out. Thus two practically identical institutions could have two entirely different pension arrangements.

A Top Issue

What brings the subject to the fore is the new Federal law, which for the first time permits Social Security coverage for those who are members of public employee retirement system of a State or a community in the State. The authority granted under that law prompted New York State to ask its Pension Commission to investigate the advisability and possibility of effectuating the combined benefits. The Commission reported favorably.

The various pension systems present quite a complex problem, when it comes to fitting Social Security into each of them. An actuarial study will have to be made, to determine the cost both to the employer and the employee. The fact that the employer will be called upon to pay more must

(Continued on Page 12)

Comment

RELIGIOUS GROUPS SOURCE OF INSPIRATION

Editor, The LEADER:
The existence of fraternal, religious and other such groups of public employees is a fine thing. Such organizations take no part in negotiations regarding employee problems.

Organizations like the Ozanam Guild, the St. George Association, the Shomrim Society, the Dongan Guild, and purely social organizations, raise the level of employee activities, and help them to make their own lives, and the lives of others, more worth-while, and more enjoyable.

KATHERIN BROOKS
Buffalo, N. Y.

SUGGESTS PAYROLL DEDUCTIONS FOR DUES

Editor, The LEADER:
At a meeting of the Genesee-Orleans Chapter, CSEA, a discussion arose concerning the possibility of having the Association make arrangements with the administration so that dues might be collected by a payroll deduction plan.

It was felt that dues collected in such a manner would be far easier to obtain than the present method of one payment from each member. It was also felt that the payroll deduction, spread out over a course of time, whether two installments or 24 would make it easier to secure new memberships. We are all familiar with the idea of "see me pay day" and pay day never seems to come for some individuals!

We have not heard of such a plan being suggested in the past and we should be interested in hearing from other chapters who would like to see such a plan installed.

GEORGE WRIGHT
Genesee-Orleans Chapter, CSEA
Aldion, N. Y.

MODERN PUBLIC ADMINISTRATION

This column is designed to be of service to administrators, supervisors, and employees who are interested in new ideas pertaining to government operations. The material is gathered from communities throughout the United States.

STRESS NEED FOR "MANAGEMENT TEAMS" FOR CITIES

CITY GOVERNMENTS represent one of the biggest businesses — in terms of dollars spent and persons employed — within their own boundaries. As big business, they need the best management they can get.

That point is made in "Development of Management Personnel," an article in the current Public Management, monthly magazine of the International City Managers' Association. The article is the joint effort of five city managers: L. P. Cookingham of Kansas City, Mo.; Horace H. Edwards of Richmond, Va.; Leroy F. Harlow of Daytona Beach, Fla.; Warren G. Hyde of Janesville, Wis.; and Ross Taylor of Oklahoma City, Okla.

The authors note that much success has come to private industry from the use of the "management team." Such teams developed when it became clear that one man could not manage all aspects of business which was greatly complicated by the industrial revolution. Mass community living has brought similar problems to public management, according to the authors, who add:

"There must be a recognition and an acceptance of the need for the city manager to surround himself with a team of competent officials if the full potential of this form of government is to be realized."

The article names three main obstacles to accepting this need: "1. The 'Un-aided Executive' Concept. In no other field of management is the demand for a single, all knowing executive more prevalent. The city manager too often is expected to know everything and to do everything by himself. If he asks for assistants, he may be accused of being lazy or incompetent or both.

"2. The Extreme Diversity of Municipal Activity. There are very few business endeavors which embody the over-all complexity and diversity of municipal activities. While the primary concern is with service, this will include hospitals, streets, sewers, birth certificates, dog licenses, water, and a multitude of others.

"3. The Home Town Complex. A private business can canvass the entire country for executive personnel if it so desires. But the city manager who is permitted to recruit assistants of second-line executives beyond his city's boundaries is indeed fortunate. . . . Of course, if the manager has a choice and all other factors are equal, the local resident should be taken. But too often the municipal executive is expected to make top-drawer executives out of an existing staff or from what the 'home town' has to offer."

SPECIAL VEHICLES READIED IN CASE OF DISASTER

AT LEAST nine cities have added rescue wagons, bus canteens, and other mobile units to their stock of equipment for use in the event of disasters like fires, floods, and tornadoes and to help in civil defense preparations, according to the American Municipal Association.

Three jet plane crashes near Morningside, Mo., in little more than a year gave a push to the fire department's move for a special rescue squad wagon. The one they have now cost \$11,000 and has acetylene torches for cutting through twisted metal, hose lines for steam to put out gas fires, and a demountable A-frame with a six-ton lift.

Also for firemen — this time when they have to go to big fires — is the bus converted into a mobile canteen for St. Louis firefighters. It has a coffee counter, a lounge, and running water.

In Louisville, the local fire department has two trucks, equipped for all manner of disaster-rescue situations. To name a few of the 300 items it carries: gas masks, protective clothing, all kinds of hand tools, portable gasoline-powered generator, blankets, flashlights, stretchers, powered chain saw, portable telephone set, drinking fountain, portable stove.

MOVIES TELL GOVERNMENT STORY

MOTION PICTURES are considered a good way to familiarize citizens with the work of running town and country, the International City Managers' Association says.

Evidence is the fact that films on government operations have currently been produced by Philadelphia, Pa.; the Port of Seattle, Wash.; Los Angeles County, Calif.; and University City, Mo.; and are in the planning stage in Louisville, Ky.

Philadelphia's movie is a color-sound production "Our Changing City," produced by the city's bureau of public information and service and showing slum clearance and other activities undertaken by the housing and redevelopment authorities.

"Via Seattle" is the name of the port commission's 26-minute motion picture, also in color and sound. The film was prepared to help in promoting trade and traffic, and so it shows scenes that give evidence for Seattle's claim to the titles of "gateway to Alaska" and "shortest route to the Orient."

In Los Angeles County, one-minute newsreel strips have been made of recent government happenings, for showing on television. Events filmed include the opening of a recreation area and the dedication of a juvenile home.

University City's movie is also in color and sound and as far as possible it has depicted various departments at work. City employees and other interested persons gave their time to make the film. Technical assistance on recording and synchronizing sound was provided by a St. Louis TV station that is jointly run by Washington University and St. Louis University. Total cost — held down by donated services — was \$1,650 which went entirely for film, a camera, a projector, and other equipment.

In Louisville, plans have been announced to make a series of educational films on the operations of local departments and agencies. A professional producer will oversee the operation without charge and the filming will be by police and fire department photographers, according to the plans. Copies of the movie will be kept at the Louisville Free Public Library for use by civic groups, school classes, and others.

YOU CAN PREPAY THE COST OF HEALTH CARE THROUGH OUR PAYROLL DEDUCTION PLAN



(R)

The Civil Service Employees Association in cooperation with the New York State Government has arranged with Blue Cross and Blue Shield to make this service available to New York State Civil Service employees and their dependents.

Blue Cross provides hospital care for members — not dollars which might or might not cover the bill.

Blue Cross pays the hospital directly for basic hospital services and many extras. Special arrangements between Blue Cross and hundreds of hospitals in New York State make this unique service possible.

Blue Shield helps you pay your doctor. Blue Shield is a non-profit, community service. It is approved by the Medical Society of the State of New York and local county medical societies.

Blue Shield makes specified payments to any doctor you choose.



ENROLL NOW

for this valuable protection

Take advantage of this opportunity. Contact the person in your department appointed to handle Blue Cross-Blue Shield enrollment.

(R)

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Intensified Membership Drive Planned by CSEA

ALBANY, Feb. 28 — Plans for an intensified membership drive for the Association are being formulated by the Statewide Membership Committee of The Civil Service Employees Association. Co-chairmen Alex Greenberg and Norma Scott, at meetings of the committee held on January 21 and February 18, discussed ways of increasing Association membership on State and county levels.

Chapter presidents and chairmen of chapter membership committees should be invited to two membership dinners a year, the first one, the committee decided, to be held during the week of March 22, 1955. Arrangements for these meetings are being made by the field representatives.

Salary Participation
A leaflet showing the Association's participation in the current salary hearings has been prepared under the direction of the state-wide membership committee and sent to all members and prospective members of the Association. A letter has also been sent to all chapter presidents, signed by the co-chairmen of the Membership Committee, offering to lend assistance in local membership drives.

Mr. Greenberg and Mrs. Scott reported that paid membership on February 18th stood as follows: In

the State Division — 41,547 as compared to 39,333 on the same date of last year, an increase of 2,214; and in the County Division, 8,368 as compared with 8,210 on the same date of last year, or an increase of 158. The grand total as of that date was reported as 50,331 paid members.

At the February meeting, the Committee voted to recommend to the Board of Directors the prorating of Association dues as of April 1, 1955.

The next meeting of the state-wide Membership Committee has been called for Friday, March 25.

ASSEMBLYMAN DEMANDS CIVIL SERVICE ANSWERS

ALBANY, Feb. 28 — Assemblyman Daniel M. Kelly has introduced a bill making it mandatory for a civil service commission to file a model set of answers to all examinations within 30 days after the test is held.

PROBATION ON PROMOTION 'OFF'

ALBANY, Feb. 28 — Creation of a probationary period for State employees on first promotions has been postponed indefinitely. The State Civil Service Commission will have a planning group study the subject.

STATE EXPLAINS SOCIAL SECURITY

"Social Security Coverage for Public Employees" is the title of a 12-page booklet which explains how State and local employees may become eligible for such coverage.

The booklet, issued by the State Social Security Agency, a unit of the Department of Audit and Control, deals with eligibility of those who do not come under the State's own retirement systems.

HEALTH DEPT. ELIGIBLES ELECT OFFICERS

Phillip Sunshine has been elected president of the Clerk Grade 3 Eligibles Organization, NYC Department of Health. Other officers: Tom Gibbons, vice president; Edna M. Kinney, secretary; Milton Sage, treasurer, and Sophie Mak, director of publicity.

Grade 3 clerks, already appointed, have joined with the eligibles to secure appointment of the entire list by the end of the fiscal year, the organization reports. It also reports it has been recognized by the Health Commissioner as a bona fide employee group.

Eligibles who wish to join the group are asked to contact Milton Sage in Room 314, 125 Worth Street.

OZANAM GUILD DEVOTIONS MARCH 6

The Ozanam Guild will hold its third Day of Recollection on Sunday, March 6, at Helpers of the Holy Souls, 112 East 86th Street, Manhattan. The Rev. George E. Flattery, S.J., will be guest speaker.

Man Named to Head State Correction Department Is Real Intellectual With M. A.

ALBANY, Feb. 28—Thomas J. McHugh, whose State appointment was announced by Governor Harriman to the \$18,500 post of Commissioner of Correction, is a career employee with a Master of Arts Degree in social service, a writer, and a teacher.

After several years with the So-falo, he was appointed a parole officer in 1938 and stationed at Elmira. Transferred to Buffalo in 1941, he was promoted to the rank of senior parole officer in 1944 and to assistant district parole director in 1946.

Has Written on Subject
He is the author of numerous articles on parole for professional magazines and has delivered formal papers on the subject at meetings of the National Congress of Correction in 1947 and 1954, and at State and City conferences. He has also conducted courses on parole and probation at the Graduate School of Niagara University and has served as a consultant on correctional studies at the University of Notre Dame.

Mr. McHugh is a member of the National Probation and Parole Association, the American Prison Association, the New York Welfare Conference, the National Congress of Correction and the American Association of Social Workers.

He is married, the father of four children, and lives at 38 Cushing Street, Buffalo.

DOBBS HATS

Just Received Shipment
All Sizes All Colors

M E N

SAVE MONEY



THIS FALL!

ABE WASSERMAN
Can Give You Value!

also other
**Nationally Advertised
Brand Hats**
of the finest quality up to \$10
**FOR ONLY
\$3.50**

LATEST STYLES & COLORS
You Can Save Money at

ABE WASSERMAN

CANAL Entrance: 46 Bowers ARCADE and 16 Elizabeth St. Opp. New Entrance to Manhattan Br. Telephone WORTH 4-0216. Take 3rd Ave. Bus or "L" to Canal St. Open Until 5:30 Every Evening. Remember For Your Convenience
OPEN SATURDAYS TO 3 P.M.
Also Clergymen's Black Hats at \$3.50

Orleans County Employees Ask Modern Job Survey

ALBION, Feb. 28 — Orleans County employees would like a modernized job setup.

The Orleans chapter, Civil Service Employees Association, is petitioning the Board of Supervisors for a job survey as the proper basis for salary schedules.

Mrs. Chester Lyman, chapter president, reports that a CSEA County Executive Board meeting in Albany urged that all county chapters request such non-political job surveys by private management organizations. These surveys would cover the duties of every individual employee with the idea that the pay scale would be based on the work actually performed.

The request to the Orleans Board of Supervisors has been made once before, but was rejected. The survey will again be requested as a guide for the present salary committee of the Supervisors. This committee consists of Supervisor Earl Smith, chairman; and Supervisors Neal Wilson and Harold Hill.

It is understood that several department heads have expressed themselves as favoring the classification survey suggested by the employees.

Mrs. Lyman has been appointed a member of the CSEA public relations committee, and will assist in the preparation of a brochure designed to assist chapters in their public relations problems.

Salary Plan Discussed At Psychiatric Institute

NEW YORK CITY, Feb. 28—Psychiatric Institute was host to the bi-monthly conference of the directors of the Department of Mental Hygiene. One of the principal speakers was J. Earl Kelly, director of Classification and Compensation, who spoke on the "Underlying Principles of the Salary Plan Revision." Chapter President John Kehlring and Biagio Romeo attended and reported to members at their next meeting. Mr. Kehlring urged members to see that the problems are brought up at the Metropolitan Conference and finally to the Association at large.

Final plans were made for the employees' party and dance at the last chapter executive meeting. It looks as if the party will be a huge success.

A study will be made concerning reapportionment of delegates so that every department of P.I. will be represented at chapter meetings and notified as to what goes on.

Also discussed at this meeting was formation of a 25-year awards committee. The chapter wishes to obtain names of those eligible for service pins. If your name belongs on this list or you know of someone whose name does, please contact Mr. Kehlring in the store-room.

Inspiration For 'Fatties'

It's not that there are more "fatties" at Central Islip State Hospital than elsewhere; it's just that employees at the State institution decided to do something about it.

A weight control course — dieting, to the uninitiate — is being conducted for members of the hospital's CSEA chapter and their guests.

"Inspired" is the report on the first session, which featured a talk by Ruth Welton, nutritionist of Suffolk County Department of Public Health. "The object of the course," she said, "is to give motivation and encouragement to carry on the prescribed diet and thus control weight."

The course provides inspiration, motivation and encouragement, but the employees themselves must come through with the will to resist that second piece of pie.

Mrs. Rose Cucich, lab technician, 16th floor, resigning her job in favor of motherhood.

Congratulations to Eleanor Maddock on making the promotion list for supervisor of social work (psychiatric).

Deepest sympathy is extended to Betty Cooper, assistant librarian, on the death of her mother; and to Bob Mantefusco, senior pharmacist, on the death of his father-in-law.

Dr. Kolb invited the faculty of the Department of Psychiatry, College of Physicians and Surgeons, Columbia University, to a meeting and reception held at P.I.

The girls of the Telephone Department and the Business Office celebrated Chinese New Year with a 10 course dinner and gala evening at Chinatown's Ratskeller.

James (O.R.) Fields is recuperating from bruises suffered in a minor accident.

Get-well wishes to Edgar Peasley, nursing supervisor.

Has Dr. Franz Kallmann (see Saturday Evening Post, November 6, 1954) entered the "Name the Twins Contest" sponsored by a New York daily newspaper? He's a cinch to win the big money.

Tompkins Chapter To Meet March 7

ITHACA, Feb. 28 — All members are urged to attend the regular meeting of Tompkins chapter, CSEA, on March 7 at 8 P.M. in the Court House.

Congratulations to the Town and County Highway boys for their good work during the recent heavy snow storms.

Report Describes Ways To Control 'Sick' Leave

Public agencies can save money, improve morale, and promote the good will of the public by firm control of sick leave programs.

This fact is stressed by Raymond Krahn in a new personnel report, "Administrative Control of Sick Leave," issued by the Civil Service Assembly. Paid sick leave is a necessary part of a good personnel program because it heightens and maintains employee morale by keeping up salary payments when an employee cannot work because of illness, the author says.

Not an Added Vacation

But he adds that problems arise when employees consider sick leave a kind of added vacation to which they are entitled even if they are not sick. Some agencies have tried to solve this problem by special awards for not using sick leave. These awards may take the form of extra vacations or partial or full payment for unused portions of sick leave. This is like paying an employee for not coming late to work and has adverse effects on the work situation in the office, according to the report.

Nor should sick leave be used to make up for an incomplete personnel program by offering a free and easy sick leave allowance instead of a good pension system or adequate pay scales, the report says.

No Spying

The answer given is to supervise the use of sick leave but to do it in such a way that the employee feels he is being helped, not spied on. Use of visiting nurses or doctor's certificates or paying calls on the sick employee should be carefully explained to the employee so that he understands that the agency is sincerely interested in his welfare and not trying to "catch him."

Maintenance and analysis of employee records is also cited as

BILL SEEKS ASSURED TAX BENEFIT FOR STATE POLICE

ALBANY, Feb. 28 — A measure in the legislative hopper would insure Federal income tax deductions for members of the State Police.

New Federal regulations allow deduction subsistence allowances only if such allowances are authorized by statute. State Police officials say there is a general statute now authorizing payment of subsistence to troopers when away from their barracks.

But no one is certain whether the present law falls within the scope of the Federal tax regulations.

The bill is sponsored by the Civil Service Employees Association.

important to adequate sick leave control. Records should be carefully kept and analyzed regularly to determine individual employee performance as well as to see the overall sick leave record of the agency.

A pre-employment examination will help insure that applicants

Bond's

America's Largest
Clothier with
America's most
convenient way to
buy now — pay later!

Just charge it and take

6 MONTHS TO PAY

with no down payment

REAL ESTATE

BROOKLYN

FURNISHED APTS.

White - Colored. 1 and 2 room apts., beautifully furnished, kitchenettes, bathrooms, elevators. Kismet Arms Apartments, 57 Herkimer St., between Bedford and Nosstrand, near 8th Ave. and Brighton lines.

LINCOLN PLACE

Near 8th Avenue
3 story & basement, brownstone, 17 rms., 4 baths, heat, all vacant. Price \$21,500. Cash \$2,500.

H. ROBINS, Inc.

962 Halsey St. Brooklyn
GL. 5-4600

Brooklyn Ave.

Nr Herkimer St.
2 story brick, 9 rooms, 2 baths. Gas heat. All vacant. Price \$13,500.

H. ROBINS, Inc.

962 Halsey St. Brooklyn
GL. 5-4600

NYC Chapter Sponsors Lecture

The New York City chapter of the Civil Service Employees Association is sponsoring a series of lectures by outstanding authorities, to aid candidates who are preparing for the April 16 promotion exams for senior unemployment insurance claims examiner, unemployment insurance manager, assistant employment security manager, and employment security manager.

The lectures will be held in Room 659, at the State Office Building, 80 Centre Street, Manhattan, on Monday and Wednesday evenings from 6:30 to 8:30.

A fee of \$2 for the entire series will be charged solely to defray costs of the meetings and for supplies.

Those desiring to register are asked to call Miss Esposito, at the NYC chapter office, 80 Centre Street, Room 905, telephone COrtland 7-9800, extension 319.

Henry Shemin, referee of the UI Appeals Board, organized the course. Solomon Bendet is president of the NYC chapter.

A tentative list of speakers includes: Benjamin Cooper, acting area director, Division of Employment; Louis Naftalison, supervising referee; Irwin Memendorf, in charge of the interpretation and review section; Helen Whipple, director of employment security training; Joseph Curry, assistant employment security supervisor; Harold Montross, assistant area director, and managers of several Local Offices.

Civil Servant Finds Pleasure In Foster Child

There is a proverb which says that anyone who fosters another's child is "like water that rises into a cloud and goes a long distance to nourish a lone tree in the desert."

Leo Beinfest, a water consumption inspector for NYC Department of Water, Gas and Electricity, is getting a lot of satisfaction out of putting this saying into practice. For the past nine months, he and his wife Sylvia had been keeping their home at 1260 Burke Avenue, the Bronx, in readiness around the clock for Jewish children who need shelter care on short notice, when illness or other misfortune suddenly strike their families.

In addition to their own 10 year old daughter and 6 year old son, they are serving as shelter foster parents of a girl and a boy, whose respective ages are 10 and 3½. They are doing everything they can to make the foster children comfortable and happy until they can return to their own homes.

Mr. Beinfest learned about shelter foster home care through a newspaper appeal issued by the Jewish Child Care Association of New York. On learning that the Jewish Child Care Association was launching a drive in the Bronx and Queens to increase its shelter home facilities, the Beinfests immediately became active as volunteer "recruiting agents."

The Jewish Child Care Association offers a board payment of \$85 per month for each child. In addition, medical care, clothing and other authorized expenses are paid by the agency.

Anyone interested in looking into the possibility of becoming a shelter foster parent can obtain full particulars from the Jewish Child Care Association's Foster Home Department, Templeton 8-4500.

U. S. Needs Auditors in NYC

Jobs in NYC as auditor at \$3,410 a year in the U.S. Department of Defense will be filled from an exam now open. After a six-month or one-year training program, pay rises to \$4,205.

Four years of accounting study above the high school level; or four years of teaching accountancy above the high school level; or three years' experience in accounting work; or an equivalent combination of such education and experience; or a certificate as certified public accountant — will meet the minimum requirements. Students who will complete educational requirements within six months of the date of application may also file.

Age limits, 18 and 35, do not apply to veterans.

Apply to the Board of U.S. Civil Service Examiners, Armed Forces Audit Agencies, 160 Varick Street, New York 14, N.Y. The exam is No. 1 (B).

NYC

Open-Competitive

7415. JUNIOR ELECTRICAL ENGINEER, \$4,080. Eighth filing period. Vacancies, 95. Tentative exam date, Wednesday, May 18. Fee, \$3. Mail applications issued and accepted. Requirements: A bachelor's degree in engineering recognized by the University of the State of New York; or a satisfactory experience equivalent. Persons who expect to be graduated by June 30, 1955 will be admitted. Written test weight, 100 (March subject to proof of graduation, 23).

SHOPPERS SERVICE GUIDE

KITCHEN SETS MADE TO ORDER

- CHAIRS RECOVERED
- NEW SEATS, BACKS SOLD

One Days Service

Repair Service; B'klyn only

SENATOR CHROME FURNITURE

Bay Ridge Showroom No. B'klyn Showroom

6804-5 Ave. 553-5 Ave.

TE 6-4319 HY 9-2751

Furniture Refinished

LARGE MODERN SHOP

INSPECTION INVITED
45 YEARS EXPERIENCE
All Work Guar.—Free Estimate
Special Courtesy
To Civil Service Workers

Cummings, HA 4-8147
2730 26 St., Woodside, L. I.

TV SERVICE

USUALLY WITHIN 1 HR.
from 9 A.M. to 10 P.M.
Done in Your Home
All Work Guaranteed

Antennas Installed & Repaired

\$3 CALL Plus Parts

25 Years Electronics Experience
UNDER THE SUPERVISION OF A
ELECTRONIC ENGINEER
M.I.T. GRADUATE
ULTRA
Television Service, Inc.
1866 Flatbush Ave.
NA. 8-9300

APPLIANCES

Any Make, Any Model.
Direct to you
at
WHOLESALE PRICES
Fairmart Sales
902-8th AVE. (55th St.) PL 2-2876

ANY WALLPAPER 50% OFF

Buy Wholesale!
Any Standard Wallpaper for
JUST 1/2 LIST PRICE
Phone Orders Taken
CALL IN
Pattern Number & Quantity

B & L WALLPAPER CO.

725 AVE. U, B'KLYN
corn. E. 8th
DE 9-4240

TV-RADIO SERVICE

Prompt + Paris Efficient
Free Estimate
Experienced Technicians
ALL WORK GUAR. 1 YEAR
TERMS ARRANGED

JE 7-6318— 24 hours
KATZ TV— BA 3-3374

FURNITURE FOR SALE

1955 lines of furniture, bedding, national brands at large discounts to Civil Service Leader readers. Bring ad for extra dividend GALE FURNITURE, 122 West 26 St., New York, 17th floor. CHelsea 3-1880 for appointment.

TELEVISION HOME RENTALS

17" & 21" Screens

No Aerial Attachments Required
Delivered Ready to Use

Weekly or Monthly
VERY LOW RATES

Mercury Television Corp.
JUDSON 6-3739, 3914
972-5th Avenue, N.Y.C.

Homeworkers Wanted

HOMEWORKERS wanted. Over 100 Companies need spare or full time help. For latest list send \$1.00. H. STEIN, 685 E. Tremont Ave., N. Y. 57, N. Y.

ELECTRIC SHAVERS Serviced — All Makes

SHAVE in your electric shaver if you desire immediate service. OUR FACTORY trained experts will Clean, Oil, Adjust & Repair it with guaranteed factory parts or if you wish, mail it in and we will return by mail in perfect working condition. 30 yrs of servicing to the Trade

Electric Shaver Division BENEY'S SERVICE

86 CANAL ST. N.Y.C. 2, N.Y.
3 blks. E. of Battery, cor. Eldridge
CA 6-8437
Closed Saturday—open all day Sunday
SPECIAL DISCOUNT TO THE TRADE



Typewriters
Adding Machines
Addressing Machines
Mimeographs

Guaranteed. Also Rentals, Repairs

\$25

ALL LANGUAGES
TYPEWRITER CO.
119 W. 22nd St., NEW YORK 11, N.Y.
CHelsea 3-3086

CLOSEOUT SAMPLE MIRRORS

Perfect condition. All styles. Grand Mirror Mfg. Co. 1228 24 Ave (64 St.) RE 4-7100

Household Necessities

FURNITURE RUGS
AT PRICES YOU CAN AFFORD
Furniture, appliances, gifts, clothing, etc (at real savings) Municipal Employees Service, Room 428, 15 Park Row, CO 7-3398

Ocean Parkway Ft. Hamilton Pkwy Park Slope Flatbush Windsor Terrace

with this ad Reg. \$3.99 service call

\$1.95

SO. 8-3187
Same Day Service

EMGEE TV SERVICE

Upholstering

Upholstering - New & Old Slip Covers - Draperies

Made to order—your or our fabrics. Also Travers rods, any length, made to order, and installed at reasonable prices.

SPECIAL SALE: 3 WEEKS ONLY
Sofa: Two Chairs and 5 Cushion Slip Covers \$95.00; Formerly \$135.00.
Free estimates

ANDREW FISCHER
Open evenings till 8 P.M.
124 7th Ave. S. or 10th St. CH 3-7468

MARIA JIMENEZ
DRESSMAKER—BRIDAL GOWNS
All kinds of Alterations—Reasonable.
59 WEST 86 ST. N.Y.C. TR 3-7184

Mr. Fixit

PANTS OR SKIRTS

To match your jacket. 300,000 patterns
Lawson Tailoring & Weaving Co. 100 Fulton St. corner Broadway N.Y.C. (1 sign op) Worth 2-2517-5

TV Service—Today!

Picture Tubes, Full Year Warranty

10"	\$ 9.95	17"	\$17.95
12"	11.95	19"	20.95
16"	16.95	20"	21.95

Installation in your home \$5 Extra
Payments arranged. No money down! All Prices include Your Dual TV Repairs at Low Prices
BRONX — MANHATTAN
BROOKLYN — QUEENS
Call BU 4-0200

1 POWER TV

Usually Within the Hour + PARTS + LABOR. Minimum Per Home Call. Easy Payments Arranged. 9 A.M. TO MIDNIGHT

GR 7-5391 - AL 4-5059

Manhattan-Bronx-B'klyn-Queens

NO CHARGE

If We Cannot Repair Your TV at Home
Established Over 25 Years
FOR DEPENDABLE SERVICE CALL
DYNAMIC VI 6-0900
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, Dept. 707, Great Neck, N. Y.

"Looking Inside," LEADER'S weekly column of analysis and forecast, by H. J. Bernard. Read it regularly.

WE GO ANY PLACE
LET US PAINT
YOUR HOUSE
ON CREDIT
INSIDE OR OUTSIDE

- 1 to 3 YEARS TO PAY
Equal Monthly Payments
- NO DOWN PAYMENT
- NO SECURITY
- ONLY 1st QUALITY MATERIALS USED

Aluminum Storm Windows & Doors

LINOLEUM • KENTILE
Kitchens-Bathrooms Modernized
CONVERSIONS FROM
1 TO 2 FAMILIES OR MORE

GROSS PAINTING

GENERAL CONTRACTORS
CLOverdale 3-8008
3001 AVENUE M, B'KLYN 10, N.Y.

CLEAR TV PICTURE

Best TV reception yet with our Amazing Electronic Rejuvenator! Adds sparkling life to any weak or old Picture Tube, simple plug-in unit. Guaranteed to last year or more! Send only \$5.

FREE Month Subscription TV Tab
FAMOUS BRANDS, BOX ONE
Peter Stuyvesant Station, N. Y. 9, N. Y.
Phone Order—Call OR 7-2669

SAVE \$60!

ORTHOPEDIC MATTRESS WITH MATCHING BOX SPRING

Complete Reg. \$159 Now \$99.50

Construction Unconditionally Guaranteed



LIMITED QUANTITY!
CALL AT ONCE!

FO 4-1000 NE 3-3000

MILLER'S DECORATORS
2100 Grand Concourse

DO YOU HAVE A SAGGING SEAT?

WE'LL RESTORE IT STRONG AND NEAT

CHAIR \$5 . . . Reg. \$7.95
SOFAS \$10 . . . Reg. \$14.95
3 PIECE SET \$20.00 . . . Reg. \$28.00

BOB TORNICK IN. 2-4233
NEW HEAVY WEBBING 4-YEAR WR. GUAR.
SPRINGS STRETCHED AND RETIED DUST PROOF LINING



REAL ESTATE



HOUSES — HOMES — PROPERTIES
THE BEST GIFT OF ALL — YOUR OWN HOME

LONG ISLAND

LONG ISLAND

LONG ISLAND

LONG ISLAND

SOUTH OZONE PARK
\$8990
NO CASH FOR GI
 Only \$65 Monthly Pays All

- Completely Detached
- 5 Large Rooms
- Steam Heat
- Completely Decorated
- Vacant — Move In!

OWNER IS FORCED TO SACRIFICE
 SEE THIS BARGAIN TODAY

HOLIDAY
 'The Real Estate Super Market!!!'
 147-05 Hillside Ave., Jam.
JA. 6-4034
 OPEN 7 DAYS A WEEK
 8th Ave. Subway "E" Train To Sutphin Blvd. Station North Exit

INTER-RACIAL
JAMAICA \$10,990
 \$990 Cash to Anyone
 Detached, full basement, oil heat 5 rooms.

SO. OZONE PK. \$11,500
 \$990 Cash to Anyone
 Detached 5 rooms, full basement, garage, newly decorated.

AMITYVILLE \$8,500
 \$490 Cash to Anyone
 Ranch, 5 rooms, oil heat, newly decorated. Low carrying charges

ABC Real Estate Co.
 87-56 168th Street Jamaica
RE 9-7800

SACRIFICE
 Owner Must Sell Leaving Country

HOLLIS
 All solid brick, 5 rooms with expansion attic, brick garage, finished basement with bar, kitchen & steam bath. A bargain at **\$11,800**

ST. ALBANS
 9 rooms — all stucco, 3 room apt, 3rd floor, plot 40x100. Must be sold to settle estate. A steal at **\$11,500**

Baisley Park
 Beautiful 4 1/2 room 1 family modern throughout with Kenzie floor, oil heat, full basement, 5 years old. Cash **\$1,000.**
\$10,500

Springfield Gardens
 One family, 7 rooms, 4 bedrooms, oversized plot 60 x 100, semi-finished basement, oil garage. Must see to appreciate. Cash **\$1,000.**
\$10,999

Addisleigh Park (St. Albans)
 1 family, 6 rooms, plot 40 x 100. Finished basement in Kenzie pine with enbarot bar, beautifully decorated from top to bottom. Cash **\$1,500.**
\$12,500

Chappelle Gardens (Hollis)
 All brick, 1 family, 6 rooms, detached, oil heat, garage, finished basement and bar. Cash **\$1,500.**
\$12,500

Hollis
 Ranch home in excellent condition of 7 rooms, every convenience and luxury. Finished basement and bar with oil heat. A fine home. Cash **\$1,300.**
\$13,999

St. Albans
 Two family, brick and shingle, detached, 4 and 3 room apts, oil, many extras, finished basement. Cash **\$1,300.**
\$12,500

Mortgages Arranged

A HOME TO FIT EACH PERSON

BAISLEY PARK
 Reduced to **\$7,900**
 5 1/2 Rooms Oil-Steam, Oversized Garage, Walk to schools, shopping, etc. B No. 99
No Cash G.I.

RICHMOND HILL
 Reduced to **\$14,500**
 Detached 2 Families
 2 Apts. All Vacant, 10 Rooms, Oil-Steam, Garage. B No. 101
\$500 Cash G.I.

JAMAICA
 Reduced to **\$9,500**
 6 1/2 Rooms 3 Bedrooms, Oil-Steam Heat, Double Garage, Modern Kitchen. B No. 104
No Cash G.I.

HOLLIS
 Reduced to **\$14,500**
 Detached English Colonial
 7 1/2 Rooms, 40x100, Finished Basement, Garage, Oil-Steam. B No. 77
\$500 Cash G.I.

E-S-S-E-X
 143-01 Hillside Ave.
 JAMAICA, L. I.
 Call for Detail Driving Directions — Open Every Day
AX. 7-7900

LONG ISLAND HOMES

6 Room Shingle house, with finished basement and bar — 2 car garage — oil heat — storm windows and screens and stair carpet.
Price \$14,700

6 1/2 Room Shingle — 1 1/2 baths — plot 65' x 80' ...
Price \$14,200

5 Room Brick — 1 car garage — oil heat — 1 1/2 baths ...
Price \$13,200

L.Uurelton 7-6855
 R.Epublic 9-8393

W. D. HICKS
 116-04 MERRICK ROAD
 ST. ALBANS 34, N. Y.

BUY NOW
SPRINGFIELD GARDENS
 Corner, detached, only 2 years young, 6 1/2 large rooms with 1 1/2 bath, garage. Exceptional neighborhood. Must be seen — A real buy at ... **\$11,850**

See the Many **1 & 2 FAMILY HOMES**
 All Sections of Long Island
 From \$10,000 Up

Stores with Apartments Reasonably Priced

MORTGAGES ARRANGED
Listings Wanted

LEE ROY SMITH
 192-11 Linden Blvd., St. Albans
 LA 5-0033 JA 6-4592

DO IT NOW!
 CALL **JA 6-0250**

Detached 6 room home, extra large plot, 1 car garage, automatic heat, excellent neighborhood. Lots of extras.

ST. ALBANS \$12,900
 2 family, 6 rooms first floor, 4 rooms second floor, oil unit, garage. First floor vacant. Nice location—plenty extras.

Terms Of Course **MANY GOOD BUYS**—
 Jamaica St. Albans, So. Ozone Park

CALL **JA 6-0250**
 The Goodwill Realty Co.
 WM. RICH
 Lic. Broker Real Estate
 108-12 New York Blvd., Jamaica, N.Y.

EXCLUSIVE HOMES in NASSAU & QUEENS
HEMPSTEAD, VALLEY STREAM, ELMONT, LYNBROOK
TERRIFIC BUSINESS OPPORTUNITY: Brick store: 1/5 and 1/ room apartments; furnishings; high mortgage
 Terms. Price **\$11,990**

HOLLIS: Det. 6 1/2 rooms, corner; twin picture window; near schools and transit. Price **\$11,800**

ST. ALBANS: Modern brick; 3 bedrooms; oil; ideal location. Price **\$13,200**

HOLLIS: 11 rooms, legal 2 family stucco; beautiful private layout; oil; 2 car garage; lovely location. Price **\$23,000**

BUSINESS PROPERTIES FOR SALE
SMALL CASH AND MORTGAGES ARRANGED
ALLEN & EDWARDS
 Prompt Personal Service — Open Sundays and Evenings
 Olympia 8-2014 - 8-2015
 Lois J. Allen Licensed Real Estate Brokers
 168-18 Liberty Ave. Andrew Edwards Jamaica, N. Y.

BROOKLYN

DECATUR ST.
 Nr. Lewis Ave.
 3 story and basement. Brownstone, 13 rooms, 3 baths, steam oil, vacant. Price \$15,500. Cash \$1,500.

H. ROBINS, Inc.
 962 Halsey St. Brooklyn
GL. 5-4600

DO YOU WANT TO BUY A BRAND NEW 6-ROOM SOLID BRICK HOME?
 PRICE \$13,060
 CALL **CAMPBELL**
HA 6-1151

G.I.'s \$500 DOWN

HOLLIS \$14,900
 A home for a large family. This gorgeous 10-room detached home, featuring 5 large bedrooms, large landscaped plot, tree-lined street and many other features.
CHAPPELLE GARDENS \$15,850
 2 family, 9 1/2 rooms, detached stucco, 40 x 100, one 6-room and one 3 1/2-room apartment. Oil heat, garage and other features.

ST. ALBANS \$11,500
 1 family, 6 rooms and sun porch, detached home, nicely landscaped. Near all transportation, schools and churches.

HOLLIS & ST. ALBANS
2 FAMILY HOMES FROM \$12,700 UP
1 FAMILY HOMES FROM \$10,800 UP

MANY OTHERS TO CHOOSE FROM
MALCOLM BROKERAGE
 106-57 New York Blvd.
 Jamaica 5, N. Y.
RE. 9-0645 — JA. 3-2716

NO CASH FOR GI's
LOW CASH FOR CIVILIANS

SPRINGFIELD GARDENS \$13,990
 2 family, fully detached 40x100, and lower 3 rooms, upper 3 rooms, oil heat, excellent condition.

ST. ALBANS \$13,250
 Brick, 7 modern rooms, 2 kitchens, garage, gas heat, many extras.

Several Desirable Unfurnished Apts. for Rent

TOWN REALTY
 186-11 Merrick Blvd. Springfield Gardens, L. I.
LAurelton 7-2500 — 2501

BROOKLYN'S BEST BUYS
DIRECT FROM OWNERS ALL VACANT

ST. MARKS AVE. (Rochester)
 2 Family, Price \$7,500. Cash \$1,000.

PACIFIC ST. (Rochester)
 3 Family, Price \$9,000. Cash \$600.

JEFFERSON AVE. (Howard)
 3 Family, Price \$13,000. Cash \$2,500.

BAINBRIDGE ST. (Ralph)
 2 Family, Price \$14,500.

RALPH AVE. (Church) Terms arranged.

CARROLL ST. (New York)
 10 Rooms, modern in every respect. Garages. Terms arranged.

Many SPECIALS available to GIs
DON'T WAIT ACT TO DAY

CUMMINS REALTY
 Ask for Leonard Cummins
 10 MacDougal St. Brooklyn
PR. 4-6611
 Open Sundays 11 to 4

HOUSE PRICED TO SELL
 Brick house, 4 years young, modern kitchen with Youngstown sink, ultra bath room, 3 large bedrooms, attached garage with large yard for children or guests.
 Must See to Appreciate
 Furnished Apts. To Let in St. Albans

ROBERT COWARD
 187-05 Linden Blvd., St. Albans
HY 3-6950 — OL 7-1635

"Looking Inside" LEADER'S weekly column of analysis and forecast, by H. J. Bernard, Read it regularly.

BUYING A HOME?
 Consult **RUBY D. WILLIAMS**
ST. ALBANS
 Corner Plot 60x100
2 FAMILY
 Gorgeous brick, 5 large rooms with 3 1/2 rooms, 2 car brick garage, oil heat, semi-finished basement, loads of extras. A real bargain at **\$22,500**

SUFFOLK COUNTY
 \$490 Down Payment to ALL Govt. foreclosure, entirely decorated, 5 room ranch homes with every convenience, Other Good Home Values

Open Daily — Sun. 1-5

RUBY D. WILLIAMS
 116-04 MERRICK RD.
 JAMAICA
LA 8-3316

S. OZONE PARK \$9,500
 Conveniently located, 5 room detached house, steam heat, garage, screens, storm windows, Venetian blinds. Many other extras.

No Down Payment For G. I.

ST. ALBANS \$11,500
 G. I. \$500
 6 rooms and porch, oil heat, garage, 40 x 138, combination screens and storms, blinds.

JAMAICA \$11,500
 Detached 2 1/2 story 2 family stucco, 10 rooms, finished attic, plus 5 rooms in basement. Ideal for income. Near all transportation.

Large selection of other choice homes in all price ranges

OPEN 7 DAYS A WEEK
 Mortgage and Terms Arranged

DIPPEL
 114-16 ATLANTIC AVE.
 Richmond Hill
 VI 6-3839
115 - 43 Sutphin Blvd.
 (Corner 115th Drive)
 Olympia 7-2661

Fine REAL ESTATE buys. See Page 11.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Barge Canal Chapter Holds Annual Meeting

ALBANY, Feb. 28—A wide range of topics relating to working hours, salary appeals, Social Security, retirement and performance ratings, were discussed at the recent three-day annual meeting of the Barge Canal chapter, CSEA at the

Hotel Wellington. Much dissatisfaction was shown at the work performance ratings given men on different sections of the canal. It was suggested that a personal interview should be held in cases of unfavorable ratings. Mr. Hudawalski, in charge of canals for the Department of Public Works, attended one session and answered questions submitted

by delegates. Jack M. Kurtzman, CSEA field representative, attended one session and answered questions on retirement and Social Security. Mr. Hudawalski; Mr. O'Connor of the Department of Audit and Control; Ernest L. Conlon, CSEA field representative, and Mrs. Hunter, president of the Eastern Unit, were guests at the delegates' luncheon.

The chapter elected the following officers for the coming year: Harry M. LaVere of Savannah, president; Wendell C. French of Utica, vice president; and Russell O'Connell of Seneca Falls, secretary-treasurer.

Delegates were also elected for annual CSEA meeting in October. Representing the various units of the Barge Canal chapter were: T. J. Connors and Brian Daley, Champlain; Richard Lynch and Theodore Veditz, Eastern; M. B. Atkinson and Wendell French, East Central; Russell O'Connell and Harry M. LaVere, Central; John Clark and Terence J. O'Brien, West Central; and Otho Burkhardt and A. J. Lilley, Western.

Delegates came away from the annual event feeling the group was more closely united in its common causes than at any other time in its history.

A telegram of condolence was sent to Mrs. Wiebald on the death of her husband, Joseph Wiebald, president of the West Central Unit. He suffered a fatal heart attack while en route to the annual chapter meeting. Mr. Wiebald was active in unit and chapter affairs, and was a delegate to this year's meeting. Sympathy is extended to his family.

Powers Lauds Work At Roswell Park

BUFFALO, Feb. 28 — Gratwick chapter of Roswell Park Memorial Institute was honored by a visit from John F. Powers, CSEA president. Mr. Powers; Jack M. Kurtzman, field representative, and Patricia Burns, Gratwick chapter president, toured the new building. "Interesting and impressive" were Mr. Powers' comments on the work being done at the research center. This was his first visit to the institute.

The employees' Snow Ball event featured dancing to the music of Dave Cheskin's orchestra. An enjoyable time was had by all.

Mrs. Horn, hospital attendant, has returned from a vacation in Burbank, Calif., El Paso, Texas, and Chicago, Ill., and just recently went ice fishing in Pennsylvania. What a gal to get around!

The hospital wards celebrated their first birthday on February 15. The entire ward personnel enjoyed too much to eat.

Two floors have recently been activated, raising the bed capacity to 208.

Alice Connell has returned from a Convention of Operating Room Supervisors in St. Louis. Marion Renter and Alice Connell are attending the American College of Surgeons in Cleveland. This is the first time nurses have been invited to this function.

Many diamond rings have appeared since Christmas — so many they're hard to count. We will notify the folks when these affairs take on the second ring.

Employees are happy to welcome back Mrs. Anna Aungst who has been ill.

Albion Aide Wins \$175 Bowling Prize

ALBION, Feb. 28 — Dorothy Starkweather of Albion State School won the \$175 prize in the Times Union Classics in Bowling. She scored 1,012 for five games in the singles. Her fellow employees extend their heartiest congratulations.

Mary Houghton was in Albany for the matrons' appeal. Teresa Masters will represent the teachers.

Rose McCarthy, supervisor, is back at work after an illness of several weeks. Mrs. Sinclair is ill at home. Ella Ryan is a patient at Arnold Gregory Hospital. Mrs. Sinnwald is convalescing at her home in Albany following a recent illness.

Hannah Sullivan has resigned as head nurse.

Plans are being made for a spring card party.

Thanks are extended to everyone for helping to make the two bake sales financially successful.

READERS have their say in the Comment column of The LEADER.

NEW TAX LAW SOAKS PENSIONERS

(Continued from Page 1) amended, even with retroactive effect, so that additional amounts paid this year, on last year's income, could be deducted from next year's tax. It is too late to avoid paying the higher tax; the most that could be accomplished would be a refund next year, if pensioners can obtain enactment of a law to that effect.

One public employee organization has advised its members not to pay any tax on their pension income because the provision of the tax law is a hoax.

The trouble arises as follows: Formerly there was a limited tax exemption on pensions. A pensioner paid a tax on 3 per cent of the total amount of money he put up. That 3 per cent became the pension income for the year, for tax purposes. The retirement income then was not the basis of tax computation at all. Year after year, the difference between the amount on what he was taxed,

known as 3 per cent of his cost, would be subtracted from the retirement income. The difference was called the amount "forgiven." When the amount forgiven equalled his cost, even the limit tax exemption stopped. Thereafter he would report his full retirement allowance as taxable income.

Off With the Old The liberalization, enacted last year, did away with the 3 per cent method entirely, and provided limited tax exemption on the basis of his life expectancy. A table issued by the U. S. Treasury Department lists the equivalencies, by sex, age, and occupation. A pensioner would have to determine the amount to be excluded from tax by dividing his cost by the product of the annual retirement allowance and the number of years of life expectancy. The fraction would be large, meaning a large percentage of exclusion from taxation, if the pensioner defrayed all or nearly all the cost of the retirement allowance. For public employees the fraction would be small, hence a small percentage excluded, a large amount left as taxable, and a sharp rise in tax would result. The offset was supposed to lie in the fact that the condition would continue on the same basis for the remainder of the taxpayer's life. Exemption would not cease, as it did under the previous law.

One Sad Example Take one example. A former public employee is receiving a \$1,500 pension. He is 57 years old, and his life expectancy, as found in the Treasury Department's table, is 21 years. He put \$7,000 into his annuity account. That was his cost. In 21 years his retirement allowance receipts would amount to \$31,500. He would be getting back more than four and a half times as much as he put in, because the former employer is providing much more than the annuity the employee's contributions will buy. Since the contributions were small, compared to the benefits, the fraction that determines the amount to be excluded from tax will be small. In this instance, it is about 17/81, or about \$325 would be deducted from the \$1,500, leaving him in the predicament of having to pay a tax on \$1,175 of his retirement income, instead of on \$210 of his income, which was the cost the last year.

Tax Six Times as Much At the average tax rate of about 25 per cent, he would have to pay this year nearly \$295, as against \$52 last year, or six times as much. If \$1,500 constitutes the sole income, it shrinks to about \$1,200, and he finds the tax law leaves him without enough income on which to live.

No Escape The harassed public employee pensioner having heard there are alternate ways of figuring the tax exemption on pensions, tries one and another. He finds that under one, if he had no other income, he may deduct up to \$1,200. But most of the public employee pensioners do have some other income, and many of them have jobs. The allowable deduction is the excess earned — pensions are income but not earnings — in excess of \$900. Thus if he earned \$2,100 this provision is of no use to him.

Then there is another way, a credit for retirement income, but that is limited to \$240 maximum. So the many thousands of public employee pensioners are stuck.

Probation Officers Honor Thomson

A testimonial dinner was given by the Association of Greater New York's Probation and Parole Officers at Stouffer's Restaurant to Lloyd V. Thomson, president for 10 years.

The toastmaster was William J. Chudd, chief probation officer of Queens Family Court. Speakers included Justice Nathaniel Kaplan of Domestic Relations Court and John P. Hayes, a retired probation officer. Guests included Chairman John C. Maher of the NYC Parole Commission; Justices Louis Lorence and J. Walter McClancy of Domestic Relations Court, and John F. Kreppel, chief probation officer of Queens County Court. The chairman of the dinner committee was Sidney Strober of Brooklyn Children's Court.

Arnold Billig was publicity chairman.

VA Jobs to \$3,795

Technician jobs at Veterans Administration hospitals and installations will be filled from an exam which remains open until Monday, March 7.

The jobs: medical technician (general), \$2,950 to \$3,795, electrocardiogram technician, \$3,175, and electroencephalograph technician, \$3,175.

Apply to the Board of U. S. Civil Service Examiners, VA Hospital, 408 First Avenue, New York, N. Y., until March 7. The exam is No. 2-75-1 (55).

POST OFFICE WOMEN SPONSOR DEVOTION S

The Catholic Ladies' Guild of the New York Post Office sponsored a Lenten Day of Recollection Saturday, February 26 at the convent of the Helpers of the Holy Souls, 112 East 86th Street, NYC.

The Rev. Myles M. Bourke, teacher at St. Joseph's Seminary, Dunwoodie, served as the retreat master. The Rev. Raymond M. Collins is moderator of the Guild. Mrs. Mary Bennett is chairman of spiritual functions, and Mrs. Kathryn Burns is president.

For an analysis of civil service problems in the forefront of the news, read H. J. Bernard's weekly column, "Looking Inside." See Page 2.

ENJOY DELICIOUS TREAT GOLDEN BROWN POTATO CHIPS. Thinner—Crispier—More Flavorful—Keep lots on hand always... Guaranteed Fresh!

HERE IS A LISTING OF ARCO COURSES FOR PENDING EXAMINATIONS INQUIRE ABOUT OTHER COURSES

- Administrative Assistant \$2.50
Accountant & Auditor \$2.50
N. Y. C. \$2.50
Auto Engineman \$2.50
Auto Machinist \$2.50
Army & Navy Practice Tests \$2.00
Ass't Foreman (Sanitation) \$2.50
Attendant \$2.00
Attorney \$2.50
Bookkeeper \$2.50
Bridge & Tunnel Officer \$2.50
Bus Maintainer \$2.50
Captain (P.D.) \$3.00
Car Maintainer \$2.50
Chemist \$2.50
Civil Engineer \$2.50
Civil Service Handbook \$1.00
Claims Examiner (Unemployment Insurance) \$4.00
Clerical Assistant (Colleges) \$2.50
Clerk, CAF 1-4 \$2.50
Clerk, 3-4-5 \$2.50
Clerk, Gr. 2 \$2.50
Clerk, Grade 5 \$2.50
Conductor \$2.50
Correction Officer U.S. \$2.50
Court Attendant (State) \$3.00
Deputy U.S. Marshal \$2.50
Dietitian \$2.50
Electrical Engineer \$2.50
Elevator Operator \$2.00
Employment Interviewer \$2.50
Fireman (F.D.) \$2.50
Fire Capt. \$3.00
Fire Lieutenant \$3.00
Foreman \$2.50
Gardener Assistant \$2.50
H. S. Diploma Tests \$3.00
Hospital Attendant \$2.50
Housing Asst. \$2.50
Housing Caretakers \$2.00
Housing Officer \$2.50
How to Pass College Entrance Tests \$3.50
How to Study Post Office Schemes \$1.00
Home Study Course for Civil Service Jobs \$4.95
How to Pass West Point and Annapolis Entrance Exams \$3.50
Insurance Ag't-Broker \$3.00
Internal Revenue Agent \$2.50
Investigator (Loyalty Review) \$2.50
Investigator (Civil and Law Enforcement) \$3.00
Investigator's Handbook \$3.00
Jr. Management Asst. \$2.50
Jr. Government Asst. \$2.50
Jr. Professional Asst. \$2.50
Janitor Custodian \$2.50
Jr. Professional Asst. \$2.50
Law Enforcement Positions \$3.00
Law & Court Steno \$2.50
Lieutenant (P.D.) \$3.00
Librarian \$2.50
Maintenance Man \$2.00
Mechanical Engr. \$2.50
Maintainer's Helper (A & C) \$2.50
Maintainer's Helper (B) \$2.50
Maintainer's Helper (D) \$2.50
Maintainer's Helper (E) \$2.50
Messenger (Fed.) \$2.00
Messenger, Grade 1 \$2.50
Motorman \$2.50
Motor Vehicle License Examiner \$2.50
Notary Public \$1.00
Notary Public \$2.00
Oil Burner Installer \$3.00
Park Ranger \$2.50
Patrolman \$3.00
Patrolman Tests in All States \$4.00
Playground Director \$2.50
Plumber \$2.50
Policewoman \$2.50
Postal Clerk Carrier \$2.00
Postal Clerk in Charge \$3.00
Foreman \$3.00
Power Maintainer \$2.50
Practice for Army Tests \$2.00
Prison Guard \$2.50
Probation Officer \$2.50
Public Health Nurse \$2.50
Railroad Clerk \$2.00
Railroad Porter \$1.00
Real Estate Broker \$3.00
Refrigeration License \$3.00
Resident Building Supt. \$2.50
Sanitationman \$2.00
School Clerk \$2.50
Sergeant (P.D.) \$2.50
Social Investigator \$3.00
Social Supervisor \$2.50
Social Worker \$2.50
Sr. File Clerk \$2.50
Surface Line Dispatcher \$2.50
State Clerk (Accounts, File & Supply) \$2.50
State Trooper \$2.50
Stationary Engineer & Fireman \$3.00
Steno Typist (CAP-1-7) \$2.00
Stenographer, Gr. 3-4 \$2.50
Steno-Typist (Practical) \$1.50
Stock Assistant \$2.00
Structure Maintainer \$2.50
Substitute Postal Transportation Clerk \$2.00
Surface Line Opr. \$2.00
Technical & Professional Asst. (State) \$2.50
Telephone Operator \$2.50
Title Examiner \$2.50
Trackman \$2.50
Train Dispatcher \$2.50
Transit Patrolman \$2.50
Treasury Enforcement Agent \$3.00
U. S. Government Jobs \$1.50
Uniform Court Attendant (City) \$2.50

FREE! With Every N. Y. C. Arco Book—You Will Receive an Invaluable New Arco "Outline Chart of New York City Government."

ORDER DIRECT—MAIL COUPON. 35c for 24 hour special delivery. LEADER BOOK STORE, 97 Duane St., New York 7, N. Y. Please send me... copies of books checked above. I enclose check or money order for \$..... Name, Address, City, State.

LOOKING INSIDE, informative, authoritative comment column, appears weekly in The LEADER. Be sure to read it.

Complete Guide to Your Civil Service Job. Get the only book that gives you (1) 26 pages of sample civil service exams, all subjects; (2) requirements for 500 government jobs; (3) information about how to get a "patronage" job—without taking a test, and a complete listing of such jobs; (4) full information about veteran preference; (5) tells you how to transfer from one job to another, and 1,000 additional facts about government jobs. "Complete Guide to Your Civil Service Job" is written so you can understand it, by LEADER editor Maxwell Lehman and general manager Morton Yarman. It's only \$1. LEADER BOOKSTORE, 97 Duane Street, New York City. Please send me a copy of "Complete Guide to your Civil Service Job" by Maxwell Lehman and Morton Yarman. I enclose \$1 in payment plus 10c for postage. Name, Address.

