

Civil Service LEADER

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 Contributions

See Page 16

Powers Is Elected CSEA President; Delegates at Annual Meeting Decide To Make Big Push for Salary Gains

Wenzl, Sterns Defeated in Assn. Election

ALBANY, Oct. 19—John F. Powers, of Freeport, L. I., an employee of the State Insurance Fund in NYC, is the new president of the Civil Service Employees Association. Mr. Powers steps to the top position from his former post of 1st vice president. Mr. Powers defeated Dr. Theodore C. Wenzl of the State Education Department, in what has been described as one of the "hottest" campaigns in Association history.

Jesse B. McFarland, who had held the presidency for three years, did not run in the current election.

New Look

The roster of officers and board of directors members takes on a new look, with many new faces emerging to positions of prominence in the organization.

Joseph F. Feily, chief clerk in the Department of Taxation and Finance, was elected to the 1st vice presidency, jumping to that post from the 4th vice presidency. Mr. Feily won over Noel F. McDonald, an employee of the Allegany State Park Commission.

John P. Quinn, employed by the Buffalo Sewer Authority, was named 2nd vice president. He defeated J. Allyn Stearns, of Westchester County, and Vernon A. Tapper, of Syracuse.

Mr. Quinn had not previously held state-wide office in the Association. Robert L. Soper, of Wassaic State School, ran unopposed for the 3rd vice presidency.

Another new face won out for the 4th vice presidency. John D. O'Brien, an employee at Middletown State Hospital, came out ahead in the race against Helen B. Musto, of Cornell University, and Dr. David M. Schneider, of the Social Welfare Department.

Mildred M. Lauder, of Albany, newcomer on the board of directors, was elected 5th vice president over Celeste Rosenkranz, of Buffalo. Miss Lauder, who in private life is Mrs. Hollis A. Marean, is an associate statistician in the Division of Employment.

Harry G. Fox retained his position as treasurer, winning over Vernon R. Davis. Mr. Fox is employed by the State Civil Service Department.

Charlotte M. Clapper, who has been secretary of the Association for the past four years, retained her title by defeating Dorris P. Blust of Marcy State Hospital.

Vote Record

The record of votes for these top officers, and the elections to the State executive committee, follow. The winner's name is set in boldface type.

- President**
 John F. Powers, 12,406; Theodore C. Wenzl, 5,891.
- 1st Vice President**
 Joseph F. Feily, 10,655; Noel F. McDonald, 6,873.
- 2nd Vice President**
 John P. Quinn, 6,401; J. Allyn Stearns, 6,053; Vernon A. Tapper, 5,260.
- 3rd Vice President**
 Robert L. Soper, 17,559.
- 4th Vice President**
 John D. O'Brien, 6,581; Helen B. Musto, 5,830; David M. Schneider, 6,199.
- 5th Vice President**
 Mildred M. Lauder, 9,921; Celeste Rosenkranz, 7,219.
- Secretary**
 Charlotte M. Clapper, 10,725; Dorris P. Blust, 6,495.
- Treasurer**
 Harry G. Fox, 1,406; Vernon R. Davis, 5,855.

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John F. Powers (left), newly elected president of the Civil Service Employees Association, is congratulated by State Comptroller J. Raymond McGovern. Mr. Powers, employed by the State Insurance Fund, was inducted into office on Wednesday evening, Oct. 14. He succeeds Jesse B. McFarland.

Feily, Quinn, Mildred Lauder And O'Brien Win

ALBANY, Oct. 19—The Civil Service Employees Association has elected a new president, set its course for the coming year, and given consideration to a number of its internal problems. The 43rd annual meeting of the organization took place in Albany on October 12, 13, and 14, with more than 400 delegates participating. Association headquarters and the De Witt Clinton Hotel were the scene of the many activities.

Of outstanding importance in the deliberations was the unanimous determination of the delegates to seek better salary programs both at the State and local levels of government.

John T. DeGraff, Association counsel, outlined the problems of competing organizational efforts by other groups, and indicated why in his opinion such efforts can only result in detriment to public employees. Amid much discussion, the delegates either tabled or sought to have amended a number of proposed changes in the constitution and by-laws of the CSEA.

51 Resolutions Passed

A total of 51 resolutions passed by the delegates prepared the pattern for legislative and other actions which will be undertaken in the next 12 months to improve the lot of public employees. In addition to efforts toward the correction of salary inequities, the resolutions propose additional actions.

(Continued on Page 8)

What's What About State's Pay Plans

ALBANY, Oct. 19 — Two speakers at the luncheon meeting of the Civil Service Employees Association, held last week at the DeWitt Clinton Hotel, expressed hope of a salary increase for State employees.

"I have high hopes for its success," said Davis L. Shultes, chairman of the salary committee.

"I'm quite certain we're going to get some kind of a raise this year," said John T. DeGraff, Association counsel.

The salary resolution, as adopted later at the annual meeting, resolved "that the Association urge that present inequities in State salaries be corrected and that there shall be added to present gross salaries an adjustment sufficient to bring them to the level paid in private industry."

Incidental opinion, given by those in the Association closest to the salary negotiations, was that the State would likely plan an average increase of 12 percent, with some employees getting more, some less. The larger increases would be for employees in titles that the State Administration feels have been grossly underpaid for a long period.

As the pay picture appeared to Association negotiators, there'll be a raise for everybody, no title omitted.

The Association specifically avoided asking for any particular percentage increase, pending the completion of the State's survey of salaries in the State Government and elsewhere. The report is expected to be ready by December. Before any action is taken on the report, the Association wants to be consulted.

Both the increase and present emergency compensation would be added to base pay, according to present State Administration plans, so the final result would be base pay entirely.

DeGraff Examines Efforts Of Competing Organizations To Take Over Employees

ALBANY, Oct. 19—In a major exposition dealing with problems facing the Civil Service Employees Association, John T. DeGraff probed the nature and extent of employee organization, the rise of competition in the field, and the approaches to be taken if the competition is to be successfully met.

Mr. DeGraff, counsel to the 53,000 member group, made the address to the CSEA, in the DeWitt Clinton Hotel.

Divided Employees

"What would be the effect if employees were divided into two organizations?" Mr. DeGraff asked.

"The great danger," he continued, "is in their use of different methods to reach the same objectives." Experience shows the inevitable result to be disaster for the employees, he told the assemblage. Mr. DeGraff held the concentrated attention of 400 delegates for nearly an hour as he pointed out, in one specific instance after another, how employee groups had checkmated one another, how they had been played off one against another, and how their conflicts had often deprived employees of needed benefits.

He cited the experience of State employees in 1937, when the Civil

Service Employees Association was in competition with the then-dominant Civil Service Forum. The Forum sought an across-the-board \$120-a-year increase. The CSEA was fighting for the Feld-Hamilton bill. The Forum campaigned bitterly against Feld-Hamilton. The bill was finally passed, but at that time it applied only to departmental employees. Two years later, the Association sponsored a bill to put the Feld-Hamilton principles into effect for prison employees. The Forum was still strong, still fought for the \$120 pay increase. The Legislature passed both bills. The Governor, however, vetoed both, saying that if the employees couldn't get together, he wasn't going to be put in the middle. It took five years for the prison employees to get the Feld-Hamilton bill. The Forum faded.

Two Unions Enter

Currently, Mr. DeGraff stated, two American Federation of Labor unions

(Continued on Page 8)

IN NEXT WEEK'S ISSUE

Detailed information about committee reports, chapter and conference meetings, action on constitutional amendments — as recorded at the 43rd annual meeting of the Civil Service Employees Association. This data will supplement material appearing in the current issue.

County Division of CSEA Holds Record Meeting; Hails Vital Gains Won

ALBANY, Oct. 19—The County Division delegates' conference held the largest and most enthusiastic meeting in its seven-year history, at Civil Service Employee Association headquarters last week. J. Allyn Stearns presided.

More than 100 delegates were present. Three field representatives of the Association were there, too: Charles L. Culyer, who spoke; Jack Kurtzman, and Ernest A. Conlon. All three cover both County Division and State Division chapters. John J. Kelly Jr., assistant counsel, and Philip Kerker, public relations director, spoke, too, and President Jesse B. McFarland sent a message of welcome, since at the time laryngitis prevented him from speaking.

Kelly Gives Legal Information
Mr. Kelly discusses the five-day week, methods of attainment, converting union recognition, revising work rules and the relationship of such rules to other considerations, such as allowances for auto travel. He suggested possible solution of dual coverage problems affecting employees' cars, which they use in local government service, since the employees buy car insurance, and a county, for instance, has a blanket insurance policy.

Achievements Noted
Mr. Culyer referred to the agenda of the first meeting of county chapters, in October, 1947, over which J. Leslie Winnie, then president of the Chemung chapter, presided. The agenda consisted of a nine-point program. Mr. Culyer read from the record: 1, stabilization of salaries; 2, improved working conditions; 3, improvement of the retirement law; 4, operation of a true five-day week; 5, better salaries and working hours for non-teaching school employees.

"Those were the first five objectives," he said. All have been achieved. But it was no accident. Positive energetic efforts by the County Division chapters and officers, and by officers, committees and other representatives of the Association com-

bined to produce these notably successful results."

He praised the Association's policy of subsidizing, through its membership committee, attractive factual material for membership campaigns by chapters.

"The Association is determined to keep up-to-date," he added, "its approach to membership problems."

Galpin Talks On Raises
F. Henry Galpin, salary research consultant on the Association staff, explained the services rendered by the Association on salary matters, and gave an expert insight into the methods to be pursued to achieve results. The Association furnishes the chapters with a kit on the subject, including comparative pay statistics of jobs in other counties and in other governmental jurisdictions, as well as in private industry.

The audience listened with closest attention while Mr. Galpin detailed a tested step-by-step process for obtaining pay increases by negotiation, and recommended that intensive efforts should be begun by all chapters when the Association year starts. (It started the next day.—Editor.) A schedule of appearances before Board of Supervisors, Common Council, or other legislative body, was stressed as a vital necessity.

Mr. Galpin answered questions for

an hour and a half.

Resolutions were adopted by the County Division at its September meeting, and forwarded to the Association's resolution committee. All the county resolutions were favorably reported by the committee, and all were adopted at the Association's annual meeting, which followed the County Division conference session.

Anniversary December 15
The County Division will be seven years old on December 15, 1953. Its membership increased again this year and, as of September 30 last, was 10,569.

WHERE TO APPLY FOR OVERSEAS JOBS

Engineering, recreational, administrative and office jobs for civilian employment overseas are listed by the Army's Overseas Affairs Division, Office of Civilian Personnel, 346 Broadway, Room 505, New York 13, N. Y.

Daniel J. Cashin, area representative, said the employment contracts are for one, one-and-a-half or two years' service, and that cost-of-living allowances and free housing are provided in addition to base salary, in many instances. Phone WOrth 4-7300, Ext. 404 for further information.

Social Security Won for Some Armory Employees

WASHINGTON, Oct. 19—Comptroller General Lindsay Warren has ruled that employer contributions to Social Security may be made by States from funds they receive from the U. S. for paying armory employees. This removes the last barrier to the inclusion of such employees under Social Security.

J. Raymond McGovern, Comptroller of New York State, sought the ruling as part of his effort to obtain Social Security coverage for employees not members of the State Employees Retirement System. He said the ruling would affect 1,500 employees of New York State armories, and thousands of National Guard employees in other States. Administrative and caretaker personnel are affected mainly in New York State.

Backed by Hausauer
Major General Karl P. Hausauer, commander of the New York National Guard, supported Mr. McGovern's effort strongly.

The armory employees fall into the "mixed status" groups that pose special coverage problems, because of restrictions of Federal

or State laws and rules, or both.

Mr. Warren's ruling does not specifically define the armory workers as State or Federal employees, but the impasse that existed during the Truman Administration — with Democratic national and a Republican State administration — has ended, now that both administrations are politically identical.

Doesn't Affect All

Other armory employees, including those who transferred to the State Employees Retirement System when the State took over armory control in NYC, are not affected by the ruling, since for the same job there can not be both State retirement and Social Security, nor are employees, if members or eligible to membership in the State system, eligible for Social Security because of their State or local government job, under present Federal law. There is a move afoot to amend this law to permit dual coverage, or "integration," as it's called.

But for those benefited by the new ruling, coverage is afforded where none previously existed. Particularly the employees nearing 65 years of age are benefited.

Central Islip Retires Trophy

The fourth match of the Round Robin Play Offs for the Good Will Trophy was held on the Central Islip State Hospital golf course, with Brooklyn State Hospital as the golf tournament host for the day.

Central Islip retired the Good Will Trophy by defeating Hudson River State Hospital, 16 points to 8.

In the men's division each Central Islip team member contributed to the total point score, but Jack O'Connell won medalist honors with a par 70 for the course. He was awarded the Central Islip Chapter Trophy. Runner-up was Charlie Melton, with 71. Charlie three putted on the 18th hole which cost him medal-

ist honors.

John Whalen of Hudson River won the hole-in-one contest. Other winners in this division were Danny Holmes, longest drive; C. Melton, most birdies; Jack Cassidy, first place kicker's handicap; A. Gordon of Hudson River, second place.

Trophy to Mrs. Bush

In the women's division, Mrs. Bush of Hudson River tied with Mrs. John Whalen, also of Hudson River, for low medal honors. By the tournament rules these names were placed in a box and the winner was drawn by Mr. H. Emmer, business officer of Hudson River. So Mrs. Bush got the Bowl Mart Trophy and Mrs. Whalen the runner-up award. Other winners of prizes in this division — Miss Mary Ryan and Mrs. Adrian of Central Islip; Mrs. McCarthy, Mrs. Bush and Mrs. Whalen of Hudson River.

Dr. Goldstein of Brooklyn State Hospital introduced John Stiemety, president of the Hudson River State Hospital Golf Club, who made the presentation of the Good Will Trophy to Dr. Francis J. O'Neill.

Thanks Expressed

Refreshments were served and a buffet luncheon was held.

The members of the Central Islip Golf Club expressed appreciation and thanks to Brooklyn State Hospital; Dr. O'Neill, director, of Central Islip State Hospital; Leo J. Frey, business officer; among others.

The Pay Window

By F. HENRY GALPIN

Salary Research Analyst, Civil Service Employees Association

SHOULD THE STATE HAVE AN ATTITUDE SURVEY FOR ITS EMPLOYEES?

CORNELL SCHOOL of INDUSTRIAL and LABOR RELATIONS, which is a State financed school, maintains a service for private industry, in which attitude surveys to benefit both employers and employees in private industry throughout New York State are conducted. Progressive management welcomes information that throws light on employment practices, since it provides a definite means to improve employee-employer relationships, which means better morale, lower turnover, higher output, more profits. Poor morale means disgruntled employees, a lot of griping, low profits.

Enlightened private industry wants to know how employees truly feel toward their employers. The State of New York should want to know this, too. There are many ways of securing information. An attitude survey is one of them. This is a relatively new development in the field of industrial relations.

SOME RELEVANT QUESTIONS

The following questions have been excerpted from a questionnaire in a book published by the Industrial Relations Center of the University of Minnesota. Employees were assured that their answers would be kept secret, that no one in the company or union would see them.

The questions that follow ask for information in the degrees shown below:

1. The lighting for my job is (excellent, good, fair, very poor).
2. The ventilation where I work is:
3. The place and equipment for the use of employees during rest and recreation periods is:
4. Considering the present cost of living, my pay is:
5. Opportunities for promotions here are:
6. The spirit of cooperation among employees in my department is:
7. The jobs that the top bosses are doing in this company are:
8. All in all I would rate my immediate boss as:
9. The reputation of this company in the community is:
10. All in all as a place to work this company is:

The questions that follow ask for information in the degrees shown below:

11. The work I do on my present job is interesting. (Strongly disagree, disagree, undecided, agree, strongly agree).
12. I am told ahead of time of changes that will affect my work.
13. My immediate boss is quick to take care of complaints brought to him by his employees.
14. There is a lot of favoritism in my department.
15. The work in my department is handed out fairly among the employees.
17. If I were to leave this job today I would have trouble finding another one just as good.
18. My pay is all right for the kind of work I do.
19. I feel that the work I do is very important.
20. I get full credit for the work I do.
21. Most employees in the company are satisfied with their jobs.
22. There isn't a better company to work for than this one.
23. The company should do more to help employees with their personal problems.
24. It sometimes helps to "play politics" in this company.
25. The company brings in outsiders for important jobs more often than they should.
26. The place we have to store our personal belongings is O. K.
27. My boss takes credit for work when he doesn't deserve it.
28. The local officers of my union are doing a good job.
29. I could get just as good pay if I didn't belong to the union.
30. I think it is worth my time to go to union meetings.
31. I think that my union gets good wages and working conditions for its members.

Shouldn't the State investigate the practicability of conducting such a survey, especially since it has the facilities?

When one examines how seriously the present value of the pension dollar has been whittled away without adequate adjustment, when one considers the inadequacy or non-existence of grievance machinery, when one considers the present level of the pay scales for State employees compared to those on the outside, when one considers the old-fashioned approach to some personnel problems, the answers produced by an objectively-answered attitude survey would be most interesting.

It is suggested that, when the new State Civil Service Commission is appointed, it give careful consideration to the use of an attitude survey as a modern management tool.

OUT-OF-TITLE WORK DEPLOYED BY UNION LOCAL

Out-of-title work by sanitationman B employees of the NYC Sanitation Department was attacked by the executive board of Local 831, International Brotherhood of Teamsters, AFL. There are 450 vacancies for drivers in the department, the group contends, which sanitationmen are ordered to fill.

DONAGHY ELECTED

John J. Donaghy, chief of the employee utilization branch, civilian personnel office, was elected employee member of the performance rating board of review and appeal, by civilian personnel at Headquarters, U. S. Quartermaster Inspection Service Command, 111 East 16th Street, NYC

CIVIL SERVICE LEADER

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John A. Cromie (left), himself a past president, swears in the newly elected officers of the Civil Service Employees Association. From left, John F. Powers, president; Joseph

Feily, 1st vice president; Al Killian, acting as proxy for John P. Quinn, 2nd vice president; Robert L. Soper, 3rd vice president; John D. O'Brien, 4th vice president; Mildred M.

Lauder, 5th vice president; Charlotte M. Clapper, secretary, and Harry G. Fox, treasurer. The induction took place immediately after the election results.



Dr. Theodore Wenzl (right) defeated candidate for the presidency of the Civil Service Employees Association, urges all State workers to "get behind your new president, John Powers." Dr. Wenzl thanked "all of you who worked for my opponent, because you have made Mrs. Wenzl very happy." Dr. Wenzl promised to do all he personally could to assist Mr. Powers, who is seen at the right in the photograph. Standing between them is Jesse B. McFarland, outgoing president.

Raises Won in 4 Titles; One Pay Appeal Is Denied

ALBANY, Oct. 19 — J. Earl Kelly, director of classification and compensation, State Department of Civil Service, announced the upward reallocation, by three grades, of two titles.

Assistant director, antitoxin, serum and vaccine laboratories, was raised from G-37, \$8,013 to \$9,588 total, to G-40, \$8,800 to \$10,375, effective September 16, 1953.

Chief hydraulic engineer, G-9, \$8,538 to \$10,113, was reallocated to G-42, \$10,733 to \$12,521, effective October 1, 1953.

Two other titles were raised through reclassification.

Senior X-Ray Technicians Lose. An appeal for a salary increase, made by senior X-ray technicians, was denied by the Division. The employees are now in the G-10 grade, at 3,411 to \$4,212 total.

Crane and shovel operators, Department of Public Works, have applied for a salary grade increase. The Division states that though the appeal originated in the Department of Public Works, other employees in the title, or other appointing officers, "may

participate in the application, if desired."

New Titles

The following lists new titles, with total pay, effective October 1, 1953, except for the director of after-care clinics, September 1:

Associate public records analyst, G-25, \$6,088 to \$7,421.

Deckhand foreman, G-5, \$2,611 to \$3,411.

Derrick boat captain, G-11, \$3,571 to \$4,372.

Derrick boat master, G-14, \$4,053 to \$4,889.

Director of after-care clinics, G-44, \$11,329 to \$13,667.

Dredge captain, G-14, \$4,053 to \$4,889.

Dredge craneman, G-9, \$3,251 to \$4,052.

Dredge operator, G-11, \$3,571 to \$4,372.

Marine engineer, G-10, \$3,411 to \$4,212.

Marine oiler, G-5, \$2,611 to \$3,411.

Tender captain, G-6, \$2,771 to \$3,571.

Tug captain, G-11, \$3,571 to \$4,372.

Titles Eliminated

The following titles have been eliminated: Assistant State labor-

atory librarian, associate cancer biologist, associate cancer gynecologist, associate cancer head and neck surgeon, department librarian (State laboratory), associate cancer internist, associate cancer radiologist, associate cytologist, industrial hygiene investigator, principal biophysicist, principal cancer gastroenterologist, principal cancer gynecologist, principal cancer head and neck surgeon, principal cancer internist, principal cancer roentgenologist, principal insurance qualifications examiner.

Title Changes, With Raise

Change of title has been made in the following cases, with upward reallocation effective October 1, 1953:

From principal cancer breast surgeon, G-40, \$10,138 to \$11,925, to associate chief cancer research breast surgeon, G-42, \$10,773 to \$12,521.

From principal cancer urologist, G-40, \$10,138 to \$11,925, to associate chief cancer research urologist, G-42, \$10,773 to \$12,521.

Change of Title But Not in Pay
Title changes effected with no (Continued on page 14)



Jesse B. McFarland, outgoing president of the Civil Service Employees Association, received an ovation from the audience of delegates at the 43rd annual meeting, and a hand-tooled leather plaque from the Central Conference. He stands between Helen Musto, chairman of the Central Conference, and Charles Methe, a member of the CSEA board of directors. Miss Musto and Mr. Methe made the presentation. Also in the photo is Gene Robb, publisher of the Albany "Times-Union," who addressed the assemblage.



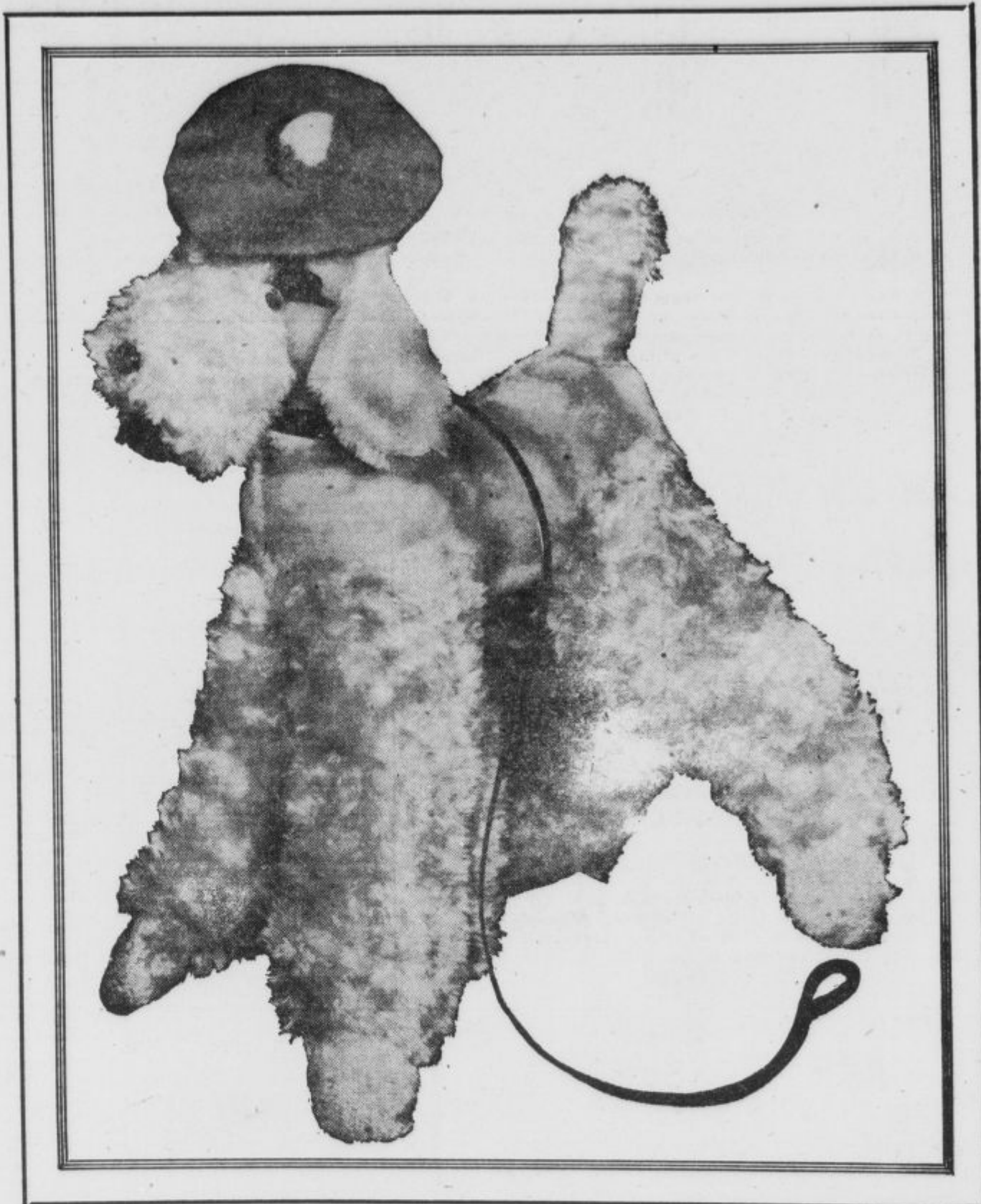
The membership committee of the J. N. Adam Memorial Hospital chapter, CSEA, (seated from left) Wanda Beane, dietary; Florence Moss, office; Dorothy Shaw, medical. Standing, Bernadine Besse, nursing; Leo Koch, engineering; Edith Benton, laundry; Doris Cummings, housekeeping, and Mabel Larkins, nursing, chairman.

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Andrew Darro (seated) was honored by the Niagara Frontier State Park Commission chapter, Civil Service Employees Association, on his retirement after 25 years' State service. From left, Mark Tillotson, chief electrician, the master of ceremonies; Leo Dunn and Edward Perry, co-managers of the Cave of the Winds; Lenus Jacobsen, principal park superintendent; Elmer Ellis, chapter president; Captain Horatio Collins, Commission Police Department; Frank LeBlond, manager of The Maid of Mist, and Keith Hopkins, of the office of A. M. Anderson, executive engineer.

Conservation Chapters Seek Justice for 1,000 Temporaries

ALBANY, Oct. 19 — A benefit basis for per diem and per hour employees, regarding paid holidays and the like, comparable to that enjoyed by other State employees, was unanimously advocated by the Conservation Department chapters of the Civil Service Employees Association. Noel P. McDonald presided at the meeting,

held in Association headquarters. The largest number of employees work for the Long Island State Park Commission and the Palsades Park Commission. It is estimated that, all told, about 1,000 employees are involved, and the chapters hope to have line items provided for them all, eventually. Other such employees work for the Taconic, Finger Lakes, Genesee, Allegany and Thousand Islands agencies.

The problem of "temporary" employees who have been on the State payroll in the same jobs, for years, some for 20 to 25 years, also absorbed the meeting. Per diem and per hour employees, mostly laborers, have suffered from the heretofore permanent "temporary" situation, but signs of improvement are reported. Niagara Frontier State Park Commission is expected to include 16 laborers in budget lines, the mark of permanency. There are 31 reported jobs there that would be included, but the situation is being viewed by employees as "half a loaf," and to this extent, the proposed improvement is welcomed.

McDonald's Quick Work

About 100 permanent budget lines are needed, to recognize the fact of permanency, as attested by many years of service, and the discarding of the fiction that is harmful to employee morale.

About 1,000 employees are affected by the lack of uniformity of benefits regarding days off.

Mr. McDonald, as soon as the resolutions were adopted by the conference of chapters, rushed over to the DeWitt Clinton Hotel, where the Association's resolutions committee was meeting. He spoke up for the resolutions, they were included among those put before all the delegates, and were adopted.

Among the chapters represented were Niagara Frontier, Long Island and Inter-State County Parks, Palsades, Southwestern, and Capital District Conservation.

STATE GROUP JOINS HIP

Employees of the New York State Training School for Boys at 88 Reade Street, NYC, have enrolled with the Health Insurance Plan of Greater New York, Dr. George Baehr, HIP's president and medical director, announced. The school itself is at Warwick.

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TUESDAY, OCTOBER 20, 1953

How Far They've Come; How Far to Go

There is a special virtue of a meeting like that of the Civil Service Employees Association in Albany last week. It brings together viewpoints from a wide area; and indeed the assembled delegates covered as much territory, geographically, as do the legislatures of many European countries.

The deliberations of the group demonstrated how far public employees have come, and how far they still have to go.

The prestige won by the CSEA may reside in a statement made by its counsel, John T. DeGraff: "The strongest asset of the CSEA has been its invariable, unchanging honesty. The organization has a reputation for integrity."

Now the group has set its course of action for the coming year. Many of the objectives it seeks have been on its roster before; some are achieved quickly, some slowly. Sometimes its achievements cannot be counted in immediate dollars and cents, as when it defeated in the legislature an effort that might have emasculated civil service in New York State.

Topping its aims now is the push for proper salary. The Association is seeking to break the traditional plan of governments that public employees bring up the rear in salary matters. The Association isn't seeking the moon. Its resolution asks that "present inequities in State salaries be corrected and that there shall be added to present gross salaries an adjustment sufficient to bring them to the levels paid in private industry."

Local governments, some of them far behind in their treatment of employees, are reminded that they have no exemption from the necessity of treating their employees with the same consideration that the State employees seek.

Once again, the Association will sponsor legislation for additional increments after 10, 15 and 20 years of service.

The large number of resolutions submitted on retirement questions is an indication of the unfinished business that remains in this realm.

Salary adjustments for women at Albion and Westfield, on the principle that women doing the same work as men should earn the same pay, is another resolution. And the State administration ought finally to act on this one.

Of deep import is the requirement that modern grievance machinery be set up. The Employee Relations Board as set up under the Governor's executive order hasn't worked. Efforts must obviously be renewed, and a plan developed that will operate.

These represent only a few of the necessary forward moves.

COMMENT

FAY DIFFERENTIALS ARE DEPLORED

Editor, The LEADER:
 The State exam for stenographer is continually open. The starting salary is now quoted at \$2,504 a year, for positions in NYC. Typists and clerks receive \$2,180; stenographers in other sections of the State also receive \$2,180. How does the Budget Director reconcile this discrimination?

What is the advantage of becoming a senior stenographer, at about \$2,650 total? What adjustment does a senior with years of service receive?

What has happened to the proposed reclassification of the whole stenographic service?

It appears to be very poor personnel practice to have positions

in the same classifications with different starting salaries for various sections of the State.

AMBITIOUS.

HIGHER PAY, BETTER RECRUITMENT

Editor, The LEADER:
 When is NYC going to wake up to the fact that it must pay higher salaries to attract workers, and to keep those it has? Maybe the City is perplexed why so few people apply for the \$40.60-a-week clerk jobs. The Municipal Civil Service Commission had to extend the application period for an extra month. Anyone who reads the help wanted ads of private industry, published in the newspapers, can give the City a lesson in the economic facts of life.

N. B.

Question, Please

WHAT HAS HAPPENED to the much-advertised plan to find jobs in the U. S. Government for career employees who lose out through reduction in force? I was let out from my U. S. clothing examiner job, am still out, and desperately need to get back, as I'm no spring chicken. F. L. C.

Answer — Two main difficulties exist: (1) Agencies didn't cooperate with the U. S. Civil Service Commission although warned by the Commission they must do, so President Eisenhower has stepped in, and better results may be expected; (2) many jobs are in titles not common throughout the Federal civil service, as evidently is true in your case, as there just aren't any "indefinites" in such titles who could be replaced by "permanent" employees whose "permanency" proved more technical than real.

AS I DESIRE to retire from my NYC job, after 15 years' service, may I look forward to at least \$100 a month retirement allowance? K. P. O.

Answer — The retirement allowance will depend on what plan you're covered by, your average salary during five consecutive years of your own selection, and your contribution to your annuity reserve. Assume coverage under the 30-year, half-pay plan. That means for 30 years' service the City-paid pension equals one quarter of the previously mentioned final average salary. For 15 years' member-service the pension equals one-eighth. If you get \$3,200 a year, the pension then would be, say, \$400 a year. Whether half pay is attained after the full 30 years, or quarter pay after 15 years, depends on your contributions to annuity. In general, those contributions will fall short of equalling the City-paid pension, because your contributions were based on salary, year for year, for the full time of your membership in the system, including the early years, when salary was much less than now. Note the contrast between the "best five years," for pension computation, and the average of all the years, for annuity purposes. Lump sum contributions may be made, under certain circumstances, to build up the annuity account to produce an annuity about equal to the pension. The retirement allowance is the sum of the City-paid pension and the employee-paid annuity. There is no NYC pension plan for any guaranteed minimum absolute amount of retirement allowance.

Three Honored On Retirement

A dinner honoring three retiring employees of the NYC Department of Hospitals was held at the Tavern-on-the-Green in Central Park.

The three are Frank W. Connors, secretary of the department; Alexander Matthaey, assistant director of the department's Bureau of Administration and former auditor of the department; and Dr. James M. Rosen, assistant to the Commissioner, in charge of Special Facilities.

Dr. Marcus D. Kogel, Commissioner of Hospitals, presented certificates of merit. About 250 persons attended.

Postal Group Protests Columbus Day Loss

The New York Federation of Post Office Clerks, AFL, has protested to public officials the elimination of Columbus Day as a holiday for thousands of postal clerks in the New York, N. Y. post office (Manhattan and the Bronx). Previously, one-third of the clerks got the day off with pay.

DINERS HONOR GOLDNER

Samuel C. Goldner, certified shorthand reporter and director of Stenotype Speed Reporting, 5 Beekman Street, NYC, was recently dined at Gasner's Restaurant by fellow-hearing reporters of the Workmen's Compensation Board, in honor of his appointment to the Court of Claims as deputy clerk and court reporter.

COL. BOUGHTON APPOINTED

Colonel William H. Boughton of Troy has been appointed Director of Selective Service for New York State. Colonel Boughton has been the Acting Director since 1953. He succeeds Major General Ames T. Brown, who has retired.

CIVIL SERVICE

NEWS Letter

The LEADER HAS TAKEN a few cracks at Civil Service Commissions because they don't wage high-powered recruitment campaigns, but a booklet just issued by the State, extolling State job opportunities for college graduates, is a top-flight professional job, and it's a pleasure to say so. Maybe that genius, to run State civil service, is not needed, after all!

FORMER LIEUTENANT GOVERNOR FRANK C. MOORE is now settled in his big job with the Government Affairs Foundation, Inc., a non-profit undertaking established by Nelson A. Rockefeller to advance the science of government. That is an important objective, and requires a top-notch man.

Few men in recent history have contributed as much to the science of government as has Mr. Moore. If you know the names of any public officials who outclass him in ability, sincerity and graciousness, send 'em in, and we'll be glad to publish 'em. Shouldn't take up too much room.



FRANK C. MOORE

THE POSTAL PROMOTION exam may not be a model, as yet, but it's not too late to bring it up to snuff, with full, official details on whether the eligible list will be free of favoritism (as are the regular lists), and whether seniority will be rewarded, as is the general custom in promotion exams in practically all jurisdictions that hold them.

The Post Office Department is holding the exam itself, which makes some clerks and carriers suspicious, because they realize they work in a department that's always been political. The Eisenhower Administration insists it means business, in starting to put the department on a merit basis, and so far as the case has proceeded, has proved it.

Many clerks and carriers feared the test would never be held, but it's open now, all over the land, and marks the entrance of the U. S. Government into the promotion exam field. This fact shouldn't get the States'-rights Southerners excited over any sprawling growth of central authority.

JOB RECLASSIFICATION is being undertaken by the Federal Government and local governments, while New York State is making a wage survey, which is in part to the same effect, since a career plan is nothing, without a salary plan.

In NYC questionnaires are being sent to various departments, civic groups, newspapers, employee groups, and others, regarding proposed reclassification, service by service. Individual employees will be consulted later.

In Albany county and city a Chicago concern is making a job and pay study, but will not recommend specific salaries. Instead, jobs will be grouped by wage brackets, and local governments themselves will undertake the specific salary job. Policemen and firemen, in particular, expect the Albany city reclassification to produce a solid basis for a much-needed raise.

In Erie County a salary survey has just begun.

The various job enterprises use different methods, but the goal is theoretically the same—due recognition of the value of the employee, and sensible promotion lines, or "ladders," as they're often called.

ALL BRANCHES of government are recognizing the fairness and necessity of consulting the employees. In the Albany project employees will be notified personally of any proposed changes affecting them, and will be given an opportunity to protest. The general director of the project is Charles L. Campbell, retired administrative director of State civil service, previously an active member of the Civil Service Employees Association, so consultation of employees would naturally be something he'd want to assure. NYC will afford the same employee consultation, and the State is already doing so, and, it is hoped, will not take any final stand on pay without further conference with the Civil Service Employees Association.

THE NYC CIVIL SERVICE COMMISSION is counting on reduced application age to stimulate response in the patrolman exam for which applications open on Wednesday, November 4. The new application age is 18, not to be confused with the appointment age, which remains 21.

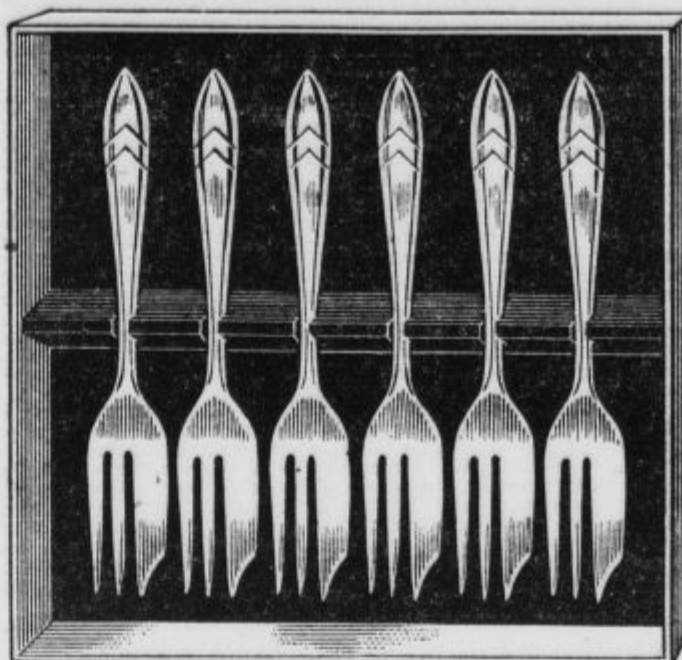
THE U. S. CIVIL SERVICE COMMISSION is opening exams for clerk-carrier jobs outside NYC, and will open one for jobs in the New York, N. Y. and possibly Brooklyn, N. Y., and other metropolitan stations, before year's end. The Commission has just closed exams for which it feels it has enough eligibles, for instance, staff nurse, head nurse, shorthand reporter and industrial specialist.

THE EISENHOWER ADMINISTRATION is attempting a great deal in the personnel field. Most recent action is the creation of a Bureau of Personnel in the Post Office Department, which has half a million employees. About time! Deputy Postmaster General Charles R. Hook Jr. is in charge. Here's wishing him success. There's plenty of room for improvement of personnel matters in the Post Office Department, and Mr. Hook has an experience record to indicate he can go places in his new undertaking, if not held under restraint.

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| (12 consecutive shipments) | \$22.00 |

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You may cancel your membership at any time (please give 30 days' notice to allow for transmittal to our foreign office) and the unused portion of your payment will be refunded in full. Even better, if you are not delighted upon receiving your first regular monthly selection, you may keep it free of charge along with your LOXLEY Pastry Fork Setting gift and receive a full refund of the total amount paid.

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—M. L., New Cumberland, Pa.

"I think the idea of bringing the crafts of the world's artists and artisans to us who do not have the opportunity to seek them out for ourselves, is one

offering great advantage to all concerned, and with, perhaps, unexpected and indirect results that will make for the accomplishment of decidedly better understanding and relationship between ourselves and our world neighbors."
—Mrs. T. J. McA., Marblehead, Mass.

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—M. Q., Philadelphia, Pa.

(Note: All original letters are on file in our office)

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Public Works Employee Problems Aired at Session

ALBANY, Oct. 19.—A comprehensive discussion of problems affecting employees marked the conference of State Public Works Department chapters, held last week at Civil Service Employees Association headquarters. As guests were Lester Crick of Albany, Deputy Superintendent of Public Works; Warren Welch, personnel administrator; Wm. Kelcy of the State Department of Civil Service, Division of Classification and Compensation, and two of Mr. Kelcy's assistants. The guests answered questions from the floor.

The principal problems:

Pay Cuts

1. Reclassification of per diem employees to an annual basis has resulted in pay cuts, particularly in District 10, ranging from \$110 to \$700 a year. Those cut \$700 or nearly that much resigned. The cuts resulted from the higher per diem rates prevailing on Long Island, in private industry, than elsewhere in the State, and the State had to come somewhere near them, for reasons of competition. So the chapters want a grade differential to be established geographically, to bring the pay of those who stayed, at least up to their previous pay. This would invoke the same principle as the Commission applies to hiring stenographers and

typists in New York City at a higher entrance rate than obtains in State employ elsewhere, and is believed to be attainable administratively. Titles include maintenance helper, maintenance man, equipment operator, and tree pruner. Upward reallocation is sought. In Districts 5 and 8 there have been fewer instances of such marked disparity.

Correct Evaluation of Work

2. Truck drivers, equipment operators, and light maintenance foremen are all in the same grade, G-5, though the titles represent unequal degrees of responsibility, no higher pay is sought for those performing the more responsible work.

Safeguard on Reclassification

3. A new law is sought, to safeguard per diem employees' pay being cut, on reclassification, in line with the protection afforded to annual employees.

Subsistence Pay

4. An increase to \$8, from present \$3.75, is sought, for daily subsistence. Now any one working on construction more than 25 miles from headquarters may choose between \$3.20 a day travel expenses, if using his own car, and \$3.75 subsistence to live near the construction job. Few choose the \$3.75, since it's far from enough to pay expenses, but more would,

especially those who have no cars, if the subsistence rates were raised. No travel expense goes with the subsistence rate. Any subsistence selector would either get a lift home or be impossibly distant from home. Engineers are affected by this situation.

Auto Travel Rate

5. An increase in auto travel rate, to 10 cents a mile, from 8, is asked.

Reclassification Completion

6. Reclassification of titles omitted from this undertaking to date, is another request. Some maintenance men have not been reclassified, nor have drill rig operators, but Civil Service Department, pleading a heavy load of tasks, expects total completion by April 1.

More Titles

7. Additional titles, to fill the gap existing in all districts, are regarded as imperative, and Mr. Welch volunteered that the Public Works Department will request new ones for next year.

Holiday Pay

8. Per diem employees want holiday pay. They get the same vacation and sick leave as annual employees and insist there should be no discrimination as to holidays, either.

William A. Greenauer, of District 10, acted as secretary of the meeting.

With the Women At Assn. Annual Meeting

By H. J. BERNARD

"I DON'T SEE WHY departments hold back in letting employees off when the weather is unbearably hot," said Edith Fruchthendler. "It doesn't come out of the department heads' pockets."

She observed there were many new faces among the delegates this year.

CHARLOTTE CLAPPER was one of the most philosophical of all the candidates. Up for re-election as secretary, she remarked, "If I win I'll do the work, and if I lose I won't."

P.S. She won.

FIVE WOMEN were elected in the contests for officer and departmental representation posts: Mildred M. Lauder, 5th vice president; Charlotte M. Clapper, secretary; and, as representatives, Mrs. Mildred O. Meskil, Commerce; Hazel G. Abrams, Education, and Margaret A. Mahoney, Public Service Commission.

GRACE NULTY, president of the NYSES chapter, NYC and Suburbs, made a hit doing the Charleston at the party given by the Civil Service Department chapter. Lots of pep and skill, and good figure, to boot. Husband George Moore enjoyed it as much as the others did.

HELEN TODD received many congratulations on the excellent work of the social committee, of which she is chairman. The annual meeting and the annual dinner are the big events with which the committee copes.

JANET MACFARLANE, Mrs. Todd's predecessor as social committee chairman, gave up Association activities when she felt that her job with the Personnel Relations Board might conflict. But saying hello to her many friends presented no danger, so she joined in social events. Janet was always the Association's fashion plate.

DORIS LEFEVER of Syracuse stayed at Aunt Minnie's house, as usual, but got away long enough to perform all her own official duties, including those as a member of important committees. Aunt Minnie is almost as well known in the Association as Doris herself, and will likely attend the annual dinner in February.

MELBA R. BINN of Rochester escorted John F. Powers to the various social events following the

annual election in which he won the Association presidency. The new president got so much greeting from the women it was difficult for a mere man to get in a congratulatory handshake.

MARY GIACOVELLI of Broadacres and Margaret Whitmore of Syracuse were among the young woman delegates attending their first Association annual meeting. Mrs. LeVine added to the comment of Miss Fruchthendler, about the many new faces, that so many were those of young women.

Mary is known as the Veep of Broadacres, as she was elected chapter vice president last June. She's a nurse, with flashing eyes, jet black hair and a rosy complexion. Work prevented her from coming until noon of the second day of the session, but she visited Association headquarters, met the Association leaders, and revelled in the thrill of the hotly contested election.

EVEN THE WOMEN remarked that Lea Lemieux, a member of the social committee, who works for the State Department, was the most beautiful example of young womanhood to grace the Association meeting. No newcomer, Lea, however, so no new honor for her.

THE WOMEN outnumbered the men in the Syracuse delegation, 7 to 3. Women: Doris LeFever, Ethel Chapman, Catherine O'Connell, Margaret Whitmore, Helen Hanley, Mollie Doyle, and Ida Meitzer. Incidentally, the men were Raymond G. Castle, Thomas Ranger, and John Crowley. Mrs. Hanley wore a new Ile de Capri hair-do. She is chairman of the Chapter's Committee for the February 6 dinner dance to be held at the Onondaga Hotel, Syracuse.

GERTRUDE WHITE, pres. of the Broadacres chapter, said: "I enjoy attending the annual meetings not only to take part in Association business but to meet so many old friends and so many new ones." With her was Ann LeVine, former chapter president, present this time as observer. The second Broadacres delegate was Mary Giacovezzi. Mrs. LeVine postponed a trip to San Diego, California to visit her daughter, to attend the meeting.

NO EXPERIENCE NEEDED FOR KITCHEN HELPER JOBS

No experience or training is needed for jobs as kitchen helper, \$2,420 a year, at the U. S. Public Health Service Hospital, Manhattan Beach, Brooklyn, N. Y.

Apply to the personnel office at the hospital until further notice.

Assn. Sets Its Policies

(Continued from Page 1)

Annual increments based on length of service; 25-year retirement for uniformed prison employees and Mental Hygiene employees; integration of Social Security aid without impairing the benefits of existing retirement systems; optional retirement after 25 years; a minimum retirement allowance of \$1,500; salary adjustments for women guards at Albion and Westfield; improved grievance machinery; elimination of fees on promotion examinations; hazardous pay classifications for employees in TB hospitals and wards; time and a half for overtime; eleven paid holidays; a basic 40-hour week for employees of local governments; and many other improvements.

The annual meeting began with open house Association headquarters, Helen Todd, chairman of the Program Committee, presiding.

Chapter Groups Meet

Tuesday morning, October 13, was occupied with conferences of departmental groups deliberating upon their own problems. Meetings held by delegates of departmental chapters, and the names of the presiding officers, follow:

Correction, Charles E. Lamb; Health, Dr. Wm. Siegal; Social Welfare, Charles H. Davis; Public Works, Charles J. Hall; Education, Dr. Theodore C. Wenzl; Conservation, Noel F. McDonald; Armory employees, Randall Vaughan; Labor, Joseph Redding.

The County Division held the largest conference in its history. With J. Allyn Stearns presiding, the delegates heard Association functionaries describe various phases of their operations at the local levels of government.

A Memorial Plaque was dedicated in Association headquarters, with Francis A. MacDonald, former chairman of the Southern Regional Conference, making the presentation.

J. Raymond McGovern, Comptroller of the State, described the new

Social Security program, pointing out its essentially humane features and at the same time recognizing its inadequacies. At a later meeting, an address was made by Gene Robb, publisher of the Albany "Times-Union," on the relation of the public employee and the press.

Internal Organization

The delegates gave renewed consideration to matters of internal organizational operation.

Two amendments to the CSEA constitution, which would have enabled the amendment of chapter constitutions by the board of directors, were tabled for the second time.

Another tabled section dealt with the problem of voting by proxy.

The question of what constitutes a quorum at Association meetings was clarified by vote of the delegates, who set one-third as the figure. This section will be voted upon again at the next Association meeting, and if approved then, will become part of the Association constitution.

A section which would have forbidden a candidate from running for more than one office at the same time was lost.

Another amendment, concerning withdrawal of a candidate, was ordered changed, and will be presented again to the delegates. (A detailed account of actions on the Constitution and by-laws appears elsewhere in this issue.)

All five regional conferences held meetings which were social, with much good spirit disseminated.

McFarland Gets Award

One of the most moving actions at the assemblage was the presentation of a leather hand-tooled book-scroll to Jesse B. McFarland, outgoing president, by the Central Conference. A complete surprise, the presentation was made by Helen Musto and Charles Methe. The presentation was the more poignant in that Mr. McFarland, whose voice was "gone" as the result of laryngitis, couldn't express his thanks except with gestures.

Election Results

(Continued from Page 1)

STATE EXECUTIVE COMMITTEE

Agriculture & Markets
William F. Kuehn, 239.

Audit & Control
William A. Sullivan, 381; Joseph Osborn, 221.

Banking
Frank C. Maher, 59.

Civil Service
Lawrence W. Kerwin, 219.

Commerce
Mrs. Mildred O. Meskil, 102.

Conservation
Noel F. McDonald, 420.

Correction
Kenneth E. Ward, 454; Charles E. Lamb, 437.

Education
Hazel G. Abrams, 562.

Executive
Clifford C. Asmuth, 672.

Health
Dr. William Siegal, 884.

Insurance
Solomon Bendet, 132.

Labor
Joseph P. Redding, 1,373; Henry Shemin, 542.

Law
Francis C. Maher, 110.

Mental Hygiene
John E. Graveline, 1,372; Paul Hayes, 1,329; Michael J. Murphy, 1,207.

Public Service
Margaret A. Mahoney, 235; Edith Fruchthendler, 145.

Public Works
Charles J. Hall, 1,271.

Social Welfare
Charles H. Davis, 268; James C. Young, 110.

State
Edward L. Gilchrist, 93.

Tax and Finance
Alfred A. Castellano, 716; Samuel Emmett, 335.

Judiciary
William F. Sullivan, 133.

Legislative
William S. King, 3.

Onondaga Chapter To Honor Corcoran At Syracuse Dinner

SYRACUSE, Oct. 19 — Civil service employees will sponsor a testimonial dinner honoring Mayor Thomas J. Corcoran on November 18 at the Hotel Onondaga.

Mrs. Norma Scott, president of Onondaga chapter, Civil Service Employees Association, announced that officers and members of the chapter's executive committee are in charge of arrangements.

Guests will include Mrs. Corcoran, past presidents of Onondaga chapter, and representatives of other employee groups. A principal speaker and a toastmaster will be announced.

nated a number of "security" positions and agencies, including the Governor's office, the State Police, the Division of Military and Naval Affairs, the Division of Safety, the Civil Defense Commission, and the Civil Service Department itself.

What Change Took Place

In the past, the Civil Service Department has relied on a question contained in the regular examination application form, requiring the applicant to state whether he believes in or is a member of a group advocating the overthrow of the government "by force, violence, or any unlawful means."

The new ruling marks an effort to tighten up the State's loyalty program, the Commission explained.

State Now Questions All Appointees About Subversive Links

ALBANY, Oct. 19.—The State Civil Service Department now requires all persons appointed or promoted to State positions to answer a questionnaire under oath to disclose whether or not they are, or ever have been, members of any one or more of 35 organizations and groups, including the Communist Party, designated as subversive by the United States Attorney General.

The list set forth alphabetically in the questionnaire, begins with the Abraham Lincoln Brigade, and ends with the Young Communist League. Included are the Friends of the Soviet Union, American Youth Congress, Socialist Workers Party, American Peace Mobilization, and Congress of American Women.

The list is not limited to Communist and Communist-front organizations. Also included are such groups as the German-American Bund, Friends of the New Germany, and the Silver Shirt Legion of America.

Questions On Petitions

A second question asks whether the applicant ever signed a designating petition for the nomination of any person to public office or party position in any of the listed organizations.

If a person refuses to answer the questionnaire, his name will be stricken from the civil service eligible

list. If he indicates present or past membership in any of the organizations listed, the facts of the membership will be investigated.

The questionnaire will be backed up by a name check with police and investigative agencies. The name check will apply not only to new appointees and promotees in State service, but also to all State employees in "security positions" and "security agencies." Fingerprinting is already standard procedure in exams.

If the name check reveals the possibility of subversive activity by any applicant or employee, a full field investigation will be made by the Civil Service Department and appropriate action taken, the Commission said.

Conway Explains Reason

"The new ruling," said J. Edward Conway, President of the Commission, "will implement the provisions of the State's Security Risk Law, passed in 1951, which is designed to keep out of 'security' positions and 'security' agencies, persons whose employment would be dangerous to the national security or defense."

The Commission is authorized to designate "security" positions and agencies, which are defined as those performing functions necessary to the security or defense of the nation or the state, or where confidential information relating to security or defense may be available.

The Commission has already design-

DeGraff Addresses Meeting

(Continued from Page 1)

have entered the organizing picture. Not only are they in competition with the CSEA, but with each other. The attorney pointed out how the published platform of one group contains planks that are unconstitutional. He cited the case of a Buffalo leaflet which promised to bring employees of the labor class into the competitive class by promotion.

In another case, the AFL group said it would work for retroactive pay increases for prison guards.

In both instances, the AFL organizers are up against an important obstacle—what they want to do is unconstitutional, Mr. DeGraff said.

The CSEA attorney gave high praise to the role of trade unions in private industry. He told of the gains they had won. But in public employment, he said, the independent organizations have done conspicuously better work.

Often, he said, competing organizations take credit for what others have done. Often their primary asset is a mimeograph machine. He gave the case when, some years ago, a group tried to organize the prison officers. The problem came up of extending the life of an eligible list. The CSEA prepared a legislative bill to accomplish this purpose. The competing organization then sent out a circular asking support of the bill, conveniently forgetting that the Civil Service Employees Association had drafted it. The only trouble was that when the circular went out, the bill had already been passed and signed by the Governor.

Disunity, Dissension

Efforts of competing organizations create disunity and dissension. In such an atmosphere, the employee loses. Mr. DeGraff told the delegates of experience in New York City, where some 200 groups are struggling in competition with one another. What is the result? Whereas there was once a time when New York City employees fared better than State aides, State employes have now stepped ahead; and City organizations are seeking what State aides—

with their single powerful organization—have established: objectives like classification, a modern wage structure, and grievance machinery.

Invariable Honesty

"The strongest asset of the CSEA has been its invariable, unchanging honesty. The organization has a reputation for integrity. It shouldn't try to outpromise other organizations," Mr. DeGraff warned.

"A second asset is democracy. The Association is the most democratic organization of employees. What we've attempted to accomplish, we've attempted through the employees themselves. What is militancy? True militancy is convincing people of unity of purpose, taking every opportunity to work together."

Troy Pension Course

TROY, Oct. 19.—A record audience of 80 heard the second discussion of preparation for retirement, in the lecture series being conducted jointly by the Civil Service Employees Association and the Troy YMCA, at YMCA headquarters.

Edward C. Hannon, manager of the U. S. Social Security field office in Troy, headed the panel, of which Leo J. Alard, Walter Flanigan, Thomas Ramsley and Harry Lee were members. Mr. Flanigan is president of the Troy Federation of Labor, Mr. Ramsley is an Albany pension specialist, and Mr. Lee a Troy attorney. All explained Social Security benefits.

Sessions Tuesday Nights

Dr. Arvie Eldred, past president of the State Parent Teachers Association and former superintendent of schools, presided.

Rosemary Anlin, executive secretary of the Jewish Social Service, Albany, will lead the next discussion on October 20. The topic will be "The Retired Person and the Family." She is a graduate of Smith College School of Social Science, and has 15 years' experience in private and public social work.

Sessions are held Tuesdays, from 7:30 to 9 P.M.

McFarland Reports on Assn.'s 43rd Year

ALBANY, Oct. 19 — Jesse B. McFarland, outgoing president of the Civil Service Employees Association, delivered the following report, at the annual meeting last Tuesday. In it he outlined the achievements and problems of the organization in its 43rd year.

I am sure you will agree with me that the ending of the 43rd year of Association history finds the vigor, enthusiasm and hope of the membership at an all-time high.

We began the year with a great program. We fought valiantly for that program. We have not won all of our objectives, but we must not abandon a single one of them. We believe with the poet "that not failure, but low aim, is crime." To gain for public employees the respect and reward they deserve is an aim which officials of government must inevitably recognize in deference to common justice and good business sense; it is our function to stimulate such reaction.

Reorganization of Commission
Among the most important developments of the last year was the passage of legislation providing for reorganization of the Civil Service Department. At the 1952 session of the Legislature, it will be recalled, legislation was introduced which would have replaced the Civil Service Commission, for all practical purposes, with a one man administrator. This individual would have had practically all of the power which had theretofore been exercised by the bi-partisan Civil Service Commission, and the Commission itself, of which he would be a member, would be reduced to a mere puppet without even rule-making power or appellate power over the decisions of the administrator in most important areas. The Association vigorously opposed the destruction of the keystone of the merit system, bi-partisan administration of civil service, under the guise of increased efficiency. Our united opposition succeeded in having the legislation withdrawn at the last moment when it came up in the Senate for final passage.

During the past year, conferences were had with the Administration concerning this legislation which resulted in meeting completely the opposition which the Association had to the 1952 legislation.

In 1953, a reorganization bill was passed which designated the President of the Commission as the head of the department and gave him certain administrative powers designed to improve the efficiency of the department. However, the legislation preserved the three-man bi-partisan Civil Service Commission on a full time basis and reserved to the Commission complete quasi-legislative power, including the right to formulate rules, to effectuate the Civil Service Law and appellate powers in all areas in which it heretofore had exercised such power, and in particular, appellate power to hear appeals from any determinations made by the President of the Commission.

Revision of the Civil Service Law
A committee of the Association has been continuously active in evaluating the proposals arising as a result of the activities of the Preller State Commission on Revision of the Civil Service Law. In view of the purpose of the Preller State Commission to recommend revision of the Civil Service Law, the Board of Directors has approved various recommendations of the Association's committee to the Preller Commission. These would clarify and strengthen the present statute and afford increased protection from abuses of the merit system, and add to its already tremendous importance in promoting efficiency of government on all levels.

The Salary Situation
Unfortunately, I cannot report as favorably upon the salary situation for the past year as had become my custom in my two previous annual reports. The salary situation was marked by two serious defects: one, complete inattention by the administration to the necessity for salary increases to State employees, and two, threatened breakdown of the conference method for negotiation concerning the salary situation.

I need not dwell on our salary case. You all know that we were entitled to a salary increase this year. You all know that the State's answer was a flat "No" with no adequate reason.

To my mind, the second development which I mentioned above could, in the final analysis, be more serious than the failure to

adjust salaries this year. We have, in the past, been justly proud of the conference method of negotiation by which the problems of State employees were adjusted. We were proud of the free exchange of information between the Administration and our Association as the factors on which salary adjustments were predicated. We were not always 100% satisfied with the results of the negotiations, but we always felt we had a free and fair opportunity to negotiate, to present our views, and to hear the views of the administration. I am sad to report that the so-called negotiations in 1953 consisted of one meeting, in which we were informed of a predetermined position on the part of the State that no increases or adjustments were to be made. To call this meeting a "negotiation" would be, at best, a very serious misnomer. I hope the Administration will realize, as we do, that it is only through the use and expansion of the conference method that the personnel relations of the State, both in the salary and other fields, can be intelligently and equitably dealt with.

On other aspects of the salary situation, I cannot help but make a few comments before I leave office. During my term, we tested in the courts the powers of the Budget Director to veto recommendations for salary reallocations made by the Division of Classification and Compensation. Although successful in the lower court, the Appellate Division upheld arbitrary veto power of the Budget Director and his failure to give any reasons for vetoing reallocations. Similarly, other recommendations for reallocations, amply justified by the facts and the findings, have been before the Director of the Budget since prior to the beginning of this fiscal year without any action, either favorable or unfavorable. It is my feeling that some teeth must be put in the salary plan to remedy such arbitrary action or inaction when reallocations are clearly indicated and amply justified.

I recommend as a solution that some agency of the State government other than the Division of the Budget be vested by statute with power to effectuate salary reallocations as the need becomes apparent during the fiscal year within the limits of annual appropriations to be made by the Legislature for that purpose.

Such a system has been adopted in California, and my information is that the plan has been quite satisfactory in maintaining equitable pay rates in that State.

In its efforts to maintain sound pay rates for State employees, the Association during the past year made a direct appeal to the people through its conferences, chapters and members, and expended a substantial sum in making known the economic needs of State employees through press and radio. During the session of the Legislature, our message was carried on twenty radio stations throughout the State and in advertisements in thirteen newspapers having wide coverage in ten areas. Nothing could be plainer than that our public relations work should be expanded, and we should endeavor to unite behind our program all of the progressive citizen groups in our communities including the over 600,000 public employees within the State.

Labor Relations
Each day that passes emphasizes the importance of utilizing the spiritual and material resources present in the many highly specialized groups in our democratic society to advance social progress and welfare. The farmers have advanced their welfare by close organization. Educators on all levels have done likewise. Our bankers world. Working men in industry and businessmen, through intelligent organization, are influencing toward prosperity throughout the have won for their people a very influential place in society. Some of these groups have had to exert themselves vigorously and to make many personal sacrifices in the gaining of real recognition. Public employees are lagging seriously in organization and in the respect and rewards which are justly due them. The reluctance to recognize the fine resource and helpfulness present in the public employee body on the part of government officials generally is not understandable. This is pointed out directly in the failure of our State Administration to heed the advice and appeals of our Association to establish a satisfactory State agency to deal with many problems of employment. As long ago as 1948

the Association placed before the Legislature in a measure introduced by Senator Desmond a sound plan for creating necessary labor relations machinery. In 1950 after much negotiation an Executive Order was issued by the Governor and put forward as a substitute for legislative action. Because of the apparent lack of recognition for the need of such an agency, administration of the executive order has regressed from a full time to a part time director of the Personnel Relations Board created by the Executive Order, and the machinery is little used because of lack of respect and confidence on the part of the employees. The provisions of the order are needlessly cumbersome, but it has failed particularly because it does not give legal status to an independent board authorized to publicly hear, and to make recommendations after such hearings, with respect not only to minor grievances but to the overall problems which have so much to do with the maintenance of morale and efficiency. The grievance committee of the Association will make its recommendations on the subject. It remains a major project of the Association.

Extension of Competitive Class

As reported to you on previous occasions the Association has striven vigorously to impress upon the Civil Service Commission the great need for extending the competitive class to insure application of the constitutional mandate and its well-known value to good government to all of the non-policy forming positions in the State civil service and in the municipal civil service. We were encouraged in our efforts by various hearings held from time to time by the Commission to which positive proof of the practicability of examining for many of the positions now in the exempt or non-competitive class was submitted by the Association. However although these hearings have been going on for two years few if any changes have been made as a result of them. We still have only approximately 77% of the employees of the State in the competitive class and a much lower percentage in local government units, whereas the policy making group includes no more than two or three per cent. Various complaints are being registered constantly with the Association covering lack of use of promotion examination, the filling of positions on a provisional basis for long periods and the use of various pressures to make possible avoidance of appointments from the eligible lists on the basis of ratings received.

While matters of salary and other working conditions are important, respect for the merit system is of first importance and continued efforts to gain this respect must be the major concern of the Association.

Retirement

The various proposals contained in resolutions relating to retirement adopted by the delegates last year were translated into legislative measures and everything possible was done to secure attention to them. It is important to point out that because of the very great cost proper care of the aged and disabled, nationally and locally, citizen attention is being directed more and more to the problem. Aside from the ravages of inflation the provisions of our State Retirement System are fair and sound in pension philosophy. The opportunity to retire at age 55 was a major gain. The accidental and disability allowances afford reasonable help.

The impact of pension costs is directing citizen attention to the more limited and more widely spread Federal Social Security costs. We know that our own State pension plan and some other plans, for those who work for many years, yield much more than the Federal Social Security plan. Various employee groups throughout the country are alert to the danger of losing sound pension plans through the adoption of Federal Social Security. We have the real protection of a constitutional safeguard that retirement benefits may not be diminished, but we must be continuously watchful to protect and improve our public retirement systems.

This State made a helpful move during the past year in making Social Security available to a large group of employees in the labor class who generally do not continue for long periods in public service and therefore do not build up substantial equities in any retirement system.

There is a field for Association activities in securing for the units of government within our State that do not have a retirement system or Social Security, the benefits of the coverage best suited to them. We must pursue our appeals for recognition of the hazards and exhaustive character of work in institutions in accord with resolutions directed to shorter service for maximum pension benefits. We are also justified in intensive efforts to liberalize the present death benefits under our State Retirement System.

Attendance Rules

The committee on attendance rules worked assiduously to gain liberalizations which are wholly sound as reported to you today. These efforts must be continued with the new Civil Service Commission when it is organized.

Association Organization

From my close observation as president, and from my long participation in matters having to do with the internal organization of the Association, I urge that early serious thought be given to more realistic representation in the governing body of the membership. Our present Board of Directors set up, not too much out-of-line for a smaller group, has become too large for the business-like operation of a 58,000 member organization. Size, in the Board, does not mean more representation and it makes quick and effective liaison with the membership difficult. In Association councils the member must remain sovereign. The member has found it desirable and helpful to serve his interests in many ways through his chapter. The chapters have sought to effectuate their thinking through five conferences of chapter groups within definite areas so far as the State Division is concerned. The forty county chapters, even more loosely distributed throughout the State as to groups, find it impracticable to meet frequently in a single meeting and also to send their representatives to Board meetings. The consequence is that members in the County Division, lacking unity in conference or area groups, lack the potentiality to fully deal with their problems and dissipate their funds and time in attending Board meetings. Better organization of the Board as to State and County representation would not only result in more effective advancement of the Association's program, but would also conserve the funds of the Association now spent on many meetings for other vitally needed expansion of relations with the public and with the administrative and legislative bodies of the State and its civil divisions.

Association Insurance

Within the Association itself we have brought about liberalization in the Accident-Sickness Insurance plan and have brought both the Life and Accident-Sickness plans under one company. We believe that the benefits which will ensue will enhance the very laudable insurance service supplied to our members.

Blue Cross — Blue Shield

After many months of effort we have secured the approval of the Governor and the Comptroller to payroll deductions for Blue Cross — Blue Shield. This has been sought by very many of our members over a long period as a convenience, and the facts as we have them seem to show that it will not only prove convenient but in many instances effect a substantial saving to State employees. Details covering methods of payroll handling are being perfected.

Membership

It is indeed pleasing to report to you that the paid membership for the year ending September 30, 1953 has exceeded all previous records as to the State Division and County Division. We have reached a total in the State Division of 47,514 and in the County Division 10,569 for a total of 58,083. This is an increase of 2,331 over the total for last year which was also a record membership year.

Finances

Association finances, despite the extensive program of the past year and particularly the expenditures to inform as to salary needs, are in excellent condition as the Treasurer's report shows.

Headquarters

The Headquarters staff has rendered its usual loyal service making many personal sacrifices as needs demanded. The services supplied by the Association and the calls upon it differ greatly from those in any department of

the State and in almost any private business. Our services cover personnel matters in all of the nineteen departments of State government as well as in the county and local government units that are within our organization. We must have answers for scores of different problems which overlap many departments and agencies and call for expert knowledge and skill in civil service matters.

Our field force of five Representatives has done an efficient job in reaching all of our members throughout the State in one way or another and in aiding to advance the objectives of the Association. I regret to report to you that one of our field men, Mr. Pigott has left Association work. He has joined the staff of one of our large State departments. Another Field Representative, Mr. Hollister has indicated that he will leave us at the end of the calendar year. To both of these men, Mr. Pigott and Mr. Hollister, I extend thanks for good work on behalf of our membership and good wishes for their future success.

Our Salary Research Division has done splendid work in supplying detailed data relating to salaries and working conditions generally helpful to the various county chapters. The Salary Research Director has appeared personally before local officials in many instances as well as working with the salary committees of the various chapters. His work in connection with preparation of material for the use of the salary committee and in our negotiations not only with reference to State salaries generally but in specific cases of appeals on certain positions has proved of great value.

Our Public Relations Division has fully justified our faith in this activity. It has been the means of bringing the character and the projects of the Association to the attention of very many citizens and has given us entree to many citizen groups, opening the way to securing their support for our program. The Director of this Bureau has been tireless in field and Headquarters public relations work.

The expansion of membership, the additional responsibility in insurance matters, the arrangements for supplies and facilities, for meetings, publications, printing and all of the details that fall to the Executive Secretary, have greatly increased. The successful handling of all of these business features of the Association has further demonstrated his capacity and efficiency to which I have referred in previous reports.

Our legal staff has been called upon for a tremendous amount of work in connection with legislation, court cases, retirement, insurance, and internal organization matters. The Regional Attorneys have rendered important service in their respective areas.

Before I close, it would be more than ungracious of one if I failed to pay an official and personal tribute to the man who is on the payroll called "The Executive Assistant to the President," Bill McDonough's services to the Association, his loyalty, his zeal, his tirelessness are so well known that they have become by-words in our organization. Bill and I have not always agreed, but one thing I can say that every point of view he has expressed has been based upon a fierce desire for the development of a highly efficient employee organization and also for the achieving by the public employee of his rightful place in the sun. It is one of the regrets I have in leaving this office that my daily contacts with "Father McDonough", perhaps better called Mr. Civil Service, may be abbreviated.

In relinquishing the duties of the President I am happy to report to you that the zeal and faithfulness of the Association staff, and the organization of that staff, are on as high a plane of efficiency as that of any business or professional organization of which I have knowledge.

I am grateful for the opportunity which has been given to me to serve in the capacity of President for three years and grateful for the splendid cooperation of the membership throughout those years. I see nothing but bright days ahead for the Association but I know that those days must be busy days as well as bright if the lofty objectives to which the Association is dedicated are to be realized. I shall continue always to aid in every way I can to progress the welfare of public employees, and the Association which is so devoted to the best interests of public service in all its aspects.

Clerk Study Material

The following continues publication of study material for the NYC clerk, grade 2 written test. Applications will be accepted by the NYC Civil Service Commission until Thursday, October 22.

Questions are from the last City clerk test. Items 1 to 72 appeared in previous issues of The LEADER. Answers are given at the end.

Items 73 to 82 consist of four words each. One word in each item is incorrectly spelled. For each item, print in the correspondingly numbered space on the answer sheet the capital letter pre-

ceding the word which is incorrectly spelled.
 73. (A) apparent (B) superintendent (C) relieve (D) calendar.
 74. (A) foreign (B) negotiate (C) typical (D) discipline.
 75. (A) postponed (B) argument (C) susceptible (D) deficit.
 76. (A) preferred (B) column (C) peculiar (D) equipped.
 77. (A) exaggerate (B) dissatisfied (C) repetition (D) already.
 78. (A) livelihood (B) physician (C) obstacle (D) strategy.
 79. (A) courageous (B) omission (C) ridiculous (D) awkward.

80. (A) sincerely (B) abundance (C) negligible (D) elementary.
 81. (A) obsolete (B) mischievous (C) enumerate (D) atheletic.
 82. (A) fiscal (B) beneficiary (C) concede (D) translate.
KEY ANSWERS
 73. C; 74. D; 75. A; 76. D; 77. B; 78. C; 79. B; 80. C; 81. D; 82. A.

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Legal 2 family, 2 kitchens, 2 baths, steam heat, big backyard, nice location, easy terms. Move right in. Pay balance like rent.

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A GOOD INVESTMENT

PUTNAM AVE. near Lewis, 3 story and basement, 15 rooms, steam. Price \$13,500. Cash \$2,000.

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3 family, 3 kitchens, 3 baths, parquet floors, brass plumbing, oil heat, excellent condition, big back yard, move right in. Pay balance like rent.

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(Nr. Saratoga Ave.)
 2 story and basement, 10 rooms, 2 baths, all vacant. \$9,500. — Cash \$750.

Eldert St.

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 Legal 3 family brick, 14 rooms, 3 baths, Automatic heat, all vacant. Price \$15,500 — Cash \$3,500.

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(Nr. Putnam Ave.)
 3 story and basement, brownstone, 11 rooms, 2 baths, steam-oil, all vacant, \$16,500. — Cash \$3,500.

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CROWN HEIGHTS 9 Rooms — All Vacant STEAM — SACRIFICE

Legal 2 family, 2 kitchens, 2 baths, lovely residential block, big back yard, near subway and bus. Move right in. Pay balance like rent.

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K. O. for Promotees Who Were N. Q. Then, Though They're O. K. Now

WASHINGTON, Oct. 19 — The U. C. Civil Service Commission will order Federal agencies to demote or return to their former positions employees who were not fully qualified (N. Q.) for present jobs at the time they were promoted or reassigned.

Corrective action must be taken, the Commission said, in cases where its regulations or standards had been violated in non-competitive actions, even in cases where the employee now meets all requirements.

An employee erroneously promoted must be demoted to a position on the same level as that from which he was raised; an employee erroneously reassigned must be returned to his old job or placed in a position to which he could have been properly reassigned. In both instances, the employee can not be promoted or reassigned again until he serves in the job to which he is demoted or reassigned a period of time equal in length to the time he served in the job for which he was not fully qualified.

The Commission said that very few persons would be affected, because personnel administrators,

for the most part, have strictly observed the Commission's standards in such cases.

MANHATTAN

FINE HOMES WILLIAMSBRIDGE

Two family, oil, all vacant. Twelve year bank mortgage. Cash and terms.

CORONA, L. I.

One family, 7 rooms, frame, 2 baths, steam heat. \$9,000. Cash \$2,000.

ST. ALBANS

One family, 7 rooms, frame, 1 car garage. Excellent buy, nice location. Cash \$12,000. Cash \$2,500.

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 Many other good buys in Bronx and Long Island.

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Moderate Price Homes

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This neighborhood is considered one of the best if not the best residential areas.

Look at this fine home, 7 large rooms detached, 4 bedrooms, 1 1/2 baths, part stucco, plot 30 x 100, parquet floors, modern-up-to-date in every respect, oil heat; near transportation, landscaped, side drive, 1 car garage.

\$9,999

G.I. \$999

HOLLIS 10 Rooms

If you want a two family home then this is it. Mere words cannot describe this beautiful, detached 2 family dwelling, consisting of 10 large rooms, two complete apts. of 5 rooms each, with separate entrances, built of everlasting stucco, surrounded with trees and hedges in a most exclusive neighborhood and yet only 5 minutes walk to subway, modern throughout, with modern bar, numerous extras, right off Farmers Blvd. Bring deposit. Cash and terms, of course.

BAISLEY PARK

\$8,999

\$890 G.I.

Here is a lovely 6 room home on plot 20 x 100, completely detached, 3 bedrooms with modern tile bath, tile kitchen, clean throughout, move right in, nr. schools and transportation, real home for the kids with many extras. A real home, a real bargain.

Arthur Watts, Jr.

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JA 6-8269

9 AM to 7 PM—Sun. 11-6 PM

JAMAICA \$14,200—13 ROOMS—2 FAMILY

2 family, 5 and 6 room house, enclosed porch, newly decorated 5 rooms plus porch now vacant on first floor. Nice rent income from upper floor, 2 separate heating plants. Private driveway, 2 car garage. Screens and Venetian blinds, 1 block to all shopping.

S. OZONE PK. \$9,500—\$1,000 Cash to All

Detached 6 room home. Plus expansion attic. 1 car garage, steam heat. Insulbrick exterior. Deadend street. Conveniently located. Now vacant. Possession in 2 weeks.

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EAST ELMHURST

In a lovely tree-lined street a massive 6 room house, real large rooms, modern tile bath, sturdy, gleaming hardwood floors, large picture window, ample closet space, 3 large, sunny bedrooms, breakfast nook, garage and finished basement, sturdily built and beautiful, oil heat. Call at once to inspect this lovely home. Terms of course.

SACRIFICE — QUEENS

Illness compels this sacrifice. In one of Queens most beautiful residential areas, with landscaped grounds, Cyclone fence, a perfect setting of garden and splendor, a detached home of 6 airy, light, large rooms and modern tile bath on large plot. Finished basement, garage, oil heat, and loads of extras—Worth many more dollars. Raise cash and let us talk terms. Exceptional opportunity for gracious living. Value-Plus.

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BAISLEY PARK: Large 1-Family, 7-rooms, 2-baths, oil heat, many extras. **\$9,990**

TWO FAMILY containing 3 rooms and porch down, 3 up. Modern baths and kitchens, oil heat. Legal conversion **\$11,990**

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6 rooms. Steam heat. Garage. Refrigerator and other extras. G.I. \$900 down.

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6 room brick one family \$9,800. Tile bath. Finished basement. Steam heat. Garage. G.I. \$1,000 down.

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Modern 6 room house three large, sunny bedrooms, real modern, scientific kitchen, modern tile bath, gleaming hardwood floors, finished basement, modern oil heating unit, nice neighborhood, near transportation, every extra included—spic and span condition—a home properly cared for by owner—Move right in. Bring deposit.

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2 Story

Built of solid brick, 1 family dwelling of 7 large rooms, 4 bedrooms, parquet floors, modern tile bath, steam by oil, 1 car brick garage — Cash for veteran, \$1,000

Price \$10,000

SOUTH OZONE PARK

New detached brick veneer 2 family dwelling, 2 large 4 1/2 room apartments, 2 modern colored tiled baths, 2 new table-top gas ranges, formica-top kitchen cabinets, select oak floors throughout, venetian blinds, screens and storm windows, large full basement, steam heat, oil burner, fully insulated, near schools, churches, shopping and transportation. Corner plot 50x100. Cash \$6,490. Mortgage \$14,000. Terms arranged.

Price \$20,490

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New detached bungalows, brick and frame, 5 large sun-filled rooms, full poured concrete basement, Hollywood colored tile bath, steam heat, oil burner, oak floors throughout. Ample closets, knotty pine kitchen cabinet, formica top, venetian blinds, landscaping and shrubbery. Cash for veterans \$750. Civilian reasonable down payment.

Price \$12,150 up

ST. ALBANS: 2 story detached brick bungalow, first floor 5 rooms, second floor 3 rooms, 2 modern tiled baths, oak floors throughout, modern kitchens with formica top cabinets, table top gas ranges, finished knotty pine basement with built-in bar, steam heat, oil burner, slate roof, beautifully landscaped plot 50x100, detached garage. Terms arranged.

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Good living at low cost, comfortable 1-family stucco home, 3-bedrooms, modern kitchen and bath, cheerful atmosphere, perfect condition, oil heat, 2-car garage.

Price\$10,490

CHAPELLE GARDENS

HOLLIS

A California bungalow set in picturesque surroundings, 3 bedrooms, spacious living room with fireplace, steam heat (oil), large plot.

Price\$11,900

ST. ALBANS

Attractive 2-family, 2 large 5 1/2 room apartments, BOTH VAGANT, 2 private bedrooms on each floor, steam heat (oil), 2 car garage, impressive neighborhood. \$50 monthly will carry.

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New York's best department stores have branches in Nassau County. Nearby Jones Beach, Bethpage and Hempstead State Parks with numerous recreational facilities.

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HE. 2-4248

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S. Ozone Pk. \$8,800

2 family detached, featuring 1 four-room apartment and 1 three-room apartment, oil heat, garage, venetian blinds, storm windows and screens, 1/2 block bus stop. Small cash.

St. Albans \$10,990

1 family detached home, featuring 6 large rooms and sun porch, modern tile bath, gas heat, garage and loads of other features. Small cash.

St. ALBANS \$11,500

SOLID BRICK

1 family, 6 large rooms, modern tile bath, oil heat, garage and other features. Small cash.

Hollis \$14,000

STUCCO

A gorgeous 1 family bungalow, 5 rooms plus 1 room in attic, oil heat, large plot 50 x 100, 2-car garage, nicely landscaped, owner will hold large mortgage. Small down payment.

St. Albans \$13,500

2 FAMILY

9 rooms, all improvements. Small cash.

St. Albans \$18,700

2 FAMILY

10 rooms, large plot 60 x 100, all improvements.

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ROOMS TO LET

Brooklyn

FURNISHED room, Kitchenette, refrigeration, two minutes to subway (IND) — owner colored. ST. 9-4343

McGovern Reports 8,500 State Workers Put Under Social Security

ALBANY, Oct. 19 — What has happened so far in the opening of Social Security coverage to some State employees was reported to the Civil Service Employees Association at a luncheon meeting, by Comptroller J. Raymond Mc-

Govern, chief speaker. Of the 15,000 employees, who were not members of the State Employees Retirement System, 8,500 are now covered by Social Security. Such coverage was made possible under an amendment to

the Federal law, and the State had to exclude titles from eligibility to membership in the State Retirement System, which the Comptroller did, with the aid of the State Civil Service Commission.

There were 100,000 employees in the State — either of State or local government — who had no pension coverage, a condition he called disgraceful. He cited some illustrative cases of hardships resulting.

Of the State's own 15,000, only 7 per cent had joined the SERS, or about 1,000, a choice they could exercise then, between the SERS and possible SS coverage.

Action by Local Governments
The Comptroller described the retirement allowance under the State System as far superior, compared to the maximum SS pension of \$85 a month for an individual, which he described as far below the amount needed to live on, but praised the SS insurance benefits, which are enormously greater.

Local governments are seeking SS coverage for employees, he reported, as 98 units of local government have decided to participate already.

He said the important consideration was that every employee has some form of coverage.

Lost Opportunity
"It is unfortunate," he deplored, "that so many employees did not elect to participate in the State's 55-year program. The application period was extended from year to year. Employees were informed through their payroll officers, the Association told its members, and The Civil Service LEADER fully set forth the virtues of the plan. Still, some employees will say they never knew the virtues of the plan, but it's too late; the door is closed to all except new entrants."

Eisenhower Backs Young in Showdown On Jobs for the 'Riffed'

WASHINGTON, Oct. 19 — President Eisenhower has interceded to obtain jobs for career Federal employees who are let out through reductions in force through supplanting the "indefinite" employees. The President took this action at the request of Chairman Philip Young of the U. S. Civil Service Commission after the Federal agencies did not respond satisfactorily to repeated

pleas by the Commission that they strictly follow the Commission's job preference plan for status employees.

The Commission itself has no legal power to order the hiring of the displaced permanent employees, or others, but felt that its firm request would be universally obeyed. It was not.

Mr. Young, besides being Chairman of the Commission, is the personnel liaison officer of the United States Government, and as such represents the President. Mr. Young evidently felt that the agencies, realizing that fact, would assume that any firm request of this nature represented policy previously approved by the President. The agencies didn't read anything like that into the request, hence the showdown.

The President's intercession is a notable victory for the Commission and a warning to the agencies that hereafter in personnel matters they had better respect the Commission's requests, or else.

NYC Clerk Test Is Open Until Oct. 22

The NYC clerk, grade 2, exam remains open for receipt of applications until Thursday, October 22. Apply in person or by representative at the NYC Civil Service Commission's application section, 96 Duane Street, New York, N. Y. from 9 A.M. to 4 P.M. Mondays to Fridays and from 9 A.M. to noon on Saturdays.

There are no experience or educational requirements, and no specific age limits. Eligibles from 18 to 70 will be appointed, as well as high school graduates less than 18.

The exam is open to both men and women.

The written test, which will be held in January, will determine standing on the eligible list. The LEADER is publishing study material from the last City clerk, grade 2, exam, to give candidates a sample of the kind of questions they will have to answer. (See Page 10).

INDUSTRY EMPLOYEES TO BACK NYC WORKERS

American Federation of Labor locals in private industry in NYC will help in the fight for higher pay for City laborers, the American Federation of State, County and Municipal Employees, AFL, reports.

LEGAL NOTICE

SEABRING ASSOCIATES, 205 East 43rd Street, New York City.
Substance of Limited Partnership Certificate filed September 24, 1953.
Business: Owning and operating Real Estate at 18 Richards Street, Brooklyn, New York.

General Partners: Ira Kavanan, 85-07 Avon Street, Jamaica, New York; Harry Cohen, 15 West 75th Street, New York City; Louis Levy, 90 Riverside Drive, New York City.

Limited Partners: cash contributions, profit shares, residence (all of which are New York City, unless otherwise specified): Alex Epstein, 720 West 173rd Street, New York City, \$5,000.00, 5%; Gladys Siegel, 74-12 Metropolitan Avenue, Middle Village, L. I., \$5,000.00, 5%; Florence Richman, 903 Park Avenue, New York City, \$5,000.00, 5%; Benjamin Wachtel, 1573 East 26th Street, Brooklyn, New York, \$7,700, 6.875%; I. Henry Simon, 1000 Ocean Parkway, Brooklyn, New York, \$7,700.00, 6.875%; Morris Cohen, 1035 Ocean Parkway, Brooklyn, New York, \$7,700.00, 6.875%; Lawrence Janoff, 13 Merrilow Road, Great Neck, New York, \$1,120.00, 1%; Adela Goldstein, 600 West 161st Street, New York City, \$1,120.00, 1%; Ronald Janoff, 73-12 35th Street, Jackson Heights, New York, \$1,120.00, 1%; Milton Janoff, 75 Village Road, Roslyn, New York, \$1,120.00, 1%; Edna Cohen, 9 Nirvina Avenue, Great Neck, New York, \$1,120.00, 1%; Albert & Wilhelmine Augustine, 149-12 59th Avenue, Flushing, New York, \$5,000.00, 5%; Sylvia & Martin Berkowitz, 144-20 72nd Avenue, Flushing, New York, \$5,000.00, 5%; Edward L. Meyerson, 1890 East 14th Street, Brooklyn, New York, \$2,800.00, 2.5%; Dolly F. Gross, 65 Park Terrace, New York City, \$2,800.00, 2.5%; Katherine M. Litman, 2044 Holland Avenue, Bronx, New York, \$2,800.00, 2.5%; Sadie Davis, 98-21 65th Avenue, Forest Hills, New York, \$2,800.00, 2.5%; Richard Klein, 156 Second Avenue, New York City, \$2,800.00, 2.5%; Aline B. Petzal, Trustee for Arthur B. Petzal, c/o Edmund Bixler, 339 Fifth Avenue, New York City, \$5,000.00, 5%; Aline B. Petzal, Trustee for David E. Petzal, c/o Edmund Bixler, 339 Fifth Avenue, New York City, \$5,000.00, 5%; Nathan Levine, Trustee for Donald & Karen Levine, 1688 East 6th Street, Brooklyn, New York, \$5,000.00, 5%; Sylvia Kavanan, 85-07 Avon Street, Jamaica, New York, \$2,100.00, 1.875%.

LEGAL NOTICE

At a Special Term, Part II of the City Court of the City of New York, held in and for the County of New York, at the Courthouse thereof, located at 52 Chambers Street, in the Borough of Manhattan, City and State of New York, on the 9th day of October, 1953.

Present: HON. ARTHUR MARKEWICH, Justice.

In the Matter of the Application of AARON S. SOBEL, For Leave to Assume the Name of HAROLD SAMUEL SOBEL.

Upon reading and filing the petition of AARON S. SOBEL, verified the 2nd day of October, 1953, a copy of the birth certificate No. 222933 of AARON S. SOBEL, dated July 30th, 1953, praying leave to assume the name of HAROLD SAMUEL SOBEL in place and stead of his present name, and on motion of Bernard Berday, Esq., attorney for the petitioner, and the Court being satisfied that there is no reasonable objection to the petitioner's assuming the name proposed, it is hereby

ORDERED that AARON S. SOBEL, who was born in New York City, Jan. 1924, be and he is hereby authorized to assume the name of HAROLD SAMUEL SOBEL on and after the 18th day of Nov., 1953, providing that this Order and the petition be entered and filed within ten days from the date thereof in the office of the Clerk of this Court and that a copy of this Order shall within ten days from the entry thereof be published once in the Civil Service Leader a newspaper published in New York County, and that within forty days after the date of this Order, proof of such publication shall be filed with said Clerk, upon compliance therewith and that on and after the 18th day of Nov., 1953, the petitioner shall be known as HAROLD SAMUEL SOBEL and by no other name.

ENTER: A. M. J. C. G.

STUDY BOOKS for all popular exams can be obtained at the LEADER book store, 97 Duane St., New York 7, N. Y., two blocks north of City Hall, just west of Broadway.

LEGAL NOTICE

NEW STOREROOMS STATE ARMORY 190 WEST 62nd STREET NEW YORK CITY

NOTICE TO BIDDERS

Sealed proposals for Construction, Heating, Sanitary and Electric Work for New Storerooms, State Armory, 190 West 62nd Street, New York City, in accordance with Specification No. 18020 and accompanying drawings, will be received by Harry A. Cohen, Director, Bureau of Contracts and Accounts, Department of Public Works, 14th Floor, The Governor Alfred E. Smith State Office Bldg., Albany, N. Y., on behalf of the Executive Department, Division of Military and Naval Affairs, until 3:00 o'clock P.M., Eastern Standard Time, on Thursday, October 29, 1953, when they will be publicly opened and read.

Each proposal must be made upon the form and submitted in the envelope provided therefor and shall be accompanied by a certified check made payable to the State of New York, Commissioner of Taxation and Finance, of 5% of the amount of the bid as a guaranty that the bidder will enter into the contract if he is awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in, and no change shall be made in the phraseology of the proposal. Proposals that carry any amendments, erasures, alterations or additions may be rejected as informal. Successful bidder will be required to give a bond conditioned for the faithful performance of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract. Corporations submitting proposals shall be authorized to do business in the State of New York. Drawings and specification may be examined free of charge at the following offices:

- State Architect, 270 Broadway, New York City.
- State Architect, The Gov. A. E. Smith State Office Bldg., Albany, N. Y.
- District Engineer, 100 N. Genesee St., Utica, N. Y.
- District Engineer, 202 E. Water St., Syracuse, N. Y.
- District Engineer, Barge Canal Terminal, Rochester, N. Y.
- District Engineer, 65 Court St., Buffalo, N. Y.
- District Engineer, 20 West Main St., Hornell, N. Y.
- District Engineer, 444 Van Duzee St., Watertown, N. Y.
- District Engineer, Pleasant Valley Road, Poughkeepsie, N. Y.
- District Engineer, 71 Frederick St., Binghamton, N. Y.
- District Engineer, Babylon, Long Island, N. Y.
- State Armory, 190 West 62nd Street, New York City.

Drawings and specifications may be obtained by calling at the office of the State Architect, The Gov. A. E. Smith State Office Bldg., Albany, N. Y., and making deposit of \$5.00 for each set or by mailing such deposit to the Bureau of Contracts and Accounts, Department of Public Works, The Gov. A. E. Smith State Office Bldg., Albany, N. Y. Checks shall be made payable to the Department of Public Works. Proposal blanks and envelopes will be furnished without charge.

The State reserves the right to reject any or all bids.
DATED: 10/9/53
MFM: ar

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Requirements for Transit Police Jobs

Thursday, October 29 is the last day to apply in the NYC transit patrolman exam for \$3,725 a year jobs with the Transit Authority. There are no educational or experience requirements. A written test, to evaluate intelligence, aptitude, reasoning ability and judgment, is tentatively scheduled to be held February 20. Weight of the written exam is 50 per cent.

LEGAL NOTICE

At a Special Term, Part II of the City Court of the City of New York, held in and for the County of New York, at the Old County Court Building, City Hall Park, Borough of Manhattan, City of New York, on the 14th day of October, 1953.

Present: HON. ARTHUR MARKWICH, Justice.

In the Matter of the Application of AUGUST GIARCIA, also known as AUGUST ADRIANO GIARCIA and AUGUST GIARCIA, for leave to change his name to AUGUST GABEL.

Upon reading and filing the petition of AUGUST GIARCIA, also known as AUGUST ADRIANO GIARCIA and AUGUST A. GIARCIA, duly verified on the 10th day of October, 1953, requesting leave for the petitioner to assume the name of AUGUST GABEL in place and instead of his present name; and it duly appearing that the petitioner was born on April 26th, 1931, in the City of New York, as shown on the birth certificate No. 11783; and the Court being satisfied that the averments contained in the said petition are true and that there is no reasonable objection to the change of name proposed;

Now, on motion of BOTH & BOTH, attorneys for the petitioner, it is ORDERED, that AUGUST GIARCIA, also known as AUGUST ADRIANO GIARCIA and AUGUST A. GIARCIA, be and he hereby is authorized to assume the name of AUGUST GABEL, and no other name, in place and instead of his present name on the 13th day of November, 1953, upon condition that this order and the papers which it is granted be filed within ten days from the date hereof with the Clerk of this Court, and within ten days from the entry thereof cause a copy to be published in the Civil Service Leader, and not less than thirty days after making of this order proof of such publication shall be filed with the Clerk of this Court; and it is further

ORDERED, that a copy of this order and the papers upon which it is based shall be served upon the Local Board of the United States Selective Service at which petitioner submitted to registration within twenty days after its entry and that proof of such service shall be filed with the Clerk of this Court within ten days after such service; and it is further ORDERED, that following the filing of the petition and order as hereinbefore directed and the publication of such order and the filing of proof of publication thereof, and the service of a copy of said papers and of the order as hereinbefore directed upon the United States Selective Service, that on and after the 13th day of November, 1953, the petitioner shall be known by the name of AUGUST GABEL, and by no other name.

H. E. M. A. M. Justice of the City Court of the City of New York

A dumbbell lift, abdominal muscle lift and broad jump comprise the physical test, weight 50 per cent. A 70 per cent general average is required.

No NYC Residence Required
Candidates must be at least 5 feet 7 1/2 inches tall, in bare feet. Age limits of 20 and 32 do not apply to veterans, or to men on military duty since July 1940, in time of war, who may deduct such service from their actual age. Applicants must be U. S. citizens and residents of New York State. There is no NYC residence requirement.

Apply to the Municipal Civil Service Commission, 96 Duane Street, NYC, in person or by representative, until Thursday, October 29.

LEGAL NOTICE

Statement required by the Act of August 24, 1912, as amended by the acts of March 3, 1933, and July 2, 1946 (Title 39, United States Code, Section 133) showing the ownership, management, and circulation of Civil Service Leader published weekly at New York, N. Y., for Oct. 1, 1953.

1. The names and addresses of the publisher, editor, managing editor, and business manager are: Publisher Jerry Finkelstein, 97 Duane Street, New York 7, N. Y.; Editor Maxwell Lehman, 97 Duane Street, New York 7, N. Y.; Editor, Herman J. Bernard, 97 Duane Street, New York 7, N. Y.; Business manager, Nathan K. Mager, 97 Duane Street, New York 7, N. Y.

2. The owner is: (If owned by a corporation, its name and address must be stated and also immediately thereunder the names and addresses of stockholders owning or holding 1 percent or more of total amount of stock. If not owned by a corporation, the names and addresses of the individual owners must be given. If owned by a partnership or other unincorporated firm, its name and address, as well as that of each individual member, must be given.) Civil Service Leader, Inc., all of whose stock is owned by Leader Enterprises, Inc. The owners of one per cent or more of the stock are: Jerry Finkelstein, 97 Duane St., New York 7, N. Y.; Shirley Finkelstein, 97 Duane St., New York 7, N. Y.; Ethel Finkelstein, 97 Duane St., New York 7, N. Y.; Morton Yarmon, 97 Duane St., New York 7, N. Y.; M. K. Mager, 97 Duane St., New York 7, N. Y.; Sidney Friedberg, 8 W. 40th St., New York, N. Y.; Estate of Lucy Gash, Margate Farms, Stockton, N. J.; Norman Bernis, 97 Duane Street, New York 7, N. Y.; Fulton, Walter & Haller, 30 Rockefeller Plaza, New York, N. Y.; Frederick Gearhart & Co., 46 Nassau St., New York, N. Y.; Estes Snyder & Co., National Bank of Topoka Bldg., Topoka, Kansas; Charles Tarrant & Co., 1500 Walnut St., Philadelphia, Pa.; Joseph Farrell & Co., 29 Broadway, New York, N. Y.; Herbert W. Schaefer & Co., First National Bank Bldg., Baltimore, N. M., Central, 13 Fuller Place, Brooklyn, N. Y.

3. The known bondholders, mortgagees, and other security holders owning or holding 1 percent or more of total amount of bonds, mortgages, or other securities are: (If there are none, so state.) None.

4. Paragraphs 2 and 3 include, in cases where the stockholder or security holder appears upon the books of the company as trustee or in any other fiduciary relation, the name of the person or corporation for whom such trustee is acting; also the statements in the two paragraphs show the affiant's full knowledge and belief as to the circumstances and conditions under which stockholders and security holders who do not appear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bona fide owner.

5. The average number of copies of each issue of this publication sold or distributed, through the mails or otherwise, to paid subscribers during the 12 months preceding the date shown above was: (This information is required from daily, weekly, semi-weekly, and tri-weekly newspapers only.) 72,108.

H. E. MAGER, (Signature of editor, publisher, business manager, or owner). Sworn to and subscribed before me this 7th day of October, 1953.

CALLA M. RAWLINGS, Commissioner of Deeds, City of N. Y., New York County Clerk No. 24. Commission expires May 14, 1954.

The official exam notice for transit patrolman follows:
NO. 6940

TRANSIT PATROLMAN

Salary and vacancies: Appointments are presently being made at \$3,725 per annum. This salary includes a cost-of-living adjustment of \$575. Several hundred vacancies expected during the life of the list.

Applications: Issued and received from 9 A.M., October 14, 1953, to 4 P.M., October 29, 1953. Fee: \$3.

Date of test: The written test is expected to be held February 20, 1954. This date is tentative only and may be changed if circumstances so demand.

Promotion opportunities: Employees in the title of transit patrolman are eligible for promotion by examination to transit sergeant, starting salary \$5,305 per annum.

Requirements: Candidates must be males not less than 5 feet 7 1/2 inches (bare feet) in height.

At the date of filing applications, candidates must be citizens of the United States and residents of the State of New York.

Age requirement: No person may file an application for this position who has passed his 32nd birthday on the first date for the receipt of applications; no person may file an application who has not reached his 20th birthday on the last date for the receipt of applications. This position requires extraordinary physical effort.

Exceptions: (a) This requirement does not apply to disabled or non-disabled veterans. (Sub. 2 (g), Section 21, Civil Service Law); (b) In addition, all other persons who were engaged in military duty, as defined in Section 243 of the Military Law, subsequent to July 1, 1940 and in time of war, may deduct the length of time they spent in such military duty from their actual age in determining their eligibility. (Sub. 10a, Section 243, Military Law.)

At the time of investigation, applicants will be required to present proof of date of birth by transcript of record of the Bureau of Vital Statistics or other satisfactory evidence. Any willful misstatement will be cause for disqualification.

Duties: To protect and guard the passengers, employees, and property of the Transit Authority; investigate and take appropriate action for the prevention or detection of molestation, vandalism, theft, unlawful entry, and other unlawful or criminal acts committed on the property of the

Transit Authority; when assigned, serve as plainclothesman, assist the officers in charge of the transit police force; cooperate with the regular city police force; keep records; make reports; perform such other duties as the New York City Transit Authority is authorized by law to prescribe in its regulations.

Tests: Written, weight 50; physical, weight 50.

The written test will be used to evaluate the candidate's intelligence, aptitude, reasoning ability and judgment.

The physical test will be designed to evaluate competitively the candidate's strength and agility. Candidates will also be required to pass a qualifying medical test which may be given prior to the competitive physical test with the right reserved to exclude from the physical test any candidate who is found medically unfit.

Perkins, Kaplan, and Watson Address Society at Dinner

A joint dinner meeting of the New York University and Metropolitan chapters of the American Society for Public Administration was held on Friday night, October 16 at 22 Washington Square North.

John A. Perkins, president of the University of Delaware, who is also national president of the society, discussed the new Federal personnel practices. Elliott H. Kaplan, chairman of the President's Committee on Retirement Policy for Federal Personnel and former Deputy Comptroller for the State of New York, and James R. Watson, executive director of the National Civil Service League, also spoke.

Legion Post Installs O'Connor

Daniel J. O'Connor was installed as commander of the Major W. Arthur Cunningham Post 1243, American Legion at Elmhurst Memorial Hall, Elmhurst, Queens, along with other post officers.

Among those who attended were Dr. Frank A. Schaefer, secretary, NYC Civil Service Commission, former post commander; Sidney M. Stern, examiner, NYC Civil Service Commission.

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On behalf of the James E. Christian Memorial Health Department chapter, CSEA, President Dan Klepak (left) presents a camera to William E. Byron, past president, who has transferred to the Public Service Commission.

Jobless Benefits are Sought, Equal to Private Industry's

ALBANY, Oct. 19 — Delegates of State Labor Department chapters of the Civil Service Employees Association adopted three resolutions favoring liberalization of the Unemployment Insurance Law for State employees. In general, State employees are covered by unemployment insurance with exceptions, and the resolutions are intended to provide a benefit basis for such covered employees comparable to what obtains in private industry.

Two resolutions introduced by Grace Nulty, president of the New York State Employment chapter, NYC and vicinity, would render State employees, retired compulsorily because they reached age 70, eligible for insurance benefits and would ease the qualifications for such benefits, for those voluntarily retired, to equal private industry's benefits. In private industry, employees need only 20 weeks of service out of 52 weeks, to qualify; in State service, the full 52 weeks are required.

The third resolution, offered by

the chapter itself, and submitted by Theresa K. Armeny, asked that the Association circulate among all its members a pamphlet explaining the State Retirement System in plain language.

Joseph Redling presided. He reported on the year's activities and asked that Labor Department chapters all over the State inform him of the time and place of their meetings, as he wants to attend all such meetings he can.

Statewide Committee Meets

The statewide Division of Employment committee met immediately afterward, also at Association headquarters, with Althea Kloeppel presiding, in the absence of Chairman Celeste Rosenkranz, whose father died. Jack Blendell, associate personnel administrator, covering the upstate area, represented Harry Smith, personnel director, who was unable to attend. Mr. Blendell explained the qualifications for the coming open-competitive employment interviewer exam, which will be one of the State's "college series," in which college degree will not be required,

but will carry considerable weight. The sense of the meeting was to accept the qualifications as set forth, especially as there is a preferred eligible list in the title, containing 68 downstate and 24 upstate names.

The proposed qualifications for the exam for promotion to assistant employment security superintendent did not get the same reception. Association counsel, the meeting voted, should be requested to appeal for a rehearing before the State Civil Service Commission, in an effort to broaden the eligibility to include employment managers and unemployment insurance managers.

Another Meeting Soon

Others at the DE meeting included Alfred A. Reinhardt, George A. Moore, Miss Armeny, Miss Kloeppel, Kay O'Connell, Henry Shemin, John Keegan, Lillian Wilson and Miss Nulty, who was present unofficially.

Another statewide committee meeting will be held in Albany soon, to discuss other matters.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK COUNTY OF NEW YORK. PERRY A. BECK, Plaintiff against A/S KREDIT PANK, Defendant, SUMMONS WITH NOTICE. Plaintiff designates New York County as the place of trial. Plaintiff resides in Nassau County. Bus. Address: 39 Cortlandt St., New York 7, N. Y.

To the above named Defendant: YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney within twenty days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint. Dated, August 27, 1953.

P. A. BECK
Plaintiff and attorney pro se
Office and Post Office Address
39 Cortlandt Street
New York 7, N. Y.

TO: A/S KREDIT PANK: The foregoing summons is served upon you by publication pursuant to an order of Hon. James B. McNally, a Justice of the Supreme Court of the State of New York, dated the 24th day of September, 1953, and filed with the verified complaint in the office of the Clerk of the County of New York at the County Courthouse, in the Borough of Manhattan, City, County and State of New York. Dated, New York, N. Y., September 25th, 1953.

P. A. BECK
Plaintiff and attorney pro se

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End of Split Shift Sought By Health Dept. Chapters

ALBANY, Oct. 19 — Civil Service Employees Association chapters in the State Health Department have some hope of improved hours, based on information brought out at a meeting of their delegates, over which Dr. William Siegal presided. The eleven chapters were well represented. More than 40 persons were present.

Nine of the chapters are in institutions, where employees have been trying to have the split shift eliminated. Under a split shift the working hours of a day are not consecutive. Dietitians and unskilled workers are mostly affected.

Nurses look forward to improved hours as affecting them, because of the favorable results of an ex-

periment made at the Rehabilitation Hospital in Haverstraw.

Outlook By Nurses

Nurses work 48 hours a week, of which 40 are regular and eight overtime, though vacation and sick leave are computed on the 40-hour basis. A solution is believed to be on the way for departmental hospital nurses, whereby one additional nurse would be provided, on a 40-hour basis, for every five now working 48 hours. This was tried at the Rehabilitation Hospital. Less illness, less loss of time, as well as other advantages to the institution, resulted. Dietitians and cleaners seek a similar solution of their difficulty.

The delegates agreed to meet at

least three times a year to discuss common problems, and also problems of individual institutions. Best approaches to solutions, whether under existing laws and rules, or through amendments, will be explored.

Some of Those Present

Among those present were Emmett J. Durr, Ervin A. Yeager, Gertrude H. White, Daniel Klepak, Clark LeBoeuf, John P. Coffey, Virginia Clark, Mary Ryan, Kay Campion, Oliver Longhine, Irene Lavery, Anna Aungst, Charlotte Bettinger, Ivan Stoodley, Kathryn Najka, Francis J. Hockey, Frank O'Brien, Eunice Cross, Helene V. Rategan, Walter Carter, Helen Lummus and Agnes K. Finn.

Activities of Employees in State

Central Islip State Hospital

A SURPRISE farewell party was tendered to Mrs. Anne Breinlinger by employees of Group G, Central Islip State Hospital. Mrs. Breinlinger, who resigned, was presented with a wristwatch. Best wishes go with her.

Congratulations to Betty Purtell and Rudolph Help on their marriage, at St. John of God's Church, Central Islip. Mrs. Help is the daughter of Thomas Purtell, president of Central Islip chapter.

Mrs. Harriet Farabow, formerly of G-2, is now supervisor of Group L. Congratulations.

A farewell party was given by employees of L female for Mrs. Elizabeth Reilly, supervisor for the past 11 years. She is retiring after 33 years' service. Guests included Dr. Francis J. O'Neill, Dr. Jacob Cohen, Dr. Fred S. Willner, Mrs. Mabel Gilmartin, Michael Brennan and Andrew Morrow. Many former employees attended the affair.

President Purtell wishes to thank the membership committee for the fine work in the 1952-53 drive, when 35 additions brought chapter membership to an all-time high. The chapter hopes to keep up the fine work in 1953-54.

Mrs. Catherine Miller, recording secretary, is recuperating from an illness. The chapter wishes her a speedy recovery.

Dr. O'Neill presented Good Will trophies at the round-robin golf tournament held at Central Islip golf course. The local team came out on top. Jack O'Connell won the trophy, presented by Central Islip chapter, for his par 70.

Thanks go to those chapter

members who exercised their right to vote in the Association election of officers.

State Insurance Fund

WILLIAM PRICE, president; Yola Tentone, corresponding secretary; Al Greenberg, treasurer, and Moe Brown, departmental representative of Underwriting, attended the annual Association meeting in Albany.

Personnel of the Safety Service Department was pleased to learn that John A. Quesal was appointed director of the department. They know he'll bring to his new duties the same qualities which enabled him to climb up the promotion ladder.

A retirement party was given Herbert C. Free of Safety Service. He was presented with a gold watch from his co-workers. Good luck, Herbert.

Robert Robinson, inspector of the Safety Department, has passed away. His genial smile and good nature will be missed by his co-workers. Sympathy is extended to his wife, Ruth, and his family.

The Actuarial Department of the State Insurance Fund boasts a Thespian in Abe Garber, who has an important role in "A Murder Has Been Arranged," to be presented by the McBurney Players, at the McBurney YMCA on November 6 and 8 at 8:30 P.M. Admission is 75 cents.

Doris Scott of the collection division and Henry Robinson were married October 17 at St. Aloysius Roman Catholic Church, NYC.

The collection division and SIF chapter send condolences to Shirley Rodack on the death of her father and to Agnes Franz on the death of her mother.

Safety Service and SIF chapter send condolences to John Anderson on the death of his mother.

Bowling results of the SIF bowling league: The Orphans and Accounts split with two points. Claims Examiners took three points from Payroll.

Latest results: Claims Examiners turned back Safety for four points. Accounts shut out Underwriters for four points (Underwriter spark plug J. V. V. is no longer with them). Medical surprised Payroll by taking two out of three games and gained three points. Actuarial upset Claims Seniors, took three points. The Orphans used a new bowling technique, blanked Policyholders for four points.

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Some Raises' In State Service

(Continued from Page 3)

change in pay follow, also effective October 1:

From assistant archivist, to public records analyst, G-14, \$4,053 to \$4,889.

From associate cancer gastroenterologist to associate cancer research gastro-intestinal surgeon, G-34, \$8,350 to \$10,138.

From associate cancer urologist to associate cancer research urologist, G-34, \$8,350 to \$10,138.

From junior archivist to junior public records analyst, G-9, \$3,251 to \$4,052.

From senior cancer pathologist to senior cancer research pathologist, G-28, \$6,801 to \$8,231.

From senior cancer radiologist to senior cancer research radiologist, G-28, \$6,801 to \$8,231.

From senior cancer roentgenologist to senior cancer research roentgenologist, G-28, \$6,801 to \$8,231.

From supervisor of public records to senior public records analyst, G-20, \$4,964 to \$6,088.

300 MORE INSPECTORS OF SANITATION SOUGHT

Three hundred additional inspectors for the NYC Department of Sanitation are needed to cope with the City's street litter problem, the municipal affairs committee of the City Club reported recently. The group praised the department for keeping the streets as clean as they are, in view of the inadequate manpower.

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How I'd Improve Wages And Working Conditions Of N. Y. City Employees

By RUDOLPH HALLEY

There was a time, not so long ago, when working people — laborers, clerks, lawyers and teachers — sought eagerly for New York City jobs.

These jobs had two special features that made them desirable—security, and even more important, a pension on retirement.

For these benefits, people often were willing to forego the higher salaries they could command in private industry. They might be depriving themselves of luxuries, but they could meet their immediate needs and plan on a safe future.

Those days are gone. In literally thousands of cases today, city employees find that continuing on their jobs means depriving themselves and their families of the necessities of life. And private industry now has pension plans too — many of them better than the city's plan.

The newspapers told recently of a school teacher in Newark, N. J., who left his job to become a truck driver, because it paid almost twice as much.

That situation is just as true in New York City, and, as a result, city employees are leaving their jobs in record numbers. In addition, some of those who remain on their city jobs are resentful of higher salaries paid in private industry and are so preoccupied with personal financial problems they cannot give their best to the job.

This is a serious problem for city workers and for the city as a whole. There is no easy solution.

Under ordinary circumstances, the obvious solution would be to raise the salaries of city employees. But the tremendous rise in the cost of living has hit the city itself, just as it has hit city workers.

Until the city is rehabilitated financially, no responsible official can promise immediate salary increases down the line.

There is one simple step, however, that can be taken almost at once to increase the take-home pay of city employees. To understand it, one should know how the city's pension plans work. Because it is the easiest to explain, let's look at the teachers' pension plan.

The teachers' pension law provides a minimum pension paid for by the city of 25 per cent of the average salary in consecutive five years before retirement. The teachers also may purchase, through monthly payroll deductions, an annuity to equal another 25 per cent of the salary.

This would be fine under ordinary circumstances. But the teacher has to make up for the small amounts paid in the early low-salaried years by paying retroactively when his salary rises.

With pay increases in recent years and with raises due to promotions, many teachers find 20 or 30 percent or even more deducted from their pay checks as their salaries go up. What can and does happen under this system is that a raise often means less take-home pay.

This should have been bad enough. But in 1951 the law was amended to have the city pay teachers a pension of 1 percent of

the average of five years of service, when a teacher becomes eligible for retirement.

There was a gimmick in this law. It provided that a teacher could have this larger pension only if he increased his annuity payments to the same extent — so that the annuity also would be 35 per cent instead of 25 per cent.

The option was to refuse to sign up for the plan and lose the opportunity for a larger city pension.

Some teachers, who had to increase their annuity payments for as much as 20 or 30 years retroactively, found they could draw no salary at all for as much as a year in order to make up the increase.

This law was called the Clancy Law. There was another Clancy Law, for city employees who belong to the New York City Employees Retirement System, so all were affected in the same way. The gimmick and the resultant hardships are not limited to teachers, but apply also to clerks, inspectors, engineers, auto-enginemmen, stenographers and laborers.

What I propose is that we must discard the provisions of the two Clancy Laws which require teachers and city employees to match the city's contributions to pensions. This will enable every city employee to get the full 35 per cent pension and decide for himself how big an annuity he wants to add to this pension.

City employees would be permitted to reduce their monthly contributions to the scale they paid before the Clancy Law went into effect.

This will have the effect of a substantial salary increase. It will provide more take-home pay, an important factor in time of outrageous price increases, and without increasing the employee's income tax.

It will enable city employees to have the necessities of life while a new city administration seeks and finds the means to raise city salaries.

Some savings to the city would result from this plan. Using teachers as an example again, the average salary of teachers at retirement is from \$6,000 to \$6,500 annually. A larger pension would encourage earlier retirements. The saving is obvious when a \$6,000 teacher is replaced by a younger one at \$3,600. In addition, the city would save some hundreds of thousands of dollars in interest that it will not have to pay because annuity contributions will be smaller.

Without counting the savings, this plan would cost the city an estimated \$5,000,000 a year for the teachers, and \$8,000,000 for other city employees — a small amount when measured against the dividends in improved morale and better human relations.

I also propose on July 1, 1954, the beginning of the first full budget year of my administration, to install the Meyer salary schedule for teachers. At that time it will cost \$1,250,000 to do so. Its effect will be "way out of proportion to the total amount of money involved. For example, a teacher having 8 years in service will be receiving an increase of \$397 over existing salary schedules. A teach-

er with 12 years of service will get an increase of \$495. While the Meyer schedule does not affect the initial or final salary of teachers, it does adjust the annual increments into meaningful schedules that will give a substantial pay increase to most of the teachers who are not already at maximum.

These plans are only a small part of a wide and overall program to improve the working conditions and morale of all our city employees.

An idea of the grim need for improvement can be gained from the fact that 40,000 city employees take home less than \$50 a week and 90 per cent take home \$80 a week or less. Most of these people have to support families.

Small wonder the city employee envies the truck driver.

New York City's employees can and must have increased salaries and improved working conditions.

I have given this problem long and serious thought and have evolved a positive program to which I pledge myself.

In my budget analysis last spring I showed that by increased efficiency in city departments, without pay cuts or firings, we could save from 25 to 30 million dollars.

These savings will be used to pay salary increases to city employees.

I favor higher real estate taxes up to the full 2½ percent to be voted on in this election. This will bring another 40 or 50 million dollars into the city's treasury and make it more feasible to pay city employees a living wage.

These are positive steps and will be reflected almost immediately in the pay checks of city employees. There is a third possibility — and this I call "if money."

We must have more state aid to provide the services to which the citizens of New York City are entitled and I shall fight Governor Dewey and his dirty political machine until New York City gets a square deal from the Legislature. This is one battle I am longing to get going.

Salary increases alone, however, will not enable New York City to compete with private industry for the best talents to run our government and will not make the city worker give his best to the job.

I have, therefore, decided on a specific point-by-point program to remedy this situation. Some of the points are self-explanatory, others will be detailed:

1. A five-day, forty-hour week for all city employees.

2. Equal pay for equal work. Two city employees should not work side by side at differing maximum salaries.

3. Immediate installation of a career-salary plan. This plan has been kicked around for five years without any reason. We must have a Classification Board to study job duties, set up job requirements, establish proper salaries and act whenever necessary to bring wages and duties into line. Every employee must have the right to bring his case before Board if he feels his title is out of line with his

duties or his salary out of line with his title. Dead-end jobs must be remedied and employees given the opportunity to advance in a true career service.

4. Mandatory increments to maximum grade. The city should adapt to its needs the state law which gives state employees annual increments in all pay ranges. This would do away with the present vicious system whereby increments come at the suggestion of Tammany district leaders through the Mayor's patronage dispenser. We might note that Louis Cohen, who filled this dirty job for Mayor O'Dwyer, is at present associated with the campaign of Robert Wagner, as are the district leaders who evolved and who perpetuate this system.

5. A strong Civil Service Comptor. Most of the reforms I propose will be ineffective unless we establish a Department of Personnel Administration under a non-political Civil Service Commission.

6. Uniform time and leave rules. Now each department still has its own rules and regulations, typical of the city's crazy-quilt approach.

7. Elimination of out-of-title work. This is a method by which the city cheats employees, forcing them to assume responsibilities and duties of jobs with higher titles, but not giving them the higher pay. Fire department officers have gone to court to break this vicious system. No court action will be necessary under my administration.

8. Quicker action on retirement and back pay checks. It now takes anywhere from six months to a year before a retired city employee begins drawing his checks. Inefficiency is the only reason for this hardship.

9. A Labor Relations Act for city employees. City employees are entitled to have collective bargaining privileges and grievance machinery to replace the present setup, which is based on whim, bluster and whom-you-know.

This is the essence of my program to improve wages and working conditions for city employees.

Implicit in every point is that city employees must not be at the mercy of politicians.

I make the further pledge that under my administration no city employee will be compelled to buy tickets for political hacks or their racketeering friends or to donate to political club journals in order to get a promotion.

Political parasites can and must be prevented from sucking money from decent, honest employees. The employees must be secure in the knowledge that merit will be the only basis for promotion and pay raises, and that suggestions for improved efficiency will bring rewards and not threats.

To a great extent, good government depends on the day-to-day operation of the city by its civil service employees. Good government can be brought about by a modern system of management with business-like coordination of departments and honest and human treatment of the people who operate that government.

CSEA Resolutions Call for Salary Increases, Improved Retirement Laws, Grievance Plan That Works, Basic 40-Hour 5 Day Work Week

ALBANY, Oct. 19 — Fifty-one resolutions, dealing with all phases of working conditions at State and local levels of government, were passed by delegates of the Civil Service Employees Association, at the annual meeting held in Albany October 13 and 14. The complete list of resolutions follows:

(1) Salary Resolution
WHEREAS State salaries for many years have lagged behind those paid in private industry and behind the cost of living, and serious inequities have developed in the State salary plan, all imperatively demanding adjustment and correction, and

WHEREAS the salaries of State employees have not been adjusted since April 1952, and the adjustment then made was inadequate, and

WHEREAS, in addition, the 1952 adjustment was based upon figures of October 1951, which did not adequately reflect economic conditions on April 1, 1952, and

WHEREAS we find that State salaries lag behind those paid in private industry by at least 12 per cent, and

WHEREAS a wage survey made by the State Administration as of October 1952, found that State salaries were then nearly 7 per cent less than those paid in private industry, and

WHEREAS, there has been a steady increase in wages and salaries paid in private employment during the past year, therefore

BE IT RESOLVED that the Association urge that present inequities in State salaries be corrected and that there shall be added to present gross salaries an adjustment sufficient to bring them to the level paid in private industry.

BE IT FURTHER RESOLVED that the salary levels established after such adjustment shall become the basic pay scale.

(2) Additional Increments Based on Length of Service

RESOLVED, that the Association sponsor legislation to insure that one extra increment shall be given to employees who have been at the maximum of their grade for five years, and that an additional increment shall be given such employees on the completion of 10, 15 and 20 years.

(3) Twenty-five Year Retirement for Uniformed Prison Employees

RESOLVED, that the Association sponsor legislation to provide retirement after 25 years of service at half pay for uniformed employees of the Department of Correction.

(4) Twenty-five Year Retirement for All Mental Hygiene Employees

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

(5) Augmentation of Present Retirement Plans

RESOLVED, that the Association urge action to improve retirement allowances by integration of Federal Social Security benefits in order to provide additional superannuation allowances for public employees of the State and its subdivisions without impairing in any way the benefits

under any existing public retirement system.

(6) Vesting of Retirement Allowance

RESOLVED, that the Association sponsor appropriate legislation to provide for the vesting of an employee's retirement allowance on discontinuance of service when such service is discontinued after at least 10 years' employment.

(7) Optional Retirement After 25 Years

RESOLVED, that the Association sponsor and support the necessary legislation to insure optional retirement at age 50 after 25 years of service with a minimum retirement allowance of one-half of final average salary for all members of the retirement system.

(8) Payment for Accrued Leave Credits

RESOLVED, that the Association providing that public employees be paid in a lump sum for all accrued vacation, overtime, sick leave or other credits on retirement or separation from the service.

(9) Mandatory Salary Plans for Civil Divisions

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

(10) Mandatory Salary Plans for School Districts

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

(11) Increased Death Benefit

RESOLVED, that the Association sponsor legislation to provide that the death benefit shall be computed at one month's salary for each year of service up to 12 years.

(12) Elimination of Fee for Promotion Examinations

RESOLVED, that the Association sponsor legislation to amend the Civil Service Law to provide that candidates in promotion examinations shall not be required to pay an examination fee.

(13) Minimum Retirement Allowance

RESOLVED, that the Association take appropriate action to provide a minimum retirement allowance of \$1,500 annually for members of the State Retirement System after 30 years of service.

(14) Guards Pay for Criminal Hospital Attendants

RESOLVED, that the Association urge upon the appropriate governmental authorities that the custodial employees in the Dannemora and Matteawan State Hospitals be paid the salary applying to prison guards and other custodial titles in the prison service.

(15) Salary Adjustments for Women at Albion and Westfield

RESOLVED, that the Association urge upon the appropriate governmental authorities that the principle of like pay for like work and the principle that women doing work equal to men shall receive the same pay be applied in the case of the women who guard women prisoners in the State institutions at Albion and Westfield,

and that pay adjustments to prison scales be made effective promptly.

(16) Abolish 30 Day Waiting Period for Retirement

RESOLVED, that the Association seek amendment to retirement law to eliminate 30 day waiting period for retirement.

(17) Grievance Agency and Machinery

RESOLVED, that the Association urge upon the Governor and the Legislature that adequate provision be made for the consideration and resolution of grievances and complaints which arise in State and local employment through the establishment of a permanent agency with a permanent board whose duties would include the making and promulgation of rules relating to the handling of employee complaints and grievances and the conduct of hearings and the making of recommendations for the settlement of any problem of employment not satisfactorily disposed of at departmental or agency levels, to the end that the efficiency of the public service may be increased and employee morale strengthened through effective employer-employee participation in the establishment of employment policies and procedures.

(18) Liberalization of Attendance Rules

RESOLVED that the Association urge upon the Civil Service Commission attention to amendment to the attendance rules to provide a 37½ hour week for all office personnel in State service, uniform allowance for religious observance, credit for time spent in travel on official business of the State, fair rest periods, and other proposals presented to the Commission by the Special Attendance Rules Committee of the Association.

(19) Hazardous Pay Classification for All Employees in Tuberculosis Hospitals and Wards

RESOLVED, that the Association urge that prompt action be taken to provide hazardous pay for all employees in tuberculosis hospital and wards.

(20) Mandate Workmen's Compensation Board Ruling in Retirement Cases

RESOLVED, that the Association seek amendments of the law mandating that a ruling by the Workmen's Compensation Board that a disability is employment incurred shall be binding on the Retirement System.

(21) Rotate Place of Annual Meeting

RESOLVED, that it shall be the policy of the Association to rotate its annual (Fall) meeting, on odd numbered years, between the principal cities of the State at the discretion of the delegates as expressed at the previous annual (Fall) meeting.

(22) Permit Alternate Beneficiaries—Retirement

RESOLVED, that the Association take appropriate action to permit the members of the New York State Employees Retirement System to name primary and alternate beneficiaries.

(23) Eliminate Disparity in Prison Guard Pay

RESOLVED, that the Association seek to have the disparity in pay between prison guards doing identical work eliminated and the salary of all prison guards be that now paid to guards who had reached their maximum prior to April 1947.

(24) Annual Dinner in Albany

RESOLVED, that the annual dinner shall be held in the City of Albany.

(25) Retirement Time Credit for Veterans of World War II and Korean Conflict

RESOLVED, that all members of the Employees Retirement System who served in the armed forces during World War II and the members who served in the armed forces during the recognized period of the Korean conflict and who were residents of the State of New York at the time of their entry into the armed services and possess an honorable discharge shall be granted full credit for service rendered between July 1, 1940 and December 31, 1946 and during the Korean conflict period at no additional cost.

(26) Time and One-Half for Overtime

RESOLVED, that the Association sponsor legislation to provide

time and one-half for all overtime.

(27) Eleven Paid Holidays — All Employees

RESOLVED, that the Civil Service Employees Association do everything possible to secure for all State employees eleven paid holidays per year.

(28) Increased Mileage Allowance

RESOLVED, that the mileage allowance for personally owned automobiles used on State business be increased to ten cents per mile.

(29) State Provide Credit Vouchers for Lodging

RESOLVED, that vouchers be made available to State employees for lodging when on State business similar to the existing travel orders.

(30) Municipal Employees Under Prevailing Wage Provisions

RESOLVED, that Section 220 of the State Labor Law be amended to include the employees of counties and other political subdivisions not presently included within the provisions of the prevailing wage rates as set forth in Section 220.

(31) Saturday Closing — Municipal Offices

RESOLVED, that the Association take appropriate action to seek the Saturday closing of all offices of subdivisions of the State.

(32) Fair Holiday and Leave Privileges for Public Employees

RESOLVED, that the Association take all proper steps to assure that all employees of the State and of its civil divisions, including the State colleges, schools and institutes, shall be granted such privilege through days in lieu of holidays where public service requires the employees to work on legal holidays.

(33) Unemployment Insurance for All Public Employees

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

(34) Free Automobile Toll for Employees of Manhattan State Hospital who Live Off the Grounds

RESOLVED, that the Metropolitan N. Y. Conference and The Civil Service Employees Association officers and counsel give serious thought to the fact that the State of New York and the Department of Mental Hygiene in cutting off the only means of access without making an effort to secure free toll for its employees did neglect them and therefore should pay the toll or legislatively act to secure free toll for all non-resident car-owner employees at Manhattan State Hospital, Wards Island, N. Y.

(35) Urges Increase in Supplemental Pension Allowance for Retired Employees

RESOLVED, that the Association seek to obtain more liberal supplemental pension allowance than is now provided by the statute which will expire in 1954.

(36) Extension of Competitive Class

RESOLVED, that the Association seek by every means open to it to have the competitive class extended to all positions in State and local civil services where competitive tests are practicable.

(37) Abolish Annual Appointment Plan for Permanent Employees

RESOLVED, that the Association seek amendment to the law to abolish annual appointments of persons to competitive civil service positions in subdivisions of State government, and that such appointments be made in accord with civil service law on a permanent basis.

(38) Annual Pay Basis and Higher Rates for Per Diem Employees

RESOLVED, that the Association seek more equitable pay rates for per diem employees and further seek to have per diem employees placed upon an annual salary basis.

(39) Civil Service Law and Rule Coverage for Authorities, Commissions, Agencies

RESOLVED, that the Association take appropriate action to insure that all authorities, commissions and agencies of the State shall be covered by the Civil Service Law in the same manner as such law now applies or shall apply to State departments.

(40) Unemployment Benefits for Those Retired at Age 70

RESOLVED, that persons retired compulsorily at 70 years of age from public employment be eligible for unemployment insurance benefits provided that they meet the other provisions of law.

(41) Absence for Serious Illness

RESOLVED, that the Association attempt to have deleted the new wording in Article IX of the New Institutional Attendance Rules as follows:

"Serious illness shall mean illness of such a degree that there is considerable doubt of the person's recovery."

(42) 48 Hours Pay for 40 Hours Work

RESOLVED, that the hours of employment for institutional employees be mandated at a 40 hour — 5 day week, and that the basic salaries of all employees be so adjusted that the present 48 hour pay for each be declared the basic pay for the 40 hour week.

(43) Basic 40 Hour Week for All State Employees

RESOLVED, that the Association urge prompt adoption by the State of a basic forty hour, five day week for State employees where longer than 40 hours per week now prevails and that employees shall be paid at an appropriate rate for all work authorized beyond 40 hours per week.

(44) Basic 40 Hour Week for All Employees of Local Government

RESOLVED, that the Association urge prompt adoption of a 40 hour, 5 day week for local civil service employees where longer than 40 hours per week now prevails and that employees shall be paid at an appropriate rate for all work authorized to be performed beyond 40 hours.

(45) Legislation to Extend 55 Year Retirement Entry

RESOLVED, that the Association seek legislation to afford opportunity for entrance to the 55-year retirement plan be reopened for one year.

(46) Heat Leave During Summer

RESOLVED, that the Association attempt to secure heat leave during the summer months for all State, county and municipal employees whose places of employment are not air-conditioned.

(47) Campaign to Inform Public as to Needs of Institutional Service

RESOLVED, that the Civil Service Employees Association institute a statewide campaign that will show to the public the conditions under which institutional employees work, stressing that institutional employees must work a 48 hour week — this campaign to utilize every medium available to the Association.

(48) Emphasis on Major Objectives

RESOLVED, that the Board of Directors is hereby urged through appropriate committees and members of the staff to give preference to advancing the proposals of the delegates relating to the obtaining of adequate salaries for public workers, to the establishment of effective labor relations machinery for the negotiation and solution of employee problems, to the safeguarding and liberalization of the retirement system, and to the establishment of a maximum forty hour, five day week with provision for overtime pay on a just basis.

(49) Amend Section 88 (Para. A) of Retirement Law

RESOLVED, that the Association seek to have section 88, paragraph A, of the Laws pertaining to the New York State Retirement System be changed so as to include State departments.

(50) Appreciation of Board of Canvassers

RESOLVED, that the delegates hereby express appreciation to the Board of Canvassers and the Staff members of the Association for the faithful, arduous and efficient work which they have performed in preparing the report of the election of officers.

(51) Appreciation of Association Staff

RESOLVED, that the delegates hereby express praise and appreciation to the staff of the Association for their continuous efficient and cheerful efforts to assure the convenience and pleasure of the delegates at this annual meeting.

Employee Activities

Onondaga

CLARK A. Stewart, who served Delaware School as its first and only custodian, was honored at a retirement party. He was presented with an electric saw, for carpentry work. Mr. Stewart, who served under five school principals, worked as a carpenter on the school's construction in 1915. The Onondaga chapter, CSEA, of which Mr. Stewart is a member, sends its best wishes along with him.

Robert Clift, past chapter president, and Mrs. Clift, celebrated their 30th wedding anniversary. From the Onondaga chapter: Congratulations and best wishes.

Chapter members who attended the Association's annual meeting in Albany are Mrs. Norma Scott, president; Mrs. Irma Misita, Mrs. Laura Gurniak, David Rogers,

Edward Stevens, Mr. Clift, and Vernon A. Tapper, chapter representative.

Thomas Indian School

THE Thomas Indian School chapter, CSEA, will hold its annual bazaar on October 21 and 22. There will be Indian foods, craftwork and jewelry, along with a baked goods booth, White Elephant and refreshments.

On Wednesday the 21st at 8 P.M. there will be an amateur performance featuring Indian dances, under the direction of Alf Douglas, head children's supervisor.

Thursday, October 22, will feature a professional show under the direction of Denton VanderPoel. Harian Gage, president, promises this year's affair will be bigger and better than ever.