Bowing competition between five State institutions will get under way November 7, when Gowanda, Willard, and Rochester will meet with representatives of the Travelers Insurance Company, the New York Life Insurance Company, and the Metropolitan Life Insurance Company at 8:00 P.M. at the Colay's bowling league.

The schedule (with home teams first):

November 7 — Rochester v. Buffalo
November 14 — Willard v. Craig Colony
November 21 — Craig Colony v. Willard
November 28 — Gowanda v. Rochester
December 5 — Newark v. Craig Colony; Willard v. Gowanda.

Miscellaneous

When total disability interrupts the earning capacity of an employee, the employee has a right to expect prompt, fair, and accurate settlement of his claim. You, the present holder of an insurance policy, have a right too, and that is to report your claim or to notify the company of the date of commencement of total disability where you are so informed.

We of Ter Bush & Powell, Inc., Rochester, N. Y., State Service Employee Association, and the employees of the State Insurance Fund are working with you, every claim paid promptly, fairly and accurately, and every claim held up to you for any reason.

This is to give you the assurance that the State Service Employee Association will endeavor to make your claim experience as pleasant and carefree as possible.

Of Special Interest

When you are away from work temporarily because of your health, you should contact your chapter or representative. All claims have been supplied with three cards, each with a 10-cent stamp on it. You can mail your claim by hand or mail to Ter Bush & Powell, Inc., 14 Clinton Street, Rochester, N. Y.

Each question is important. Pay special attention to each question. The answer you supply will be used to guide you in the future. You may want to refer to your claim file when your disability or accident is over. We urge you to fill in each card in full.

How to Get Paid Fast Under Assn. Policy on Sick ness and Accident

By R. N. BOYD

Accident and sickness insurance by employees associations is a protection-income that earns their members the respect of their fellow workers and the gratitude of their employers. For the employee, it is a valuable asset whose value is just as easily recognized as that of his tools or his uniform.

The policy of the employee associations is to encourage accident and sickness insurance. The buildings in which the workmen of Buffalo, Rochester, Syracuse, and other communities perform their tasks are equipped with first aid stations, and where possible, company physicians. The accounts of the sick are settled with efficient offices, and the companies employed are experienced in handling such cases.

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States and County Eligible Lists

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<tr>
<th>Name</th>
<th>Home Office</th>
<th>Age</th>
<th>Sex</th>
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<td>State</td>
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The Pay Window

By F. HENRY GALKIN

Salary Research Analyst, Civil Service Employees Association

Some Inequities in State Pay

RECENTLY there have been somewhat leader rumblings concerning "inequities and inequities" that exist in the State salary structure as constituted. Governor Thomas E. Dewey has appointed an advisory committee and directed the Division of Classification and Compensation of the Civil Service Department to undertake a study to determine the inhumanities in this that study, now under way, is expected to be completed in December.

There are many of these inequities in State service. Here are a few:

The salary level from top to bottom.

The wage level in particular portions of the scale—the upper-middle grades.

The present $2,180 minimum.

"Overshifting" in a promotional series.

"Principal level" rate not paid to those in the skilled and semi-skilled trades.

The entrance level pay scales for professional personnel are too low.

The list could be expanded, but this is sufficient to show the complexity of the problem.

INEQUITIES AT START

Considering only the "inequities" for the entrance level for professional personnel, and the inconsistencies in the promotional series, there are two basic propositions involved, and these will be taken up in turn.

Example of inequities in the beginning level of professional jobs:

Title

Junior accountant, G-9

Junior bookkeeper, G-9

Junior biochemist, G-9

Junior economist, G-10

Junior statistician, G-11

Junior secretary, G-12

Junior insurance examiner, G-17

Salary

$3,251

$3,281

$3,295

$3,411

$3,971

$4,196

$4,512

This list could be expanded, but the seven examples make the point clear. There is a difference of nine salary grades for jobs that are identical. This is another example that shows the extent to which the personnel department is clueless. It is obvious that among the jobs listed there are discernible differences. Nevertheless, the entrance level personnel professional jobs are designated as to principal level. A recent announcement calls for nationwide open-competitive examination, and the inconsistencies in the promotional series, these will be taken up in turn.

Any event, the principle of equal pay for equal work is violated to a greater or lesser degree. On an hourly basis, Grade 8 at $3,091 a pay a little better than $1.50. It may be fairly questioned whether college graduates of desirable caliber and of the type that should be in State service can be expected to compete successfully for jobs at that pay. It is also open to serious question as to whether there is justification for a starting pay differential of $1,500, the difference between Grades 8 and 17.

INTERPERSONAL LINES

The present structure hils promotional lines and does not maintain consistent promotional lines.

The following table gives the promotional ladders for most of the jobs listed above:

Group

Junior accountant, G-9

Junior bookkeeper, G-9

Junior biochemist, G-9

Junior economist, G-10

Junior statistician, G-11

Junior secretary, G-12

Junior insurance examiner, G-17

Salary

$3,251

$3,281

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$3,411

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$4,512

At the lowest level the insurance examination was the highest, and 9 grades above the lowest—the auditor series—but at the associate, or 14th level, in the same series. This is trailed behind the budgets examiner and examiners by two grades, and by four grades at the principal level. Technical or scientific personnel, here represented by biochemists, are known to be in short supply. Yet, set at grade 8, the lowest on the scale. Payroll auditors and statisticians start at grade 17, but at the second level there begins a two-grade differential.

Compare the economist and statistician series. Note that there are four steps in one series and five in the other. These are two closely allied fields, and wherein one starts and the other is a moot point. Yet, employees are confronted with a selection and application of different promotional series, and the salary determination beyond the scope of human judgment.

1. PERSONNEL IMPASS

It would be foolish to expect a perfectly ordered universe, particularly in the field of job evaluation, but it is manifestly clear that there are difficulties we have not demonstrated a substantial lack of conformity. If, in the absence of some human deficiency, the employees of the correct survey will result in question of these inequities, and remove these irritants destructive of the morale of State service, that there are no "distorted personnel levels," and the employees will regain confidence that they are being equitably treated.

It is therefore impossible to distinguish the difference in the value of work performed for the positions of senior examiners at grade 28, senior statisticians at grade 27, and associate economist at grade 25, or to account for the reason or necessity for a four-step ladder in this field and in the other.
Activities of Employees in New York State

Public Works District No. 10

AT a recent meeting of the executive council, District 10 Public Works and Transportation resolutions were reviewed, covering holiday pay for all district workers and extension of the 30-day waiting period upon retirement. Also discussed were some of the measures which resulted from the recent reclassifications in the department.

The membership committee was congratulated by President Carl Karpinski on the successful campaign among maintenance employees of the district. Under the supervision of chairman Martin Karpinski, a "flying squadron" of the committee operated more than 30 percent of these employees. The workers were: Herbert L. Landwehr, Mrs. Pearsall, Mrs. Hamann, and Thomas Horan.

The council authorized the distribution of tickets for the chapter turkey party on November 13. In the supervision of Chairman Stanley Cherubin, and Thomas Horan.

In the supervision of Chairman Stanley Cherubin, and Thomas Horan.

Rochester

WILD WEST stories are run-ning through the office. The former editor of the P. R. and his wife, Mabel Amato, principal account clerk in Employer Records, and William Lee were married October 2 in a beautiful ceremony in the Standard Building.

Pual Mossey, senior account clerk in Employer Records, is recuperating from an operation in the Standard Building.

Employment, Albany

BOB ALGER, of the Administration Finance Office, was married October 9.

Nora Khalifa, key punch operator, and Elias Ferris, of Houtzdale, PA, will be married in the spring.

Melba Amato, principal account clerk in Employer Records, and William Lee were married October 2 in a beautiful ceremony in the Standard Building.

Richard Jones, senior mail and supply clerk, has accepted a principal mail and supply clerk appointment in U. L. Accounts. Kenneth Vaughn of U. L. Accounts replaces Dick.

Albany Veterans Administration Hospital.

Stevie at the O.S.B. Home: Theresa Martindale’s mother, who passed away in her bed, is confined to St. Peter’s Hospital. Theresa was a letter carrier in Albany.

Peter Inzeri, claims clerk, in the Adirondacks on a family trip. He is the father of a son born October 13.

The only Mealy tycoon, returned to work after dislocating a shoulder.

Elizabeth Leinemiller is a new typist.

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Employee Activities

Mt. Morris
NEW ITEMS of Mt. Morris chapter, CSA:
Violet Hopiland was in NYC as a delegate to the Eastern Star Convention.
Irene Lavary attended the CSA meeting at Albany, then spent some days in NYC.
Congratulations to Mr. and Mrs. Gordon Bennett on the birth of a son on October 15; and to Mr. and Mrs. Earl Paine on the birth of a daughter on October 8.
Genevieve Marten escaped with only slight injuries in an auto accident; Gordon Bennett also luckily escaped injury when his car was hit by a train.
Mr. and Mrs. Anthony Lopez are back on duty after a trip to California. Jane Bryant and Helen Puran are back at work after a trip through Kentucky, Tennessee, Georgia and other parts of the South.
Cm Barney is back at work after hospitalization.
While on vacation, Joan Dagon attended her sister's wedding in Hornell. Attended her sister's wedding in Geneseo.

Genevieve Valley
Armory
THE GENEVIEVE Valley Armory Employees chapter, CSA, met in Geneseo.
怀enel M. Rowell, president of Rochester Belgian Horse Show, and vice-president of the Western Convention, gave the invocation and benediction.
A definite meeting night every other month was discussed. It was decided to try meeting the first Thursday of the month beginning in November. Employees will be notified of the meeting November 5.
Members participated in a farewell party for Secretary Allen Calhoon, who left for a vacation in the Hawaiian Islands.

Hudson River
State Hospital
ABOUT 130 employees of Hudson River State Hospital attended a retirement ceremony for Norman Mahar, a retired employee on the psychiatric care staff. Mahar has 18 years service at the hospital.
It was noted that Mahar left the hospital on October 21, 1958. Mahar, who was born in January 1917, completed his early education in the Bronx, and moved to New York City in 1931, where he attended Stuyvesant High School.
Mahar worked as a janitor in the hospital for 18 years, and was a member of the board of supervisors of the hospital.

 хаута qua
CHAUTAQUA chapter, CSA, board of directors met in the Convention Hall, Chautauqua. Thirteen members were present, and a new member was elected to the board.
The meeting was called to order by President, and an annual report was presented.
Two resolutions, sponsored by House and Board, and presented to the board of supervisors in August, were brought up. The president announced that the board had granted the resolutions, and that employees were on paid holidays for all county employees and for the extension for another year of the $84 and 10 cents an hour cost of living bonus.

You Can Bank On Us To Save You Money.
100% Quality Hats for the best.

NEW YORK COUNTY CIVIL SERVICE COMMITTEE
STUDY BOOKS for all popular exams can be obtained at the LEADER book w. 90 Deane St., New York 1, N. Y. These books are available at City Hall, just west of Broadway.

Employee Activities

ELECT
CONGRESSMAN PAUL A.
FOR
COMPTROLLER of the City of New York

VOTE FOR
HULAN
JACK
Democratic Candidate
Borough President of Manhattan
Vote Now "B"

FREE ABE WASSERMANN

House Hats

46 ROWDY ST.

EYESIGHT REQUIREMENTS

CIVIL SERVICE LEADER
Page 5

POLITICAL ADVERTISEMENT

POLITICAL ADVERTISEMENT

For the Police, Fire, Sanitation & Correction Depots.


The DELEHANTY Institute
"Nearly 40 Years of Service in Advancing the Careers of More Than 500,000 Students"

Executive Office: 115 E. 15 ST., N. Y. 3

GRAND S 6-600

OFFICE HOURS: Mon. to Fri. 9 a.m. to 5 p.m. - Sat. 9 a.m. to 1 p.m.
TUESDAY, NOVEMBER 3, 1953

Civil Service Commissions
Deserve Better Break, Too

By BACKING up the U. S. Civil Service Commission in its decision, or, to put it in more dramatic form, the American Federation of Government Employees, Inc., has burned the bridges between itself and section leaders, and sent them telegrams of protest.

Is the Prescription
wanted to send President Eisenhower and Postmaster General F. M. Lea is out. Nobody can take his column With the Women, which held that war may exist between June 20, 1950 and July 27, 1953, the armed forces at any time before July 27, 1953. That is, to say, war veteran preference is not extended to those who served in the armed forces after July 27, 1953.

That is not to say that the Federal government must have a right to extend a veteran preference to those who served in the armed forces after July 27, 1953. That is to say, war veteran preference may exist in the Federal government until July 27, 1953, but not thereafter.

Hence war veteran preference for employment in the Federal government may exist before July 27, 1953, but not thereafter.

The necessity for keeping wages nearer the cost-of-living requirements is paramount. The Federal and State governments' example is one that local governments will follow, as a matter of principle, fairness and justice.

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THE TEAMSTERS UNION IS FOR

BOB WAGNER

BECAUSE...

BOB WAGNER has the program for city employees.

BECAUSE...

BOB WAGNER has a record that proves he'll deliver his program.

With no beating around the bush, Bob Wagner has come out four-square to increase our take-home pay by reducing our pension contribution. Here are his own words:

"I favor the extension to the other City services of the 25% employee and 75% City contributions which have been given to the employees of the Police and Fire Departments".

This has been the primary demand of the Sanitation Workers and all members of the powerful Teamsters Union.

BECAUSE he is for "new pay schedules in line with rising living costs." And as Teamsters Union spokesmen pointed out at last Thursday's Board of Estimate meeting, we City workers require a 34% wage increase simply to restore the 1939 living standards!

BECAUSE Bob Wagner's program calls for:

* Systematic annual increments.
* A proper classification plan that meets with the support of organized city employees.
* Elimination of abuses in Administration of Section 220 of the State Labor Law which provides for prevailing rate of wages.
* Extension of the Dies check-off.

BECAUSE HIS PROGRAM IS IN FULL ACCORD WITH THE BASIC ASPIRATIONS OF ALL CITY WORKERS, AND BECAUSE IT IS IN ACCORD WITH THE PROGRAM OF THE TEAMSTERS UNION, WE OF THE TEAMSTERS UNION RECOMMEND THAT OUR MEMBERS AND ALL CITY WORKERS VOTE FOR

ROBERT F. WAGNER, Jr.
FOR MAYOR

on TUESDAY, NOVEMBER 3, 1953
Civil Service LEADER’S ‘Frenchie’
The Most Loveable Doggie Anyone Ever Saw
In A Window or Anywhere Else!

Who in the world can resist a soft, cuddly little dog like FRENCHIE THE POODLE? Everyone in the family loves him — from baby to grown-up gal! He’s the perfect mascot to have around the house — a wonderful, durable toy for boys and girls — a smart, adorable conversation piece for any young lady’s room! He’s 18 inches tall ... looks like a real miniature poodle. And he comes in all the “natural” colors: grey or black. His legs are cleverly wired so that he can pose for you in any position—sitting, standing, or lying down—just like an honest-to-goodness puppy! He even sits up and begs! Frenchie has moving eyes and long, curly eyelashes. He wears a colorful, saucy French beret with pom-pom trim. Complete with attractive plastic collar and leash.

Special to Our Readers Only $3.75
Plus Two Coupons From The LEADER or Your Subscription Label, and a Small Mailing Charge.

Mail Coupon Now
For Early Delivery
So, do your Christmas shopping early — and save money, too! At this special low price, many of our readers will want several of these darling doggies to give as presents. Order as many as you like. They make wonderful gifts for babies, for children of all ages ... and your grown-up gal friends who will cherish Frenchie to decorate their beds or boudoir chairs! Just be sure to enclose $4.00 ($3.75 plus 25c mailing charge) and two coupons or your wrapper label for each Doggie you order. Send the coupon in right away! (Coupon on Page 2).

Civil Service LEADER, Doggie Dept. 106
97 Duane St., N. Y. 7, N. Y.

CIVIL SERVICE LEADER, Doggie Dept. 106
97 Duane Street, New York 7, N. Y.

Please rush me the following “Frenchie the Poodle” Doggies, at $4.00 each ($3.75 plus 25c mailing charge), sent on 10-day money-back guarantee.

If you live in N. Y. C., please add 12c for City Sales Tax.

Quantity I enclose $ ....... in | | Cash

Order

Money Order

Check

Money Order

Check

NAME

Address

City

Zone

State

DOMMIE

COUPON

NOV. 3, 1953

DOMMIE

COUPON

NOV. 3, 1953
To demonstrate the quality and value of Around-the-World Shoppers Club gifts, we want to send you this Delft’s Blue Twilight Lamp with our compliments as an inducement to join now! Lamp, with shade, stands over 8” high; shade measures 6” across at widest point. Base and shade are hand-painted by the skilled artists of Delft, Holland, famous as the home of Delftware for over 400 years!

Beautiful, unusual gifts mailed from all over the world for just $2.00 each, postpaid, duty free!

Wouldn’t you like to shop around the globe with a traveller who knows where the finest merchandise and biggest bargains are? Wouldn’t you like to visit distant lands, shop for exotic gifts in exotic bazaars, go through fantastic Old World workshops, watch native craftsmen create beautiful things with their ancient skills? Best of all—wouldn’t you like to make your home a “show place” with the exciting gifts you’ve purchased—sometimes for just $2.00 each?

A Thrilling Surprise Each Month
To introduce you to the thrills and enjoyment of shopping abroad, let us send you this beautiful Dutch Twilight Lamp without charge! Then, as a member of the Around-the-World Shoppers Club, each month you will receive a surprise package sent to you direct from the country of origin—and with it, will come a colorful brochure telling all about your gift!

When you actually see the articles you receive for just $2.00 each, you’ll wonder how the Club can offer such tremendous bargains even from abroad! The secret, of course, is that foreign nations need U.S. dollars to support native industry, and offer the Club unheard-of values in exchange. Members thus benefit and help improve world conditions at the same time.

Join Today by Mailing the Coupon
So—come aboard our magic carpet and let’s set out on our shopping trip! You may join on the 3 months plan (3 consecutive shipments for $6.00), the 6 months plan (6 consecutive shipments for $11.50), or the 12 months plan (12 consecutive shipments for $22.00). When your gift packages begin arriving, covered with fascinating stamps from distant lands, you’ll be delighted you joined the Club! However, if you become displeased in any way, simply resign membership and your unused payment will be refunded. Furthermore, if you are not delighted with the gift selection sent to your home, keep it, as well as the Twilight Lamp and receive a full refund. Mail coupon now while these gift lamps from Holland are being offered without extra charge!

AROUND-THE-WORLD SHOPPERS CLUB

GIVE A GIFT TO SOMEONE SPECIAL!
What gift could be more intriguing than an Around-the-World Shoppers Club membership? Gifts are so precious! Friends are reminded of your kindness month after month!
U.S. Job Cuts May Prove Costly, Warns J.R. Watson

AUSTIN, TEXAS, Nov. 2 — James R. Watson, executive director of the National Civil Service League, outlined to the 15th annual conference of the Texas Personnel and Management Association a seven-point program of civil service reform which, he said, was under study by the Eisenhower Administration.

The program, he added, includes top-to-bottom training for executives, supervisors and other employees; more discretion to supervisors in hiring, promoting and firing; veteran preference modification; so that competent non-veterans may be retained by Federal agencies; a performance-oriented system that would aid supervisors in retaining the most efficient workers during layoffs; assurance of reasonable job security; elimination of red tape; and continuation of forward-looking leadership.

Mr. Watson contended that under present civil service rules, many of the most capable and valuable government workers are fired while the least efficient keep their jobs. He pointed out that the Administration’s current drive to cut 90,000 jobs from the Federal payroll might cost more than it saved through the loss of invaluable workers and a lowering of civil service morale.

See Threats to Promotions

The N.Y.C. Welfare Department’s Supervisor’s Association, just formed, not recently. The serious curtailment of opportunities of grade 4 supervisors and continuation of forward-looking personnel rating system that would aid supervisors in retaining the most efficient workers during layoffs; assurance of reasonable job security; elimination of red tape; and continuation of forward-looking leadership.

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You Know That Throughout His Career Bob Wagner Has Strongly Fought for... All City Employees

...for ★ Salary Increase ★ 5-Day Week ★ Liberal Vacations and Sick Leave

Now Your Vote Will Help Wagner Win His Fight For a Better Deal for Civil Service Employees

Every Civil Service Employee Owes It to Himself... to His Family to Elect Bob Wagner Mayor of New York, because Wagner is the Only Man Dedicated to Improving the Position of the City’s Hard Working Employees.

Here Is What Your Vote for Wagner Will Mean...

★ New Pay Schedules in Line with Rising Living Costs!
★ Permanent Cost-of-Living Bonuses... no loss of take-home pay!
★ New “definite” pay plan to replace present unfair system...
★ Provisions for systematic regular annual increases based on service and competence... not favor.
★ Modern job classification... modern wage structure with logical promotional lines!

Wagner Says, "I intend to keep on fighting for these... because I Believe in them."

Now Is Your Chance to Make Your Own Civil Service System... Stronger... Modern... Fair... to All Civil Employees
THE BEST HOME VALUES IN QUEENS

SOUTH OZONE PARK

2 Story
Built of solid brick, 1 family

THIS WEEK

$17,900

SEE

HAMPSTEAD

Bungalow 1 ½ story
detached,

WHERE WINTER COMES

YOUR OWN MODERN HOME

FLUSHING

Consisting of 7 large rooms, 3 bedrooms and finished basement, this

BE SAFE—BE SURE

WHEN WINTER COMES

OWN YOUR OWN MODERN HOME

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Detached

$500

Cash: G. L. Burns

South Ozone Park $8,200

Detached Cottage

100 x 100 plot.

$8,100

$8,100

WALTER SAYS—

St. Albans $15,000

for 1 room apartment and 1 three-room

WALTER SAYS—

St. Albans $14,000

 Moderate}

Price $10,000

SOUTH OZONE PARK

New detached cottage, brick and frame, 3 large sun-filled rooms, full furnished,

LOWEST PRICES • CITY SERVICE • MODERN APARTMENTS

TREND HOME

2-3 Family

$11,000

1 4½ story, sun porch, modern tile" room

WALTER SAYS—

St. Albans $14,000

Arbitrage $9,750

New cottage.

$9,750

WALTER SAYS—

St. Albans $14,000

Arbitrage $9,750

New cottage.

$75 Rental Income

SOUTH OZONE PARK

New detached cottage, brick and frame, 3 large sun-filled rooms, full furnished,

LOWEST PRICES • CITY SERVICE • MODERN APARTMENTS

TREND HOME

2-3 Family

$11,000

1 4½ story, sun porch, modern tile" room

WALTER SAYS—

St. Albans $14,000

Arbitrage $9,750

New cottage.
STATE
Open-Competitive
B19. JUNIOR ENGINEERING
AIDE, $3,731 to $4,212; 141
vacancies.
Requirements: (1) high
school graduation or equiva-
 lent; (2) one year of
work experience in the field of
building and construction, or
(3) combination of college
work and experience, which
shall include one year of
employment in the field of
building and construction. (Friday,
November 6).

RIDE HEAD AND FOOD IN-
SPECTOR, $3,873 to $4,374.
Two vacancies.
Requirements: (1) high
school graduation and two years
of farm experience, or (2) four
years of farm experience. (Friday,
November 6).

LEGAL NOTOR
ORANGE COUNTY, NEW YORK
— CERTIFICATE OF OFFICE
OF the Clerk, in accordance with
Section 250 of the Civil Service
Law, and in accordance with
Specification No. 18146, the
following clerks are entitled to
repose to service:

John W. Savoie, 53, of Orange
County; Pauline H. Flatau, 42, of
Orange County; James A. Logan,
40, of Orange County; Eugene P.
Hall, 52, of Orange County; and
Robert W. Niday, 42, of Orange
County. The pay is $3,731. (Friday,
November 6).

TRUDI WALKER WALK HER
DOLL
With Long, Silky
Washable SARAN
HAIR

$9.95

TRUDI DOES EVERYTHING...

$9.95

DON'T DISCARD DULL TOOLS!
SHARPEN THEM YOURSELF

WITH THIS REVOLUTIONARY
NEW COMBINATION SHARPENING
SYSTEM— IN ONE SIMPLE
MOVEMENT— PROFESSIONAL
QUALITY SHARPENING — AT
REASONABLE PRICES — AT
HOME! WITH THIS
DURABLE HANDLER
CHISEL— 10"  TO  20"  O.A.H.
WITH WIRE BRUSH, $2.50 TO
$3.50 EACH

MADE IN U.S.A.

INK BOTTLE PATENTED

SPECIAL DISCOUNTS TO
CIVIL SERVICE
EMPLOYEES

UP TO

20% TALL

P. J. HILL CO. Dept. P-206
930 Broad St., Newark, N. J.

Rate high on the promotion test for
SENIOR CLERK
(open to all appointed after
August 14, 1953)

Get The
NEW ARCO STUDY BOOK

Supervision — Administration — Office Practice — Reading Comprehension — Arithmetic — Chart and Table Interpretation — Including a new previous examination.
Kitchen Jobs
Bronx VA Hospital

Kitchen helpers are needed by the Veterans Administration Hospital, 150 West Kingsbridge Road, Bronx 68, N. Y. Pay is $2,420* to

Edward C. Socke, director of shops, N.Y.C. Department of Public Works, is commander of Public Works Post 1222, American Legion, which holds its 15th annual dance November 6 at Hotel Riverside Plaza, N.Y. P.C. Proceeds will be do
tored to community activities.

The following concluding publication by the LEADER of study material for the NYC, clerk, grade 2, written test, are Questions from the last examination held, held in 1956. Items 1 to 97 appeared in

Requirements of this article are fully observed. Section 1333-1699. Part 2, of Article 15 of the Civil Service Law.

99. Among the persons who have been appointed to various agencies are John Queen, 9 West 56th Street, Manhattan; Melville Davis, 1474 Amherst Drive, Detroit; and Benjamin Ledwith, 177 Green Street, Manhattan.

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ASSN. IN MIDST of breaking all records of the 43-year-old organization, the LEADER, today by Joseph D. Ferguson, chairman, announced membership in the State Division of the organization during the first three weeks of the new membership year. The LEADER said that the LEADER will enjoy a substantial membership, including employees of the State and all employees of school districts, who are eligible for theLEADER's statewide membership. As a result of the successful campaign, the LEADER's state-wide membership is expected to increase.

PROGRESSION OF THE LEADER — The LEADER's membership campaign is progressing at a rapid pace, with the organization showing marked growth in membership. The LEADER's membership campaign has gone smoothly throughout the past few years, with the organization reaching a membership plateau. The LEADER's membership campaign is expected to continue to grow, and the LEADER is confident that it will reach new highs in the coming months.

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FOREMEN OF LABORERS
APPEAL PAY DEFEAT

Foremen of laborers, NYC Department of Water Supply, Out, and-Communications, have brought to the Court of Appeals their suit for $300 a year more than the salary paid pipe-couriers. Their appeal, based on a 1920 reduction of the Board of Estimate and Apportionment, is in response to Court Justice Breetile's decision denying their plea.

The appeal was to the Board of U.S. Civil Service Examiners, Headquarters, Signal Corps Center, Fort Monmouth, N.J. (No closing date).


GIFER, $3,628 to $3,736 a year; jobs are aboard naval transports operating out of New York. Requirements: U.S. Coast Guard establishment as officer; age, 18 to 35. In Form 670 to Employment Branch, BID, Military Sea Transportation Service, Atlantic Area, First Avenue and 56th Street, Brooklyn, N. Y. 4-44 (35), SHORTHAND REPETER, $2,775 to $2,985 a year, John at Fort Monmouth, N.J. Dictation for stenographer's needs at 250 words per minute, no experience or training for $2,775 jobs, up to three years' experience for higher-paying posts. Apply to Board of U.S. Civil Service Examiners, Headquarters, Signal Corps Center, Fort Monmouth, N.J. (No closing date).

HERE ARE AMERICA'S MOST WANTED HIGH FIDELITY PHONOGRAPHS... THE REVOLUTIONARY

This Is "XD"—the eXtra Dimension Sound System!

Engineered by the Greatest Name in Recorded Sound

An entirely new concept in phonographs, the Columbia "360" gives you 2 extended range speakers and 2 sound outlets, one at each side of the cabinet. Patented aluminum tone arm, new climate-proof ceramic cartridge; 2 sapphire needles; 50-12,000 cycles reproduction without distortion! 3-speed automatic, intermittent changer. And ABOVE ALL, SENSATIONAL XD!

8 Changes Sought in Work-Week, Vacation, And Attendance Program

ALBANY, N.Y. 2—An eight-point program dealing with leave and attendance was proposed before the special attendance rules commission at the annual session of the Civil Service Employees Association. By correspondence and in hearings held before the District Civil Service Commission, the committee has sought the following improvements:

1. Establishment of a 37-hour work-week for employees in the administrative offices of the institutions.

The Commission rejected the plan on two grounds: (a) the fact that employees in other institutions are not so paid; and (b) that the Division of Budget did not believe the additional cost involved would be justified.

2. Uniform allowance of a fixed number of days per year for religious observance. The Commission stated that it does not believe that any provision in the Attendance Rules is necessary to assure religious observance. It stated that a religious observance must be based upon the necessity of the religious observance and the time required to be observed, and that it should not be treated as a matter of time on a package basis. The Commission noted that paid time should be given to the employees for all days of absences from the employment which may be necessary to attend religious observances.

WV: WAREHOUSE CASELOAD NEARLY STATIONARY

A report to Mayor Vincent F. Impellitteri, Henry L. McCarthy, Commissioners of Welfare, stated that the caseload declined by 104 persons from August to September. The number of persons receiving assistance on August was 249,236 as compared with 249,326 in the previous month.

"The caseload is almost stationary," as a result of the number leaving the rolls because of balances coming in.

Page Fifteen

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"There, but for
the grace of God
I... or YOU."

The stretcher bearers start you back, to field, to base, to receiving, and to long spell in The medic do their stuff. You follow orders. Mother Nature gives an assist. And one finds number, and get shipped out.

The language, take a lot of getting used to.

Getting into your clothes, shaving, driving noises louder. Crowds and street traffic bother you. Back home people are peculiar, speak a different language, put a lot of things Off Limits...

Now you find yourself behind the old Eight Ball,.. meter, to base, to receiving, and to long spell in The medic do their stuff. You follow orders. Mother Nature gives an assist. And one finds number, and get shipped out.

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