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the local administrations. This had employee-employer problems with the method of accomplishing their tasks. The Employees' Association has been urged by the chapter, communicated with the Board expressed interest in the constitution of the Association. The problem of public relations and an integrated planned program was discussed. It was felt desirable to better inform the public of the services offered by the County, where the various departments are located, and the duties of the Board of Supervisors to the public.

Training was suggested by the Association's committee that some form of in-service training program might be initiated whereby employees might be able to improve their skills and Hawthorne-effect was found to be present in the area.

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Anchors in 2-Day Probe of Their Problems

NEWBURGH, May 13—Corporal Kenneth Lehman, 25, who is shortly to be subject of uppermost importance to thousands of public employees, spoke before a small audience at the annual dinner at the Newburgh Armory last night. He is a New Jersey soldier, in the capacity of executive assistant to President Joseph N. McFadden of the Civil Service Employees Association, and head of the small delegation of politically appointed officials he represented, the arguments for the appointments and personnel of public employees through the merit system, and the salaries of employees on the basis of merit and fitness, Mr. Lehman.

Public Employees Need Strong Organizations, Stearns Tells Town Group

Stating that "in this day of operation by pressure, public employees will have to form strong organizations to withstand the pressures generated by other groups," J. Allyn Stearns, 3rd vice president of the Civil Service Employees Association, called upon local public officials to recognize this fact and not impede "this entirely rational manifestation of our time."

Speaking to 175 town employees and officials at the annual dinner of the Town of Greenburgh Employees Association in Hastings on June 2, Mr. Stearns said that public employees undoubtedly have good administrators and officials at the annual dinner, "but their employees undoubtedly have good administrators and officials at the annual dinner, "but their employees undoubtedly have.

"We must lick the bosses, the citizens, and the union workers," he warned. "If we can't have something, we'll make sure we get it."

Many Local Officials Present

Louis Russo, president of the Town of Newburgh Employees, a unit of Westchester chapter of the CSEA, was present. Supervisor William C. DuBois was toastmaster and introduced an entire slate of speakers. A fishing outfit was presented to Mr. Stearns, who was recognized for his good humor, his incisive, honest representation in matters concerning their welfare pay and conditions of work.

Local Public Officials Present

Among those present were Assistant District Attorney Fred Weeks, Town Chairman Fred Burghamer, Councilman Charles F. R. Weiss, Superintendent Ralph Lawrence, retired, by Ernest Warren; Joseph J. Iadola was dinner chairman.

Anchors in 2-Day Probe of Their Problems

The conference meeting lasted throughout the discussion had last two days.

Invasion of Civil Rights

Mr. Lehman told his interviewers that they had been appointed by Newburgh Armory employees. The move follows similar action elsewhere, he warned. He called for a determination of the Division of the Public Employees, and to annex them if possible.

On Wednesday, May 7, Mr. Lehman appeared on two programs—"The Tex and Jinx" on radio station WMCA, and "The John Gray Show" on WOR.

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Activities of Employee

Marcy State Hospital

The Marcy Chapter, Civil Service Employees Association, will hold an installation dinner-dance for the new officers in the Executive Committee of the Association on May 17 at the 11th floor meeting room of the State Office Building located on Bedford Avenue.

Members of the Executive Committee will act as hosts for the successful social event.

The dinner-dance, which will be held on May 17, will feature dinner and dancing with a full menu. The event will include entertainment by a local dance ensemble.

The ticket price for the event is $25 per couple, and all members are encouraged to attend.

Tickets can be purchased at the reception desk of the State Office Building.

The Marcy Chapter is looking forward to a fun-filled evening with its members.
Activities of Civil Service Employees in N.Y. State

Syracuse State School

The Syracuse State School for Men and Women's Bowling League entertained four teams from Wilma State Hospital recently. Dinner was served in the dining room of the School. After the bowling, dancing was enjoyed at Moose Club Hall.

The chapter extends sympathy to Albert Grogan on the death of his father.

The report of the delegates who attended the Albany meeting in regard to the attendees' appeal for upgrading was encouraging. Employees of Syracuse State School were saddened by the death of their president, Mr. Hopkins, who was busy donating his time to really get acquainted with the State officers in the chapter and its members.

Eligibles

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New York City Firemen's Exam

Salary $92 a Week After 3 Years - $71.00 to Start

at the School Where More Than 80% of N.Y. City's Firemen Trained

• ACCOUNTANT, JUNIOR — Tuesday at 6 P.M.
**State Pension Plan Explained**

By H. ELIOT KAPLAN

Reducing the Time On Exam Appeals

The basic plan of the State Employee Retirement System as approved by the Senate Committee and the House Committee permitted any employee to retire under the age of 55, regardless of length of service, if the employee had 10 years of service, and if the employee's contributions and the contributions from the employer were sufficient to match the required amount for retirement. Under that plan, employees aged 55 or older could retire with a pension equal to one-half of the employee's final average salary for each year of service up to age 55. Those who had passed 55 could not benefit more than the original plan.

The 60-Year Plan

The 60-Year Plan is a plan...
WEATHERPOSES PROBLEM

ALBANY, May 13.—Up for deliga tion last week was the question: What to do about time off when it gets really hot? The gravest items of the State Civil Service Commissions are being worn in the attempt to solve this knotty problem.

You see, it's this: When it gets too hot, employees say they can't work. They ask for time off early, often to the teeth bashing of private-industry employees working heat dock who couldn't get time off. Some of these private-industry people have even resorted to forlorn attempts to phone the Governor's office about it. Huh, huh!

The Personnel Council, an au gust, serious-minded body of personnel officers, has been rummaging over the problem for many months. Finally, a resolution was proposed suggesting that hot weather leaves be granted on an individual basis and charged against sick leave or vacation. As it is now, when you get time off for hot weather, there's no penalty charged.

If It Gets Too Hot
So it looks, according to this plan, that if it gets too hot for you, you'll ask for time off and get it. But the fellow working next to you, a man of sturdier fibre, can take the heat, so he'll stay on. But in order not to make it too inviting to take time off, you'll be charged with it if you do.

Now the Civil Service Commission has to decide whether to adopt the new plan or stick with the old one. It couldn't come to a decision, as the matter was laid over till May.

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PHOTO by Con Edison

Turbine Jockey. One of the tricky jobs Con Edison men do when they overhaul a turbo-generator is hoisting the rotating part of the turbine. Here Dennis Cullen, an electrician, cranes a permanent magnet made to lift the 152,000-pound giant. Regular overhaul keeps all our equipment in top condition so that you get all the electricity you want—when you want it.

Con Edison is on the job!
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TO READERS OF CIVIL SERVICE LEADER

*A $33.95 RETAIL VALUE GOOD-WILL OFFER*

A TYNAR CAMERA and 52 PACKAGES OF FILM

A $33.95 RETAIL VALUE GOOD — WILL OFFER

TYNAR IS ONE OF THE WORLD'S TINIEST PRECISION-TOOLED CAMERAS!

NO CAMERA IN AMERICA CAN MATCH THE SIMPLICITY OF OPERATION

CAMERA FEATURES
- no threading — load and shoot in 5 seconds!
- features Tynar Achromatic Lens — comparable to those used in the most expensive cameras
- rapid-fire shooting — snaps 14 pictures in 24 seconds!
- see quick turn of knob — and film is wound, shutter cocked!
- automatic frame counter — prints are 3½ x 3½!
- box features of finest motion picture cameras!
- one die-cut metal case — no double exposures — anytime!
- precision-crafted, like a fine expensive Swiss watch!
- automatic, finger-tip less opening control!
- so tiny it fits in your vest pocket or purse!
- calibrated, constant speed shutter—comparable to those on $299.00 cameras!
- direct-vision view finder — fixed focus!

EASY WAY TO GET YOUR
CAMERA and FILM—Here's How!

1. Clip the Reservation Form on the right — fill it in — and mail it together with a $1.00 refundable deposit to the CIVIL SERVICE LEADER, 97 Duane Street, New York 7, N. Y. OR bring it to the office of the CIVIL SERVICE LEADER.

2. After your Reservation Form and deposit are received, we will send you a Redemption Certificate.

3. Then all you have to do is start saving the Camera Coupons which appear on Page 2 in every issue of the Civil Service Leader. As soon as you have 48 similarly dated Coupons, present them by mail or in person with your Redemption Certificate and the balance of $2.95. (Add 25c for postage for future developing.

Please note that for any reason any of your pictures come out blank, a 5c credit will be mailed to you for each of your blank prints and you may apply such credit toward payment for future developing.

CLEAR SHARP PRINTS
Be sure to read the booklet with the simple instructions to insure sharp prints.

Each package of film comes to you in a convenient mailing carton. After you have taken your 14 pictures, place the package in this box, envelope 41-08 for developing, enlarging, U. S. Federal Tax and return postage, . . . and mail to Tynar Laboratories. Your 14 pictures (size 2¼ x 3½) will be speedily returned to you.

HOW TO GET THE FILM
Enclose one of the 48 FREE FILM COUPONS with each exposed package mailed for developing and you will receive a new FREE package of film with your prints ... postage paid.
STATE PROMOTION

The following promotions are now effective. On or before date given, served in the eligible title in the department given; otherwise, stated.

DRAFTING


5072. ASSOCIATE BACTERIOLOGIST, $3,411 to $4,212. Two vacancies. Fee $2. Eligible title: Bacteriologist (G6) or two years as Research Associate. Exam date: Saturday, July 12. Last day to file: Friday, May 16.

5073. SUPERVISING TRANSPIRATOR, $5,414 to $6,537. One vacancy. Fee $3. Eligible title: Junior Stenographer (G6) or two years as Junior Typist. Exam date: Saturday, July 12. Last day to file: Friday, May 16.

5074. HEAD OPERATOR, $3,411 to $4,212. Eligible title: Operator. Exam date: Saturday, July 12. Last day to file: Friday, May 16.

5075. HEAD LABORATORY CATERER, $3,901 to $4,733. Two vacancies. Fee $2. Eligible title: Laboratory Worker. Division of Laboratories and Research. Exam date: Saturday, July 12. Last day to file: Friday, May 16.


5077. HEARING STENOGRAPHER, $3,411 to $4,212. Two vacancies. Fee $2. Eligible title: Senior Stenographer. Exam date: Saturday, July 12. Last day to file: Friday, May 16.

5078. ASSISTANT SUPERVISOR OF MILK SANITATION, $4,052 to $4,889. One vacancy. Albany, Fee $5. Eligible title: Supervisor of Milk Sanitation (G6) or one year and three months as Milk Inspector. Exam date: Saturday, July 12. Last day to file: Friday, June 6.

5079. AUDITING CLERK, $3,411 to $4,212. One vacancy. Fee $2. Eligible title: Bookkeeper. Exam date: Saturday, July 12. Last day to file: Friday, May 16.

5080. ASSOCIATE BACTERIOLOGIST, Division of Laboratories and Research, Health. $6,096 to $7,461. One vacancy. Fee $5. Eligible title: Senior Bacteriologist. Exam date: Saturday, July 12. Last day to file: Friday, May 16.

5081. ASSOCIATE BACTERIOLOGIST, Division of Laboratories and Research, Health. $6,606 to $7,981. One vacancy. Fee $4. Eligible title: Senior Bacteriologist. Exam date: Saturday, July 12. Last day to file: Friday, May 16.

5082. HEAD MATRON, $4,664 to $5,339. One vacancy. Albany. Fee $3. Eligible title: Junior Stenographer on or before October 1, 1951. Health (exclusive of the Division of Laboratories and Research and the Institutions). To have served one year as Junior Stenographer. Exam date: Saturday, July 12. Last day to file: Friday, May 16.

5083. SENIOR LABORATORY CATERER, $3,901 to $4,733. Two vacancies. Fee $2. Eligible title: Laboratory Worker. Division of Laboratories and Research. Exam date: Saturday, July 12. Last day to file: Friday, May 16.

5084. HEAD OPERATOR, $3,411 to $4,212. Eligible title: Operator. Exam date: Saturday, July 12. Last day to file: Friday, May 16.

5085. HEAD LABORATORY CATERER, $3,901 to $4,733. Two vacancies. Fee $2. Eligible title: Laboratory Worker. Division of Laboratories and Research. Exam date: Saturday, July 12. Last day to file: Friday, May 16.

5086. SNR. MATRON, $4,664 to $5,339. One vacancy. Albany. Fee $3. Eligible title: Junior Stenographer on or before October 1, 1951. Health (exclusive of the Division of Laboratories and Research and the Institutions). To have served one year as Junior Stenographer. Exam date: Saturday, July 12. Last day to file: Friday, May 16.

5087. HEAD CARETAKER, $2,319 to $3,219. Division of Laboratories and Research, Health. Exam date: Saturday, July 12. Last day to file: Friday, May 16.

5088. AUDITING CLERK, $3,411 to $4,212. One vacancy. Fee $2. Eligible title: Bookkeeper. Exam date: Saturday, July 12. Last day to file: Friday, May 16.

5089. ASSISTANT SUPERVISOR OF MILK SANITATION, $4,052 to $4,889. One vacancy. Albany. Fee $5. Eligible title: Supervisor of Milk Sanitation (G6) or one year and three months as Milk Inspector. Exam date: Saturday, July 12. Last day to file: Friday, May 16.

5090. ASSISTANT SUPERVISOR OF MILK SANITATION, $4,052 to $4,889. One vacancy. Albany. Fee $5. Eligible title: Supervisor of Milk Sanitation (G6) or one year and three months as Milk Inspector. Exam date: Saturday, July 12. Last day to file: Friday, May 16.

An investment in your future...
Open-Competitive, for the position of Junior Analyst (City Planning), $3,000 to $3,500. Six vacancies in City Planning. For requirements, a BA degree. (Friday, May 23).

3. JUNIOR CITY PLANNER, $3,500. Five requirements: A BA degree, or one year of experience. (Friday, May 23).

4. ASSISTANT ECONOMIST (City Planning), $4,972. One requirement in City Planning. Requirements: A BA degree and one year of experience. (Friday, May 23).

5. ASSISTANT PLANNER, (IBM), Grade 2. (Fourth Filing). Requirements: A BA degree and three years of experience. (Friday, May 23).

6. TECHNICIAN, (X-Ray). Requirements: A BA degree in Radiologic Technology, ten years of experience in radiologic technology, or the equivalent. (Friday, May 23).

7. JUNIOR CIVIL ENGINEER, (Third Filing). Requirements: A BA degree in Civil Engineering or a related field, and two years of experience. (Friday, May 23).

8. TELEGRAPH OPERATOR. Requirements: None. (Friday, May 23).

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MAY 19th thru MAY 24th

PUBLIC JOB OPPORTUNITIES

1. UNION PRINTING WORKERS, $3,671 to $3,850. Six vacancies in City Planning. Fee $4. (Friday, May 23).

2. ASSISTANT MERCHANDISE MANAGER. Fee $5. Requirements: A United States Coast Guard Navigation Certificate as Inland Marine or better. Exam date: Saturday, June 20. (Friday, May 23).

3. JUNIOR CIVIL ENGINEER. Requirements: A BA degree in Civil Engineering or a related field, and two years of experience. (Friday, May 23).

4. TELEGRAPH OPERATOR. Requirements: None. (Friday, May 23).

5. TECHNICIAN, (X-Ray). Requirements: A BA degree in Radiologic Technology, ten years of experience in radiologic technology, or the equivalent. (Friday, May 23).

For more information, contact the Civil Service Department.

See the moving Middlesex Circus!

There's still time to see the Model Gift Home of '52. The newest, latest, finest old miniature from L. I. F.'s New York City show. See it until further notice.

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4. TELEGRAPH OPERATOR. Requirements: None. (Friday, May 23).

5. TECHNICIAN, (X-Ray). Requirements: A BA degree in Radiologic Technology, ten years of experience in radiologic technology, or the equivalent. (Friday, May 23).

For more information, contact the Civil Service Department.

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For more information, contact the Civil Service Department.
Courses Help Understand People

ALBANY, May 12.—A seven-week course on "Developing Group Participation" is now proceeding in Albany. The course, which began April 15, is being conducted by the Capital Chapter presidents of the Capital Association of Executive Employees Association. Classes will be held each Thursday throughout June.

A second course, "Gaining an Insight Into Government's Role in Community," is open to members of the Capital District Conference. This course, which begins May 1, is held Thursday evenings.

The course has among its instructors Prof. Ralph N. Campbell of Cornell on "Understanding Your Community"; Prof. Way. L. Hodges of Cornell on "Interpreting Relations to the Community"; Miss Catherine Bateman of the State Mental Health Commission on "Concerns and Uses of Conference and Discussion.

The emphasis of the government's role is divided into two main sections:

1. Our industrial community—characteristic patterns that has resulted from an agricultural to an industrial society. The role of government in industrial and labor relations.

2. The psychological aspects of government in industry. Understanding human behavior in labor-management relations—goals of labor, and of management—locus. Authors Joseph Billings, Assoc. Prof. of Economics, Union College, and Robert L. Langmuir, Personnel and Sales Mgr., Trojan Maid Co., are among those who have been involved in this course. These experiences may be obtained from the Capital Association of Industrial and Labor Relations, Cornell University, Ithaca, New York 10, N.Y.

St. George Group In Transportation Receives Commendation

The St. George Association, NYC Transit System, held its 1,500th meeting at the St. George Hotel, Staten Island, May 13. The group, which meets once a week, was attended by over 100 persons.

The meeting was held at the Spencer Memorial Presbyterian Church, where the group's noon meeting was held. A delicious lunch was eaten at the Taverna Hotel. The meeting was opened by George P. Warren, a former Court Justice Nicholas P. Petrie.

State Insurance Fund

The MANY friends of Dr. Al floor of the CSEA Department will miss him at the State Fund. They wish him happy in his new position at the Workmen's Compensation Board.

Sincere sympathy is extended to his family and colleagues and to the many friends who valued his presence.

They were installed by the CSEA President Jesse B. McFarland, and are: Michael Lester, Joseph Ryan, Pre-
in name only.

They are to be mailed no later than June 15. They added insult to injury by obliterating them with a laudatory game of 988. Thus they did not only lock the game but also deprived them of the season's honors in this department, since the game had been too tight with them with a 980.

Now the fight is on for the other places that the first six have. There is a really close race for the other places on the third team. The standings which are as follows:

Team
Orphans          296      231
Claims Frx.        47          61
Medical            46          42
Accidents          43          41
Claims Frx.        39          50
Policyholders      45          54

These names went in Mervin with 872, Orphans with 958 and the third place, the Safety and Payroll teams not only played their final game but each other with identical scores of 851.

The competition in the Bowling League draws near, the final list for the season will be held on May 29th at the Boats House in Astoria. It will be held at the Boat House in Astoria.

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<td>Brown</td>
<td>12345</td>
<td>123 Main St.</td>
<td>555-5555</td>
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<td>67890</td>
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City Court Judge Owen McTernon, President of the annual reception of the Manhattan Civil Service Commission, said that the papers from the Comptroller's Office, the State and City of New York in recent years, have been signed and returned, and in other departments they were signed last week.

Jerry Wurf, general representa- 
tive, American Federation of State, County and Municipal Employees, was quoted as saying that the papers were signed in order to get the right to lie a prevailing rate according to the provisions of the law.

The union will provide legal service after time to do away with the 15 percent retraining fee.
NYC Cotopaciad Lahatrav Foundation Committee on Management Surveys, recently announced that it is conducting an investigation into the causes of the general unemployment problem in the city. It is anticipated that the results of this survey will be available early in the fall.

The committee is composed of prominent members of the business community who are deeply concerned with the problem of unemployment. They believe that a thorough investigation is necessary to determine the causes of unemployment and to develop practical solutions for its alleviation.

The committee is being assisted by a team of experts in various fields, including economics, sociology, and labor relations. It is expected that the survey will be completed within six months.

The committee is urging all interested persons to cooperate with it in this important undertaking. They believe that the results will be of great value to the city and to the country as a whole.

The committee is being financed by a generous contribution from the Cotopaciad Lahatrav Foundation, which is one of the largest foundations in America.

The committee is confident that its efforts will be successful and that it will be able to provide the city with a comprehensive and useful report on the unemployment problem.
The firemen jobs to be filled from those who apply for them pay $71.63 a week to start, according to plans presented to City offici- als. This is $325 a year more than the present starting pay. The new men will make $33.95 a week starting on July 1, after three years, the same as the present $33.95. The annual salaries would be $33.95 for the first year, $36.95 in the second year, $39.95 in the third year, and $42.95 in the fourth year and thereafter. The pass mark in the competi- tive physical test will be 70 points, and each of those two parts separately. The medical test will be also a test of some man's standing on the fireman, position. For disabled veteran's the Commission will add the earned scores of those who pass the physical tests. This is $325 a year additional pay.

The war veteran, who has been granted a disability because of service in Korea, would be an exception to the $325 a year additional pay.

Information for Veterans

A war veteran may claim preference for all positions in the fire department, excepting Saturdays, 9 to noon. A draft registration is required for non-disabled veterans.

The examination for, the police and fire department will be held on Saturday, October 25, 1941, from 9 to 2 o'clock. The Commission will not bring out the new men before January 1, 1942. The list will be available after the examinations have been completed, but no one has the right to go along. The examination will take place at the Municipal Building, 90 Broadway, New York City.

Applications will be received at the Municipal Building, 90 Broadway, New York City, between June 10 and 16. No applications will be accepted after these dates. The annual salary paid for the position of fireman, uniformed, police and fire forces, will be $33.95 a week, or $928 a year. The list of all applicants is expected to go along.

The Department is now ready to recommend that the examination be held on Saturday, October 25, 1941, from 9 to 2 o'clock. The annual salary paid for the position of fireman, uniformed, police and fire forces, will be $33.95 a week, or $928 a year. The list of all applicants is expected to go along.

The examination will take place at the Municipal Building, 90 Broadway, New York City. The annual salary paid for the position of fireman, uniformed, police and fire forces, will be $33.95 a week, or $928 a year. The list of all applicants is expected to go along.

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