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

Wenzl, Sterns Defeated in Asn. Election

ALBANY, Oct. 19—John P. Powers, 
of 1st vice president, the new presi-
dent of the Civil Service Employees Association, Mr. Powers had previ-
ously held the post of 1st vice president, Mr. Powers defeated Mr. Theodore C. Wenzl of the State Education Depart-
ment, 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 for re-election.

New Look

The roster of officers and board of directors, members elected on a new basis, was read to the delegates as a statement of the Association's position on the termination of Mr. Powers, who had held the 1st vice presidency for the past four years, retained her title by a vote of 5,891.

Mr. Quinn, employed by the Buffalo Water Authority, was named 2nd vice president. He defeated J. Allyn Stadler, of Watkins Glen, and Vernon A. Taupin, of Syracuse. Mr. Quinn had not previously held any elective office.

Robert E. Seager, of Winona State College, was selected for the 3rd vice presidency.

Another new face won out for the 4th vice presidency, John D. O'Brien, an employee at Middlesex State College, coming out ahead in the race against Homer W. Martin, of Cortland State Teachers College, and Robert G. Streeter, of the Social Welfare Department.

Mildred M. Lauer, of Albany, newcomer on the board of directors, was elected 5th vice president over Celso Sanhoza, of Buffalo. Miss Lauer, who is in private life a Miss, has a master's degree in social work, is a member of the Social Welfare Department, of the Social Welfare Department.

Mr. OeGrafT, Association counsel, stated, two new officers, were elected at the annual meeting, Thursday, Oct. 14. He inducted into office on Wednesday evening, Oct. 14. He succeeds Jesse B. McFarland.

DeGraff Examines Efforts of Competing Organizations To Take Over Employees

ALBANY, Oct. 19—In a major ex-
pansion dealing with problems fac-
ing the Civil Service Employees As-
bining the problem of an increase in the salary for employees, it was noted that the Association had succeeded in the past in the many activities.

Upon the recommendation of the delegates to seek bigger salaries for the employees, the Association's action in the many activities. The Association's action in the matter was taken by the delegates.

The salary resolution, as adopt-
ed at the annual meeting, provided that the Association would increase in the State salaries be corrected and in an amount of $100 or more, and elsewhere. The report in the matter was taken by the delegates.

The salary resolution, as adopt-
ed at the annual meeting, provided that the Association would increase in the State salaries be corrected and in an amount of $100 or more, and elsewhere. The report in the matter was taken by the delegates.

The salary resolution, as adopt-
ed at the annual meeting, provided that the Association would increase in the State salaries be corrected and in an amount of $100 or more, and elsewhere. The report in the matter was taken by the delegates.

The salary resolution, as adopt-
ed at the annual meeting, provided that the Association would increase in the State salaries be corrected and in an amount of $100 or more, and elsewhere. The report in the matter was taken by the delegates.

The salary resolution, as adopt-
ed at the annual meeting, provided that the Association would increase in the State salaries be corrected and in an amount of $100 or more, and elsewhere. The report in the matter was taken by the delegates.

The salary resolution, as adopt-
ed at the annual meeting, provided that the Association would increase in the State salaries be corrected and in an amount of $100 or more, and elsewhere. The report in the matter was taken by the delegates.

The salary resolution, as adopt-
ad at the annual meeting, provided that the Association would increase in the State salaries be corrected and in an amount of $100 or more, and elsewhere. The report in the matter was taken by the delegates.

The salary resolution, as adopt-
ad at the annual meeting, provided that the Association would increase in the State salaries be corrected and in an amount of $100 or more, and elsewhere. The report in the matter was taken by the delegates.

The salary resolution, as adopt-
ad at the annual meeting, provided that the Association would increase in the State salaries be corrected and in an amount of $100 or more, and elsewhere. The report in the matter was taken by the delegates.
SHOULD THE STATE HAVE ANIZES: For your local government? 

Cornell school of Industrial and Labor Relations, which is a State financed school, maintains a service for private employees in private industry throughout New York State are considered. Progressive management welcomes information that throws light on employment practices, since it provides a definite means to conduct a survey, especially since it has the facilities to do so.

An attitude survey is one of this. It is a relatively new development in the field of research in this area. 

Some Relevant Questions 

The following questions have been excerpted from a questionnaire in a book published by the National Committee of the Union Information Service. Employees were assured that their answers would be kept secret, that no one in the company or union would see the report.

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

1. The work I do on my present job is interesting. (Strongly disagree, disagree, undecided, agree, strongly agree.)
2. I am told about time changes that will affect my work. 
3. My immediate supervisor takes care of complaints brought to him by his employees.
4. There is a lot of favoritism in my department.
5. My immediate supervisor is not satisfied with his job.
6. I get full credit for the work I do. 
7. Most employees in the company are satisfied with their jobs.
8. There is a chance for advancement to another one just as good.
9. The company should do more to help employees with their personal problems.
10. I am not satisfied with my present job because my work is not challenging.
11. I get full credit for the work I do.
12. I feel I get along well with my immediate supervisor.
13. I have no built-in obstacles in my way to advancement.
14. I am satisfied with my present job because I get along well with my immediate supervisor.
15. I feel I can get along better with my immediate supervisor.
16. My immediate supervisor is not satisfied with his job.
17. I get full credit for the work I do.
18. Most employees in the company are satisfied with their jobs.
19. There is a chance for advancement to another one just as good.
20. I am not satisfied with my present job because my work is not challenging.
21. I get full credit for the work I do.
22. I feel I get along well with my immediate supervisor.
23. I have no built-in obstacles in my way to advancement.
24. I am satisfied with my present job because I get along well with my immediate supervisor.
25. I feel I can get along better with my immediate supervisor.
26. My immediate supervisor is not satisfied with his job.
27. I get full credit for the work I do.
28. Most employees in the company are satisfied with their jobs.
29. There is a chance for advancement to another one just as good.
30. I am not satisfied with my present job because my work is not challenging.
31. I get full credit for the work I do.
32. I feel I get along well with my immediate supervisor.
33. I have no built-in obstacles in my way to advancement.
34. I am satisfied with my present job because I get along well with my immediate supervisor.
35. I feel I can get along better with my immediate supervisor.
36. My immediate supervisor is not satisfied with his job.
37. I get full credit for the work I do.
38. Most employees in the company are satisfied with their jobs.
39. There is a chance for advancement to another one just as good.
40. I am not satisfied with my present job because my work is not challenging.
41. I get full credit for the work I do.
42. I feel I get along well with my immediate supervisor.
43. I have no built-in obstacles in my way to advancement.
44. I am satisfied with my present job because I get along well with my immediate supervisor.
45. I feel I can get along better with my immediate supervisor.
46. My immediate supervisor is not satisfied with his job.
47. I get full credit for the work I do.
48. Most employees in the company are satisfied with their jobs.
49. There is a chance for advancement to another one just as good.
50. I am not satisfied with my present job because my work is not challenging.
### 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 reclassification, by three grades, of two titles.**

- Assistant director, anesthesia, serum and vaccine laboratories, was raised from G-27, $4,913 to $5,588 total. In G-40, $8,900 to $10,278, effective September 14, 1953.
- Chief hydraulic engineer, G-9, $4,372 to $5,211, was reallocated to G-42, $10,533 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. The employees are now in the G-10 grade, as $4,611 to $5,210 total.

- Crane and shop operators. Department of Public Works, have applied for a salary grade increase. The Division states that the appeal originated in the Department of Public Works, but 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 11:

- Associate public records analyst, G-26, $8,000 to $7,421.
- Deckhand foreman, G-5, $2,611 to $3,471.
- Derrick boat captain, G-11, $3,771 to $4,772.
- Derrick boom master, G-14, $4,400 to $4,889.
- Director of after-care clinics, G-44, $11,329 to $12,521.
- Tender captain, G-5, $2,751 to $3,471.
- Tug captain, G-11, $3,771 to $4,772.

**Titles Eliminated**

The following titles have been eliminated:

- Assistant State labor librarian, associate cancer biologist, associate cancer oncologist, associate cancer surgeon, and neck surgeon, department librarian (State laboratory), associate cancer internist, associate cancer radiologist, associate cytologist, industrial hygiene investigator, principal biochemist, principal cancer gastroenterologist, principal cancer gynecologist, principal cancer head and neck surgeon, principal cancer internist, principal cancer onco-radiologist, principal tumor classifications examiner.

**Titles Changes, With Raise**

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

- From principal cancer breast surgeon, G-46, $10,158 to $11,929, to associate chief cancer research breast surgeon, G-47, $19,773 to $22,641.
- From principal cancer urologist, G-40, $10,158 to $11,929, to associate chief cancer research breast surgeon, G-47, $19,773 to $22,641.

**Change of Title But Not in Pay**

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

---

**Titles Changes (Continued on page 14)**
Civil Service LEADER'S 'Frenchie'

A $9 Value—Yours for Less Than Half the Price

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 lad's room! He is 11 inches tall... looks like a real miniature poodle. And he comes in all the "natural" colors: grey, white 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 barks. Frenchie has moving eyes and ears, curly eyelashes. He wears a colorful, saucy French beret for $0.50. Complete with attractive plastic collar and leash.

The Most Loveable Doggie Anyone Ever Saw — In A Window or Anywhere Else!

Special to Our Readers Only $3.75

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 Street, New York 7, N. Y.

Doggie COUPON
Oct., 20 1953

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

Special to Our Readers Only $3.75

Plus Two Coupons From The LEADER or Your Subscription Label, and a Small Mailing Charge.

HOW MUCH IS THIS DOGGIE IN THE WINDOW?

Thanks to the special arrangements made by the publishers of the CIVIL SERVICE LEADER, Frenchie the Poodle costs you and other readers less than one-half the price you would have to pay for him in retail stores! In accordance with our established policy, we once again bring you something special for yourself, for your friends, for your Christmas giving—at a price that saves you a lot of money! Frenchie is yours—all yours—for only $3.75 plus 25c to cover the cost of handling and postage, plus two [2] CIVIL SERVICE LEADER coupons, or—if you are a subscriber—one label from your wrappers. That's a wonderful lot of loveable doggie for the money! And remember—you'll see him in various retail stores—for twice the price we ask.
Andrew Darro (seated) was honored by the Niagara Frontier State Park Commission chapter, Civil Service Employees Association, on his retirement after 25 years of State service.

Conservation Chapters Seek

 justice for 1,000 Temporaries

ALDANY, 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. An Amendment to the resolution was proposed by Thomas McDonald prior to the meeting.

FRANKLIN INSTITUTE, Dept. G-55
130 W. 42nd St., N. Y. 36, N. Y.

Post Office Clerk-in-Charge

 Eligible candidates are invited to be our guests at a class of our attention on a recent course of study.

MONDAY or THURSDAY at 1:30, 5:30 or 7:30 P.M.
Complete course is free of charge in any subject matter described in the official announcement and will consist of Classroom Lectures, Questions, Home Study Material, and Final Examination. Fee is moderate and may be paid in installments.

Applications Now Open. Opportunities for Older Men

FRANKLIN INSTITUTE, Dept. G-55
130 W. 42nd St., N. Y. 36, N. Y.

PATRIGNAN

Applications Will Be Open Nov. 4 to 30

Young man interested in this position should start preparations without delay

BE OUR GUEST AT A CLASS LECTURE

JAMAICA: TUES. & FRI. at 11:30, 5:30 or 7:30 P.M.

Applications Still Open! Will Close Oct. 22 for

CLERK — Grade 2

Open to Men and Women of All Ages — No Experience Required — FULL FEE FOR THIS COURSE IS ONLY $10.

PATRIGNAN: ON TUES. AND FRI. at 11:30, 5:30 or 7:30 P.M.

SPECIAL SPEED DICTATION CLASSES

For Approaching Examinations for Promotion to STENOGRAPHER — Grades 3 & 4 in N. Y. City Departments

SPECIAL SUMMERS IN GENERAL SUBJECTS

Students enrolled in any of our Civil Service courses may attend these special classes with additional cost, lessive instruction is given in each.

 semantic Arithmetical Grammar Spelling Vocabulary and related subjects helpful in the official examinations.

Applications Will Be Open Nov. 4 to 30

Applications still open — Will close Oct. 22 for

MASTER PLUMBER'S LICENSE

Classes Now Meeting in Manhattan and Jamaica

FOR the Taconic, Finger Lakes, Genesee, Allegheny and Thousand Islands agencies.

The problem of "temporary" employees who have been on the State payroll in the last five years, some of 20 to 25 years, also absorbed much time and energy.

Among the chapters represented were Niagara Frontier, Long M-

ELECTRICIAN

Communications are slow in the work of supporting the Public Office field and will be of substantial practical assistance for those unable to attend class lectures.

Applications Now Open. Opportunities for Older Men

N.Y. C. Residence Not Required for Positions With Transit Authority

MINIMUM AGE NOW ONLY 18 YEARS!

Transit Authority

Applications Will Be Open Nov. 4 to 30

Young man interested in this position should start preparations without delay

BE OUR GUEST AT A CLASS LECTURE

JAMAICA: TUES. & FRI. at 11:30, 5:30 or 7:30 P.M.

Applications Still Open! Will Close Oct. 22 for

CLERK — Grade 2

Open to Men and Women of All Ages — No Experience Required — FULL FEE FOR THIS COURSE IS ONLY $10.

PATRIGNAN: ON TUES. AND FRI. at 11:30, 5:30 or 7:30 P.M.

SPECIAL SPEED DICTATION CLASSES

For Approaching Examinations for Promotion to STENOGRAPHER — Grades 3 & 4 in N. Y. City Departments

SPECIAL SUMMERS IN GENERAL SUBJECTS

Students enrolled in any of our Civil Service courses may attend these special classes with additional cost, lessive instruction is given in each.

semantic Arithmetical Grammar Spelling Vocabulary and related subjects helpful in the official examinations.

Applications Will Be Open Nov. 4 to 30

Applications still open — Will close Oct. 22 for

MASTER PLUMBER'S LICENSE

Classes Now Meeting in Manhattan and Jamaica

FOR the Taconic, Finger Lakes, Genesee, Allegheny and Thousand Islands agencies.

The problem of "temporary" employees who have been on the State payroll in the last five years, some of 20 to 25 years, also absorbed much time and energy.

Among the chapters represented were Niagara Frontier, Long M-

ELECTRICIAN

Communications are slow in the work of supporting the Public Office field and will be of substantial practical assistance for those unable to attend class lectures.

Applications Now Open. Opportunities for Older Men

N.Y. C. Residence Not Required for Positions With Transit Authority

MINIMUM AGE NOW ONLY 18 YEARS!

Transit Authority

Applications Will Be Open Nov. 4 to 30

Young man interested in this position should start preparations without delay

BE OUR GUEST AT A CLASS LECTURE

JAMAICA: TUES. & FRI. at 11:30, 5:30 or 7:30 P.M.

Applications Still Open! Will Close Oct. 22 for

CLERK — Grade 2

Open to Men and Women of All Ages — No Experience Required — FULL FEE FOR THIS COURSE IS ONLY $10.

PATRIGNAN: ON TUES. AND FRI. at 11:30, 5:30 or 7:30 P.M.

SPECIAL SPEED DICTATION CLASSES

For Approaching Examinations for Promotion to STENOGRAPHER — Grades 3 & 4 in N. Y. City Departments

SPECIAL SUMMERS IN GENERAL SUBJECTS

Students enrolled in any of our Civil Service courses may attend these special classes with additional cost, lessive instruction is given in each.

semantic Arithmetical Grammar Spelling Vocabulary and related subjects helpful in the official examinations.

Applications Will Be Open Nov. 4 to 30

Applications still open — Will close Oct. 22 for

MASTER PLUMBER'S LICENSE

Classes Now Meeting in Manhattan and Jamaica

FOR the Taconic, Finger Lakes, Genesee, Allegheny and Thousand Islands agencies.

The problem of "temporary" employees who have been on the State payroll in the last five years, some of 20 to 25 years, also absorbed much time and energy.

Among the chapters represented were Niagara Frontier, Long M-

ELECTRICIAN

Communications are slow in the work of supporting the Public Office field and will be of substantial practical assistance for those unable to attend class lectures.

Applications Now Open. Opportunities for Older Men

N.Y. C. Residence Not Required for Positions With Transit Authority

MINIMUM AGE NOW ONLY 18 YEARS!

Transit Authority

Applications Will Be Open Nov. 4 to 30

Young man interested in this position should start preparations without delay

BE OUR GUEST AT A CLASS LECTURE

JAMAICA: TUES. & FRI. at 11:30, 5:30 or 7:30 P.M.

Applications Still Open! Will Close Oct. 22 for

CLERK — Grade 2

Open to Men and Women of All Ages — No Experience Required — FULL FEE FOR THIS COURSE IS ONLY $10.

PATRIGNAN: ON TUES. AND FRI. at 11:30, 5:30 or 7:30 P.M.

SPECIAL SPEED DICTATION CLASSES

For Approaching Examinations for Promotion to STENOGRAPHER — Grades 3 & 4 in N. Y. City Departments

SPECIAL SUMMERS IN GENERAL SUBJECTS

Students enrolled in any of our Civil Service courses may attend these special classes with additional cost, lessive instruction is given in each.

semantic Arithmetical Grammar Spelling Vocabulary and related subjects helpful in the official examinations.

Applications Will Be Open Nov. 4 to 30

Applications still open — Will close Oct. 22 for

MASTER PLUMBER'S LICENSE

Classes Now Meeting in Manhattan and Jamaica

FOR the Taconic, Finger Lakes, Genesee, Allegheny and Thousand Islands agencies.

The problem of "temporary" employees who have been on the State payroll in the last five years, some of 20 to 25 years, also absorbed much time and energy.

Among the chapters represented were Niagara Frontier, Long M-

ELECTRICIAN

Communications are slow in the work of supporting the Public Office field and will be of substantial practical assistance for those unable to attend class lectures.

Applications Now Open. Opportunities for Older Men

N.Y. C. Residence Not Required for Positions With Transit Authority

MINIMUM AGE NOW ONLY 18 YEARS!

Transit Authority

Applications Will Be Open Nov. 4 to 30

Young man interested in this position should start preparations without delay

BE OUR GUEST AT A CLASS LECTURE

JAMAICA: TUES. & FRI. at 11:30, 5:30 or 7:30 P.M.

Applications Still Open! Will Close Oct. 22 for

CLERK — Grade 2

Open to Men and Women of All Ages — No Experience Required — FULL FEE FOR THIS COURSE IS ONLY $10.

PATRIGNAN: ON TUES. AND FRI. at 11:30, 5:30 or 7:30 P.M.

SPECIAL SPEED DICTATION CLASSES

For Approaching Examinations for Promotion to STENOGRAPHER — Grades 3 & 4 in N. Y. City Departments

SPECIAL SUMMERS IN GENERAL SUBJECTS

Students enrolled in any of our Civil Service courses may attend these special classes with additional cost, lessive instruction is given in each.

semantic Arithmetical Grammar Spelling Vocabulary and related subjects helpful in the official examinations.
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; 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. DeGriff: "The strongest asset of the CSEA is its membership, its background, its faith in the future, its belief in equality, its determination to be heard, its 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 take a lifetime. Its achievements are inestimable, its work of service.

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 government officials, some of them far behind in their treatment of employees, are reminded that they have no excuse 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 will be pursued.

Salary adjustments for women at Albion and Westfield, the Municipal Civil Service Commission had to extend the appointment of the personnel director, whose "permanency" proved more temporary than necessary. Topping its aims now is the push for proper salary. What has happened to the proposed reclassification, service by service. Individual employees will be notified personally of any proposed changes affecting them, of State civil service, previously an active member of the Civil Service Employees Association. Then and there, just aren't any "indefinites" whose service can be reclassified by "permanent" employees, who are paid more technical than real.

How I DESIRE to retire from my present position, I may look forward to at least $2,504 a year, for positions in the full City-paid pension equals one year's salary, for the full years of your own selection, and to build up the annuity account, which will be increased by lump sum contributions, which will be added to the retirement account, which will be increased by a wage survey, which is in part to the 100,000 employees. About time! Deputy Postmaster General tend to build up the annuity account, which will be increased by a wage survey, which is in part to the 100,000 employees. About time! Deputy Postmaster General

Congressional committee that's always been political. The Eisenhower Administration is attempting to break this tradition of political appointments. The State is already doing so, and, it is believed, will not take any formal stand on pay without further conference with the Civil Service Employees Association. How I DESIRE to retire from my present position, I may look forward to at least $2,504 a year, for positions in the full City-paid pension equals one year's salary, for the full years of your own selection, and to build up the annuity account, which will be increased by lump sum contributions, which will be added to the retirement account, which will be increased by a wage survey, which is in part to the 100,000 employees. About time! Deputy Postmaster General

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

The job enterprises use different methods, but the goal is the same—due recognition of the value of the employee, and sensible promotion plans, or "ladders", as they are often called. How I DESIRE to retire from my present position, I may look forward to at least $2,504 a year, for positions in the full City-paid pension equals one year's salary, for the full years of your own selection, and to build up the annuity account, which will be increased by lump sum contributions, which will be added to the retirement account, which will be increased by a wage survey, which is in part to the 100,000 employees. About time! Deputy Postmaster General

New York, N. Y. and possibly Brooklyn, N. Y., and other metropolitan stations, before year's end. The Commission has just completed its work in the personnel field. Most recent booklets as the many thousands of a few cracks by the powered recruitment high test would never be held, but it's open now, all over the land, and marks the entrance to the new millennium. Deputy Postmaster General

The various job enterprises use different methods, but the goal is the same—due recognition of the value of the employee, and sensible promotion plans, or "ladders", as they are often called. How I DESIRE to retire from my present position, I may look forward to at least $2,504 a year, for positions in the full City-paid pension equals one year's salary, for the full years of your own selection, and to build up the annuity account, which will be increased by lump sum contributions, which will be added to the retirement account, which will be increased by a wage survey, which is in part to the 100,000 employees. About time! Deputy Postmaster General

The various job enterprises use different methods, but the goal is the same—due recognition of the value of the employee, and sensible promotion plans, or "ladders", as they are often called. How I DESIRE to retire from my present position, I may look forward to at least $2,504 a year, for positions in the full City-paid pension equals one year's salary, for the full years of your own selection, and to build up the annuity account, which will be increased by lump sum contributions, which will be added to the retirement account, which will be increased by a wage survey, which is in part to the 100,000 employees. About time! Deputy Postmaster General

The various job enterprises use different methods, but the goal is the same—due recognition of the value of the employee, and sensible promotion plans, or "ladders", as they are often called. How I DESIRE to retire from my present position, I may look forward to at least $2,504 a year, for positions in the full City-paid pension equals one year's salary, for the full years of your own selection, and to build up the annuity account, which will be increased by lump sum contributions, which will be added to the retirement account, which will be increased by a wage survey, which is in part to the 100,000 employees. About time! Deputy Postmaster General
The Civil Service Leader and the Around-the-World Shoppers Club Invite You to Accept

Mailed direct to you from
SHEFFIELD, ENGLAND
POSTPAID, DUTY FREE

THIS EXQUISITE 6-PIECE PASTRY FORK SETTING

IF YOU JOIN THE AROUND-THE-WORLD SHOPPERS CLUB NOW

To demonstrate the quality and uniqueness of the Around-the-World Shoppers Club selections sent to members every month from abroad, we want to send you this beautiful 6-piece nickel silver Pastry Set, with our compliments if you join the club now.

This set is the famous LOXLEY, one of the most honored products of Sheffield, England, and if obtainable here, would probably be priced at $5.00 retail. It is typical of the values and quality of the gifts our members receive every month for only $2.00, postpaid, duty free.

Imagine yourself shopping in the tiny villages and the big cities of Europe, Asia, Africa, South America, the Near East and the Far East. Imagine yourself examining the hundreds of unusual articles peculiar to each foreign land, many of them hand made, then selecting the very choicest in interest, usefulness, beauty and value, and having them sent to you for only $2.00 each?

Yes, you can now enjoy the thrill of receiving a surprise package every month from France, Italy, Spain, Holland, Sweden, England, India, Japan or some other distant shore—for only $2.00, delivered to your door. You pay no postage, no duty. This set is the famous LOXLEY, one of the most honored products of Sheffield, England, and if obtainable here, would probably be priced at $5.00 retail. It is typical of the values and quality of the gifts our members receive every month for only $2.00, postpaid, duty free.

Imagine yourself shopping in the tiny villages and the big cities of Europe, Asia, Africa, South America, the Near East and the Far East. Imagine yourself examining the hundreds of unusual articles peculiar to each foreign land, many of them hand made, then selecting the very choicest in interest, usefulness, beauty and value, and having them sent to you for only $2.00 each?

Imagine yourself shopping in the tiny villages and the big cities of Europe, Asia, Africa, South America, the Near East and the Far East. Imagine yourself examining the hundreds of unusual articles peculiar to each foreign land, many of them hand made, then selecting the very choicest in interest, usefulness, beauty and value, and having them sent to you for only $2.00 each?

Imagine yourself shopping in the tiny villages and the big cities of Europe, Asia, Africa, South America, the Near East and the Far East. Imagine yourself examining the hundreds of unusual articles peculiar to each foreign land, many of them hand made, then selecting the very choicest in interest, usefulness, beauty and value, and having them sent to you for only $2.00 each?

Imagine yourself shopping in the tiny villages and the big cities of Europe, Asia, Africa, South America, the Near East and the Far East. Imagine yourself examining the hundreds of unusual articles peculiar to each foreign land, many of them hand made, then selecting the very choicest in interest, usefulness, beauty and value, and having them sent to you for only $2.00 each?

Imagine yourself shopping in the tiny villages and the big cities of Europe, Asia, Africa, South America, the Near East and the Far East. Imagine yourself examining the hundreds of unusual articles peculiar to each foreign land, many of them hand made, then selecting the very choicest in interest, usefulness, beauty and value, and having them sent to you for only $2.00 each?

Imagine yourself shopping in the tiny villages and the big cities of Europe, Asia, Africa, South America, the Near East and the Far East. Imagine yourself examining the hundreds of unusual articles peculiar to each foreign land, many of them hand made, then selecting the very choicest in interest, usefulness, beauty and value, and having them sent to you for only $2.00 each?

Imagine yourself shopping in the tiny villages and the big cities of Europe, Asia, Africa, South America, the Near East and the Far East. Imagine yourself examining the hundreds of unusual articles peculiar to each foreign land, many of them hand made, then selecting the very choicest in interest, usefulness, beauty and value, and having them sent to you for only $2.00 each?

Imagine yourself shopping in the tiny villages and the big cities of Europe, Asia, Africa, South America, the Near East and the Far East. Imagine yourself examining the hundreds of unusual articles peculiar to each foreign land, many of them hand made, then selecting the very choicest in interest, usefulness, beauty and value, and having them sent to you for only $2.00 each?

Imagine yourself shopping in the tiny villages and the big cities of Europe, Asia, Africa, South America, the Near East and the Far East. Imagine yourself examining the hundreds of unusual articles peculiar to each foreign land, many of them hand made, then selecting the very choicest in interest, usefulness, beauty and value, and having them sent to you for only $2.00 each?

Imagine yourself shopping in the tiny villages and the big cities of Europe, Asia, Africa, South America, the Near East and the Far East. Imagine yourself examining the hundreds of unusual articles peculiar to each foreign land, many of them hand made, then selecting the very choicest in interest, usefulness, beauty and value, and having them sent to you for only $2.00 each?

Imagine yourself shopping in the tiny villages and the big cities of Europe, Asia, Africa, South America, the Near East and the Far East. Imagine yourself examining the hundreds of unusual articles peculiar to each foreign land, many of them hand made, then selecting the very choicest in interest, usefulness, beauty and value, and having them sent to you for only $2.00 each?

Imagine yourself shopping in the tiny villages and the big cities of Europe, Asia, Africa, South America, the Near East and the Far East. Imagine yourself examining the hundreds of unusual articles peculiar to each foreign land, many of them hand made, then selecting the very choicest in interest, usefulness, beauty and value, and having them sent to you for only $2.00 each?

Imagine yourself shopping in the tiny villages and the big cities of Europe, Asia, Africa, South America, the Near East and the Far East. Imagine yourself examining the hundreds of unusual articles peculiar to each foreign land, many of them hand made, then selecting the very choicest in interest, usefulness, beauty and value, and having them sent to you for only $2.00 each?

Imagine yourself shopping in the tiny villages and the big cities of Europe, Asia, Africa, South America, the Near East and the Far East. Imagine yourself examining the hundreds of unusual articles peculiar to each foreign land, many of them hand made, then selecting the very choicest in interest, usefulness, beauty and value, and having them sent to you for only $2.00 each?

Imagine yourself shopping in the tiny villages and the big cities of Europe, Asia, Africa, South America, the Near East and the Far East. Imagine yourself examining the hundreds of unusual articles peculiar to each foreign land, many of them hand made, then selecting the very choicest in interest, usefulness, beauty and value, and having them sent to you for only $2.00 each?

Imagine yourself shopping in the tiny villages and the big cities of Europe, Asia, Africa, South America, the Near East and the Far East. Imagine yourself examining the hundreds of unusual articles peculiar to each foreign land, many of them hand made, then selecting the very choicest in interest, usefulness, beauty and value, and having them sent to you for only $2.00 each?

Imagine yourself shopping in the tiny villages and the big cities of Europe, Asia, Africa, South America, the Near East and the Far East. Imagine yourself examining the hundreds of unusual articles peculiar to each foreign land, many of them hand made, then selecting the very choicest in interest, usefulness, beauty and value, and having them sent to you for only $2.00 each?

Imagine yourself shopping in the tiny villages and the big cities of Europe, Asia, Africa, South America, the Near East and the Far East. Imagine yourself examining the hundreds of unusual articles peculiar to each foreign land, many of them hand made, then selecting the very choicest in interest, usefulness, beauty and value, and having them sent to you for only $2.00 each?

Imagine yourself shopping in the tiny villages and the big cities of Europe, Asia, Africa, South America, the Near East and the Far East. Imagine yourself examining the hundreds of unusual articles peculiar to each foreign land, many of them hand made, then selecting the very choicest in interest, usefulness, beauty and value, and having them sent to you for only $2.00 each?

Imagine yourself shopping in the tiny villages and the big cities of Europe, Asia, Africa, South America, the Near East and the Far East. Imagine yourself examining the hundreds of unusual articles peculiar to each foreign land, many of them hand made, then selecting the very choicest in interest, usefulness, beauty and value, and having them sent to you for only $2.00 each?

Imagine yourself shopping in the tiny villages and the big cities of Europe, Asia, Africa, South America, the Near East and the Far East. Imagine yourself examining the hundreds of unusual articles peculiar to each foreign land, many of them hand made, then selecting the very choicest in interest, usefulness, beauty and value, and having them sent to you for only $2.00 each?
Public Works Employee Problems Aired at Session

ALBANY, Oct. 19—A comprehensive discussion of problems affecting employees marked the conference of chapters, held last week at Civil Service; 25-year retirement for union employees, a daily tour of the laboratory, the establishment of a retirement plan for employees of the labor class into the Social Security program, and an annual meeting of the chapters.

The conference was held at the Hotel Onondaga.

The New York City, at a higher

New York City

New York City

New York City

New York City

New York City

New York City
McFarland Reports on Assn’s 43rd Year

The State and in almost any public service, social as well as personal matters are in all of the State government, as well as in the large governmental units that are within the jurisdiction of the State, threatened by the existence of numerous of different problems which agencies and officials must apprehend or not know how to approach or call for or cooperate with one another. Our field of force, in the face of a large number of our members and colleagues, as well as in the future and in the face of new challenges, I fear for their future success.

Our Salary Research Division has prepared in detail a comprehensive detailed and dedicated to analyzing the problems of Social Security available to a large number of the employees within the State and to the employees of the Association as well. The distribution of this is available in the Winter of 1953 and has been issued to all State employees, through the Association’s offices, in the last year. We are grateful for the support of our members in this work and for the success we have had in this year.

Our Public Relations Division has been very successful in 1953. It has been the means of our success in almost all projects of the Association to the members and the public. We have had and given us our share of the expenses so far as the work truth by the members and has been time in field and the work.

In the expansion of membership, the additional responsibility in insurance, life and accident insurance, and internal organization for supplies and facilities, for our members and for all the details that fall to our care, has been greatly increased. The successful completion of the features of the Association has been in the hands of the membership and efficiency to which I have referred.

Our legal staff has been called upon many times in the past year to work in connection with legislation, in the defense of the interest of the Association, in the defense of Social Security and life insurance, and internal organization for supplies and facilities, for our members and for all the details that fall to our care, has been greatly increased. The successful completion of the features of the Association has been in the hands of the membership and efficiency to which I have referred.

Before I close, I should like to express my appreciation for the support of our members in this work and for the success we have had in this year.

In the expansion of membership, the additional responsibility in insurance, life and accident insurance, and internal organization for supplies and facilities, for our members and for all the details that fall to our care, has been greatly increased. The successful completion of the features of the Association has been in the hands of the membership and efficiency to which I have referred.

Our legal staff has been called upon many times in the past year to work in connection with legislation, in the defense of the interest of the Association, in the defense of Social Security and life insurance, and internal organization for supplies and facilities, for our members and for all the details that fall to our care, has been greatly increased. The successful completion of the features of the Association has been in the hands of the membership and efficiency to which I have referred.

Before I close, I should like to express my appreciation for the support of our members in this work and for the success we have had in this year.

In the expansion of membership, the additional responsibility in insurance, life and accident insurance, and internal organization for supplies and facilities, for our members and for all the details that fall to our care, has been greatly increased. The successful completion of the features of the Association has been in the hands of the membership and efficiency to which I have referred.

Our legal staff has been called upon many times in the past year to work in connection with legislation, in the defense of the interest of the Association, in the defense of Social Security and life insurance, and internal organization for supplies and facilities, for our members and for all the details that fall to our care, has been greatly increased. The successful completion of the features of the Association has been in the hands of the membership and efficiency to which I have referred.

Before I close, I should like to express my appreciation for the support of our members in this work and for the success we have had in this year.

In the expansion of membership, the additional responsibility in insurance, life and accident insurance, and internal organization for supplies and facilities, for our members and for all the details that fall to our care, has been greatly increased. The successful completion of the features of the Association has been in the hands of the membership and efficiency to which I have referred.

Our legal staff has been called upon many times in the past year to work in connection with legislation, in the defense of the interest of the Association, in the defense of Social Security and life insurance, and internal organization for supplies and facilities, for our members and for all the details that fall to our care, has been greatly increased. The successful completion of the features of the Association has been in the hands of the membership and efficiency to which I have referred.

Before I close, I should like to express my appreciation for the support of our members in this work and for the success we have had in this year.

In the expansion of membership, the additional responsibility in insurance, life and accident insurance, and internal organization for supplies and facilities, for our members and for all the details that fall to our care, has been greatly increased. The successful completion of the features of the Association has been in the hands of the membership and efficiency to which I have referred.

Our legal staff has been called upon many times in the past year to work in connection with legislation, in the defense of the interest of the Association, in the defense of Social Security and life insurance, and internal organization for supplies and facilities, for our members and for all the details that fall to our care, has been greatly increased. The successful completion of the features of the Association has been in the hands of the membership and efficiency to which I have referred.

Before I close, I should like to express my appreciation for the support of our members in this work and for the success we have had in this year.

In the expansion of membership, the additional responsibility in insurance, life and accident insurance, and internal organization for supplies and facilities, for our members and for all the details that fall to our care, has been greatly increased. The successful completion of the features of the Association has been in the hands of the membership and efficiency to which I have referred.

Our legal staff has been called upon many times in the past year to work in connection with legislation, in the defense of the interest of the Association, in the defense of Social Security and life insurance, and internal organization for supplies and facilities, for our members and for all the details that fall to our care, has been greatly increased. The successful completion of the features of the Association has been in the hands of the membership and efficiency to which I have referred.

Before I close, I should like to express my appreciation for the support of our members in this work and for the success we have had in this year.

In the expansion of membership, the additional responsibility in insurance, life and accident insurance, and internal organization for supplies and facilities, for our members and for all the details that fall to our care, has been greatly increased. The successful completion of the features of the Association has been in the hands of the membership and efficiency to which I have referred.

Our legal staff has been called upon many times in the past year to work in connection with legislation, in the defense of the interest of the Association, in the defense of Social Security and life insurance, and internal organization for supplies and facilities, for our members and for all the details that fall to our care, has been greatly increased. The successful completion of the features of the Association has been in the hands of the membership and efficiency to which I have referred.

Before I close, I should like to express my appreciation for the support of our members in this work and for the success we have had in this year.

In the expansion of membership, the additional responsibility in insurance, life and accident insurance, and internal organization for supplies and facilities, for our members and for all the details that fall to our care, has been greatly increased. The successful completion of the features of the Association has been in the hands of the membership and efficiency to which I have referred.

Our legal staff has been called upon many times in the past year to work in connection with legislation, in the defense of the interest of the Association, in the defense of Social Security and life insurance, and internal organization for supplies and facilities, for our members and for all the details that fall to our care, has been greatly increased. The successful completion of the features of the Association has been in the hands of the membership and efficiency to which I have referred.

Before I close, I should like to express my appreciation for the support of our members in this work and for the success we have had in this year.

In the expansion of membership, the additional responsibility in insurance, life and accident insurance, and internal organization for supplies and facilities, for our members and for all the details that fall to our care, has been greatly increased. The successful completion of the features of the Association has been in the hands of the membership and efficiency to which I have referred.

Our legal staff has been called upon many times in the past year to work in connection with legislation, in the defense of the interest of the Association, in the defense of Social Security and life insurance, and internal organization for supplies and facilities, for our members and for all the details that fall to our care, has been greatly increased. The successful completion of the features of the Association has been in the hands of the membership and ef
Clerk Study Material

The following contains 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 the corresponding numbered space on the answer sheet the capital letter preceding the word which is incorrectly spelled.

Key Answers

80. (A) sincerely (B) abundance (C) negotiable (D) elementary
81. (A) abode (B) mushroom (C) eremophile (D) athletic
82. (A) flaxen (B) beneficiary (C) concede (D) translate

BE A PROUD HOME OWNER
Investigate these exceptional homes.

UNION ST. (Brooklyn) — family, very desirable.

d'CATUR AV. (Stuyvesant) — 15 rooms, 5 baths. Cash $2,500.

STARK AVE. (Nostrand) — 3-family, stone. Cash $900.

VANDELBERT AV. (Bullion) — 3-family, stone. Cash $600.

For Specials available in Gl.

CUMMINS REALTY
9 Marlborough St.
Brooklyn

LONG ISLAND
Business Properties

Drug Store

Modern building, complete floor, fully stocked, stock, storage and prescription some floor. Five room apt on floor above, immaculate, modern and clean. Clean full basement with laundry, all heat. Make a reasonable offer.

Coal & Lee Roy Smith

BROOKLYN

FOR SALE

2 FINE HOMES
HANCROCK ST. — Mr. Howard. 2 family, solid brick, 11 large rooms, new oil heating excellent condition, nr. transportation. Good investment, immediate possession. Price $12,000. Terms arranged.

MCDONOUGH ST. NR. SARAFOGA — Here is lovely for investment of solid brick 4 family of 8 apta. with vacancy, good condition, near transportation. Being deposit — Full price, only $9,500. Many more to choose from.

MANY BUSINESS PROPERTIES include.

Crown Heights — 3-family, 12 rooms, 6 baths, $15,000. — Cash $12,500.

4-family, brick, 3 story, 25 rooms, 14 baths, $22,000. — Cash $15,000.

CROWN HEIGHTS, 4-family, 3 story, 19 rooms, 9 baths, $17,500. — Cash $15,000.

FREEHOLD 4-family, 2 story, 6 rooms, 3 baths, $12,500. — Cash $10,000.

CHARLES H. VAUGHAN
37-710
109 Howard Ave., Bklyn

CUIUSIONS UNAVAILIBLE IN GL.

OPEN SUN. 10 A.M. TO 4 P.M.

Call Mr. Hart UL 8-7402

REAL ESTATE

BROOKLYN

BROOKLYN

ONLY 5500 CASH
10 Rooms — All Vacant
NO MORTGAGE

Local 7 family, 3 bedrooms, 2 baths, $12,000. — Cash $7,500.

STARK AVE. (Nostrand) — 3-family, stone. Cash $600.

VANDELBERT AV. (Bullion) — 3-family, stone. Cash $600.

CUMMINS REALTY
9 Marlborough St.
Brooklyn

FOR SALE

EVERYONE
A GOOD INVESTMENT

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

QUINT CT. near Lewis. 2 story and basement, 2 family, 3 rooms. Price $5,500 — Cash $2,500.

CATES AV. near Reid. 2 story and attic, central steam. 6 rooms. — Cash $1,500.

L. A. BEST
5-302
36 Halley St., Brooklyn

BROOKLYN

HANDY HOME

400 FT. FREEHOLD

ONLY $500 CASH

OPEN SUNDAY 10 A.M. TO 2 P.M.

Herman Robins, Inc.
921 Halley St., Brooklyn

CROWN HEIGHTS

4-family, 2 story, 6 rooms, 3 baths, $9,000. — Cash $6,000.

Halsey

OPEN SUNDAY 10 A.M. TO 4 P.M.

Call Mr. Hart UL 8-7402

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 returned to their former jobs at the time they were promoted or retrained. 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 in 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 for 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

FIRE HOSES

WILLIAMSBURG

Two family, oil, all vacant. Twelve year bank mortgage, Cash $2,000.

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 location. Cash $12,000. Cash $2,500.

Many homes in Harleem as low as $3,000 Down.

Many other good buys in Bronx and Long Island.

Fletcher's Real Estate

411 W. 125th Street
UN 4-6518

NEW YORK

FOR SALE

Riverside

FOR SALE

2 FINE HOMES

BROOKLYN

CUMMINS REALTY
9 Marlborough St.
Brooklyn

Charles H. Vaughan

37-710
109 Howard Ave., Bklyn

OPEN SUNDAY 10 A.M. TO 4 P.M.
JAMAICA $1,420.00—13 ROOMS—2 FAMILY
2 family, 1 and 6 room house, enclosed porch, newly
decorated. 2 rooms plus porch now 1st floor. Nice rent income from upper floor, 2 separate heating plants. Private driveway. 3 car garage, fences and Venetian
blinds. 1 block to all shopping.

S. OZONE PK. $9,500—$1,000 Cash to All
Detached 6 room house. Plus expansion attic, 1 car garage, steam heat. Insulated exterior. Desired street. Conveni-
ently located. Rent vacant. Possession in 2 weeks.

MODERATE

Price Homes

ST. ALBANS

Well-kept homes right out of the best or not the best
market. Look at this fine home, 7 large rooms, 4 bedroom.
Home bath, 2 large bedrooms, 1 bath, 3 large picture
windows, modern heater, nice yard, near transportation, hand-
some, well-maintained, $1,500 cash, $9,999 G.I.

HOLLIS

10 Rooms

If you want a two family home and can give, you should look at
this lovely 2 family home. Two family, two beautiful, detached 5 family homes on one lot. Two separate
lots of houses, two separate sets of entrances, brick, with attractive
exterior. Brick, with terraces on 2nd floor, 2 small porches
in front of each house, 2nd floor, near transportation, nicely
situated. Rent $1,500. Terms arranged. Cash and house of your choice.

BAYLIS PARK

$8,999 G.I.

Here is a lovely 6 room home, 7 large rooms, 4 bedroom,
home bath, steam heat, Insulated exterior. Desirable street.
Conveniently located. Rent Vacant. Possession in 2 weeks.

Arthur Watts, Jr.
3162-153 Flushing Rd. M. Al. 8-2426

8 AM to 7 PM—Sun. 11 AM to 6 PM

5. Ozone Pk. $8,800

2 family detached, built recently, 1 family
handsome, well-maintained, all electric,
kitchenette, dining room, sun parlor, mod-
eraheat, nice yard, near transportation, all
bed rooms, large pictures, nice view, small por-
tch, $725 cash, $2,500 down.

St. Albans $10,990

2 Family

Detached 2 story, 1 family house, furnished.
Built recently, 5 large rooms, 4 bedroom, home
bath, steam heat, beautiful, nicely located, near
transportation, nicely located. $3,500 cash, $10,990 G.I.

St. Albans $11,500

SOLID BRICK

1 Family

Well-kept brick home, 3 large rooms, 2 bedroom,
home bath, insulated, nicely located, near
transportation, nicely located. $3,500 cash, $11,500 G.I.

Hollis $14,000

STEICO

A pattern 1, 5 large rooms, 3 bedroom, 2 bath,
detached, brick, nicely located, near
transportation, nicely located. $3,500 down, $14,000 G.I.

St. Albans $13,500

2 FAMILY

9 rooms, all improvements, small room, fully
decorated. $3,500 cash, $13,500 G.I.

St. Albans $18,700

2 FAMILY

14 rooms, large plus 10 ft. all improvements.

MALCOLM BROKERAGE

135-27 New York Blvd. M. Al. 1-7870

RE: 9-0455—JA. 9-3354

BEECHBUST

Modern brick, 4 rooms, 1 car garage, all
electric, nicely decorated inside and out, excellent
location. $2,250.

EGBERT AT WHITESTONE

Modern brick, 4 rooms, 1 car garage, all
electric, nicely decorated inside and out, excellent
location. $2,250.

ROOMS TO LET

PUBLISHED room, Kitchnette, refrigeration, two minutes to sub-
way. U.N.D. 

ST. 9-4134

DOWNTOWN

FOR SALE IN EXCELLENT NEIGHBORHOODS

HEMPSTEAD — WESTbury — ROosevelt
NASSAU COUNTY is known as the fastest growing County in the
country. In days to come and have your children grown up in a country
atmosphere, surrounded by new modern schools, rated the best
in New York State.

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

Convenient location for commuting to New York City.

OVER 100 EXCELLENT HOME LISTINGS

In the above and surrounding towns offer suburban living with
country privacy and 6 room houses, enclosed porches, nestled
in quiet residential area, with landscaped grounds, Cyclone fence, a
garage, Oil heat. Near everything. $1,000 down, $10,990 G.I. and
financing.

DOWNTOWN

LA 7-1500

FOR A QUICK SALE

Reduced to $12,000

ELMHURST

Modern 6 room house larger 3 family. First floor one bedroom,
modern, scientific kitchen, modern
bathroom, oil heating unit, nice
location, near transportation. $3,500
down, $12,000. Price $12,000.

Dowtown

FOR SALE

In SPRINGFIELD GARDENS

Attractive 2 family. Large garden, 6 rooms, 3 bedroom, Oil heat,
6 room, beautifully landscaped, all
modern. Price $11,990.

CALL FOR APPOINTMENT TO INSPECT

IN QUEENS

You Can Call With Confidence

RENTAL

ASSOCIATES, INC.

ST. ALBANS

N.Y. Association Only

ROOMS TO LET

OPEN 7 DAYS A WEEK

40 x 100. Nicely landscaped, newly

LA 7-2500

LA 7-3500

10 Rooms

If you want a two family home and can give, you should look at
this lovely 2 family home. Two family, two beautiful, detached 5 family homes on one lot. Two separate
lots of houses, two separate sets of entrances, brick, with attractive
exterior. Brick, with terraces on 2nd floor, 2 small porches
in front of each house, 2nd floor, near transportation, nicely
situated. Rent $1,500. Terms arranged. Cash and house of your choice.

Arthur Watts, Jr.
3162-153 Flushing Rd. M. Al. 8-2426

8 AM to 7 PM—Sun. 11 AM to 6 PM

5. Ozone Pk. $8,800

2 family detached, built recently, 1 family
handsome, well-maintained, all electric,
kitchenette, dining room, sun parlor, mod-
eraheat, nice yard, near transportation, all
bed rooms, large pictures, nice view, small por-
tch, $725 cash, $2,500 down.

St. Albans $10,990

2 Family

Detached 2 story, 1 family house, furnished.
Built recently, 5 large rooms, 4 bedroom, home
bath, steam heat, beautiful, nicely located, near
transportation, nicely located. $3,500 cash, $10,990 G.I.

St. Albans $11,500

SOLID BRICK

1 Family

Well-kept brick home, 3 large rooms, 2 bedroom,
home bath, insulated, nicely located, near
transportation, nicely located. $3,500 cash, $11,500 G.I.

Hollis $14,000

STEICO

A pattern 1, 5 large rooms, 3 bedroom, 2 bath,
detached, brick, nicely located, near
transportation, nicely located. $3,500 down, $14,000 G.I.

St. Albans $13,500

2 FAMILY

9 rooms, all improvements, small room, fully
decorated. $3,500 cash, $13,500 G.I.

St. Albans $18,700

2 FAMILY

14 rooms, large plus 10 ft. all improvements.

MALCOLM BROKERAGE

135-27 New York Blvd. M. Al. 1-7870

RE: 9-0455—JA. 9-3354

BEECHBUST

Modern brick, 4 rooms, 1 car garage, all
electric, nicely decorated inside and out, excellent
location. $2,250.

EGBERT AT WHITESTONE

Modern brick, 4 rooms, 1 car garage, all
electric, nicely decorated inside and out, excellent
location. $2,250.

ROOMS TO LET

PUBLISHED room, Kitchnette, refrigeration, two minutes to sub-
way. U.N.D. 

ST. 9-4134

DOWNTOWN

FOR SALE IN EXCELLENT NEIGHBORHOODS

HEMPSTEAD — WESTbury — ROosevelt
NASSAU COUNTY is known as the fastest growing County in the
country. In days to come and have your children grown up in a country
atmosphere, surrounded by new modern schools, rated the best
in New York State.

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

Convenient location for commuting to New York City.

OVER 100 EXCELLENT HOME LISTINGS

In the above and surrounding towns offer suburban living with
country privacy and 6 room houses, enclosed porches, nestled
in quiet residential area, with landscaped grounds, Cyclone fence, a
garage, Oil heat. Near everything. $1,000 down, $10,990 G.I. and
financing.

DOWNTOWN

LA 7-1500

FOR A QUICK SALE

Reduced to $12,000

ELMHURST

Modern 6 room house larger 3 family. First floor one bedroom,
modern, scientific kitchen, modern
bathroom, oil heating unit, nice
location, near transportation. $3,500
down, $12,000. Price $12,000.

Dowtown

FOR SALE

In SPRINGFIELD GARDENS

Attractive 2 family. Large garden, 6 rooms, 3 bedroom, Oil heat,6 room, beautifully landscaped, all
modern. Price $11,990.

CALL FOR APPOINTMENT TO INSPECT

IN QUEENS

You Can Call With Confidence

RENTAL

ASSOCIATES, INC.

ST. ALBANS

N.Y. Association Only

ROOMS TO LET

OPEN 7 DAYS A WEEK

40 x 100. Nicely landscaped, newly

LA 7-2500

LA 7-3500
McGovern Reports
8,500 State Workers Put
Under Social Security

ALBANY, Oct. 19 — What has happened so far in the opening of the Civil Service Employees Association, which was organized by Comptroller J. Raymond Mc-
Govern, chief speaker.

Of the 8,500 state employees, who were not members of the State Employees Retirement System, 8,500 are now covered by Social Security. This coverage was made possible under an amendment to the Federal law, and the State did to exclude titles from eligibility. The State Retirement System, which the Comptroller did, with the aid of Local Government Commissions.

There were 100,000 employees in the State — either of State or local government. A pension coverage, a condition he called disingenuous. He cited illustrative cases of hardships re-

The President's intervention is a direct result of the Commission's refusal to instruct its agents, or to reprimand its board, to respect the Commission's rule that state employees shall be charged with the same rate of contribution as state employees.

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

WASHINGTON, Oct. 19 — President Eisenhower has inter-
jected himself in the job preference plan for veterans. He had invited the Civil Service Commission to give the young men a chance, but the Commission has not provided satisfactorily to repeated

NYC Clerk
Test Is Open

The NYC clerk, grade 2, exam remained open for receipt of applic-
ations until Thursday, October 21. The examination will be held on Saturday, October 10, at 10 A.M., in the main com-
mission building, 96 Duane Street, New York, N. Y., and from 4 to 6 P.M. on Saturdays.

There are no experience or edu-
cational requirements, and no specific age limits. Eligible from 18 to 30 years of age, will be 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 on Wednesday, October 10, will include a sample of the kind of questions they will have to answer. See Page 10, 11.

INDUSTRY EMPLOYEES TO BACK NYC CRSL

American Federation of Labor leader, who has been in the lead in the struggle for the nationalization of the New York City laborers, the Amer-

Today's member, Is the

Despite the fact, would assume that any firm request of this nature represented

The President's intervention is a direct result of the Commission's refusal to instruct its agents, or to reprimand its board, to respect the Commission's rule that state employees shall be charged with the same rate of contribution as state employees.

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

WASHINGTON, Oct. 19 — President Eisenhower has inter-
jected himself in the job preference plan for veterans. He had invited the Civil Service Commission to give the young men a chance, but the Commission has not provided satisfactorily to repeated

NYC Clerk
Test Is Open

The NYC clerk, grade 2, exam remained open for receipt of applic-
ations until Thursday, October 21. The examination will be held on Saturday, October 10, at 10 A.M., in the main com-
mission building, 96 Duane Street, New York, N. Y., and from 4 to 6 P.M. on Saturdays.

There are no experience or edu-
cational requirements, and no specific age limits. Eligible from 18 to 30 years of age, will be 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 on Wednesday, October 10, will include a sample of the kind of questions they will have to answer. See Page 10, 11.

INDUSTRY EMPLOYEES TO BACK NYC CRSL

American Federation of Labor leader, who has been in the lead in the struggle for the nationalization of the New York City laborers, the Amer-

Today's member, Is the

Despite the fact, would assume that any firm request of this nature represented
Requirements for Transit Police Jobs

Thursday, October 10 to the last day of October 1940, the NYC transit patrolman exam for $3.75 a year.

There are no educational or experience requirements. A written test, to evaluate intelligence, aptitude, reasoning ability and judgment, is tentatively scheduled to be held on February 20. Weight of the written exam is 50 percent.

LOCAL NOTICE

At a Special Term, Part II of the Civil Court of the City of New York, for the County of New York, at the Court House in the Borough of Manhattan, City of New York, this 30th day of September, 1940, before the Hon. Arthur Makepeace, Judge, the following Notice is given:

NOW, therefor, in pursuance of the present Notice, it is declared:

Notice is hereby given to all persons interested in the appointment of police officers of the Transit Authority of the City of New York, that an examination will be held on Saturday, the 14th day of October, 1940, at the City Hall, Borough of Manhattan, City of New York, for the purpose of appointing police officers of the Transit Authority of the City of New York.

The written test will be used to evaluate the candidate's intelligence, aptitude, reasoning ability and judgment. The written test will be designed to evaluate competitively the candidate's understanding and capability. Candidates will also be required to pass a qualifying physical 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.

HATTIE SNOW

HALF SIZE UNIFORMS
FOR
N. Y. S. HOSPITAL ATTENDANTS
DINING ROOM SERVING ROOM HOUSEKEEPERS
SIZES 12½ thru 24½
If your dealer does not stock, write to
Randles Co., Inc.
Dept. H.S., Ogdensburg, N. Y.

CIVIL SERVICE COACHING
Olive Branch Coaching Co.,
Primary Max., Magistrates, Commissioners, etc.,
J. S. Thompson, 495 Madison Ave., N.Y.C., N.Y.

LICENSING, DRAFTING, MAKING DESIGNS, MACHINE SHOP WORK AND SHOP MANAGEMENT

Mondell Institute
318 S. First St., N. Y. C. (Bldg. 1320)
1-5330

READER'S SERVICE GUIDE

Mr. Pixie

Household Necessities

PANTS OR SKIRTS

To make your work or play clothing attractive for the seasons. Styles, materials and fabrics are always selected for comfort and economy. All our clothes are made in the best materials. Special orders are also taken. O. B. Martin, 325 Fifth Ave., N.Y.C.

EDNA NILES

556 E. 89th St.
N.Y.C.

SCHOOL DIRECTORY

Academies and Colleges—College Preparatory

Building & Plant Management, Building & Operations Engineering Preparations.


SCHOOL DIRECTORY

Complete Guide to Your Civil Service Job

Go to the book that gives you 214 pages of sample service exams, all subjects; 12 requirements for 5000 governor's jobs; valuable tips on answering a test; and a complete listing of such jobs; (24) full information on all state and federal jobs; (20) required examination reports for the major cities; plus 200 pages of examination practice. This is the book every public servant should have in his possession—no one can afford to be without it. 3rd Edition, 5000 pages, $2.00.
Jobless Benefits are Sought, Equal to Private Industry

ALBANY, Oct. 19 — Delegates of State Labor Department chapters of the Civil Service Employees Association adopted three resolutions favoring legislation of the Unemployment Insurance Law for State employees in the city of greater New York. The resolutions are in line with the Association’s demands for such covered employees coming to terms with what others call in private industry.

Three resolutions introduced by Grace Nulty, president of the New York chapter, and William E. Byron, past president, who has transferred to the Public Service Commission.

End of Split Shift Sought By Health Dept. Chapters

ALBANY, Oct. 19 — Civil Service Employees in the State in the Department of Health have some of the longest split shifts, and are considering a resolution to end them. Under the resolution, employees under 20 weeks of service will be able to go to the regular shift after a week or two, or be offered to end. The resolution is in line with the Association’s demands for such covered employees coming to terms with what others call in private industry.

Activities of Employees in State

Central Islip State Hospital

A SURPRISE farewell party was tendered to Mrs. Anne Brenninger by employees of Group G, Central Islip State Hospital. Mrs. Brenninger, who received her diploma at the New York Graduate School of Social Work, was selected by the group to receive the special award for best performance.

To Mrs. Brenninger’s surprise, the employees of Group G, Central Islip State Hospital, announced their intention to present her with a year’s supply of household appliances.

Some Raises in State Service

(Continued from Page 3)

change in pay follow, also effective

From assistant administrator, to public

records analyst, $14,800 to $16,400.

From associate cancer urologist, to pub-

lic records analyst, $13,000 to $14,800.

From associate cancer urologist, to pub-

lic records analyst, $12,000 to $13,000.

From junior personnel officer, to public

records analyst, $9,200 to $10,200.

From senior personnel officer, to public

records analyst, $14,800 to $16,400.

From associate cancer urologist, to pub-

lic records analyst, $13,000 to $14,800.

From associate cancer urologist, to pub-

lic records analyst, $12,000 to $13,000.

From junior personnel officer, to public

records analyst, $9,200 to $10,200.

From senior personnel officer, to public

records analyst, $14,800 to $16,400.

From associate cancer urologist, to pub-

lic records analyst, $13,000 to $14,800.

From associate cancer urologist, to pub-

lic records analyst, $12,000 to $13,000.

From junior personnel officer, to public

records analyst, $9,200 to $10,200.

From senior personnel officer, to public

records analyst, $14,800 to $16,400.

Robert Robinson, Inspector of the Safety Department, has passed away. His sunny 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 and Miss Nahla, who attended the meeting in Albany.

Mr. Robert Robinson, Inspector of the Safety Department, has been appointed to be present by the Insurance Department.

The proposed qualifications for the new position will be announced later.

Another Meeting Soon

The proposed qualifications for the new position will be announced later.

Another statewide meeting is scheduled for November 6 and 7 at 8:30 P.M. Another statewide meeting is scheduled for November 6 and 7 at 8:30 P.M.

Bearing results of the STP bond

The proposed qualifications for the new position will be announced later.

Another statewide meeting is scheduled for November 6 and 7 at 8:30 P.M.
HOW I'D IMPROVE WAGES AND WORKING CONDITIONS OF 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.

These jobs had two special features that made them desirable — security and a pension. For many old people, especially those who worked in private industry, they might be the only means of support, and yet they could meet their immediate needs and plan on a safe retirement.

There are some who still feel that the obvious solution would be to raise the salaries paid in private industry. They might be better off in private industry, but they are not as well off as many of them the city itself.

The newspapers, at least, have recently tended toward a discussion of the salaries and pay increases of city employees. The city's pension laws work, but the reason is that the annuity a 1 percent of the salary will provide more take-home pay than any other system of giving and receiving.

There was a time, not so long ago, when working people — laborers — sought eagerly for New York. Their jobs meant depriving them of many of the things they considered necessities of life. And private industry, in the shape of the pension system, gives them many of their needs, but it might be better that they have a pension and plan on a safe retirement.

I have had the privilege of examining the Clancy Laws which require teachers and other employees to purchase, if they want, certain amounts of the city's annuities, and of being the city's pension plan.

This is a serious problem for city workers. It is not as serious as it once was, but it still remains. The obvious solution would be to raise the salaries paid in private industry. It might be better to provide a pension and plan on a safe retirement..

This is not the end of the story. I have been able to find out that by increased efficiency in city departments, without pay cuts or fringes, we could save from 25 to 30 million dollars.

The option was to refuse to sign the bill and lose the opportunity for a larger city pension. The teachers' pension law provides a substantial salary increase. It will provide more take-home pay, tax-free in order to make up the increased income tax. This would do away with the provisions of the two Clancy Laws which give state employees an opportunity for a larger city pension. They were affected in the same way.

The teachers' pension law provides that employees shall, starting next year, have their monthly contributions to the retirement plan doubled before the Clancy Law went into effect. This would be a substantial salary increase. It will provide more take-home pay, tax-free in order to make up the increased income tax.

I have examined the Clancy Laws which require teachers and city employees to purchase, if they want, certain amounts of the city's annuities, and of being the city's pension plan.

The teachers' pension law provides a minimum pension paid for by the city of 25 percent of the average salary in consecutive five years before retirement. The teachers' pension law, as I understand 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 percent of the average salary. This is the average salary paid in consecutive five years before retirement. The teachers' pension law provides for the minimum pension paid, which is the average salary paid in consecutive five years before retirement. The teachers' pension law, as I understand 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 percent of the average salary in consecutive five years before retirement. The teachers' pension law, as I understand 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 percent of the average salary in consecutive five years before retirement. The teachers' pension law, as I understand 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 percent of the average salary in consecutive five years before retirement. The teachers' pension law, as I understand 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 percent of the average salary in consecutive five years before retirement. The teachers' pension law, as I understand it, is the easiest to explain, let's look at the teachers' pension plan.
resolutions, dealing with all phases of employment Insurance Law on the coverage and benefits for all public employees at Manhattan State Hospitals, and that employees shall be paid at an appropriate rate for all work authorized to exceed 40 hours per week now provided by the statute.

(27) Tolls Free for Employees: The Association urges that the Board of Commissioners, Agencies and local civil services where competitive tests are practicable. The Association urges that the Board of Commissioners, Agencies and local civil services where competitive tests are practicable.

Resolved, that vouchers be made available to State employees for meals and transportation similar to the existing travel orders.

(28) Increased Mileage Allowance: All employees shall be paid for travel on official business, in addition to mileage, an appropriate amount to pay the toll or similar fee for toll facilities for its employees.

(29) Unemployment Benefits for All Employees: The Unemployment Insurance Law should be amended to include the employees of county and other political subdivisions not presently included within the scope of the statute.

(30) Employee Grievance Agency and Mail forwarding: The Association urges the Legislature to establish a Civil Service Grievance Agency to handle all employee complaints.

(31) Fair Holiday and Leave Privileges: The Civil Service Employees Association urges the Legislature to include the employees of county and other political subdivisions not presently included within the scope of leave rates as set forth in Section 107 of the State Labor Law.

(32) United Tabletting and Insurance: The Association seeks legislation to afford opportunity for entrance to the 55-year service retirement system to non-resident car-owners employees at Manhattan State Hospitals.

(33) Employee Recognition: The Association urges more equitable pay rates for employees placed upon the payroll, to the establishment of a pension system, and to the inspection of the various city, county, and local civil services where competitive tests are practicable.

(34) Emphasis on Major Objectives: The Association urges that the Board of Commissioners, Agencies and local civil services where competitive tests are practicable.

(35) Emphasis on Major Objectives: The Association urges that the Board of Commissioners, Agencies and local civil services where competitive tests are practicable.

(36) Extension of Competitive Coverage: The Association urges that the Board of Commissioners, Agencies and local civil services where competitive tests are practicable.

(37) Abolishment of Day Waiting: The Association urges that the Board of Commissioners, Agencies and local civil services where competitive tests are practicable.

(38) Abolishment of Day Waiting: The Association urges that the Board of Commissioners, Agencies and local civil services where competitive tests are practicable.

(39) Civil Service Law and Rules: The Association urges that the Board of Commissioners, Agencies and local civil services where competitive tests are practicable.

(40) Unemployment Benefits for Those Retired at Age 70: Those persons retired at age 70 shall be entitled to receive unemployment benefits not to exceed the amount of the old-age insurance benefits available to them.

(41) Abolishment of Similar to the Existing Travel Orders: The Association urges the Legislature to include the employees of county and other political subdivisions not presently included within the scope of the statute.

(42) 48 Hours Pay for All Employees: The Association urges that the Board of Commissioners, Agencies and local civil services where competitive tests are practicable.

(43) Basic 40 Hour Work for All Employees: The Association urges that the Board of Commissioners, Agencies and local civil services where competitive tests are practicable.

(44) Basic 40 Hour Work for All Employees: The Association urges that the Board of Commissioners, Agencies and local civil services where competitive tests are practicable.

(45) Legislation to Extend 35 Year Service Retirement System: The Association seeks legislation to extend the eligibility for retirement at the age of 70 years.

(46) There Are Serious Problems: The Association urges that the Board of Commissioners, Agencies and local civil services where competitive tests are practicable.

(47) Campaign to Inform Public About Importance of Institutional Services: The Association urges that the Board of Commissioners, Agencies and local civil services where competitive tests are practicable.

(48) Emphasis on Major Objectives: The Association urges that the Board of Commissioners, Agencies and local civil services where competitive tests are practicable.

(49) Emphasis on Major Objectives: The Association urges that the Board of Commissioners, Agencies and local civil services where competitive tests are practicable.

(50) Unemployment Benefits for Those Retired at Age 70: Those persons retired at age 70 shall be entitled to receive unemployment benefits not to exceed the amount of the old-age insurance benefits available to them.