The Situation
In Nassau County

MEMO TO J. RUSSELL SPRAGUE AND THE TOP OFFICIALS IN
NASSAU COUNTY

GENTLEMEN:

You are among the most conscious of public service in the state and in Nassau County. You are acquainted with the facts. Therefore, we trust you may address a group of facts to your attention, concerning a highly important phase of government relations - between employer and employee.

In Nassau, there is no real bargaining, negotiation, or even conference. Employee representatives centers in a sense of intimidation, few other means. And there is no machinery for resolving grievances.

In Nassau, there is no assurance that facts are the consideration which will count in arriving at decisions concerning pay rates.

In Nassau, the principle of equal pay for equal work, which is written into the State Constitution, does not prevail.

In Nassau, rates of pay are lower than in other comparable jurisdictions for similar work — considerably lower than New York State and New York City rates.

The Raise That Didn't Come Through

The employees of Nassau County have expected that the current budget would show a pay increase for them. They had prepared a tight-fisted case, as powerful as a personal legal brief, laying the factual demonstration in which the money they were denied. They were not able to obtain. Their memorandum demonstrated the money they were denied. Their memorandum demonstrated the fact that the State employees had suffered because of the lack of receiving inadequate or incorrect advice.

Grievance Machinery

Another proposal to consider was the possibility of setting up a Grievance Committee in which the appeals, but with authority to the employee relations committee, to issue a manual of procedures. The other employees had suffered because of the lack of receiving inadequate or incorrect advice. The public employees may be directed to make, because of the intermittent and time-consuming nature of the information in the manual.

Proposed New Pay

The conference went on record to additional inclusion, especially because of utilized trade titles, follows, in terms of R.

Manual of Leadership

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Public Works Counsel

How the conference can be of possible in chapters in the CSEA was one of the keynotes of the Metropolitan Conference meeting field at the 71st Regiment Armory, at a public hearing the Hotel Henry Hudson, in NYC, on November 12.

The conference showed clearly that Nassau County underpays its employees in terms of pay rates for equivalent jobs elsewhere, that wages have consistently lagged.

The Budget

In Nassau, there is no machinery for resolving grievances. In Nassau, there are no "fringe" employment benefits. In this year's budget, a 7 cent tax deduction is proposed. Why?

Public Works Counsel

How would taxpayers take a pay raise? How would they take a pay raise to their employees? There have been three Nassau County commissioners who have gone up direct line of pay — as long as the teachers are among the best paid in the State. In Nassau County, there is not the people.
Looking Inside
By H. J. BERNARD

Late Will Have to Do

THE WHITE HOUSE, about three months after it gave the green light to a detailed plan of clearing appointments for filling the most competitive jobs through political channels, is now studying the legality of the proposal. It would have been better had that study been made three months before, instead of three months after.

There is a division of opinion on the legal question. Political-minded lawyers favor the plan because it is legal. They argue that since promotions in the Federal service are not made through competitive examinations, and examination heads choose the best qualified employees of lower grades, these officers consider the promotion process to be legal. The White House order does not require competitive examinations as it is made three months before, instead of three months after.

Political allegiance and party regularity are no guarantee of political clearance. Political allegiance and party regularity are no substitute for moral qualifications. It would have been better had that study been made sooner.

Meanwhile various branches of the government have been studying the question of the possible evils of the political system, and have found that the system is not working as intended. The U.S. Civil Service Commission's own Rule 4 provides that merit and fitness shall be the sole basis for filling civil service jobs, and they must be filled "without regard to political, religious or other affiliations." If political affiliation is to become an admissible consideration, the merit system will be doing a disservice to the public.

The system of merit is meant to divorce politics from civil service, not to provide any excuse for party affiliation. The U.S. Civil Service Commission's own Rule 4 provides that merit and fitness shall be the sole basis for filling civil service jobs, and they must be filled "without regard to political, religious or other affiliations." If political affiliation is to become an admissible consideration, the merit system will be doing a disservice to the public.

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**Capital Conference Plans 'Second-Look' Program**

**ALBANY, Nov. 22—Lawrence W. Kerwin, president of the Capital Conference, stressed the need for a 'second look' at and a reevaluation of the aims and objectives of the Conference. An executive committee has been appointed to study the back-up policies and procedures of the Conference and to chart a course for the future.**

Mr. Kerwin acknowledged receipt of the recommendations of the Commission on Program Budget on the purpose of developing a unified program of the Conference. "We are trying to maintain a balance between the various departments and to see that all activities are coordinated." He also expressed his appreciation to the various groups for their cooperation and support of the Conference. "We are all working together for a common goal." 

** Those in favor**

Among those in favor of the Conference's program were Joseph D. Lochner, ex-vice-president of Ter Bush and Company, and Ralph Koons, advertising manager of the Associated Hospital Service. Mr. Koons pointed out the importance of developing a unified program of the Conference, "It is an idea we want to explore." 

Those in favor of the Conference's program were also Joseph D. Lochner, ex-vice-president of Ter Bush and Company, and Ralph Koons, advertising manager of the Associated Hospital Service. Mr. Koons pointed out the importance of developing a unified program of the Conference, "It is an idea we want to explore." 

**Final Action Denied**

Under the plan, a committee of three members of the Conference was appointed to study the effect of the plan on the organization and to report to the Commission. "We are not ready to take any action until we have more information on the plan." 

**The Plan**

The new State administration, it is hoped, will be in a position to implement the plan as it is developed. "We are all working together for a common goal." 

**The State Scene**

**MANY changes are upcoming in the State civil service field.**

The departments' next reorganization is due to take place, and some big changes are expected. The public welfare department is planning a large-scale reorganization, a move that is expected to have far-reaching effects on the department's operations. 

Governor David D. Paterson, former secretary to the State Senate, is expected to announce his decision to run for the office of comptroller. His decision to seek the office is expected to have a significant impact on the state's financial affairs. 

**Back from a Florida trip where he spoke on the effect of the new law on the state's public welfare department,** Mr. Kerwin reported that Ed Garson Zausnier, former secretary to the department, will continue in his present position. Mr. Zausnier is expected to be named as assistant administrative director. 

**Dr. Victor Appleby is Named to Job In Rockland Group**

ORANGEBURG, Nov. 22—Dr. Simon L. Victor, acting assistant director, medical, of Rockland State Hospital, was named assistant director, medical, of Rockland State Hospital. 

Dr. Victor obtained his B.A. degree at the University of Pittsburgh and his medical degree in 1930 at Jefferson Medical College. Until 1981, he served at Manhattan State Hospital as assistant physician. Then, as a fellow in psychiatry at the Buffalo Psychiatric Institute, he became superintendent of the Rockland State Hospital. He was appointed as assistant physician at Rockland State Hospital, where, in 1936, he became superintendent of the Rockland State Hospital. 

Dr. Victor, who has been a member of the Rockland County and New York State Medical Societies, is a member of the American Medical Association and a graduate of the University of Rochester. 

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**The Program Committee announced that William Parsons, national president of the APWA, and Administrative Director, Mr. W. F. Dwyer, will be the speakers at the November meeting.** The Committee also announced that a special dinner will be held in honor of Mr. Dwyer at the Albany Restaurant. 

**Congratulations to Peg and Larry Lillis on their recent birthday.**

**CIVIL SERVICE LEADER**

Page Three

Tuesday, November 23, 1953

**Yes, we're in favor of civil service. This is Miss Irene Par- donnell.**

Dr. S. L. Victor Appleby is named to job in Rockland Group

ALBANY, Nov. 22—The Albany Chapter, American Society for Personnel Administration, is happy over the "scoop" it achieved at its recent membership meeting. 

Leonard Regus and the rest of the Professional Services Group picked up five new members for each other, and offered their congratulations at the last meeting program, which was held on the 17th of last month. They had Dean Paul H. Appleby of Syracuse as the main speaker at the November meeting. This meeting, which was held on the 17th of last month, was attended by 52 people. 

The membership Committee, reports that there are 267 members on the Albany Chapter, and the list is growing daily. 

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**The Harlem meeting, too, are off to a good start. These are de- signed to spread the work of the Chapter, so that everyone will get the same information good from his membership.** 

The subjects of the Nov. 22 one was "The Board Com- mittee and Program Budget." The meeting was held at the State Associated Hospital Service Building, and was attended by 52 people. 

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**CIVIL SERVICE LEADER**

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List of 'No-Competition' Jobs in State

Thousands of new faces will be seen in State service next year, as a result of Averell Harriman's election as Governor. Several key appointments have already been announced.

Last week, the LEADER carried a list of the "exempt" posts in State service. Politicians throughout the State of the right political complexion are scanning the list of exempt jobs with keen interest. These positions are outside of civil service, and may be filled without restriction.

PAYDAY EVERY SECOND WEEK

ALBANY, Nov. 23 -- The State Employees Association underwriters notes inadvertent omission of the following conditions from the report of resolutions adopted by the delegates at the annual meeting of the Association held on October 13 and 14.
PAYDAY ON DEFINITE DAY

-EVERY SECOND WEEK-

To preserve," Rule XIX continues, "such qualifications for like positions and for the same and similar positions as are made in the several institutions and offices of the State, the commission, after consultation with the principal executive, shall draft general rules and regulations, prescribe uniform classification and payment standards for the government of the examiners." So, the argument goes, if the applicant doesn't compete with anybody for the position, Explaining The List

In the following listing of non-competitive jobs, salaries are indicated as they have been adjudged by the Civil Service Commission. Rate schedule, Part-time and seasonal employees are paid varying rates of wages, so those salaries are not included.

Numbers which appear in parentheses refer to the maximum number who may be appointed in any one category. Limiting numbers have been removed from the list to avoid duplicate appointments.

Department of Audit and Control, Assistant examiner in Alcoholic Beverage Control Division, $1,250 to $1,400.

Elevator operator, $1,250 to $1,400.

Head janitor, $1,250 to $1,400.

Junior mail clerk, $1,250 to $1,400.

Deduction of AGRICULTURE AND MARKETS

Pensionable (veterans' part-time).

President of Board of Agriculture, $8,070.

Senior agricultural inspector, $5,090 to $6,320.

Assistant agricultural inspector, $5,090 to $6,320.

Division of the State Fair Agricultural Department, $2,540 to $3,830.

State training school, $3,210 to $3,520.

IN ALL DEPARTMENT, INSURANCE AND FIRE COMMISSION:

Assistant examiner, $1,250 to $1,400.

Assistant investigator, $1,250 to $1,400.

State training school, $3,210 to $3,520.

Assistant investigator, $1,250 to $1,400.

State training school, $3,210 to $3,520.

IN THE DEPARTMENT OF COMMERCE:

Assistant examiner, $1,250 to $1,400.

Assistant investigator, $1,250 to $1,400.

IN THE DEPARTMENT OF CIVIL SERVICE:

Assistant examiner, $1,250 to $1,400.

Assistant investigator, $1,250 to $1,400.

IN THE DEPARTMENT OF LABOR:

Assistant examiner, $1,250 to $1,400.

Assistant investigator, $1,250 to $1,400.

IN THE DEPARTMENT OF PUBLIC WORKS:

Assistant examiner, $1,250 to $1,400.

Assistant investigator, $1,250 to $1,400.

IN THE DEPARTMENT OF WELFARE:

Assistant examiner, $1,250 to $1,400.

Assistant investigator, $1,250 to $1,400.

IN THE DIVISION OF FORESTRY:

Assistant examiner, $1,250 to $1,400.

Assistant investigator, $1,250 to $1,400.

IN THE DIVISION OF PUBLIC COMMISSION:

Assistant examiner, $1,250 to $1,400.

Assistant investigator, $1,250 to $1,400.

IN THE DIVISION OF PUBLIC HEALTH:

Assistant examiner, $1,250 to $1,400.

Assistant investigator, $1,250 to $1,400.

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There Are 2 Ways To Please Your Wife  
Buy less. Improve Your Dress  
M E N  S A V E

DON'T FALL FOR THIS FALL!  
ABE WASSERMAN  
Can Give You Value!  
Nationally Advertised  
Brand Hats  
Of the finest quality.  
For only  
$3.50  
LIMITED STYLES & COLORS  
You Can Save at  
ABE WASSERMAN

There are 2 ways to please your wife... 
Buy less. Improve your dress.  

Visual Training  
OF CANDIDATES  
FOR PATROLMAN

Patrolman  
HOUSING OFFICER  
FOR THE EYESIGHT TESTS  
OF CIVIL SERVICE REQUIREMENTS

Dr. John T. Flynn  
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300 West 23rd St., N. Y. C.  
Mar 4897, N. Y.

There Are 2 Ways to Please Your Wife. Buy less. Improve your dress. You can save money at Abe Wasserman.

The Delehanty Institute  
MANHATTAN: 115 East 15th Street  
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WOMEN'S  VOGUE  
TODAY's FASHION  
FOR ONLY  
$2.95

There are 2 ways to please your wife... Buy less. Improve your dress.

The Delehanty Institute  MANHATTAN: 115 East 15th Street - GR. 6-2450 WOMEN'S FASHION TODAY'S FASHION FOR ONLY $2.95
Mr. Harriman’s Commitments

Governor-elect Averell Harriman has named Thomas K. Finletter, chairman of the Democratic platform committee, to redeem Democratic campaign promises.

The move is a good one. We can inform ourselves that the Harriman people have already been in touch with the Civil Service LEADER to assure that all campaign promises made by Mr. Harriman would be known to Mr. Finletter.

It so happens that Mr. Harriman prepared for this newspaper a series of concrete responses to questions on civil service issues. In addition, Mr. Roosevelt made commitments; and although he was defeated, his commitments were fairly and not to his discredit.

Among the commitments made were these:

- Sufficient funds to assure “adequate and equitable pay for all State employees.”
- Time-and-a-half for overtime pay.
- Extension of the basic 5-day, 40-hour work week to all employees.
- Improvement of present workmen’s compensation provisions and application of them to all public workers of the State.

Exploration of the possibility of adding to existing benefits the advantages of social security.

Setting up of effective labor relations and grievance machinery.

Repeal of the Condon-Wadlin law.

Expansion of educational opportunities for civil servants.

The objectives, together with tightening up of the merit system, are going even from the employee’s point of view; and, obviously, their achievement should make for improved government operations.

No one will minimize the difficulty of achieving these objectives, particularly with the executive branch Democratic power. But whatever Republican defeats may, indeed, be known that the former huge State surplus has been expended. But Mr. Harriman is on record. He is indicating that the former huge State surplus has been expended. But Mr. Harriman is on record. He is indicating that the former huge State surplus has been expended.

Explosion of the Condon-Wadlin law.

U.S. Explains Leave Rules

WASHINGTON, Nov. 22 — The U. S. Civil Service Commission has issued Transmittal Sheet 471, covering the law regarding leaves, and including interpretations by the Comptroller General. The interpretations are part of the Federal Personnel Manual and is a complete revision.

The text of the Annual and Sick Leave Act of 1951, as amended, and the Commission’s regulations will be published later for the Commission, without annotations, as Chapter 2-51 of the Manual.

Annual leave is based on length of service, pro-rated on the basis of the number of pay periods worked during the calendar year. The effect is to establish a sort of leave-year for computation purposes.

Service Length and Leave

Employees with 15 or more years of service get one day for each full bi-weekly pay period. Employees with less than 15 years’ service get three-fourths of a day for each full bi-weekly pay period, but less than 15 years’ service get one-half day for each full bi-weekly pay period.

Sick leave that is not used is lost. Sick leave made possible under a savings provision is determined by the employee’s own written statement of reasons for absence.

Sick leave includes maternity cases.

The saving provision previously mentioned is subject to certain conditions, such as when an employee is on leave for less than a year, to support a loan that he has to refund the excess, in money. Usually the deduction is 10 percent, or less. But an employee who enters active service with retention rights is not "reimbursed" from his back pay unless he has paid 30 days in full bi-weekly pay period, but less than 15 years’ service get one-half day for each full bi-weekly pay period.

In case of separation, an employee who received leave more than his ultimate service entitled him to has to refund the excess, in money. Usually the deduction is 10 percent, or less. But an employee who enters active service with retention rights is not "reimbursed" from his back pay unless he has paid 30 days in full bi-weekly pay period, but less than 15 years’ service get one-half day for each full bi-weekly pay period.

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To help win Friends and build circulation....
The Civil Service Leader, by arrangement with a famous manufacturer of dolls brings you your choice of:

TWO PHENOMENAL GIFT VALUES
made to sell for $12.95
Yours for only $4.43 plus 22c for handling and mailing,
with two coupons from the Civil Service Leader or your mailing label if you are a subscriber.

ALICE

Alice is the latest in beautiful dolls, with rooted hair you can comb and set. She's a big doll too — 19 inches in her stockinged feet, almost two feet tall if you count the brim of her pretty picture hat. Her head is made of lifelike vinyl plastic, with cute blue eyes that close when she's asleep. And she cries "Mama" when you squeeze her. She's wearing a stunning faille dress trimmed with lace, and knit panties. Perfectly molded of latex, she can take a bath any time her little mamie wants her to. And there are two curlers to help set her hair.

ANNE

Anne is a pert little baby you'll love to cuddle. Dressed in a wooly snow suit, she's just big enough to wear Size 1 regular clothes. All of 24 inches tall, with adorable lifelike vinyl plastic head, she has eyes that open and close, cries "mama" when you spank her. Of course, Anne is made of latex throughout so that you can bathe her again and again, dress her and undress her just like a real baby. Anne is looking for a little girl to love her and give her a home.

The Leader's Lay-away Plan
Reserve Alice or Anne, or both, for Christmas giving to your favorite young lady. Send $1 in part payment and fill in the coupon below. We will put the dolls of your choice away for you as soon as they are ready.

Box 700 — Civil Service Leader
97 Duane St., New York 7, N. Y.

How To Order Your Doll
To get Alice or Anne immediately, send $4.43 plus 22c for mailing and handling charges. (In N.Y.C. please add 12c for city sales tax). If you prefer, you may visit The Leader office after November 1 and carry off the doll of your choice.

Box 800 — Civil Service Leader
97 Duane St., New York 7, N. Y.

The Leader's Money Back Guarantee. If, for any reason, you are not completely satisfied with Alice or Anne, you may return the doll for a full refund.

Comparable dolls have been advertised in New York City Papers as $12.95 value.
List of 'No-Competition' Jobs in State

Rosalynn Park Memorial Institute
Associate cancer research scientist (various specialties), $8,500 to $10,810.

Cancer research scientist (various specialties), $8,000 to $10,810.

Laboratory technologist, $3,540 to $4,490.

Principal research scientist (various specialties), $10,470 to $12,310.

Principal reconstructive surgeon (part-time).

Principal thoracic surgeon (part-time).

Senior cancer research scientist (various specialties), $9,240 to $10,470.

Senior apprenticeship training representative, $5,930 to $6,868.

Special field investigator, $5,930 to $6,490.

Supervising on-the-job training representative, $8,570 to $9,370.

Laboratory mechanician, $3,540 to $4,490.

Senior supervisors (labor relations), $7,300 to $9,370.

Senior apprenticeship training representative, $5,930 to $6,868.

Special field investigator, $5,930 to $6,490.

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Senior apprenticeship training representative, $5,930 to $6,868.

Special field investigator, $5,930 to $6,490.
List of 'No-Competition' Jobs in State

Assistant administrator of contracts.
Consultant, employment counselor (part-time).

Tug captain, $3,730 to $4,720.
Tender captain, $3,730 to $4,720.

Inspector of absent employees, $2,450 to $3,350.

Sign painters (2), $3,360 to $4,490.

Stenographer (part-time).

Grain elevator foreman, $3,920 to $4,950.

Carpenter-foreman, $3,730 to $4,720.

Director of alcoholism research, $5,200 to $6,070.

Chief grades examiner (transportation), $2,280 to $3,350.

Examining secretary, $2,320 to $3,470.

Clerk typist, $2,320 to $3,040.

Director of public works contracts.
Director of public works.

Director of public works.

Director of administrative services.

Director of the State Athletic Commission.

Director of telephone bureau.

Director of utility rates.

Director of the State Athletic Commission.

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ST. ALBANS $10,990
2 FAMILY HOME
Completely Detached
LIVE RENT FREE IN YOUR OWN HOME
Oil Heat. Semi-Finished Basement
SMALL DOWN PAYMENT TO ALL

Here is a completely detached 2 family home featuring 2 of the nicest apartments we've ever seen. There is also a semi-finished basement complete with all the plumbing fixtures to make a 2 room apartment. Near all schools, shopping and transportation. See it today at

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The Real Estate Supermarket!!!
107-45 Hillside Ave., Jam.
JA. 6-4034
Open 7 Days a Week
9 AM to 7 PM. Sunday 11 AM to 6 PM

IT IS NOT TOO LATE GET SETTLED BY CHRISTMAS ST. ALBANS

One family brick and shingle, nicely finished 1 family home, plus, if finished attic room, picturesquely nestled in the tree lined street, near all facilities. (in all price range)

S. OZONE PARK $12,790
6 room ranch, 100 x 100 plot, oil heat, beautifully landscaped. Many extras. G. L. $1,500.

JAMAICA PARK $9,990
Detached, on a beautiful landscaped 100 x 100 lot. Oil heat, Screens and Storms. Just 2 blocks to Van Wyck Expwy. with private driveway. Beautifully landscaped front and back yard.

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SPRINGFIELD GARDENS $10,490
1-2-3-4 family homes at prices to suit the most desirable sections.
New Listings Daily

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MUST SELL!

BUFFALO AVE.
(N. Pacific Sl.)
2 story basement, 11 rooms, 2 baths. Screened. Price. $12,500 Cash. $3600

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106 Halste St., Brooklyn
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GREENE AVE.
(N. Bedford Ave.)
3 story basement, brick and brownstone, 11 rooms, 2 baths. Price: $7,500 Cash. $1,500

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GL. 5-4600

NO CASH FOR G. I.

1-2-3 family, one fourth, room apartment, and one room apartment. Finished. basement with bar, 2 original, All modern. Improvements. (See also)

HOLLIS $13,970

JAMAICA $9,500
2 family, 11 rooms. Remodeled. Great for rousing house small cash. 

HOLLIS & ST. ALBANS 2 PR-MY 1:43
HOME ROOM $12,700 UP

1 FAMILY ROOM FROM $10,000 UP

BROOKLYN

MUST SELL!
LINCOLN PL.
(Nr. 8th Ave.)
5 story and basement brownstone. 7 rooms, 3 baths, modern kitchen, modern baths, steam heat, electricity, floor thru and basement. $25,000 Cash $4,500

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Oil Heat. Semi-Finished Basement
SMALL DOWN PAYMENT TO ALL

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1-2-3-4 family homes at prices to suit the most desirable sections. New Listings Daily

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FOR SALE AT

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SPRINGFIELD GARDENS $12,490
3 bedroom home on beautiful landscaped corner plot with 3 bedrooms, modern kitchen and bath, outdoor patio and driveway. Aluminum storm and windows. $18,500 mortgage with a monthly payment of $87.

Price $15,000

J. W. STEWART
(formerly of 107-55 67th St., Bayside, Queens)

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ANNOUNCING ALL-NEW

RCA Estate
GAS OR ELECTRIC

30" Range... $149.95 / 40" Range... $169.95

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CONVERT-O-OVEN — Now you can enjoy, realistic meat with this grilled Pinech Dine-Grill, all by itself. Up graded and one oversized vent for top styling in 36" model.

BALANCED HEAT BAKE OVEN — You'll be proud of your pastries with these wonderful ovens, even when you're gone. Double walled walls plus heated lamp makes it easy.

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20 MODELS... FOR EVERY KITCHEN, FOR EVERY BUDGET, DESIGNED AND BUILT BY RCA TO OUTPERFORM ANY RANGE YOU EVER SAW!

SAVE $60

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FULL SIZE 36" RANGE WITH THESE RCA ESTATE DELUXE FEATURES:
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Open Daily 9 A.M. to 7 P.M.
FACTS OF LIFE FOR EMPLOYEES IN MENTAL HYGIENE

For a century, the average number of hours spent on the job has been declining steadily, at about the rate of three hours a decade. The week-work has fallen to 40 hours from 70. The six-day week began to fade in the World War I period. The five-and-a-half day week began to disappear in the 1920's. The five-day week, which has been standard for only a decade or so—is now starting to give way.

But, Mental Health employees still plod along at a World War I pace—a six-day, 40-hour work week. Salary scales are NOT up to modern standards. Mental Hygiene workers do NOT enjoy time-and-a-half for overtime.

1. The strength of organized employees was shown in the past year by the MENTAL HYGIENE EMPLOYEES ASSOCIATION, reaching over larger groups through the media of communication.

2. A meeting was held last January, with a group of legislators present. These men were informed of the reasonable objectives of the Mental Hygiene Employees Association. The spadework done here bore fruit; more of our aims were achieved than in previous years.

3. Growth of the Mental Hygiene Employees Association has added forcefulness along at a World War I pace. The five-and-a-half day work week. Salary scales are NOT up to modern standards. Mental Health employees do NOT enjoy time-and-a-half for overtime.

EMPLOYEES in the State Mental Health Department should band together and put their shoulders to the wheel to help accelerate the five-day 40-hour basic work week.

The five-and-a-half day work week. Salary scales are NOT up to modern standards. Mental Health employees do NOT enjoy time-and-a-half for overtime.

Prepared to give way.

fad in the World War I period. The five-and-a-half day week began to disappear in the 1920's. The five-day week, which has been standard for only a decade or so—is now starting to give way.

Prepared to go without a change in the Convocation & Court Reporter.

The Mental Health employees Association has added forcefulness along at a World War I pace. The five-and-a-half day work week. Salary scales are NOT up to modern standards. Mental Health employees do NOT enjoy time-and-a-half for overtime.

Three minutes from all Subway lines at 50th Ave. B.M.R. Phone 5, 7-7000

Train for a well-paying career as
CONVENTION & COURT REPORTER
with the School of Business Administration

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MAINTAIN YOUR PREPARATION FOR ALL EXAMS

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Can earn while preparing for Business Administration. BUSINESS ADMINISTRATION is a branch of business education with a wide variety of applications.

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Come in and see me personally. I will answer any question you may have

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Starting $110--$125 a month; day and evening classes.

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Senior report (Court library), $4,280 to $4,490. Professor of law (manuscript), $3,190. Professor of law (manuscript), $3,190.

Senior housemother, $3,000 to $3,100. Supervisor of nurses, $3,100 to $3,200.

STATE COURTS: APPELLATE TERM OF THE STATE OF NEW YORK

PROCTOR OF THE BAR OF THE STATE OF NEW YORK

SCHUYLER UNION HOSPITAL Assistant

SCHUYLER COUNTY, FIFTH JUDICIAL DISTRICT

SCHUYLER COUNTY (WESTCHESTER COUNTY)

SECRETARY (part-time)

This is the only all-state Mental Hygiene Employees Association.

Doris Blust, Secretary Mental Hygiene Employees Association

Marcy State Hospital

Marcy, N. Y.

This is the only all-state Mental Hygiene Employees Association.

Doris Blust, Secretary Mental Hygiene Employees Association

Marcy State Hospital

Marcy, N. Y.

I wish to join the Mental Hygiene Employees Association. Enclosed is $1, in payment of dues for 1953-54.

Name

Institution

Home Address

Post Office
Nassau County Problems

(Continued from Page 1)

are ready and willing to pay for the services they require. Despite the recent cutback in medical services, although the wards are hard that you give the impression, before election day, that you are there. The public has been made aware of the situation in various ways. That makes the problem situation even more difficult for disgruntled taxpayers.

You have probably heard about the meeting of Nassau County executive and legislators. The public was given an opportunity to express their views. What may not have been conveyed to you was the mood of the participants. There was a feeling that the public and the legislators were against each other, and that little progress was being made. Other sentiments were expressed, but they were ready to go directly to the people of the county with their case.

This does not alleviate you from the necessity of dealing decently with the public in your own sphere of operation and in the third overt government, and to be more efficient and more economical government operations, the public will have to pay for it. The people of the county are justly entitled to the best public service that can be achieved. The modest wage adjustments extended by the employees should be granted.

"2. Leaders: Questions answered on civil service.

New York City

A new movement to ban the use of cigarettes at all public meeting places in the city and work the same problems that add to the cost of living. The American Society of Planning Officials says that, for example, it is more expensive to clear a building for a fire than to prevent a fire. Better spacing of industry in cities has long been sought for better living conditions. The city now has more urban planning and zoning, and the cost of repairs has been reduced. Similarly, clamshell is seen as taking on added importance in the city and work the same problems that add to the cost of living.

TRENDs IN LOCAL REVENUES DISCUSSED

The Nassau County Board of Taxation is discussing the amount of money it would take to clear a building for a fire than to prevent a fire. Better spacing of industry in cities has long been sought for better living conditions. The city now has more urban planning and zoning, and the cost of repairs has been reduced. Similarly, clamshell is seen as taking on added importance in the city and work the same problems that add to the cost of living.

Welcome to new Association officials. Mr. and Mrs. J. H. Shlender and Bernard Rosenthal, of Mt. Kisco, are the new officers. Mrs. Shlender was also named a director.

Announcing the New York State Psychiatric Association's Annual Convention in April, it was announced that the convention is scheduled for the week ending May 16. Dr. Howard E. Post, New York, was named president of the association, and the convention will be held at the New York City Convention Center.

Best wishes for a speedy recovery to Mrs. E. F. L. Smith, 701 Ashwood Dr., who is recovering from an operation performed at the New York Hospital.

Welcome to new members of the Greater New York Club. Mrs. Edward J. Lynn, 800 W. 57th St., is the new vice president; Mrs. James R. Smith, 2nd vice president; and Mrs. James R. Smith, 3rd vice president.

State Insurance Fund

The state insurance fund is happy to announce the following appointments:

Estate of Elliott H. Grossman, 750 W. 57th St., has been appointed executor of his estate.

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A vote of thanks was given to Mr. Kurtzman, formerly of the State Insurance Fund, on his recent trip to the state insurance fund in November. He declared that he did not believe that the state insurance fund was doing its job.

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When a group of employees were asked if they were feeling better about the company, they said that they were feeling better because of the new top-notch benefits.

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FIRST SHOWING!

Frigidaire Deluxe Automatic Washer

Packed with high-priced features...
priced with the lowest

ONLY

$229.95

Now, for the first time, luxury and low price have been combined in a great, new Frigidaire Automatic Washer. It's the low-cost answer to work-free, care-free washdays. And it's economical in water, soap and time! Come in! Get facts you've never seen before. See actual proof that Frigidaire tops them all.

Regardless of price, no other make gives you all these features!

Finished in Lifetime Porcelain where it counts most!

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616 THIRD AVE., at 40th St., N.Y.C.  MU 3-3616
EAVINGS ON APPLIANCES, AIR CONDITIONERS, TOYS, DRUGS, GIFTWARE, PILLOWS
Employees Seek High School Diplomas

Not only from the metropolitan area, but from as far away as Texas, have been the requests issued by the Metropolitan Conference for the Metropolitan School of Social Work to issue diplomas in social work.

Most of the requests were for individuals who have completed high school, and several requests have been made by people who desire to take an additional course of instruction in order to complete the requirements for the high school equivalency diploma.

Angela Corcoran and Alan Selman, who are handling educational activities for the Metropolitan Conference, are interested in the number of requests that are being received. 'I am sure that the high school equivalency diploma will be a great help to many people,' Selman said. 'I hope that we can help as many as possible.'

The Metropolitan Conference has received requests from as far away as Iowa, Ohio, and Kentucky. 'I am sure that the high school equivalency diploma will be a great help to many people,' Selman said. 'I hope that we can help as many as possible.'