GOVERNOR HARRIMAN MAKES A POINT ABOUT CIVIL SERVICE

Governor Harriman, alternately in jovial and serious mood as he addressed delegates of the Civil Service Employees Association, is caught here by the photographer as he rams home a point about labor relations machinery in State government. He told the group that he is constructing a new executive order dealing with this matter. He announced that a sum of $500,000 was in the budget to take care of changes under the new State salary plan; that he was recommending extended unemployment insurance coverage for State workers; and that more "higher" jobs must be made available to competent civil service aides. He also pledged his faith in the merit system. Seen on the dais as the Governor spoke are, left to right: Paul Appleby, Budget Director; Virginia Leathem, chairman of the CSEA social committee; and John E. Holt-Harris, Jr., assistant counsel, who acted as toastmaster. The Governor humorously jibed the GOP-controlled Legislature, many of whose members were in the audience. He advised them to keep up their present course of action. "It's just fine for the Democrats," Governor Harriman said.

EMPLOYEE DELEGATES AS THEY LISTEN TO PROS AND CONS

450 delegates, representing State, county and local employees, assembled in Albany on March 10 to deliberate actions in the interest of public workers. They are functionaries of the Civil Service Employees Association, which held its 45th annual dinner and meeting at the DeWitt Clinton Hotel, with Governor Harriman as the speaker. The group is seen here during the afternoon session. The morning meeting was taken up with consideration of resolutions. In the evening, dinner was followed by the Governor's address and by a gridiron-type show, in which State politicians, including the Governor and legislative leaders, took an unmerciful (but not malicious, it says here) ribbing at the hands of State aides.
Looking Inside

By H. J. BERNARD

What Public Employment Offers a Prospective Employee

WORKING FOR Federal, State or local government has its compensations. The pay is not always comparable to that offered in private life, but is always going in the right direction. According to the classifications writer, $6,590 to $8,070, and deputy clerk (to act also as a type of work, and other factors that derive a goal, are much more important. Public employment offers reasonable security, pension benefits, longer vacations, more liberal sick leave policies, group health benefits, that vary in different jurisdictions. It is not to be assumed that the work is less demanding, less important, or less interesting than in private employment. However, the pay does not correspond to the disease, public employees have soft jobs.

The striking difference between the two types of employment is that in private industry one may be hired fast; increase his income phenomenally, and hurdle over a whole group of employees in one leap, while in public employment, the chances of advancement are related to the individual and the position on the pay schedule.

One's First Job

If a person is looking for his first job, he may be sensitive to small differences in starting pay. He might favor the Federal, State and local governments in that order for reasons. Fitness and interest in a type of work, and other factors that derive a goal, are much more important for a promising future.

Public employment offers reasonable security, pension benefits, longer vacations, more liberal sick leave policies, group health benefits, that vary in different jurisdictions. It is not to be assumed that the work is less demanding, less important, or less interesting than in private employment. However, the chances for advancement are related to the individual and the position on the pay schedule.

Once in a while, however, through unpredictable good fortune, others do not move up as fast as they should. But such vagaries exist in private industry as extensively as in government.

Extra Pay

Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56. Another $500,000 is available under the State budget for 1955-56.

(Continued on Page 15)
CSEA DELEGATES SET TASKS AND GOALS FOR COMING MONTHS

Governor Harriman and John F. Powers, president of the Civil Service Employees Association, are seen in earnest conversation as they sit on the dais. Mr. Powers apprised the Governor of some of the problems currently bothering public employees, and advised him of the program being pursued by CSEA, which represents more than 60,000 aides.

During the CSEA dinner, this serious-minded group was snapped by the LEADER photographer. They are, from the top down: Margaret Fenk, Utica State Hospital; Claude Rowell, Rochester State Hospital, president of the Western Conference; Clifford C. Asmuth, representing the Executive Department on the CSEA Board of Directors; F. Earl Struke, president of Rochester chapter; and Melba Bine, delegate from Rochester. The group typifies the delegates who came from all parts of the State—Niagara to Suffolk—and deliberated the problems of State and local public employees.

Raymond Fisher, newly-appointed executive assistant to the Superintendent of Public Works, converses with Charles J. Hall, Public Works representative on the CSEA Board of Directors. Left to right: Mrs. Hall, Mr. Hall, Mr. Fisher, Katherine Lawlor, and Marion Clark.

And here is another aspect of the festivities — fun by members of the cast and their friends. The cast met after the show in a party of their own. That's Betty Cocklin at the piano. The tall fellow in the back (with glasses) is William J. Murray, administrative director of the State Civil Service Department, who likes to join in a good solid jam session of group singing. The man in the light-colored suit (center) is Al Wehren, of the Civil Service Department, who acted as interlocutor, doing a take-off in the manner of George Gobel.

LOOKING INSIDE, informative, authoritative comment column, appears weekly in The LEADER. Be sure to read it.
Prison Guards Protest Use of Vulgar Names

OSBING, March 21—Prison officers repeatedly denounce the use of such terms as "back" and "crew." The Sing Sing chapter, CBBA, has written the New York Daily News, objecting to "many derogatory remarks" made in a series of articles concerning prison officers stationed in Sing Sing.

Said the letter to the News:

"The qualifications for a State police officer are higher than those for a police officer, fireman and most other uniformed positions in civil service."

Prison Officers' Role

Signed by Frank Gronensweet, president of the Sing Sing chapter, the letter pointed to the role of prison officers in the rehabilitation of inmates, and "you will note we do not describe them as crooks, convicts, etc., etc. We live with these men 24 hours a day and know their problems and heartaches more than any other employee."

The Sing Sing men asked that the News restrict from using material that would degrade the uniformed officers.

What We Learned From the Pay Appeals

IT MIGHT BE profitable to review for a moment the program of the arbitration hearing leading to the recent re-allocation of salaries. The word "cost" of strength and skill for both the Civil Service Employees Association and the staff of the Compensation Division. The full staffs of both organizations worked in this field the past three years, scheduling some weeks when there were 14 and 15 hearings a day.

There were many positive things which we in the Association learned during these hearings. One of them strengthened our knowledge of the infinite variety of jobs which exist in the New York State service. The increased respect for the quality of the individual civil servant. The employee was in all ways articulate about his job. He knew its details and its effect upon the community. He was able to dramatize its functions and make it live. At no time did one ever get the impression that the civil servant was in thought or dead operating in a vacuum.

Many Jobs Underpaid

Another fact we learned was that many jobs were definitely underpaid. This was regardless of whether the job was pegged against the salaries paid for comparable positions outside of the State service. The intrinsic value of the job and its relation to the community demanded a better compensation. The qualifications of the incumbents, their ideals and zeal were telling factors supporting this contention. Many times their strong loyalty to the State of New York was strained when the higher outside salaries of similar positions were mentioned.

The civil service in the State of New York is in a state of flux. A rapidly changing society brings with it rapidly changing governmental programs. Different views are appearing, and the points of view of State administration are changing. All of this demands a flexible and adequate compensation plan. If the State is to meet the new developments in crime prevention and welfare work, it must be adequately paid—not only for the value of the job, but for the value of them as human beings. I feel, after these hearings are over, we still have some distance to go before we approach an adequate salary scale.

**AUTOMOBILES**

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**CHRISTIAN NELSON**

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<td>Broyhill</td>
<td>Nightstands</td>
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**PLAN AND FANCY**

* For the Best Deal in Town See Us Before You Buy

- A fancy at a plain Ginger washer price
- Plan for clothing...overalls and lingerie...washed spotless in the new

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**BENDIX**

13,995

**THANK YOU FOR YOUR SUPPORT**

**SALES TEAM**

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<td>Bill Brown</td>
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**COACH**

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Changes Sought in State Rules Governing Vacations, Time-off, Legal Holidays

ALBANY, March 21 — A 10-page alteration in the State's attendance rules has been recommended to the Civil Service Employment Association by a special committee.

The proposals are:

1. Remove from Article IX of the Attendance Rules for institutional employees the requirement that a death be imminent in order for employees to take time off to handle private business or in case of death in immediate family.

2. Amend to prohibit the "split month" in State service. Those who have brought up youths who are physically or mentally disabled and do not know how to do it and they are needed to teach others these skills in Orleans County.

3. That a uniform allowance for sick leave for per diem and seasonal employees be set at $50.

4. That the Attendance Rules be amended to provide for payment in a lump sum for time off for death in immediate family to include those not members of labor organizations.

5. That the 10 days' vacation for non-members be extended to 15 days' vacation for those who are members of labor organizations.

6. All legal holidays with pay be provided for payment in a lump sum for time off for death in immediate family, to include those not members of labor organizations.

7. That time off with pay be allowed employees for necessary attendance at the naturalization ceremony.

8. That a uniform allowance for sick leave for per diem and seasonal employees be set at $50.

9. That the Thrifty Fund Trust for credit time spent in traveling on official business be included in the Uniform Thrifty Fund program.

10. That employees who remain eligible for paid vacation over 7 days per week or 35 days per year shall be given the option of participating in the Uniform Thrifty Fund as is described in the Employee Thrifty Fund, so that employee participation in the same guarantee in Attendance Rules as to number of days off for death in immediate family is continued.

Survey Suggested

The committee recommended that the State Civil Service Commission survey the State to determine the variable systems in effect per department, the purpose of effecting a discontinuance of such systems which result in over-deducted penalties for tardiness.

The committee also made the following recommendations:

1. For each work week of 10 days the requirement that an employee has a financial interest in such an enterprise be added to the State Code of Ethics.

2. That the husband of a State employee, who has a financial interest in such an enterprise, be prohibited from voting on questions relating to the enterprise.

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The survey was voted a huge success. Enthusiasm for a second joint endeavor has reached the point that a dinner-dance is being planned for May or June. Another feature of the dance was a popular contest. The following were chosen: Melissa Trez, Buffalo State Hospital; Connie Rossell, State Insurer, of Cleveland; and Sally Schaeffer, Tax and Finance, Ross Atmey, Erie County employee, was a fourth winner.

CSEA Membership Report

Reveals This Year Result

Will Go Well Over 60,000

ALBANY, March 21 — The report of the Civil Service Employee members committee, rendered at the annual meeting of the CSEA on March 18, reveals that the membership for the current year, all officers and local paid membership (excluding the New York Office), are over 60,000. This is an increase of 2,000 over the previous year's total, and 10,000 over the last year's total.

Total paid membership for the current year in the State Division, the total for the previous year, was 57,000. This is an increase of 102 over the previous year's total.

"Many of its recommendations have been adopted, including the nine point program published in the Civil Service Leader and copied sent to each member," stated Chairman Joseph Lewis, Personnel Director, last year's meeting. "Your comments will be given careful consideration at the time these problems in the forefront of the CSEA's efforts are discussed by our committee in cooperation with the State Labor Organization for Public Administration, and the Society for Public Administration, New York State Civil Service Commission, and the Society for Personnel Administration."
Mr. Harriman's $500,000 Is Insufficient

Governor Harriman's $500,000 appropriation to "take care" of essential salary adjustments doesn't take care of all.

The $500,000 was put into the budget before the pay appeal hearings began. To leave that sum unchanged is to act before the evidence has been assembled and evaluated. Significant is the fact that 900 appeals, representing half of the State employees, have come before the Classification and Division.

What is the point of appeal procedures if an amount placed in the budget prior to the appeals is in no way affected by the appeals? However tight the budget, public employees, like the prison guards, have long fought for the same recognition, has expressed his opinion that their case is just. Reflect the Job


deserving of a powerful case for its adoption.

The move sets an important precedent. It should be
discussed in the change. They serve in the Correction, not the Mental

Hygiene Department. They have long fought for the same

department of the U.S. Civil Service Commission; they reduced the work

and status. Like the prison guards,

members of their union, and entered the Slate service. Each appeal should have been

determined in order to fit a prior budget figure that had no real

basis.

A 35-Hour Week Goes Into Effect

Taking cognizance of a continuing nation-wide move

toward civic service, New York State's Westchester County has

adopted a 35-hour week of clerical and administrative employees to $55,

from the previous 40. There is plenty of evidence that such a

reduction will not cut efficiency, but may even improve it. The move has the further advantage of making govern-

ment work more desirable, thus attracting superior personal

to public jobs.

Westchester County receives plaudits for this action, as
does the County employees' association, which pre-

sented a powerful case for its adoption.

The move sets an important precedent. It should be

quickly followed by other units of government.

Making the Title Reflect the Job

Criminal hospital attendants at Dannemora and Matte-

wan seek a change of name that would more accur-

ately reflect their work and status. Like the prison guards,

they wish to be recognized as correction officers. This seems

to be a fair request; and when, ultimately, the title of prison

guards is changed to correction officer, the criminal hospital

attendants at the two institutions should be included in the

change. In other states, the Correction and the Mental

Hygiene Department. They have long fought for the same

pay as prison guards, and J. Earl Kelly, director of classi-

fication, has expressed his opinion that their case is just.

Justice would be served by public recognition and

placement of the men fully in the category of correction

officers.

Haven't You Heard, Mr. Young?

Philip Young, President of the U.S. Civil Service Com-

mission, told a congressional committee last week that

he was more interested in effective government than "in

the welfare of government employees."

Really, Mr. Young? And here we had thought all

along that the two things went together.
WASHINGTON, March 31.—The Federal Government has certain informants whose identity it could not afford to reveal, so that in some instances it would be possible that an informant is brought up on charges involving his loyalty, or national security, and he would not be confronted with all of the witnesses. That was the sense of a comment by President Eisenhower at his recent press conferences.

The unofficial transcript of the questions and answers, relating to this topic, follow:

**RAYMOND P. BRANDT of The St. Louis Post-Dispatch:** — Mr. President, there seems to be some confusion about your position. Would you have to confront an informant with your accuser in a government case?

**JAVITNS RULES ON MILITARY REINSTATEMENT RIGHTS**

The Department of Justice says that when you said a man shall be confronted with his accuser in a government case, you were speaking of criminal cases. I got the idea that it was for the security cases, also.

— Well, I think — no, I believe, there are certain cases. Mr. Brandt, where you could not possibly bring out all of your accusers, for the simple reason that you may have to work for a number of years to get people in places where they can look for these things that, by their very nature, are destructive of the United States system and of the welfare of the United States of America.

— Now, those people you cannot bring out in the course of their operations they bring up information, remember this, you are not determining anything about the legal rights of the man in the case. This is the Bill of Rights to this man's case. What you are trying to determine is he fit to work for the United States Government?

— Should you take the responsibility of the fact that we cannot put the man, the accuser, up in front of this man and let him examine, should we continue him in a sensitive position?

(Continued on Page 13)

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(Continued on Page 13)
The following exams for State jobs are open for receipt of applications by the State Civil Service Department. Applicants must be U.S. citizens and residents of New York State, unless otherwise indicated.

STATE
Open-Competitive
2031. ASSISTANT PLANNING TECHNICIAN, $7,690 to $9,340; 60 vacancies. Job requires 4 years of college training, with specialization in public administration, municipal government, or zoning and planning. Open only to residents of Allegheny, Bradford, Butler, Cameron, Clarion, Crawford, Elk, Erie, Forest, Greene, Jefferson, Juniata, Lawrence, Mercer, Monmouth, Montour, Venango, Warren, Washington, Westmoreland, Wyoming, and York counties. Requirements: (1) four years, with 36 months in planning, with 6 months in zoning or planning; (2) two years' experience in a supervisory capacity, with at least 2 years in planning or zoning; and (3) either (a) 2 years of college training in such fields as urban and regional planning, or (b) 2 years of college training in engineering, plus one more year's experience, or (c) equivalent combination of education and work experience. Application forms are available at 299 Broadway, NYC, and 39 Columbia Street, Brooklyn. Last day to apply given at end of notice.

2032. PRINCIPAL LABORATORY ENGINEER, $7,690 to $12,390; 33 vacancies. Req require: one year as research engineer, or equivalent work experience, in psychological research. Any position in the NYC Department of Education. Application forms are available at 299 Broadway, NYC, and 39 Columbia Street, Brooklyn. Last day to apply given at end of notice.

2033. STATIONARY ENGINEER, $7,690 to $12,490; 406 vacancies. Include code of Steamboat Engineer, when applying. Any position in the NYC Board of Education. Application forms are available at 299 Broadway, NYC, and 39 Columbia Street, Brooklyn. Last day to apply given at end of notice.

2034. COMMISSIONER CLAIMS, $7,690 to $13,500; 83 vacancies. Include code of Insurance Commissioner, when applying. Any position in the NYC Board of Education. Application forms are available at 299 Broadway, NYC, and 39 Columbia Street, Brooklyn. Last day to apply given at end of notice.

2035. ASSISTANT LIBRARIAN, $7,690 to $12,390; 52 vacancies. Include code of Assistant Librarian, when applying. Any position in the NYC Board of Education. Application forms are available at 299 Broadway, NYC, and 39 Columbia Street, Brooklyn. Last day to apply given at end of notice.

2036. DOCUMENT CLERK (Prom.), $7,690 to $12,390; 220 vacancies. Include code of Document Clerk, when applying. Any position in the NYC Board of Education. Application forms are available at 299 Broadway, NYC, and 39 Columbia Street, Brooklyn. Last day to apply given at end of notice.

2037. SENIOR CLERK (Prom.), $7,690 to $12,390; 1,623 vacancies. Include code of Clerk, when applying. Any position in the NYC Board of Education. Application forms are available at 299 Broadway, NYC, and 39 Columbia Street, Brooklyn. Last day to apply given at end of notice.

2038. LABORATORY TECHNICIAN (Prom.), $7,690 to $12,390; 920 vacancies. Include code of Laboratory Technician, when applying. Any position in the NYC Board of Education. Application forms are available at 299 Broadway, NYC, and 39 Columbia Street, Brooklyn. Last day to apply given at end of notice.

Application for re-examination is $3. Deadline for application is the 15th day of the month preceding the examination date.
ANOTHER AMERICAN HOME CENTER VALUE...

Stores food the way you buy it—and the way you use it, too!

Huge REFRIGERATOR on top—with New Flowing Cold

Huge Separate FOOD FREEZER, In The Base

It's the All New FRIGIDAIRE Imperial COLD-PANTRY

Come in! See This Exciting New Way To Store Food!

Here's an entirely new idea in food-keeping. The big, new refrigerator at the top means no bending, stooping, searching. Everything rolls out to you on Roll-to-You Shelves. And Cyclonic Defrosting gets rid of frost and defrost water automatically. A completely separate Food Freezer in the base keeps 66 lbs. food fresh frozen. A big Roll-to-You Basket puts frozen foods right at your fingertips. The new Pantry Door with the "Picture Window" Hydrator has more room than ever... with removable shelves, left-over containers, Butter Conditioner, Cheese Compartment, lots of room for tall bottles. Choose this beautiful Frigidaire Cold-Pantry in Sherwood Green, Stratford Yellow or Snowy White—in Lifetime Porcelain or Durable Dulux.

American Home Center, Inc.
616 THIRD AVE., at 40th St., N.Y.C.  MU 3-3616
SAYINGS ON APPLIANCES, AIR CONDITIONERS, TOYS, DRUGS, GIFTWARE, NYLONS
Mourns Kernan's Death

SYRACUSE, March 21—Symphony was extended by the CSEA to the family of James J. Kernan, employment interviewer with the Syracuse Chapter, whose death on his job is mourned by his co-workers and friends.

Congratulations to Harry Kallet, promoted to associate payee examiner in the Albany office of Unemployment Insurance. Always gain in Syracuse's loss.

3,314 Members in New York City Chapter

NEW YORK CITY, March 21—Again the New York City chapter, CSEA, has another new member. They are Domini DeLicippo, Eugene Call, and Dr. Leonard Boneth. The total paid membership is now 3,314 members.

Welcome, too, to James Devlin, Max Baltscheit, Dorothy Simenson and Jerome Weinberg.

The chapter's regular monthly meeting was held at 7:30 Broadway the third Tuesday of each month. It is open to the public. An application form which may be obtained at the chapter, must be filed for 30 days before retirement can become effective.

Personal Notes

Regret to announce the death of the Income Tax Bureau, is spending her vacation in the South.

William Adams, engineer in the Department of Public Works Office, is spending his vacation at Miami Beach, Florida.

CSEA, announces its newest member and Jerome Weinberg.

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REAL ESTATE

HOUSES — HOMES — PROPERTIES
THE BEST GIFT OF ALL — YOUR OWN HOME

LONG ISLAND

INTER-RACIAL
SO. OZONE PK.
NO CASH G.I.

$990 Cash Civilian
3 rooms, garage, full basement, detached, family room, recently reconditioned.

AWITZVILLE, 1,500
$490 Cash to Anyone
Ranch, 9 rooms, 40x100, completely divided, oil heat, detached. Low carrying charges

A B C
REAL ESTATE CO.
87-56 188TH St, Jamaica
RE 9-7900

JACKSON HEIGHTS
SPECIAL
2 family detached, 2 five room aps., corner plot 47x100, oil hot water heat, hardwood floors, 2 car detached garage, beautiful landscaped.

$18,700
S W A N
HA 8-6655

LONG ISLAND HOMES

6 Room Shingle house, with finished basement and 2 car garage — oil heat — storm windows and screens and stair carpet.

$17,700

6½ Room Shingle — 1½ baths — plot 60x80

$14,200

5 Room Brick — 1 car garage — oil heat — 1½ baths

Price

LUPINATE 7-6895

Exquisite 8-8092

W. D. HICKS

116-17 ALA AVENUE
ST. ALBANS 24, N. Y.

BROOKLYN

OUR
Very Best Location
Very Best Buy
Very Best Price
EASTERN PARKWAY

Homes, Terms Approved.

RICHARDSON

UL 8-3640

BROOKLYN'S BEST BUYS
DIRECT FROM OWNERS
ALL VACANT

ST. MARKS

2 Family, Price $7,500. Cash.

$10,000

PACIFIC ST. (Rockefeller) 32

2 Family, Price $9,000. Cash.

$12,000

PEPPERS AVENUE 33

Family, Price $13,000. Cash $4,500.

$17,500

BAINBRIDGE ST. (Ralph) 2

Family, Price $15,000. Cash.

$20,000

RALPH AVENUE (Church) Terms

2 Family, Price $17,500. Cash $5,000.

$22,500

CARROLL ST. (New York) 102

Rooms, modern in every respect.

$15,000

Many BRICKS available in Gil.

HUMBERT & HUMBERT

CUMMINS REALTY!

For Ask for Leonard Cummins

322 No. 8th St.

RE 4-4611

G. I.'S SMALL CASH

BAILEY PK.

$9,450

2 Family, 5 room detached house, Youngstown kitchen, oil heat, garage and other features.

S. OZONE PK.

$10,500

Family, solid brick, 5 room home, semi-finished basement, modern bath and kitchen, garage.

ST. ALBANS

$11,500

2 Family detached home, modern throughout, garage, plot 60x100, oil heat.

ST. ALBANS

$17,500

1 Family, 4 room apart, oil heat, apartment.

HOLLYS & ST. ALBANS

2 FAMILY HOMES FROM

$17,700 UP

1 FAMILY HOME FROM

$20,000

MANY OTHERS AVAILABLE FROM MCKINNON BROKERAGE

212 - 1160 New York Blvd.

Jamaica 3, N. Y.

RE 4-9645 — J 7-3714

SAVINGS

Owner Must Sell
Leasing Country

HOLLYS

All solid brick, 3 rooms with separate living, etc., kitchen, garage, finished basement with a/c. kitchen & steam bath. A bargain at

$11,800

ST. ALBANS

5 rooms — all rooms, 3 room apt, 3rd floor, plot 60x100, 1 Family, oil heat, must be sold to settle estate. A steal.

$11,500

Bailey Park

Beautiful 6½ room 1 family modern, detached, with finished basement, 6 years old. Cash $10,000.

$15,000

Springfield Gardens

3 Family, 6 rooms, 2 beds, 2 baths, semi-finished basement. Right across the street from Elementary School.

Price

Addeltake Park

1 Family, 6 room, plot 60x100, detached with finished basement.

$12,500

Chappelle Gardens

2 Family, 1½ story, 6 rooms, modern, 2 rooms upstairs. Brightly decorated.

$13,500

ST. ALBANS

2 Family, brick and shingle, detached, 3 rooms, finished basement. Cash $1,250.

Mortgage Arranged

Arthur Watts, Jr.

175 17TH Place

JA 6-8249

DO IT NOW!

CALL

JA 6-0250

Detached 1000 sq. ft., extra large, 1 car garage, automatic heat, excellent neighborhood.

ST. ALBANS

$12,900

2 Family, 6 rooms first floor, 4 rooms second floor, plot 40x100, oil heat, garage.

Price

ST. ALBANS

$13,999

Jamaica St. Albans, So, Ozone Park

MORTGAGES ARRANGED

Lynn Smith

HA 9-6265

RE 9-7800

RUBY D. WILLIAMS

HA 9-6265

RE 9-7800

LOW CASH

FOR G.I.'S AND CIVILIANS

SPRINGFIELD GARDENS

$12,900

Detached 1000 sq. ft., oil heat, garage, hills, many extras, near all public facilities.

Several Desirable Unfurnished Apts. for Rent

TOWN REALTY

154-16 Merrick Blvd.

LAureroton 7-2500 — 2561

S. OZONE PK.

$5,900

Conveniently located, 5 rooms, detached house, steam heat, garage, screens, storm windows. Veteran buyer. Many others.

No Down Payment

For G. I.

ST. ALBANS

$11,500

G. I. $500

6 rooms and pent, oil heat, garage, 40 x 128, combination brick and frame.

S. OZONE PK

$12,900

Detached brick bungalow, 3 bedroom, modern colored tile, wood, linen fireplaces, built-in shelves.

$5,900

For G. I. 500 Down.

1 large bedroom of at least 15 squares in all price ranges

DIPPEL

114-16 ATLANTIC AV.

HY 3-8319

115 - 43 Surfphin Blvd. (Corner 115th Drive) Olympic 9-6561

S. OZONE PK.

$5,900

A HOME TO FIT EACH PERSON

VA APPEALED — $13,700

DETACHED CORNER — 2 FAMILY

Both Apartments Vacant. Oil Steam Heat. 50x100 Corner. Plot Modern Kitchen and Bathrooms. B-190

PARKWAY GARDENS

1 Family

No Cash For G.I.

$8,900

$64.24

Monthly pays mortgage and taxes

4½ room, family, detached, beautiful. DEPOSIT, BARGAIN, $90.00, I.C. for particulars—Reasonable.

BE 3-3811

10 A.M.—2 P.M.

F-S-S-F-Y

143-01 Hillside Ave.

JAMAICA, L. L.

Call for Detail Driving Directions — Open Every Day

AAX. 7-7900

EXCLUSIVE HOMES IN NASSAU & QUEENS

HEMPSTEAD, VALLEY STREAM, ELMONT, LYNBOROUGH

ADDIELEIGH PARK SECTION: Forced to sell. 15 rooms storeys, 5 bedrooms modern kitchen, modern plumbing, 3 large family rooms, modern finished basement; 46x100 plot. Price Price

$16,500

JAMAICA (DOWNTOWN): A legal 2 family, 7 rooms, 45x100 corner landscaped plot; 2 car garage. Income over $250 a month plus owner occupation. Price

$21,000

SPRINGFIELD GARDENS: Beautiful 1 family, 8 rooms; very beautiful yard with unusual beds of roses and dahlias. Price

$14,700

BUSINESS: Store and 2 apartments, 1/6, 1/3. | j?|| QA

$11,900

Income, business and home for all

MORTGAGES ARRANGED

ALLEN & EDWARDS

Prompt Personal Service — Open Sundays and Every Day

Olympia 8-2014 - 8-2015

Louis J. Allen Licensed Real Estate

Andrew Edwards

165-18 Liberty Ave.

Brokers

Jamaica, N. Y.

LEAVING COUNTRY

Owner Must Sell

INTER-RACIAL

ST. ALBANS

Brand new brick and shingled 1 family homes now being constructed. Call owner-builder for figures particulars—Reasonable.

BE 3-3811

10 A.M.—2 P.M.

A HOME TO FIT EACH PERSON

VA APPEALED — $13,700

DETACHED CORNER — 2 FAMILY

Both Apartments Vacant. Oil Steam Heat. 50x100 Corner. Plot Modern Kitchen and Bathrooms. B-190
Now you can use this Frigidaire Washer anywhere you have hot and cold water and a drain. Kitchen, basement or even upstairs. With special casters you can roll it in a closet when you’re through. Come in now. See a demonstration.

Phone GR 5-2325 Ask About Free Home Trial

J. Eis & Sons
105-07 FIRST AVENUE
(Ret. E. 64th and 7th Streets)
GR. 5-2325-6-7-8
Closed Saturday — Open Sunday
N. Y. C.

NEW FRIGIDAIRE
Fully Automatic
THRIFTY WASHER

3 YEARS TO PAY
NO MONEY DOWN

- Live-Water Washing multiplies cleaning power of soaps, detergents
- Float-Over Ringing Roots dist up, over and down the drain
- Rapidly Spin gets out pounds more water than other makes.
EISENHOWER DISCUSSES LOYALTY PROGRAM

"Continued from Page 7c—
that we are going to be able to do
more in the way of increasing cre-
ate in which such people shall act.

Q. — On that point, sir, some of
these accused have been proved to
be doing work in good faith.

A. — Mr. Brandi, I know that
any honest person charged with
the responsibilities for protecting
the interests of the United States
and the Federal Government
be the last thing in that any sys-
tem you can devise here is going to be
perverted.

"Indeed, I don’t believe that
probably any lawyer would say
that the judicial and the criminal
procedures that we have in our
courts operates in this way. To try to
prove them as nearly just as we can, and
we have that in the law, is the
point.

"Now, in the Federal Govern-
ment, in putting a man working for
the Federal Government and
putting him back in the Federal
Government, there is a slightly differ-
ent problem.

"One of the things that the
Commission is doing is try to
see to it that we are giving
him a chance to clear himself,
and in the meantime he is
working in the Government.

Q. — May I ask one question on
that point, sir? There are some
places now for the non-sensitives?

A. — I say we think we can do
perfectly.

Q. — On the non-sensitives do-
thing.

A. — We always have. We have
always had. It is simply a ques-
tion of operating just as well
as we can.

"On the basis of what we think
about this thing, we don’t think
it is necessary to have any
more in finding non-sensitives.

"We are going to give
an opportunity to try to
prove himself at the same
time.

"And we may find,
umost of our non-sensitives
are going to turn out to
be the people who
can do it.

"Therefore, we have an
opportunity to see if any of
them can do it.

"We think we can do
perfectly.

Q. — Now, the accused have
no

A. — We have no right to say
that there are no more sensitives.

"It is simply a question of,
we think, one man out of
20 million, and under
the conditions of
these
people’s lives,
they may not
have had the
opportunity to prove
that they could

"They are here now, and
they may be there,
and you may
not

Q. — Mr. Attorney General,

A. — We don’t know.

Q. — I think it is in the

A. — We have no right to
say that.

Q. — Mr. Attorney General,

A. — We don’t know.

Q. — Mr. Attorney General,

A. — We don’t know.

Q. — Mr. Attorney General,

A. — We don’t know.

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Q. — Mr. Attorney General,

A. — We don’t know.
A LOT WAS ACCOMPLISHED, BUT IT WASN'T ALL WORK

One of the important values of the meeting was the interchange of information and ideas at such informal discussions among employees from various departments, various parts of the State, and various units of government. Methods that worked for some units are thus found to be applicable in others as well. Problems solved in some department offer suggestions for similar problems encountered in other departments.

Outside Jobs, Exam Fees, Service Ratings Probed by Harry Smith and DE Aides

NEW YORK CITY, March 21 - Service record credit points, return of examination fees under certain circumstances, and the evaluation rating system, were among the main topics discussed at a meeting between members of the CSEA Division of Employment committee and Harry Smith, DE director of personnel.

Outside Jobs

The DE aides asked a relaxation of the rule which forbids payroll examiners from conducting outside accounting activities after business hours. Reference was made, too, to relaxation of the two-hour medical and dental leave rule.
Effective Government

WASHINGTON, March 21 — Effective government is the primary consideration, said Philip W. Boulet, chairman of the U. S. Civil Service Commission, testifying before a panel that is considering whether a commission should be appointed to review the security status of federal employees.

He said he is more interested in effective government "than in the welfare of government employees." He did not enlarge on that theme, except to say in an interview with The New York Times that jobs could be found elsewhere in the federal government for a man in "sensitive" positions.

Mr. Boulet said that 2,200,000 U. S. employees already have been cleared or kept in "sensitive" positions since May, 1953, and that 2,182,000 remain to be screened. He said the security program is "excellently well" organized, and that if anyone were appointed to review the security program it would cooperate fully.

"We have no need of the appoint- ment," Mr. Boulet said, and "it would cooperate fully."

Effective Work of Employee Groups

In private industry, unions may play a large part in gaining just salaries for employees. These are usually made gains, and result in the employment of a large percentage of the labor force.

Mr. Boulet said that the recent increase in salaries has not been entirely due to bargaining. In government, unions and independent employee groups necessarily operate on much the same basis, though the objective is to maintain the status quo, and the financial exigency in which governments have a knack of finding themselves. The private employee's financial problems are strictly his own worries. Government employees seem to look to the employer for a living wage, and the mercury rises where the money to finance raises, which is a quearing of abdication of responsibility.

In many instances candidates compete in exams for public jobs with no present intention of accepting any job offer, but only to have an ace in the hole, in case of loss of a job in private industry. Such candidates are costly to government, in terms of money, and costly to these competitors in terms of morale. The ace-in-the-hole candidate is not career-minded, but thinks he is buying cheap insurance. For the top salary man in government, the promotion line is going on "excellently well." He saw no need of the appointment, which has some "sensitive" employees.

"I am confident that you will understand it," Mr. Boulet said.

I received the following letter from John W. Macy, Jr., executive director of the U. S. Civil Service Commission, to the Hoover Commission:

"The provisions of (2) indicate that the new policy will be to remove the employee from the competitive service, but to exempt the Schedule A, B or C position, and continue his position. The Federal Government sometimes seems to look to the employee to "find" the employee who really is serving in the competitive service."

The resolution is in the direction of making exempted employees firmly appointive, and giving any administration authority to fire or suspend anyone who is not making an honest effort to transfer from the competitive service, even only, after the sacrifice of his competitive status. While transfers already made under the Law-Lafollette Act could not be other- wise changed, military and civil service.

The resolution is in the direction of making exempted employees firmly appointive, and giving any administration authority to fire or suspend anyone who is not making an honest effort to transfer from the competitive service.

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"(2) Beginning January 23, 1953, where for the run of men and women. In only a small percentage of the excepted service do incompetents hold positions, and".

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AS THEY PLANNED, CONFERRRED, REMINISCED AND RELAXED

Frank Casey, CSEA field representative; Sue Long, Tax Department representative for CSEA; Grace A. Reavy, former President of the Civil Service Commission, and Loretta McKee, Public Service chapter, in an informal moment during the Association's annual dinner meeting. Delegates renewed old friendships, and made new ones, at the many social events held by the CSEA and its various units.

Grace A. Reavy, former President of the State Civil Service Commission, reminisces about the "good old days" with John T. DeGraff, CSEA counsel, and J. Earl Kelly, director of classification and compensation, Civil Service Department.

Betty Conklin, an excellent pianist, pounds it out at the gridiron show, in which State employees poked good-natured fun at the politicians. Among others in the photo are Florence Winter, Tax and Finance, and Anne Costanzino, Civil Service. The trumpeter's name they kept a secret. He was good, though. The music-makers can really take a bow. The music was fine.

A jovial mood prevails. At the left are Charles E. Lamb, president of the Southern Conference; Mrs. Nellie Davis, president, Hudson River State Hospital chapter; David Duncan, Woodbourne Prison, and Donald Buchanan, president of Woodbourne chapter. At right, reading down, Joseph Grable, president, Napanoch chapter; William Hoffman, Hudson River Hospital; Warren Cairo, Napanoch, and Martin Mulcahy, Sing Sing Prison. Henry Galpin, center, is still savoring the roast beef dinner. He's CSEA salary research consultant.

Three men telling good stories to one another, in the interim between serious business. They are Samuel L. Kessler, Richard G. Coburn, and Lionel Howard, all of the State Civil Service Department. They insist the stuff they're holding in glasses is ginger ale. But who asked, boys?

Here are the people who did the really hard work—headquarters staff of the Civil Service Employees Association. Seated, left to right: Ruth Ballie, Barbara Foster and Joan O'Hagen. Standing, left to right: Helen Garrah, Paula Grogan, Betty Rivet, Richard Hayes, Jessica Napierski, Dorothy MacTavish, Roy Fisher and Pat DeMarino. Joe Lockner and "Spence" LeGrange, CSEA headquarters mainstays, weren't around when the photo was taken.