How Present Pensioners Are Reporting on Need For Higher Allowances

ALBANY, Nov. 14—The difference between pension allowances and the actual cost of living for retired public employees is being determined by a research program initiated by the Civil Service Employees Association.

The objective is presentation to the State Legislature of facts and figures to substantiate the need for pension increases.

Many who spent long years in public service report they are in "dire" financial straits. Some find their financial reserves rapidly being depleted, some are on relief. Many have been forced to seek all sorts of jobs to piece out their retirement allowances.

A special committee, comprising CSEA members who are retired, met here November 7 to lay groundwork for a campaign of pension improvement. Clifford C. Shoro of Middletown, chairman, and Edward K. Keniston of Albany, vice chairman, assisted by John A. Cronin, Bertha Dolch, LaMont Shultes, Carl Taylor, Emory Burton and Frank J. Casey, all of Albany; Fred Graff, Utica; and Charles Fisher, Schenectady.

Retired public aides have been asked to communicate with Joseph L. Loehrer, executive secretary, at CSEA headquarters, 8 E. 42nd St., Albany.

Coordinating Group Formed By 'Laborites'

Labor Department delegates to the annual meeting of the Civil Service Employees Association in Albany last month approved formation of an activities co-ordinating committee.

Purpose of the committee, appointed by Joseph P. Reding, outgoing Labor Dept. representative, is to keep the current representatives informed of activities in all sections of the state and to funnel pertinent news to the LEADER.

The LEADER.

Serving on the committee are Alex Greenleaf and Grace T. Nulty, NYC; Matthew Kroener and Margaret Willi, Albany; Helen Lonergan, Buffalo, and Jerry Freeman, Syracuse.

A major problem being considered by Labor Dept. members in the graving of subdivision leaves.

As the annual meeting was also recommended that department delegates meet being increased in two a year.

CLIFFORD C. SHORO
Retired State aide heads special CSEA committee seeking increased pension benefits.

Street, Albany 1, N. Y. Readers who know retired employees are asked to forward their names and addresses to Mr. Loehrer, so they may be contacted.

Association’s PR Head

Tells Public of CSEA

A letter-writing campaign to State Senators and Assemblymen was advocated by delegates to the Conference as a means of showing that Resolution No. 1 must be passed to merit the urgent needs of State workers for adequate pay and better fringe benefits.

Representatives of local employees in the metropolitan area joined with the State aides in writing letters to the law-makers, set up posters asking to organize a series of personal visits to legislators at their homes and offices before the opening of the legislative session on behalf of Resolution No. 1, and also to contact local district and county leaders of political parties to obtain their important support.

The Conference also adopted a resolution urging, in effect, to:

(Continued on Page 3)

Conference Sets Sights:

Letter-Writing, Visit ‘Siege’ of Legislators Planned in Bid For Pay Raise, 40-Hour Week

KINGS PARK, Nov. 14—The 60,000 members of the Civil Service Employees Association and their families represent a voting power of 200,000 ballots, according to Henry Sherman, chairman of the Metropolitan New York Conference. That fact should be brought home to every State legislator in the drive to obtain passage of CSEA Resolution No. 1, he urged at a meeting devoted largely to planning strategy in support of that measure. That resolution asks for a 20 percent raise, a 40-hour maximum work week and pension improvements.

Letter Barrage Planned

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The Conference also adopted a resolution urging, in effect, to:

(Continued on Page 16)

Part of Pension May Be Given Up, to Qualify One To Hold a Public Job

A pensioner of one of the State retirement systems, if his retirement allowance exceeds $2,500, may agree to decline the excess, so that he may qualify for a job with a local government paying not more than $1,200 a year. So Attorney General Jacob K. Javits ruled in an opinion, sent to Correction Commissioner Thomas J. McHugh, in letter form.

Commissioner McHugh asked for an opinion because a former employee of the Correction Department had an $80-a-month part-time job as a janitor in a local school district. The pensioner received a retirement allowance a little in excess of $2,500 a year. The question was, could he hold the job and still draw the pension?

Widespread Effects

In saying Yes, Commissioner Attorney General Javits emphasized the broad effects his opinion would have, and far-reaching effects because it would, if anything, apply to other pension or retirement systems (than the Correction Department Retirement System), covered by Subdivision F of Section B of the Civil Service Law.

While firm in his opinion, Mr. Javits:

(Continued on Page 3)

Monroe Aides Hear Survey Story Nov. 17

ROCHESTER, Nov. 14—Donald L. Greenleaf, representing the Barrington Association of NYC, will speak at a meeting of Monroe chapter, Civil Service Employees Association, on Thursday, November 17 at 8 P. M., in the Referee’s Room, City Hall Annex.

The Barrington Association has just completed a detailed survey of the salary and personnel structure of Genesee County. Mr. Greenleaf will discuss the survey and the methods by which it was accomplished.

"The meeting will be of interest to all city and county employees," said William Hudson, chapter president, "especially at this time."

All chapter members, and all city and county employees, are invited to attend.
State Eyes Integration With Social Security in Extra-Cost Employee

A tentative plan is to be considered by the State Pension Commission under which Social Security benefits might be coordinated with the State's present retirement systems. The plan would involve coordination, with the employee bearing the full increase, of the benefits he receives with those of the State, but not both, the public employee retirement systems. Mr. Kaplan is counsel to the staff of the Metropolitan Life Insurance Company, on loan to the Commission. The chairman of the Commission is R. A. Hoberman, the company's president.

Flawed of Problems

One of the difficulties surrounding any plan of retirement system coordination is the existence of 18 different state unemployment and other conditions under which employee contribu-
tions are now determined. These differences result in rate differences between men and women, whether the employee has been employed or not. After 1942, the differential in the New York system was eliminated and the one that is set by the State and the individual employer in the monthly one that takes care of survivors. Thus provision is made for minor children, widower and parents. An ex-wife is entitled to a lump sum transfer if one changes his job.

Present Benefits Would Remain

The plan, considering that it would not interfere with present benefits under public employee retirement systems. The plan might amount to $1 or 2 per cent of salary. The plan would involve coordination, with the employee bearing the full increase, of the benefits he receives with those of the State, but not both, the public employee retirement systems. Mr. Kaplan is counsel to the staff of the Metropolitan Life Insurance Company, on loan to the Commission. The chairman of the Commission is R. A. Hoberman, the company's president.

Ideas Win Cash for '43

Thirty suggestions submitted by NYC employees to the Employer's Council will have been approved by the Sagittarius Award Board for each award totaling $430. In addition, fire commissions have been approved for certificates of merit.

The money winners: Richard L. Consolini, auto machinist, Farmington; Robert A. Willman, sanitation man, $15; Anne R. Chil, accountant, Fire Department, $100; Harvey T. Svitel, assembler, $50; John H. Byrd, laboratory helper, Health, $50; Patrick J. O'Learc, civil engineer, Traffic, $50; Nelson M. Hageman, supervising nurse, Health, $50; Frances Mast, Court Stenographer, Hospitals, $50.

Deaths

James J. Ebelma, patrolman, Police, $15; John L. Zoroer, clerk, Purchase, $25; Henry Goldberg, clerk Domestic Relations Court, $15; Max Linkin, messenger, Hospitals, $10; Joseph L. Magelli, clerk, Municipal Court, $15.

Others

Those who will receive certificates: Arthur Louis, Junior civil service employees; Joseph A. Paternoster, Employee Retirement System; and Electricity. Frank O'Connin, bookkeeper, Finance; Ruth V. Coihilour, supervisor, Public health nurses, Health, and Electricity. Free. Mary B. Kinsman, assistant, Health.

The Board of Estimate will vote on the $400,000 in Public Service funds on Thursday, November 17.5

MAINTENANCE HELPER KEY

The tentative key answers for maintenance helpers are as follows:


The proceeds pring in the State Senate, and will be used to replace retiring employees to the exam. The Fire Department is now in favor of integration, because it effects the classification and grade of employees. O'Donnell v. Mauriello. The petition was marked qualified for patrolman (P.D.) because he failed to pass the medical examination. The Board of Fire Department of Personnel. He seeks to set aside a resolution adopted on June 30, 1955, which classifies him as II as a fireman. The petition was marked qualified for patrolman (P.D.) allegedly because he was once arrested and fined for disorderly conduct. He seeks to compel his appointment. Foy v. Schechter. The petitioner has been appointed to the position of fireman (P.D.). He seeks to compel his appointment. The court held that he is entitled to know why he was not appointed and directed a trial to determine whether Commissioner's act was arbitrary, unreasonable or capricious.

18 Appointed

To Fire Board

Fifteen persons—all of whom are active or regular volunteer firemen, fire commissioners, or directly connected with fire safety—were newly appointed by Governor Harriman to the Fire Advisory Board of the State Division of Fire Safety. Eleven are new members, four have been reappointed. The law board. whose members serve three-year terms, has wide-ranging powers of investigation and training of fire-fighters.

State Commissioner Arthur Lewitt (right) swears in Edward T. Dunlevy of NYC as Counsel to the State Retirement Bureau.

Law Cases

Sidney M. Stern, chairman, committee on rules and laws, sub-
mitted the following summary of law cases to the NYC Personnel Department.

PROCEEDINGS INSTITUTED

Robinson v. Kennedy. The petitioner was passed over on the list for promotion for the fireman (P.D.). He seeks to compel his appointment.

Keller v. Mauriello. The petitioner was marked qualified for patrolman (P.D.) because he failed to pass the medical examination. The Board of Fire Department of Personnel. He seeks to set aside a resolution adopted on June 30, 1955, which classifies him as II as a fireman. The petition was marked qualified for patrolman (P.D.) allegedly because he was once arrested and fined for disorderly conduct. He seeks to compel his appointment.

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THE PUBLIC EMPLOYEE

By JOHN F. POWERS
President
Civil Service Employees Association

The Role of Membership Committees

In my last column, I emphasized the importance of forming in each chapter an active and vigorous membership committee. I would like to re-emphasize this thought again. When our campaign is on, it is important that we keep this fundamental fact in mind.

A membership campaign in any organization is not an easy job. It cannot be cut and dried, but must be fought with the full knowledge and edge of facts. Membership is made up of human beings, and human beings are subject to all sorts of influences and whims. They are also subject to changes which affect their status. They die. They move away. They change their opinions, they lose interest. They are subject to other influences. The drift, therefore, in membership is generally away from an organization and not towards it. Membership also brings with it obligations of time and money.

The membership committee has a two-fold task—to renew last year's memberships and to gain new ones. The former member will renew if he is certain that his self-interest has been served. He will be convinced that the organization is the best medium through which his self-interest can be served. Hence, a membership committee has a two-fold task—to renew last year's memberships and to gain new ones. The former member will renew if he is certain that his self-interest has been served. He will be convinced that the organization is the best medium through which his self-interest can be served.

The new member must be persuaded that affiliation with the organization will help him solve some of his living problems—salary problems, his working conditions, his future. He must be persuaded that the organization is the best medium through which his needs and wants can be accomplished. He must be persuaded that membership in an organization is a part of the record of the organization's history of accomplishments and the promise of its future. The potentiality of the association must be demonstrated.

Resourceful, Imaginative Dedication

Those approaches are not easy ones for any membership committee to take. In the first place, the committee members, themselves, must be convinced of the validity of the association which they are selling. And human beings are subject to all sorts of influences and whims. They are also subject to changes which affect their status. They die. They move away. They change their opinions, they lose interest. They are subject to other influences. The drift, therefore, in membership is generally away from an organization and not towards it. Membership also brings with it obligations of time and money.

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The current issue of the "Public Employee" magazine contains an article by a former member who has been persuaded to renew his membership. In this article, he describes the benefits he has received from his membership in the organization.

Ruling on Pensioners' Jobs

JACOB K. JAVIS
Attorney General rules part of pension can be waived, to hold public job.

The high calibre of local employees is demonstrated in the person of Miss Prots, who overcome a language barrier to attain scholastic honors and recognition in the field of X-ray technology.

Success Story:

Knew No English

At Start, Dalia Wins with Essay

The spirit of Horatio Alger is not yet dead in America, as can be proven by the success story of young Dalia Prato, a native American who had to learn English the hard way.

English is no problem to Dalia today. She will soon reach her goal of becoming a professional X-ray technician and is serving her fellow-employees in the capacity of second vice president of the Erie County chapter of the Civil Service Employees Association.

There was a time, however, when the tongue of her birthplace was as foreign to her as Buckniss.

And here's the explanation, an unusual tale of success over many hard, personal problems.

Back to America

Dalia's parents were Cuban immigrants to America. When their daughter was six months old they decided to return to Cuba. Dalia grew up as a Spanish-speaking girl.

While in her teens, Dalia's father died, leaving her as the sole support of her mother and herself. This young girl found herself faced with an important problem—and she braved it by deciding that her mother and she should return to America.

Not a word of English did she speak. Yet for a moment she did not let it defeat her. Dalia took a job as a nurse's assistant at the Edward W. Doohan Memorial Hospital in Buffalo and immediately enrolled in a special language school.

After conquering the language barrier, Dalia learned that her high school education in Cuba was not recognized here—so she completed all four years of high school in two years. Her high quality of scholarship also won her a partial scholarship to the University of Buffalo.

In addition to her full school schedule and the support of her mother, Dalia also found time to become an active member of the Erie chapter. The burden of work and study finally forced her to abandon her academic career.

Dalia thus decided, however, to pursue a new direction for her brilliant energies almost at once. While working at the hospital she had become interested in X-ray technology.

Her sincere efforts impressed Dr. Robert, head of Mayer Memorial Hospital's X-ray department, and he undertook to become her teacher and adviser.

As a result, Dalia will become a full-fledged X-ray technician in May.

Her Paper Wins Prize

Recognition of Dalia's perseverance came at the tenth annual convention of the New York State X-Ray Technicians Society, when she received her hospital diploma after winning a contest sponsored by the society.

During her career, Dalia's father never gave up his high ideals. He went on the road to America. When their daughter was six months old they decided to return to Cuba. Dalia grew up as a Spanish-speaking girl.

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LIST OF 230 COMING STATE EXAMS

The State's beginning office worker exam, to fill clerk jobs in all departments throughout the state, including many in NYC, leads a list of 200 odd open-competition exams now being readied for receipt of applications. The tests have been planned by the Civil Service Department's examination division. Many are expected to be open for receipt of applications in the next few months. Others are several months away.

Included are examinations for jobs in offices, institutions, laboratories, parks and libraries all over the state.

Watch The Leader for advance announcement of requirements and dates of application. The tests are divided according to occupational groups, then in specialty and grade. Active, if any, following. Where a title exists in only one department or area of the State, that unit is mentioned.

ADMINISTRATIVE, BUSINESS AND CLERICAL
Beginning office worker, customizable.
Business consultant.
Business consultant, junior.
Clerk, permit agent.
Clerk, (compensation), senior.
Worker's Compensation Board.
Clerk, typist, senior.
Clothing clerk.
Director of administrative services.
Fireman, Beach Street Park.
Director of health statistics.
Systems analyst.
Peg plummet clerk, correction.
Superintendent, stabilization, junior.
Workman's Compensation Board.
Hearing examiner.
Insurance examiner, junior.
Key punch operator (Remington Rand).
Mechanical states clerk.
Medical records librarian.
Medical assistant, junior.
Optimist printing machine operator, senior.
Photograph technician.
Planning technician, associate.
Real estate appraiser, senior.
Research analyst, senior.
Research analyst, Division of Safety.
Statistics.
Storekeeper, senior.
Storekeeper, senior, Correction.
Superintendent, stenographer, 1st Judicial District.
Surplus property assistant.
Thruway division operations supervisor.

DIVISION EMPLOYEES

Toll division supervisor.

ENGINEERING, MECHANICAL AND AGRICULTURAL
Architect, junior.
Architectural drafter, senior.
Bridge repair foreman.
Building inspection, engineer, senior.
Building electrical engineer, assistant.
Building structural engineer, senior.
Public Works.

CARPENTRY
Chemical engineer, senior.
Chemist, Bureau of Foods.
Chief, Bureau of Fire Safety.
Civil engineer, junior.

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NEW YORK CITY
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WE MAKE

HATS IN ALL OUR HATS
RICHLY WATER LINED BLOCKED
We Manufacture our own Hats
All One Price

Mention THE LEADER

Civil engineer (design), junior.
Civil engineer (design), senior.
Construction wage rate investigator.

DIVISION EMPLOYEES

Draffman, junior.
Electrical engineer, junior.
Electrical engineer (design), senior.
Engineering materials technician.

PHYSICAL EXAMINERS

Pathologist, senior.
Food chemist.
Preventive pest control foreman.
Gas engineer, junior.

PARKS

Superintendent of Allegheny Parks.
Superintendent of Finger Lakes Park.
Superintendent of Central Park.

HARBOURMEN

Civil engineer, junior.

INDUSTRIAL FORESTAL EMPLOYEES

Industrial forester, senior.
Industrial forester, junior.

FOREST MANAGEMENT

The tests have been assigned to

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• 1066 Ronliac
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• CUD
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Bring or Mention This Ad.

A Message from the Third Grade Clerical Employees

Can the City Afford To Be Fair?

"Civil service employees," said Mayor Wagner on October 21st, "are the backbone of city government. Their welfare is most im-
portant to me... The City has instituted a Career and Salary Plan in
current legislation and to raise the wage standards of our employees."

Comptroller Gerson on October 24th expressed great satisfac-
tion with the City's financial condition and predicted that the City
would balance its budget this year with no increase in taxes.

On October 30th City Treasurer Sarabie reported that revenues
for the first quarter of this fiscal year were FIVE MILLION DOLLARS
higher than those of the previous quarter. He expressed confi-
tence that income throughout the year would exceed the estimates
which were fixed last June.

In November 2nd Professor Martin J. Dworkin who con-
ducts the Course on Administrative Problems of the City of New York at NYU has been recognized as a leading expert on municipal
finances.

The determination of future revenue from municipal sources must
be calculated. The amount of revenue in the city treasury at any
time is dependent on a number of factors some of which are

- THE LEADER AND AGRICULTURAL

The event is presented by

The numerical event is presented by

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ducts the Course on Administrative Problems of the City of New York at NYU has been recognized as a leading expert on municipal
finances.
Westchester Toll Collector List Released
A 63-name open-competitive list has been issued for toll collector positions at the Westchester County Park Commission.

Virgil E. Thompson of Ossining was No. 1, with a score of 103; George Boxer of Port Chester was No. 2, with a score of 102; Richard M. Trask of Eastchester was No. 3, with a score of 101; and John Fecho of Bronxville was No. 4, with a score of 100.

NYC to Issue Seven Lists
NYC will issue the following seven lists this effective Wednesday, November 15. They may be inspected at The LEADER office, 73 Duane St., Manhattan, from then until Wednesday, November 23. The lists, with a number of eligibles:

OPEN-COMPETITIVE
Commissioner of Parks—Inspector of carpentry and masonry, grade 3, 19.

Methods and dates
1. Method: written competitive examination.
2. Dates: state closed competitive examination, Wednesday, November 15, at 8:30 A.M.

PROMOTION
Mechanical maintenance, group 4.

Applications Are Now Open for BOTH
PATROLMAN and POLICEWOMAN
Official Written Exams Are Scheduled for January 29th

Importance of SPECIALIZED Preparation
Not until the first of actual appointment (at least a year after the examination) does the graduate have to be prepared. As a rule, a graduate must have a uniform allowance in his new budget. Up to the Budget Director now. Very little will be done on 25-year retirement at this session. There was a very long line of people who wanted to see CSEA. We are trying to see some CSEA Bills signed by legislators from NYC. 

From Sharon Warren

TOWN AND COUNTY EMPLOYEE NEWS

Syracuse Honors

400 Blood Donors
SYRACUSE, Nov. 14—One hundred and sixty-three (163) members of the Syracuse Civic Service Employees' Association donated blood to the Armed Forces this week. The total amount of blood donated is 400 units.

Syracuse Civic Service Employees' Association, 1-1-55

Linmen Install
Seneca Officers

CITATION, Nov. 14—Newly elected officers of Seneca chapter, CSEA, were installed at the Linmen's meeting in Owego last night. The new officers include: President, Lloyd Z. Park; Vice President, William W. Smith; Secretary, John W. Windley; Treasurer, Robert J. Allen; and Assistant Secretary, Robert H. L. Allen.

Linemen who have done a year of duty with the New York State Employment Security Commission are eligible for membership in the Linemen's chapter. The Linemen's chapter is working closely with the employees of the New York State Employment Security Commission to improve working conditions.

Westchester Toll Collector List

Excusion Tour to Hawaii Moses

Excusion Tour to Hawaii Moses, composed of State employees, will hear an address by Issac Moses of Hawaii at 11 a.m. Wednesday, November 15 at 8:30 P.M. at the Wilshire Building, 20 West 49th Street, New York.

Mr. Sotod has been given a "fire and brimstone" sermon by the department who would like Mr. Sotod to discuss matters of especial importance to them to write him in care of the Civil Service LEADER, 97 Duane St., New York.

By Jack Solod

No Random Observations

WHILE THE CSEA and the Administration discuss our 1960 proposals for the state, the time is ripe to start the 13-month high.

Mr. Sotod is retiring as a worker, and his stories are true. Modern-day workers are left to deal with the same condition. There will be no more years of work to go on.

Those who wish further information about the labor will go on to the department, including the temporary employees, to prepare for next year's negotiations.

The judge, a co-sponsor of the annual retreat, is listed in the list, in meeting with other employee organizations to prepare for the annual Brotherhood Luncheon as assembled.

Increased representing the Government of the present high is up to 149, a new 80 cent-high.

Government expects new price increase next year. The proposed tax cut will add fuel to the fire of inflation. Roosevelt says, "A tax cut is not in the plan." The demands being made by State employees, if fully granted, will keep them from continuing their back and forth for one equal pay raise.

Some of the Albany papers are hitting at the CSEA resolution for a 20 percent raise. It's about time! For too long they have patted for the music of the man.

We hear a great deal about integration of Social Security with our present Retirement System. Why not bring in Social Security beside pension? We can pay the same 2 percent as paid in the municipal. This is about time! For too long Ihey have patted for the music of the man.

We have a present Retirement System. Why integration? How about Social Security talk will block any decisive action. . . . Would you propose a uniform allowance in his new budget. Up to the Budget Director now. Very little will be done on 25-year retirement at this session. There was a very long line of people who wanted to see CSEA. We are trying to see some CSEA Bills signed by legislators from NYC.

Will you be on duty after a long absence? Mrs. Alice Mead, County 7, is back on duty after a long absence. Mrs. Annette Anderson is a part-time worker.

Congratulations to George Goldsmith for receipt of his certificate by the department.

News from Tompkins Unit

ITHACA, Nov. 14 — William Edwards, CSEA representative, has returned from a vacation in Florida.

A total of 180 lead filed applications for the CSEA are being held.

"TIME OFF," a weekly column in The LEADER, gives you a laugh, at least once a week. Read it every week.

Demand for Women To Fill Jobs in Stores in Christmas Season

Opportunities for Christmas-season jobs in retail stores, and run about 12,000 to 15,000 jobs.

For additional information, contact the Central Christmas job center for sales and service positions at 1 East 19th Street, New York City. A special branch at 165 Montague Street, Brooklyn, will take applications in person or by mail from women seeking clerical or clerical employment in that borough. Strooom job applications will be received at 165 Montague Street, Brooklyn, St. Fulton Street, Bank and rur, Brooklyn Town Hall, Brooklyn.

One percent of the holiday demand is for women sales clerks. The Employment Service stresses that women interested in these positions may be found weekends and evenings. 

Kings Park Team 6

Leads L.B. Officers

Kings Park Team 6 took sole possession of first place in the Civic Service League by winning the Central Islip Team. The season's top three teams were installed by officers and directors of Seneca chapter, CSEA, were installed at the Linemen's meeting in Owego last night. The new officers include:

President, Lloyd Z. Park; Vice President, William W. Smith; Secretary, John W. Windley; Treasurer, Robert J. Allen; and Assistant Secretary, Robert H. L. Allen.

Legal Phases of These Popular Exams

Applications Are Now Open for BOTH
PATROLMAN and POLICEWOMAN
Official Written Exams Are Scheduled for January 29th

Important of SPECIALIZED Preparation
Not until the first of actual appointment (at least a year after the examination) does the graduate have to be prepared. As a rule, a graduate must have an equivalent diploma, which is the legal equivalent of graduation from a four-year High School course.

The requirement should not disturb those who have not graduated from High School because High School diploma may be had with but out attending High School for even a single day.

Candidates should study and review the written phase of these exams to be held for the equivalency exam which is the final part of these exams.

Our students for Patrolman and Policewoman will be given without additional charge the usual course of preparation for the equivalency exam which we conduct for all Civil Service exams requiring an equivalency diploma.

Attend Classes for Patrolman or Policewoman in the School of the City of New York

Convenient Hours — Day or Evening
Complete Preparation for Both Written and Physical Phases of These Popular Exams

Free Medical Exam by Our Staff Physician for Inquiry of Schedule for Exam

Applications Are Now Open for N.Y.C. Exam for A total of 256 vacancies in the Police Department for patrol officers. Start Over 500 Vacancies in Dept. of Parks—Annual Salary Increases to $61, MEN UP TO 54 ELIGIBLE — Older if Veteran — No Experience Required — Our Course Fully Provided For Official Written Exam. (Open Book) On a Class Session Thursday at 7:10 P.M.

Referee Machine Operator CLASE MEETS THURSDAYS AT 7 P.M.

STATIONARY ENGINEER
CERTIFICASE, TUES., 2 P.M.

Apparatus are now open for BOTH
PATROLMAN and POLICEWOMAN
Official Written Exams Are Scheduled for January 29th

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Class Session is Friday night for the NEXT
N. Y. CITY LICENSE EXAMS
Be Our Guest at a Class Session

MARTIN MASTER ELECTRICIAN
CLASS MEETS SAT. @ 7:30 P.M.

REFRIGERATION MACHINE OPERATOR
CLASS MEETS THURSDAYS AT 7 P.M.

STATIONARY ENGINEER
CERTIFICASE, TUES., 2 P.M.

Thorough Preparation in All Phases of Official Written Tests

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OPTON HOURS: MON., TUE., WED., THURS., 6 A.M. - 8 P.M.

TUES., WED., THURS., FRI. - 6 A.M. - 9 P.M.

SATURDAY, SUN., CLASS MEETS SAT. @ 7:30 P.M.
40-Hour Week Costs More, But What of It?

W

hich comes first—budget or justice? In government, it is often budget. In the case of the general 40-hour maximum work-week, it is clearly a case of budgetary supremacy. There is no argument against the 40-hour week, except money.

It isn't as if the 40-hour week does not exist in government employ. A Federal law, enacted in 1914, 109 years after the first law was passed establishing hours of employment for Federal employees, guarantees may be honored in the breach or in the observance. Payment in money for overtime is one thing; inducing overtime, without actually requiring it, is another. For that other, there is no additional money paid, not even compensatory time off allowed, in addition, some employees work overtime voluntarily, although how much of the volition is ascribable to some supervisors' influential influence, is something that can be objectively determined. Suffice to report that the Federal government obtained 14,000,000 hours of overtime in six months, for which it paid not one cent.

General Application Sought

In State service, also, many employees enjoy work-weeks of 40 hours or less. In NYC, and in other cities in the State and in other localities, the same is true.

What employees ask is that an employer end the exceptions, with 40 hours maximum for all. Some work less, and if so, their work-week would not be increased.

Government has "favored" areas for such exemptions. In the Federal Government it would be custodial and maintenance, and mechanical and crafts workers not covered by the 40-hour week (though some of these are), and employees on floating craft, farms, and in culinary and maintenance work, and in certain institutional employees. In the State government it would be largely a case of institutional employees, who are strongly supporting the drive of the Civil Service Employees Association for a 40-hour week, with no reduction in take-home pay.

The pay must remain unreduced, even if hours are shortened. A family is gaited to a certain standard of living. That standard must not be lowered. Employees now working 48 hours a week have been sort of outcasts of a labor relations program that is more program than labor relations. One may say that reduced take-home pay would represent a wage reduction, but the wage would. But whether pay goes up or down depends on how much money one takes home for a regular and standard work-week. The improvement would be undeniable as it would be warranted by an attempt to impose time and money, when what one is attempting to be fair about is hours.

The Neglected 50,000

NYC is reputed to have 50,000 employees working more than 40 hours a week. It would be impossible to convince any of those employees that they are being unjustly treated. They could not possibly appreciate why they should be made the victims of such discrimination.

The bargaining area has been fearlessly defending the exceptions they inflict, but are listening to employee demands that the employer steer a liberal, consistent course.

Court before equity is not as stubbornly held an idea of public employers as formerly, it is not necessary to be prodigal, to put public service first. Decreasing working hours will require hiring more employees, if the same work quantity is to be performed.

Let the Debtor Pay the Debt

Government is in no rush to grant even the benefits most emphatically desired, but public officials have an increased and ever-growing sense of their responsibility, authority, and obligation. The goal of effective social security policy can not be achieved by government if the employer has one rule for one group of his employees, another rule for another group, nor by acknowledging the soundness of the idea but not acting on it. What is necessary is to face bravely the reality that consent may be costly in dollars. It is often an example of government asttist meeting the cost that the employees have borne. The obligation is not to be taken away from those who owe it, not the one to whom it is owed.

QUESTION, PLEASE

As a State Employee for more than 20 years, I should like to know more about the proposed pension system as provided by the State Teachers Retirement System.

1) Would the benefits be retroactive, so that the years spent at State civil service would still count toward Social Security?

2) Would the selection of pension plans, or the selection of Social Security, be changed by the State Teachers Retirement System?

3) Would both the State pension and Social Security exist as separate pension rights, Social Security to take effect at age 65, the State pension to take effect at age 68?

4) Would the benefits be reduced if the employee had another social security earning?
Suit Seeks to Stop TA Out-of-Title Work

The Surface Line Dispatchers' Eligibles Association, Malcolm W. Jackson, president, has brought suit in the New York County Supreme Court to stop the Transit Authority from working employees out of title, in dispatcher jobs. The eligibles say that, though they can compel the stoppage of out-of-title work as a violation of the Civil Service Law, they cannot compel the TA to make appointments, they can compel the stoppage of out-of-title work as a violation of the Civil Service Law.

On behalf of the TA, it was said that a problem exists in finding jobs for surface line operators and others, when they become incapacitated for their regular jobs.

The eligibles answer that as a result of putting other than dispatcher eligibles in the dispatcher jobs, their list is not being used, while even railroad clerks are given dispatcher jobs. Samuel Remickoff is attorney for the eligibles.

SUPERVISING MECHANICS

Prison mechanical supervisors in the operating engineering field at $4,080 a year are needed in Federal penal and correctional institutions throughout the country. Apply to the Board of U. S. Civil Service Examiners, U. S. Penitentiary, Leavenworth, Kans.

HARRISON RECREATION JOB

Ruth A. Grant is the sole eligible for recreation assistant, Town of Harrison, Westchester County. Salary range is $2,000 to $4,000.

TOM CURRAN A GRANDDAUGHTER

Thomas A. Curran, former Secretary of State of New York State, and Republican leader of New York County, became a grandfather for the first time, when a son was born to Mr. and Mrs. Paul J. Curran.

Last Call to First Test
For 50,000 U.S. Jobs

For 50,000 U.S. Jobs

If you want to compete in the first of the series of exams for $3,670 and $4,080 jobs in the Federal government, apply by Friday, November 14, to U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y.

This is the big new-idea exam, to fill 50,000 jobs through a single test. No college degree is needed, but if one has none, some experience is required. Work includes social science, administration, economics, business principles, and more.

STORAGE TANK INSTALLER

Only one candidate passed NYC's exam for a license to install and repair underground storage tanks.

Each year the Leader searches the market place for something special for its readers—a very special Christmas package they can give.

Once again the Leader circulation staff has been able to arrange an extra-ordinary value. . . . a little walking doll that your daughters and nieces can dress and undress to their heart's content.

SUSIE WALKER

the Bride, and her whole trousseau

Susies comes to you ready for the wedding, dressed to march down the aisle, with headdress, veil and a handful of lillies. And with her are five complete outfits for her honeymoon.

8 inches tall — she turns her head as she walks

Now, the little-priced walking doll you've longed for! Susie is small, dainty, adorable . . . and oh, how she goes. Any little girl would love to own her. Durably made of unbreakable acetate . . . high impact acetate that amounts for her amazing ability to withstand a little mother's loving ways. Only 8 inches tall, but she can walk with ease, sit up straight as a soldier. Her beautiful, wideawake eyes are fringed with real lashes . . . and at bedtime, they close dreamily to sleep. Her pretty dynel wig combs and curls nicely to humble little fingers.

And Susie comes with a whole well-balanced wardrobe, so she need never worry about what to wear! Beautifully dressed as a blushing bride, she's completely assembled in traditional white. And her trousseau consists of five additional dresses for every occasion, all in the height of fashion. Casual dresses, dress-up dresses, as mothers can change her to their heart's content—keep her outfits right in step with the current season.

Just the right size to sew for, Susie looks wonderful in everything she wears. Means little mothers can supplement her wardrobe with their very own handiwork.

And Susie's so modestly priced, she can enchant every little girl with her grace, her pace, her simply delightful charm. There just isn't a young miss anywhere who wouldn't adopt her on sight, love her far ages!

HOW TO GET Susie

All you need to get Susie is to clip the coupon below and enclose $3.98. Susie will come to you postpaid. (If you live in New York City, add 12c for city sales tax.)

Or, if you prefer, you may visit the Leader office and carry Susie off for yourself.

All for $3.98 Postpaid

Regular $7.00 value wherever you buy

Box 1000
Civil Service Leader, 97 Duane Street, New York 7, N.Y.

Gentlemen: I enclose $3.98. Please Send me Susie Walker

I understand that if, for any reason I am not entirely delighted, I may return this doll and her clothes for a full refund.

Check here if you are a subscriber to the Civil Service Leader.

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You'll settle for nothing less than unlimited medical care
-not just insurance that pays only part of your doctors' bills!

Compare H-I-P with every other medical insurance plan.
Be sure to read and compare the "small type" in the contracts. That tells you exactly how much medical care you will get and how much you will pay for it.

Benefit for benefit, you will read in unmistakable black and white that H-I-P virtually eliminates all doctors' bills. Other medical plans pay only part of your medical bills.

H-I-P costs only pennies a day. Ask your employer or your union leader today how you can join. (Many companies and unions pay half or all of your premium!)

- Unlimited visits to your H-I-P family doctor whenever—and as often—as necessary. He will see you and every member of your family at home...at his own private office...at your medical group center and at hospitals.
- Unlimited medical and maternity care from the minute you join—no waiting periods.
- Unlimited consultations and treatment by accredited surgeons and specialists in every field of medicine as required. No extra doctors' bills!
- Unlimited x-rays and laboratory tests by accredited x-ray specialists and pathologists—as many and as often as needed—no extra charges.
- Unlimited medical treatment—even if illness has existed previous to enrollment. No prior health examinations...no age limits!
- Unlimited right to continue your H-I-P contract, regardless of the number of times you may change your job.

For Your Family's Sake...COMPARE!

H-I-P HEALTH INSURANCE PLAN
OF GREATER NEW YORK

The only fee which doctors may charge is $2.00 for a home visit requested after 10 p.m. There are, of course, certain exclusions such as institutional treatment for tuberculosis, (home and office care are provided); drug addiction. Also a few hospital services such as anesthesia. Exceptions are explained in detail in the H-I-P booklet. Send for it today.
TEACHERS UNION ASKS HALF-PAY SABBATICALS

Half-pay sabbatical leaves, rest period for teachers under special pay schedule, and special permission to cover all duties normally performed by the Teachers Guild, are the conditions requested by the Teachers Guild, in its letter to the New York City Board of Education.

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WOMEN EMPLOYED FROM 9 a.m. to 5 p.m. 5-7 or 6-7.

Keep your job and come up to past time. Top earnings. No previous training or education required. City Civil Service Leader. Also full-time opportunity.

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New & unusual ways to save own life and help others. Register in advance. Thursday, April 26 at City College. For free literature, write: Union Life, 57 E. 10th St., N.Y.C.

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At $600-$800 / mo plus benefits. 5 weekly. Address all replies to Ad No. 2104, 3 East 23rd St., N.Y.C. 10-6353.

List of Exams

NYC WILL OPEN IN DECEMBER

Twelve open-competitive and 11 promotion exams are tentatively scheduled by NYC to open on December 1. Most will close on December 15.

The list:

OPEN-COMPETITIVE

Alphabetical key punch operator (Remington Rand) (3rd filling period).

Civil engineer (building contrac-

Construction manager.

1st filling period.

Pension officer, City Magis-

tates, Domestic Relations and 

(6th filing period).

John M. L. (open January 40.

Tabulator operator (Remington Rand) Typist (opens January 10).

PROMOTION

Architect, Housing Authority.

Assistant architect, Education, Water Supply, Gas and Electricity, Hospitals, Health, Public Works, Housing Authority, Trans-

Assistant maintenance engineer (City Authority).

Assistant mechanical engineer, all departments.

Assistant supervisor (child welfare).

District supervising public health nurse. School nurse, Catholic Education.

Superintendent, juvenile, welfare

Superintendent (child welfare), Welfare.

Supervisor (mechanical power), Transit Authority.

TRIAL PUT OFF SO

NYC OFFICIALS CAN

Have Time to Think

A trial that was to have taken place in the Supreme Court, New York, of a group of police or transit workers was held in the Parks Department to formulate proposals for the reform of the Parks Department to formulate proposals for the reform of the Parks Department.

The case involves the complaint of supervisors of parks operations that their promotions have been long at a halt because of the transfer of other employees to other positions on the same pay scale. The trial was ordered to be held.

Joel M. Goldfarb is attorney for the plaintiffs, whose case is brought in the name of Philip R. Caruthers.

MAINTAINER'S HELPER

An interesting new type of helper. No change since this was ordered to be held.

SOLICITORS ANSWERS

No change have been made in the tentative key answers to the NYC written test for maintainers' helper, group D, Transit Authority. A total of 241 open-competitive applications were received from 123 candidates for the position. The list of examinees is planned to be held.

POSTAL CLERKS BACK

JOHNSTON BILL FOR

CHANGED ANnuANCES

The New York local of the Na-

tional Federation of Post Office 

AFL-CIO is looking for support for 

ball sponsored by Senator Clinton D. Johnston of South Carolina to increase Federal annuities. The bill is aimed at correcting the Civil Service Retirement Law for all participants excepting those covered by civil service and work.

The union opposes plans of 

the administration to design a new 

system plan in with Social Security, 

The union says it does not want 

the present system. Gov. regarded 

the bill as a threat to Social Security.

The union says it would go to 

the courts to contest any legislation 

with many years of service.

Mr. Landman reported.

"TIME OFF." a weekly column in The LEADER, you give a laugh, at least once a while. Read it every week.

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BALL POINT PENS

50¢ each

POWER HOUSE DELUXE

1½" $1.95

POWDER SACKS

$1.75 for 100

FINGER COTS, 1" 25¢

MONEY BAGS

$1.295

MOISTU-RIC IN 6" BAG

JACK RAZORS

$0.95 each

6" $2.95

MADE OF STEEL

NICKEL BLADES

$0.25 each

RUBBER OFFICE GLOVES

— 25¢ each

NEW YORK OFFICE SUPPLY

6-9-52

JAMES G. JOHNSTON

REMEMBER JOHNSTON'S ROACH KILLER

NICKEL BLADES

1" and 1½" $0.25 each

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OFFICE BUILDINGS, STORES,

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SPRINGFIELD GARDENS

Nice home in the Adirondacks, single-story, 3 bedrooms, 2 bathrooms, 2 half baths, all modern, all interior appointments, all appliances. Full heat, full air conditioning, all utilities included. 

$14,000

FOR RENT OR SALE

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4 family, 5 bedrooms, all modern, all interior appointments, all appliances. Full heat, full air conditioning, all utilities included.

$1,750

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LEW ROY SMITH

2-1/2 family, 4 bedrooms, all modern, all interior appointments, all appliances. Full heat, full air conditioning, all utilities included.

$1,600

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Your own easy chair becomes a coach seat at any concert when you play your High Fidelity recordings on this outstanding, yet moderately priced instrument. The full range of sound audible to the human ear is brought to you with living realism...at a cost far below what you would expect to pay for such superb quality.

The Symphonette has two 6" x 9" speakers plus a 5" high frequency speaker and 6-watt push-pull amplifier. A precision 3-speed intermesh automatic changer with automatic shut off. Pickup has Diamond stylus.

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High School — Home Study

Schools and preparations are approved by the New York State Department of Education.

Metropolitan Armories
Unit Meeting Nov. 16
Major Joseph Middelbrook will be the guest speaker. This meeting will be held for Armory employees for men, at the New York State Armory, November 16th, at 7:30 P.M.

Frank E. Wallace, chapter president, has requested that all employees, both men and women, attend this meeting to hear the chairman of this meeting.

November 16th, at 7:30 P.M.
Text of Opinion by Javits

On Holding Racetrack Jobs

As revealed in a news story in last week's L.L.D.R., Attorney General Jacob K. Javits ruled on which public employees may, and not are part-time State employees are barred absolutely, but that some employees with the consent of the employer, are not, arc part-time State employees.

Title of Opinion

Opinion was rendered in a letter to State Harness Racing Commissioner George P. Monahan.

"This is in reply to your letter of October 19, in which you raise the question of whether an employee of a full-time State employee making less than $5,000 per annum may be licensed by the New York State Harness Racing Commission to act as a bookmaker on a racetrack, upon securing the approval of the head of his department," the Attorney General said.

"The New York State Harness Racing Law prohibits public officers, public employees or party officers working for harness or flat track races. By reason of the above, the New York State Police, in that section, part-time State and local officers of employees making less than $5,000 per annum are not within its scope. There is also an exception to the prohibition against employe at races tracks applying to police officers or employees of local submunicipality who, among other things, earn less than $1,000 per annum—not to State officers or employees (Para- Mutuel Revenue Law, Section 50)."

"The New York State Police, in that section, part-time State and local officers of employees making less than $5,000 per annum are not within its scope. There is also an exception to the prohibition against employment at races tracks applying to police officers or employees of local submunicipality who, among other things, earn less than $1,000 per annum—not to State officers or employees (Para- Mutuel Revenue Law, Section 50)."

"There is no further objection by this office holding that the opinion applies in full to State officer or employee who may be part-time State employees, who make less than $5,000 per annum, and are not to receive the consent of their superiors in order to be licensed, therefore, there is not, in my opinion, any such objection is upheld under the existing law."

"The amendment to Section 43 adopted at the last session of the Legislature (L.I., c. 451, 1935), provided that the opinion licensing by the Racing Commission shall not apply to any public officer, public employee or party officer who "was qualified under the provisions of this Act," which makes the law possible under the existing law."

"The new June 1 opinion held that the legislature did not lift the ban on hiring State employees. An employee must have a job in order to meet the requirement and won.

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CSEA Membership Rises In NYC Area A Tribute To Chapter Committees

The 12,003-member record of the Metropolitan Conference of CSEA, which at Greenberg, mem-

ber of the Board of Directors, was reaf-

mament of the Association has won for public employees, and of that the committee is programming for the coming year.

The record could not have been achieved without the yeoman efforts of membership committees in each metropolitan area chapter.

Committee members at Central Islip, Greenpoint, Manhattan Bridge, Kings Park State Hospi-

tals, and Long Island Federal County Parks, were listed as members of committees at other

State Division units.

Metropolitan Public Service — V. E. Fraktenthaler, president; Richard A. Elmore, treasurer; Sara

R. J. Adams, George Kenny, Jo-

Edith Fruchthendler, president.

Bldg., Larry McDonald; Power

Kalkhammer, president; Katherine Elliott: Bldg. 14, Lu-

Bldg., Helen Arthur and Ern-

Carroll Artlnir; Bldg. 24, Judith

County Parks, were listed in last

Islip, Creedmoor, Manhattan

area chapter.

recent Conference meeting, Is  a

of the Metropolitan Conference, is

Kehlenger, president. Adminis-

terial, Mathida Back; Staff, Dr.

Helen Rogers; Safety Service, J.

berg, chairman; Legal, Arnold

Impresa, president. Barbara |

Marion L. Ziques, Building 32;

hing 2; Ida Williams, Building 29;

Maritime College, George J. Cain,

John Harrington; and Military and

Training, Mary Smedley; Medical

Counsel, Charles Matheny; Social:

William Trainer.

Another, a cheerful membership committee

The Conference has communi-

cated with the presidents of the 23 local chapters of the

metropolitan area plans and activities of the CSEA.

Membership Growing

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Chairman; A. J. Speth; C. J. Smith, coin-

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