New Travel and Subsistence Allowances To Be Told Soon

ALBANY, April 9 — In a letter to Daniel Gitman, counsel to Governor Harriman, John T. DeGraff, Director of Personnel for the Civil Service Employees Association, has urged the Governor to make a special appropriation to increase travel and subsistence allowances for officials of state agencies.

In an exchange of letters on the subject, Mr. Gitman informed Mr. DeGraff that the Budget Director and the Legislature, through the Budget, would be able to increase travel and subsistence allowances soon.

Before the close of the current session, the Legislature, through the Budget, restored a portion of the $350,000 appropriated for all state employees to allow for such increases.

The letters of Mr. Powers and Mr. Levitt follow.

Mr. Powers' Reply

"The Association has been aware of the need for travel and subsistence allowances, and has advised the Governor to make a special appropriation to increase travel and subsistence allowances for state employees who travel on official state business. As soon as this appropriation is made, the Budget Director will be requested to take 'definite steps at an agreement upon amended regulations within about a week.'"

Mr. Levitt's Reply

"We have your letter of April 3 requesting us to make a special appropriation to increase travel and subsistence allowances. We assure you, Mr. Powers, that the facts submitted to you by the Association will justify the increases requested.

'We urge prompt amendment of the Civil Service Regulations to increase the mileage and subsistence allowances to prevent continued financial hardship to the employees. All state employees are unable to cover expenses incurred on state business under the current regulations.

'The matter is now the subject of a consideration by the Budget Director, and we hope to arrive at an agreement upon amended regulations within about a week.'"
U.S. Starts Opening Tests for Overseas Jobs

In the first competitive examinations on filling overseas jobs, the Federal government is seeking officers and assistant, $5,440 to $10,320. Jobs, Exam No. 55-B. follow:

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First, the titles and pay of the officers and assistant, $5,440 to $10,320. Jobs, Exam No. 55-B. follow:

$3,670 to $10,320.

The positions are in Air Force stations at Alaska, Queensland, New Guinea, Philippine, Netherlands East Indies, Iceland, Japan, Korea, Liberia, and Turkey. A few positions may also be filled at other overseas locations.

The Department of Defense has operated schools for dependents of civilian employees and military personnel since 1946. The school program provides public school educational opportunities, grades 1 through 12, to eligible children from grades 1 through 8 only. At present, there are more than 500 schools and secondary schools operating outside continental United States.

The personnel who operate study the same subjects that their contemporaries at home are studying and have the same opportunities for growth and development.

High schools are accredited and abide by the secondary standards prescribed by the North Central Association of Colleges and Secondary Schools.

The extra positions are filled with the Department of State, Home Office, Foreign Service, Foreign Service, Foreign Service.

The extra positions are filled with the Department of State, Foreign Service, Foreign Service, Foreign Service.

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Government Provides
Transportation

Travel and from the duty points will be at Government expense, provided the employee is assigned to a duty that involves air transportation. The type of transportation will be discussed with applicants by the Overseas Placement Officer at the time of their appointments.

The mode of transportation will be discussed with applicants by the Overseas Placement Officer at the time of their appointments.

The Problem of Shelter

In most overseas areas bachelor quarters are provided. In some areas the only available quarters are those which are provided by the Government.

As a rule quarters are as commodious as those positions ordinarily will be made through the regular competitive examination process, although in highly unusual circumstances agencies may seek permission from the Commission to recruit personnel from a college or university.

"In many areas Government quarters are not comparable to United States standards, particularly in the type of accommodations to which you may be accustomed. This is due to the conditions under which the U.S. Civil Service Commission, adding:

"In many areas Government quarters are not comparable to United States standards (Continued on Page 8)."

A native New Yorker, Mr. Becker's work has been known for its craftsmanship and attention to detail. He has been honored for his contributions to the arts, particularly in the realm of photography. His works are widely recognized and appreciated for their photographic excellence.

For over 10 years, P.E.T. (Precision Electronics Technology) has been offering precision electronic components at competitive prices. We offer a comprehensive selection of high-quality products that meet the strictest standards of design and manufacturing. Our commitment to excellence is evident in every component we produce, ensuring customer satisfaction and peace of mind.

Our products are manufactured under exacting conditions to ensure reliability and performance. We offer competitive pricing and efficient delivery, making it easy for you to obtain the components you need. Whether you require standard or customized solutions, P.E.T. is here to support your electronic engineering needs.

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- **R-560F** (advanced): $1.99 per unit

**Ordering Information**

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The Growth of Pension Systems

Pension systems for public employees in this country were first started in the municipalities. The states were the next to establish them, and the federal government the last. The first pension system on the state level was put into operation in 1907, in New York State. It is estimated that by 1920, there were 40 odd years until 1900, there were several hundred formed, and from that time on, the growth has been very rapid. The development of the state systems generally and spread of the merit system. The early systems provided compensation for injury or death in a line or retirement, and all benefits were not extended to continued service. About 76% of the local and state employees were covered by some system by 1965.

Retirement Problems

The problems of public retirement systems are closely connected with the social economy of the country. The rising standard of living and the rapid growth in the numbers of people aged 65 and over are basic to any consideration. It is unfortunate that most of the systems in New York State do not provide for the support of many of the 16,000 now on pension. They were caught in a complex net when the inflationary period which started in the 1940's reduced the value of their dollars. The money which they had contributed. Food, rents, medical costs, etc., of every sort, have risen drastically during the past fifteen years — and many of the states and cities' retired are now having an extremely difficult time. The money which was supposed to be the retirement benefit paid to equalize the depreciation of dollar values. However, this approach is of patchwork type. What is needed is a realistic reappraisal of the whole retirement structure in the light of present economic and social conditions.

Assn. Membership Committee Reports 52,061 Paid To Date

ALBANY, April 9--The State-wide meeting of the Civil Service Employees Association met here recently to record their membership progress to date.

Alex Greenberg reported a total membership in the State Division of 42,358 members; County Division, 9,224; and Associate membership, 412. For a total membership to date of 52,061.

Mr. Greenberg stated that the Board of Directors at their meeting on February 28, approved the pro-rating of dues for new members, effective April 16, at $3.50.

Mrs. Lula Williams stated that there were 22,961 new members who do not have membership cards, and that she was due to the noble efforts of the Statewide Membership Committee be given authority to contact these members and assist them in advice and information on their responsibilities. Also she also mentioned that the best assistance the Field Representatives could give would be to go into the counties where there is no mem-

Kerker, Hails Centennial

ALBANY, April 9--Philip Kerker, president of the Civil Service Employees Association, has written an article on 100 years of government in the United States.

The piece will appear in a special edition of the Albany Times-Union on April 21.

The edition will commemorate past achievements and future challenges. Mr. Kerker's article traces the changes which have taken place in government over the years and discusses the challenges of the new era of the civil service movement.

DR. LANE APPOINTED

ALBANY, April 9--Dr. Frank T. Lane of Rochester has been appointed assistant professor in the executive dean for teacher education of the State University. His appointment will be effective immediately.

Dr. Lane will be responsible for the training of teachers in the State's schools and the improvement of educational programs in the state. His appointment will also involve the development of the curriculum and the supervision of the educational programs.

EMPLOYEE REHABILITATION HOSPITAL

Chapter

On March 29 the annual general meeting of the New York State Rehabilitation Hospital Chapter of the Civil Service Employees Association was held in the hospital. The meeting was attended by a large number of members.

Chapter president, Mr. Greenberg, stated that the New York State Rehabilitation Hospital Chapter of the Civil Service Employees Association was founded in 1945 to bring closer this widespread organization. The Chapter has been seeking for a long while, and this writer is now taking ad-

Questioned answers on civil service retirement, by Bernard J. Federgruen

A new column

By BERNARD J. FEDERGRUEN

This is the first of a regularly scheduled Labor Department column. The purpose of this column can be many fold. The raison d' etre is that the Labor Department is well known, the interests of one Division may or may not affect those of another. But, a common ground has been sought for a long time, and this writer is now taking advantage of this common ground to bring closer this widespread organization.

For one person to seek out information to be published in such a column as this is practically impossible. Some solution has to be reached. I therefore propose that a meeting be scheduled at 7:00 P.M. on April 24th at 12 East 37th Street, New York City, each Thursday evening. The purpose of this meeting is to bring closer this column.

I will appreciate the names of the representatives who will attend and also to have them to pick a co-chairman, the representative and what segment of the Labor Department will represent to my home: 2270 Ocean Ave., Brooklyn, N. Y.

Who Composes D.E. Committee

In order to make this column more than an introduction, I have called upon the State Division of Employment Committee to send me, in advance, their findings of the meeting held in Albany. An explanatory note as to who the D.E. Committee is, and what their duties consist of would be in order. This Committee consists of the chairmen of the Chapters of the Civil Service Employees Association that has members within the Labor Department are requested to send a Public

Representatives so that through the conference method we can reach agreement on how best to publish questions of interest, major points of dispute and general information through this column.

I would appreciate the names of the representatives who will attend and also to have them to pick a co-chairman, the representative and what segment of the Labor Department will represent to my home: 2270 Ocean Ave., Brooklyn, N. Y.

The agenda will cover the following subjects:

1. A review of the grievance procedures for all Labor

Members of Labor has been tentatively agreed upon for the handling of

Department employees to conform with the executive order of Gov-

Corr. Ed. on April 12th. Please drop a card or letter with the name of the

Division of the Civil Service Employees' Association and the representative and what segment of the Labor Department will be held at.

The agenda will cover the following subjects:

1. A review of the grievance procedures for all Labor Members of Labor has been tentatively agreed upon for the handling of Department employees to conform with the executive order of Governor Harriman. (A general plan for all divisions of the Department of

Grievances. It is being submitted to the D.E. Committee for their information and approval.)

2. Consideration of the request of the Division to consider the expansion of the plan to hire temporary workers in U.S. offices on an hourly rate basis. (The Committee has been requested to approve the expansion of the agreement to hire temporary workers in U.S. offices on a

hourly rate basis. It is hoped that through the efforts of the Com-

mittee, a new evaluation system be adopted for annual ratings for

the year 1954. The objective is to have a simple “Satisfactory” or “Unsatisfactory” rating system, and this is the concept which covered the

employment of the present system.

4. Consideration of several proposals to revise the present serv-

ice record rating plan and to achieve a more realistic form of evaluation. It is the recommendation of the Committee that a new evaluation

system be adopted for annual ratings for the year 1954. The objective is to have a simple “Satisfactory” or

“Unsatisfactory” rating system, and this is the concept which covered the

employment of the present system.

5. A review of disciplinary action procedures and the propor-

tion of cases in which a employee is found guilty of misconduct, and also of the D.E. Committee for their information and approval.)

6. A review of the changes proposed in weights for annual ratings on promotional examinations. (A completely separate rating plan for the Civil Service Employees Association.)

7. Plans for publication in the Labor Department column. (A discussion of the Committee publicly in the new Labor Department column will be held.)

8. A report of the efforts of the Teamsters to recruit mem-

bers among division employees. (Reports from all parts of the State will be discussed and forwarded to President John Powers.)

As soon as the results of this meeting are available they will be published in this column.

Spotlight On Labor Dept.
The Goldbergs are better than ever thursdays 7:30

State Exams Open

Apply Until April 19
For U.S. Entrance Test
To Be Held on May 5

The next overall entrance exam will be the following one on Saturday, May 5. Sales will be held in New York City on April 17, and in fields: general administration, WANTED! MEN—WOMEN

between 18 and 55 to prepare for the U.S. Civil Service Tests in New York, New Jersey, and many other States. During the next four years there will be many appointments to important civil service jobs in many parts of the country.

These will be jobs paying as high as $375 a month. They will pay well in comparison with the same kinds of jobs in private enterprise. They offer far more security than is usual in private employment. Many of these jobs require little or no experience or specialized training.

The competition in these tests is intense. In some tests you will have to prepare for as few as one out of five applicants passed. Anything you can do to increase your chances of passing is well worth your while.

Franklin Institute is a privately-owned firm which helps many thousands of these test-takers each year. The Institute is the largest and oldest school of this kind in the country, and it is not connected with the Government. To get full information free of charge on these Government jobs, just fill our coupon, stick to postcard, and mail at once—TODAY. The Institute will also show you how you can qualify yourself for one of the following titles: corporator, post-master, post-office assistant, assignee, and other responsible work. For full information and free of charge on all kinds of jobs in the Federal Government, apply to

FRANKLIN INSTITUTE, Dept. 5-66
304 West 40th St., New York 18, N. Y.

with the following:

required experience: or (b) B. A. degree, or (c) equivalent combination. Fee $5. (Friday, May 11).

Hired as post-experience clerk, $3,540 to $4,490; one vacancy in New York City, one in Rochester, one in Buffalo. Bachelor's degree, or (a) 2 years experience in clerical work, or (b) 4 years experience in fields: general administration, personal management, food service, personnel management. Fee $5. (Friday, May 11).

Assistant principal school 

promotion into grade 9. (Monday, May 15).

positions: and (3) either (a) principal's degree, or (b) post-graduate training in Public Health and Personnel Administration, or (c) equivalent combination. Fee $5. (Friday, May 11).

Wanted to hold on May 5

fewer than grade 6. Fee $5. (Friday, April 27).

WANTED! MEN—WOMEN

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FRANKLIN INSTITUTE, Dept. 5-66
304 West 40th St., New York 18, N. Y.
Enforcement Course Started for Policemen

The course deals with enforcement and lasts three weeks. Instructors were the director of Deputy Inspector Robert J. Gallati. Arrangements have also been made for agons of the Federal Bureau of Investigation and of the Internal Revenue Bureau, the State Liquor Authority, the Districts Alcoholic Beverage Licenses with Department and the Magistrates' Association.

Recently developed techniques on preventing violations of pub- lic order, the sale of non taxpaid and illicit sale of alcoholic beverages will be presented.

The course is also to meet court trials that demonstrate the proper way to present a specific case in court.

Visual Training of Candidates for PAINTOY FIREMEN

COLORED, women will be considered.

For preparation, we offer a three-class lecture each week, lectures are given by instructors with many years of experience. These lectures last for about 1-1/2 hours each. All classes are conducted twice weekly in our gymnasium which is completely equipped with the latest training devices.

Convince Yourself! Be Our Guest at a Class Session

CLASSES MEET IN MANHATTAN and JAMAICA

at Convenient Hours, Day or Evening

FREE MEDICAL EXAMINATION BEFORE ENROLLMENT

PATROLMAN CANDIDATES

All who passed the written exam should begin immediately to prepare for the physical exam which is to be held on May 1. After passing the physical exam, candidates will be considered for appointment. Candidates will be appointed to the 12th police week.

AGILITY, ENDURANCE, STRENGTH and STAMINA

Moderate fee may be paid for extras.

PATROLMAN — NASSAU COUNTY

CLASSES NOW MEETING IN MINEOLA

in MGround floor of White Arm. Be Our Guest at a Class Session MON. or WED. 1:30 or 7:00 P.M.

PATRONAGE — N.Y. CITY

Masters Electrical of N.Y. City License Exams

CLASS MEETS MON. & WED. at 7:30 P.M.

REFRIGERATION MACHINE OPERATOR OPENING CLASS — THURSDAY, APRIL 7 at 7:00 P.M.

STATIONARY ENGINEER

OPENING CLASS TUES., APRIL 17 at 7:30 P.M.

Through Preparation is All Classes of Official Written Tests. Tests may be taken for the official test sooner than you expect.

SAFETY TESTS ARE WELL PREPARED

Gymnasium Classes at Convenient Hours, Day or Evening

CLASSES MEET IN MANHATTAN and JAMAICA

STATE AID

ATTENDS SESSION

ALBANY, April 9 — New York State was among the states attending a recent meeting of the executive board of the International Association of State and City Employees in Boston.

During the meeting, Harry Smith, personnel director of the State Division of Employment, and Martin S. Perry, assistant personnel director, announced that the IAPES program chairman and Representative Director of the Missouri's International association.

State Employee Exhibits His Art

(Courtesy from Page 5)

The State Library, as is its custom, has exhibited some of the best paintings from the annual competition held during the year.

Some of the paintings that were exhibited include:

1. "City Kids," by "Third Ave. (Pullis),"
2. "Rooftops," by "Forums," for example, express the feeling for large cities.

"Pullis," and "Forums," are among the few who have shown their works in this annual competition held during the year.

The State Library has included many private collections.

State反正s Out 30 paintings, about two-thirds of them water colors, the rest being black and white. The majority of these paintings were the result of Mr. Becker's background and interests. "City Kids," "Third Ave. (Pullis)," "Rooftops," "Forums," are among the few who have shown their works in this annual competition held during the year.

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**Civil Service Leader**

**LETTERS TO THE EDITOR**

**EVEN GOVERNMENT FINALLY LEARNS LESSON**

The Civil Service Reform Board is weighing the arguments, made by employees at a public hearing, on raising the pay of postal and other employees. The Board, the national organization that represents the interests of postal employees, is trying to improve the working conditions of these workers. The proposal is to increase the wages of workers, which is a step towards the universal application of the Merit System worldwide.

**The Laborers Lot**

Some unions are asking Governor Harriman to veto the bill that would authorize New York City to put unskilled laborers in the competitive class. These laborers are now classified as the B labor class. The B labor class generally has a higher salary than other employees, with some exceptions. This proposal is to increase the wages of laborers by New York City established rates that these unions are below the prevailing rates. The Board is concerned that this action will thereby see danger in the reclassification but in the grading.

A grading may carry certain benefits, like in the grading of engineers where a scale of increases, uniform runs for vacations and other leaves, and uniform rates for all classes is involved, the prevailing rates for vacations and other leaves do not get related to pay rates. The prevailing rates also involve that a rate, which might be different, from department to department, is not the same rate. New York City can not consistently best fringe benefits in some while denying them to others.

**No Legal Doubt Here**

Since the Labor Law specifically mentions laborers, the answer doubt that laborers could get the benefits of the prevailing rates, should the City see fit to grant it. However, the City fights any prevailing rates, where it has any defined rates, because these rates are generally costly. That is the same reason employee groups, like the Civil Employees, have sacrificed no rights under the Labor Law in explanation to any fringe benefit anticipated?

One point made by laborers unions some months ago, was that if the City hires a private contractor to do the job, it has to pay its employees the prevailing rate, while City employees doing the same work do not get it. In the sewer labor case, the argument is not raised, because no sewer repair and maintenance jobs are performed by contractors. Employees of the fire, through resident's offices do the work.

**Grading is the Grandam**

Another group seeking prevailing rates are the postal employees. The United States Department of Water Supply, Gas and Electricity, who repair water mains, also represent them. They compare their work with that of railroad employees and find out that they count on more than that, seeking prevailing rates, where it has any defined rates. New York City is not the same rate. Since another skilled laborer would make a Democratic vote, the sewer laborers complain that their differential reality has not been taken into account. As an added $100, to put them $400 above the run of laborers, would be a fair differential vote. They insist on the prevailing rates, where it has any defined rates. New York City is not the same rate. Since another skilled laborer would make a Democratic vote, the sewer laborers complain that their differential reality has not been taken into account. As an added $100, to put them $400 above the run of laborers, would be a fair differential vote. They insist on the prevailing rates, where it has any defined rates. New York City is not the same rate.

In a letter President Henry Feinstein said to Mayor Robert F. Kennedy about the bills to the City Employees Union, Teamsters, to obtain prevailing rates for sewer labor. Since another skilled laborer would make a Democratic vote, the sewer laborers complain that their differential reality has not been taken into account. As an added $100, to put them $400 above the run of laborers, would be a fair differential vote. They insist on the prevailing rates, where it has any defined rates. New York City is not the same rate. Since another skilled laborer would make a Democratic vote, the sewer laborers complain that their differential reality has not been taken into account. As an added $100, to put them $400 above the run of laborers, would be a fair differential vote. They insist on the prevailing rates, where it has any defined rates. New York City is not the same rate. 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memorandum:

VERY IMPORTANT

TO: STATE EMPLOYEES
FROM: GROUP HEALTH INSURANCE, INC.
RE: HEALTH INSURANCE FOR STATE EMPLOYEES

A recent bill provides a health insurance program for State workers paid, in part, by the State.

Details of the plan are to be worked out by a new commission, but there is general agreement on one important principle:

"EMPLOYEES SHOULD PARTICIPATE IN THE DEVELOPMENT OF THE PROGRAM"

This means that you and your organizations can play an important part in getting the kind of protection you want for yourself and your families.

But to do this, you must know the FACTS about available plans. We want you to have the Facts about GHI (Group Health Insurance, Inc.) We want you to know why so many residents of the New York Metropolitan Area have chosen GHI in preference to other plans. Here are some of the reasons:

- Extensive PAID-IN-FULL benefits—benefits that pay the entire doctor's bill.

- Free choice of doctor.

- More such PAID-IN-FULL benefits than any other free-choice plan operating in the 17 southern counties of the State.

- No limitations on benefits because of income.

- No commissions or dividends—entire premium available for benefits except for minimum amount required for administration — GHI is a non-profit community service organization.

- Plans range in scope from surgery only to the comprehensive "Family Doctor Plan"—at varying premiums, of course.

- The oldest and fastest-growing, non-profit health insurance plan in the northeastern United States.

HERE ARE JUST A FEW OF THE MANY GROUPS COVERED BY GHI PLANS

A & P (Great Atlantic and Pacific Tea Co.)
American Museum of Natural History
Association of N. Y. State Insurance Department Examiners
Bank of New York
Better Business Bureau
Book of the Month Club
Brooklyn Union Gas Co.
Federal Mediation and Conciliation Service
International Association of Machinists
International Union of Electrical Workers
International Ladies Garment Workers Union
United Press

To get ALL the facts on how the various GHI plans can go to work for you and your group, just fill out the coupon at the right.
U. S. Jobs in NYC; Eligibles Hired Fast

The following positions represent urgent recruitment needs of the Mayor’s Office of Management & Services, City of New York City. Applications will be accepted beginning at the 100th anniversary of the birth of the late Supreme Court Justice Christopher 21st Street, Brooklyn 32.

2-1-20 (A) ENGINEER, Openings in electronic, electrical, general, printing, lettering and airbrush rendering. Rehabilitation of old buildings and new architecture; $4,450 to $7,390. Send filled-out forms to Civil Service Examiners, New York City Hall, Newark, N. Y. Send filled-out forms to Civil Service Examiners, New York City Hall, Newark, N. Y. 4-10.

2-3-20 (M) ENGINEER, Openings in civil, commercial, industrial, municipal, sanitary, structural; $4,450 to $7,770. Send filled-out forms to Civil Service Examiners, New York City Hall, Newark, N. Y.

Blue Cross Opposes Health Insurance Plan Proposed by President

WASHINGTON, April 9—President Eisenhowers plan to give free insurance against major medical expenses to Federal employees and their dependents was opposed by the Blue Cross and the American Hospital Association. The proposal that the plan fail to serve the best interests of all Federal employees as only four out of 100 hospital cases would benefit by it, and that it would tend to increase medical costs. A survey of Federal employees in Rhode Island revealed that 6.4 covered by Blue Cross were hospitalized in 1955-56 and only 2.3 per cent had $1,000 or more. Is required for placement, lettering or airbrush rendering. Education and experience will be substituted for experience; education, or experience. One year of study in orthographic. Isometric graphs for publication is required for applications. The applicant and the applicant for experience will be required to have experience in the production of orthographic, isometric, graphical or perspective drawings. Education may be substituted for experience. Levitt Honored

For Public Service

 Levi gave a reception at a catered dinner given by the Friends of Brandeis University at the Harmon Club, New York City. His reception was a plight symbolizing outstanding service. Dr. Abram L. Becher, president of Brandeis University, made the presentation. The 10th anniversary of the birth of the late Supreme Court Justice Louis D. Brandeis.

Where to Apply for Public Jobs

NEW BILL OFFERED ON UNION RECOGNITION

WASHINGTON, April 9—Representative George Rhodes (D., Calif.) has proposed a union recognition bill that would set up two three-member arbitration boards for General News, then sell any main say on employees' union disputes. One board would hear charges against union officials, the other arbitration.

We're Glad!! To Welcome You to the

Yoshi Travel Club to Asbury Plaza Show May 5 Weekend

Blue leaves Troy (Congress Club, 287-48 B, N. Y., Albany) to travel to Asbury Park's Beachy-Carousel Hotel. All the time you want to visit the 4th Annual Plaza Show at the Convention Hall. The exciting nights and a night of fun at the 4th Annual Plaza Show at the Convention Hall. The exciting nights of fun at the 4th Annual Plaza Show at the Convention Hall. The exciting nights of fun at the 4th Annual Plaza Show at the Convention Hall. The exciting nights of fun at the

SOCIAL SECURITY for public employees in this State is required for this subject in the LEADER.

Questions answered on civil service. Address Editor, The LEADER, 97 Duane Street, New York 7, N. Y.

EASTERN TV for . . .

WASHER & DRYER $19.90 UP TO 14 MONTHS TO PAY

BEER AND ALE

Still the Best

without Holdi

to Welcome You to the

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Still the Best

without Holdi
BEFORE

You Buy That New Car
Come To This Bank—

Cut Monthly Payments 1/3 or More

Compare These Low Monthly Payments with Any in Albany

Give yourself a "breathing spell" from the usual high monthly payments and unnecessary financial costs when you get behind the wheel of that brand new car.

Just check off the advantages of this bank’s popular easy-on-the-budget financing program.

Save up to $250 on financing charges.
No fixed or standard down payment.
Up to three years to pay.
Omit any two monthly payments—during vacation periods, for example.

You enjoy the position of a cash buyer. The bank pays your dealer cash in full, but you still benefit by lower monthly payments, as shown in the table.

Mail This Coupon Today
BANK ENTIRELY BY MAIL

Industrial Bank of Commerce
80 State Street, Albany, N. Y.

Please send me an application and information, without obligation on my part, on the following:

Plan to Purchase New Car
Plan to Purchase Used Car
Loan on Present Car

Name ...........................................
Address ...........................................
City ........................................... State

 Naturally, your unpaid balance can be less or more than these examples. And there are special low-cost terms for financing good used cars or to arrange a purely personal bank loan on your present car.

Choose any make, any dealer. Just phone this bank (62-4261 if you are in Albany, ASHLEY 2-3252 if you are in Troy) and ask for the Automobile Division. The few details are arranged the same day.

The coupon at lower left is for your use now or in the future if you would prefer to handle matters entirely by mail. Just return the coupon to us, and see for yourself how easy, how convenient, how economical your next car purchase can be.

Mail Coupon Below or Call or Phone

<table>
<thead>
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<th>Balance to Be Financed</th>
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</table>

(No Fees — No Extras)

*Includes finance charges at low banking rates and $100 deductible insurance. Payments are spread over a longer, liberal 36-month period.
Hearing Is Held On Checkoff Regulations

The Mayor's Checkoff Implemen-
tation Committee held a hear-
ing at 4 p.m. yesterday, New York
City, to propose regulations. Re-
presentatives of employee or-
ganizations asked for amendments
to the proposals. Under Checkoff,
the City would deduct union dues
from payroll and turn the money
over to the union. The present plan
would leave the employees to de-
cide if he wants check-off applied
to him.

elpers, held their annual din-
ection to the Postmaster General,
and turn the money over to the
union that requested a majority.
Brown sees legal obstacles
to the unions for services that others get
never a check-off, they would get
never has there been
from the tax on the money that they
will have another opportunity to
take the examination to be held on
Saturday, May 26. Applications
may be made until Friday, April
23.

There are junior insurance ex-
amining units with the State

Why Tax Yourself?
LEAD THE STUDY BOOK
FOR 
FIREMAN

BUisness OPPORTuities
FREE PARKING
COFFEE WHILE YOU WAIT

INCOME TAX $300
Pensions. Alexander A. Begley.
watched were presented to the
employees, including those who

Jesus,*)$500-$10,000 Lifetime Achiev-

To apply, write Box 11, Civil Service

INCOME TAX $300

HELP WANTED MALE

Civil Service Employees—Munici-

citizenship is required for all

city's first experience with payroll
deduction. "Checkoff will not be
the City's. It is the opposite of prac-
tice in labor relations. But the

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Differentials In Hospitals Found Too Few

A plan for uniformity in the differential pay for afternoon and night shifts in the Hospitals Department will be made to the Board of Estimate on Wednesday, April 11 at the budget hearing for New York City employees. William Lease of Metropolitan Hospital, chairman of the hospital division of city employees union, the Teamsters and Eliott Godoff, bossman agent, will stress the unworkable effect of granting the differential to some workers while denying it to others.

Since Robert P. Wagner became Mayor, the Teamsters have been working for a more uniform differential set up. They obtained the differential for additional groups since then, but want universal application now.

Cook, elevator operators and maintenance workers work the same inconvenient hours do not get any differential, the union complaints.

Practically, people receive an extra 10 to 20 percent for additional work.

Last Call to U.S. Jobs As Tax Collector

Applications for tax collection jobs will be closed until Monday, April 16 for the written test to be held on Monday, April 27. Apply to Civil Service Examiners, Room 1918 at 90 Church Street, New York City, or to the U.S. Civil Service Commission, 641 Washington St., New York 14, N.Y.

The jobs pay $3,670 a year.

Vacancies exist in New York City, Westchester, Nassau, Suffolk, and Rockland counties.

\[\text{IGERT LEALOG}\]

\[\text{BROOKLYN'S BEST BUYS DIRECT FROM OWNERS ALL VACANT}\]

\[\text{WINSOR AVE. — 28 rooms, beautiful location, price $15,000. 1374.}\]

\[\text{LEWISPTON AVE. -6 family. Villa, 3 bedrooms, living room, kitchen, full bath $18,000.}\]

\[\text{RAISLEY PARK SECTION}\]

\[\text{ST. ALBANS $12,990.}\]

\[\text{BRICK HOME 4 family 4 rooms, living room, kitchen, full bath $10,000.}\]

\[\text{MALCOLM REALTY}\]

\[\text{145-01 Pershing Rd., St. Albans, Queens.}\]

\[\text{NEW YORK CITY, NEW YORK}\]

\[\text{COT\E EXCLUSIVE $11,500 DETACHED}\]

\[\text{1 family 3 rooms on a beautiful location, price $15,000.}\]

\[\text{COTE EXCLUSIVE $9,000}\]

\[\text{1 family 3 rooms on a beautiful location, price $15,000.}\]

\[\text{GOOD FRENCH REAL ESTATE IV 1-2199}\]

\[\text{HINES ESTATE Social Price 3 spacious rooms, beautiful location, price $2,000. 3 car garage.}\]

\[\text{Price $15,500}\]

\[\text{G. L.'S SMALL CASH ST. ALBANS}\]

\[\text{Beautiful 5 family home with a living room, kitchen, full bath, 5 rooms.}\]

\[\text{Price $12,000}\]

\[\text{HOLLIS}\]

\[\text{1 family 5 rooms on a beautifully located street, garage, price $12,000.}\]

\[\text{Price $15,000}\]

\[\text{ADDSLEIGH PARK}\]

\[\text{St. Albans $12,990}\]

\[\text{BUY THAT HOME-NOW EAST ELMHURST $14,499}\]

\[\text{5-family house (11 rooms), 6 bath and 6 car garage, price $14,499.}\]

\[\text{Price $14,499}\]

\[\text{CURRIMUS REALTY Ask for Leonard Currimus}\]

\[\text{FR. 4-4611}\]

\[\text{ST. ALBANS $32,000}\]

\[\text{2 large rooms, 2 bath, basement, price $32,000.}\]

\[\text{Price $32,000}\]

\[\text{THOMPSON REAL ESTATE}\]

\[\text{194 MURDOUG AVENUE}\]

\[\text{Price $14,684}\]

\[\text{ARE YOU LOOKING FOR A HOME IN A NEIGHBORHOD?}\]

\[\text{OWN YOUR OWN HOME}\]

\[\text{LOW DEPOSIT — HIGH VALUE}\]

\[\text{Pick Your House, NOW, BEFORE THE SPRING RUSH}\]

\[\text{LOVELY HOME In St. Albans, Addlebury Park Section. 6 large rooms: 2 car garage: finished attic and basement. Price $15,500.}\]

\[\text{BRICK: 3 family, all-brick water heat; large lobby; colored tile bathrooms; knotty pine kitchen cabinents; 4 rooms, price $21,500.}\]

\[\text{BEAUTIFUL BUNGALOW, only 8 years old; 3 bedrooms: all-electric; washer and refrigerator; 22 cubic ft. freezer. Price $14,200.}\]

\[\text{ALLEN & EDWARDS}\]

\[\text{Picks Your Own Home\ — 8 A.M. to 7 P.M. — SUN. 11-6 P.M.}\]

\[\text{ST. ALBANS & VICINITY DO YOU WANT TO BUY A HOME?}\]

\[\text{We can offer you a good deal with small amount of cash. If you have the income, come in and discuss your problem with us, we have over 100 desirable 1-2 family dwellings available.}\]

\[\text{ST. ALBANS REALTY TOWN REALTY}\]

\[\text{166-11 Merrick Blvd., Fresh Pond, Garden City, L.I.}\]

\[\text{Laurelton 7-2500 — 2501}\]

\[\text{INTERROGATE QUEENS}\]

\[\text{1 family, 7 rooms, 1 car garage, all-electric, modern fully finished. Price $12,700.}\]

\[\text{SPOT NEWS of civil service happenings, with forecasts of what will happen, is found weekly in the NewsLetter column.}\]
State Commerce Chamber
Asks Congress to Enact
Civil Service Reforms

The New York Chamber of Commerce urged Congress to re-
form the nation's civil service.

Terminating the shortage of man-
agement and executive civil service
personnel "critical," the business
others called for higher pay for
top-level appointees; modification of
Federal conflict-of-interest
laws, and creation of a senior
civil service of trained career ad-

Putting pressure on the President,
the Chamber declared that the
President and Congress "must make
up their minds to act promptly upon
this matter now or forever lose a
valuable opportunity.

Referring to the need for re-
esting the conflict-of-interest
statutes, a report by the State
Commerce Chamber's executive committee
said that such a move would make
it possible for capable men to
serve the government without sac-
ificing past achievements or fu-
ture opportunities.

Report Goes to Eisenhower
"Policymaking is best accom-
plished by appointees who are
politically attuned to the Adminis-
tration and willing to be responsi-
bles for its policies," the report
stated.

Since sensitive government
posts are re-manned with every
change in Administration, the re-
port maintained, executives who
fill them "are entitled to higher
pay and reassurance that they
can return to their former positions
when their services are no longer needed."

In urging Congress to create a
senior civil service the chamber recommended that such a force
should be politically neutral and
should execute programs laid
down by the policy-makers.

The Hoover Commission has
expressed that three career ad-

ministrators should form a mobile
top managerial force, capable of
executing policy in any admin-
istration. Members would be
appointed by a Senior Civil Ser-
vice Board on recommendation of
department or agency heads.

NYC Exams Now Open

The following New York City
examinations are now open to the
public. The last day to apply is
Tuesday, April 24, unless other-
wise noted.

OPEN-COMPETITIVE

7681. PSYCHIATRIST, $3,250 to $5,030; four vacancies in
various city departments. Applications must be
made in person only at 59 Dime Street, New York
N. Y. Candidates must possess a current registration certificate
of a New York State Dental Per-
son's license at the time of filing
their applications. Fee $5. (Open until further notice.)

7682. OCCUPATIONAL THER.
P. $6,875 to $8,625; applicants must be
qualified for licensed practical nurses; one vacancy in
the Department of Hospitals, and the Department of Health.
Applications must be made in person or by mail,
by the applicant, and postmarked. In requesting an application by
mail, enclose a self-addressed
nine inch envelope stamped six
cent. Completed application
should be signed, notarized and
accompanied by required fees.
(To check or money order payable
check or money order payable
of New York City.)

7683. TRANSPORTATION, $8,500 to
$10,000; five vacancies in various dep-

artments. Applications issued and received
In person or by mail.

7684. STATISTICIAN, $4,850 to
$5,500; five vacancies in various departments. Applications issued
and received in person or by mail.
The written test is expected to
be held June 27. Requirements:
Candidates must have (a) a bac-
calaurate, or degree, (b) courses,
on a college level, totaling at
least 13 semester hours in mathe-

matics and statistics, including
at least three semester hours
in probability, and (c) two years of
statistical experience. A year
guaranteed work in which major
挫折 may be substituted for one
year of experience, but at least
one year of experience will be re-
scribed of all candidates. Full-time
paid experience as a statistician
will be accepted in lieu of college
education on a year-for-year
basis. Fee $4.

7685. FULL-WIDTH CRISPER

PROMOTION

The following are open only to
qualified employees of the city
government mentioned:

7686. ASSISTANT SUPERVIS-
OR, (mechanical power), (Prom.),
Transit Authority, $6,500 to
$6,800; vacancies occur from time
to time. Six months as assis-
tant transit sergeant. Fee $5.

7687. ASSISTANT SUPERVIS-
OR, (Prom.), Sanitation Department, $6,000 to
$6,500; vacancies occur from time
to time. Six months as assist-
tant caretaker. Fee $4.

7688. ASSISTANT FOREMAN,
(Prom.), Sanitation Department, $5,500 to
$6,000; vacancies occur from time
to time. Six months as assist-
tant caretaker. Fee $4.

7689. FOREMAN, (Prom.), San-
itation Department, $5,200 to
$5,500; vacancies occur from time
to time. Six months as assist-
tant caretaker. Fee $4.

7690. FOREMAN, (Prom.), San-
itation Department, $5,000 to
$5,200; vacancies occur from time
to time. Six months as assist-
tant caretaker. Fee $4.

7691. ASSISTANCE SUPERVIS-
OR, (Prom.), Sanitation Department, $5,000 to
$5,200; vacancies occur from time
to time. Six months as assist-
tant caretaker. Fee $3.

7692. FOREMAN, (Prom.), San-
itation Department, $5,000 to
$5,200; vacancies occur from time
to time. Six months as assist-
tant caretaker. Fee $3.
One Key Answer Changed
In Patrolman Exam

Instead of only one answer being acceptable as correct, to question 28 in the last patrolman (P.D.) test held by the New York City Police Department, any three of the five optional answers will be counted as correct. That was the only change in the tentative key. Instead of only C, B or D will also be honored as correct. Question 28 follows:

"A woman was found dead by her estranged husband in the kitchen of a glove store. The tentatively key. Instead of only C, B or D was also honored as correct. Question 28 follows:

"A woman was found dead by her estranged husband in the kitchen of a glove store. The初步的解答是不正确的。问题 28 为："问题 28 跟随：

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Cattaraugus County
A meeting of the Cattaraugus County Chapter of the C.S.E.A. will be held at the Cattaraugus County Association Building, Little Valley, N. Y. on April 15 at 8:00 o'clock p.m. at the front entrance of the building. All members are urged to attend this meeting. "T.R.

Verner Tappor, 4th Vice President of the State Association, will be present to make an announcement concerning the Cattaraugus County Chapter. His presence in the Cortright Field Representative, will be present. "T.R.

Drinking of the $50 Savings Bond will be held at this meeting. "T.R.

Newark State School
Geraldine Collins is sitting her son, L. Jeremiah Collins, and2 another son, Michael Collins, who are both employed in the State Department of Public Welfare in Montgomery, Alabama.

Mrs. T. W. Berger visited Mr. Berger's daughter, Mrs. Margaret Berger, and Mrs. Margaret's mother, Mrs. Margaret Oester, last week. "T.R.

Mr. and Mrs. Donald M. MacFarlane, of 1400 Belvidere Drive, attended the Auditorium in Rochestert T.R.

The following are visiting in Florida: Mrs. Dorothy A. Checks, of 1210 Teller Street, and Mrs. John O'Connell, of 1222 W. Lee Street, who have both been in Florida for several days.

Congratulations to Mrs. and Mrs. Clarence Brown, and Mrs. Brown's daughter, Mrs. Mary Brown, who have just returned from a trip to Florida. "T.R.

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### Progress Report on 1956 Assn. Bills

The following is a progress report on the legislative program of the Civil Service Employees Association.

At the end of the 30-day period, any bill not passed by the Senate or Assembly will be issued by the Association, keyed to the progress report, indicating by program number the action of the Governor, a vote of amendment, a voice vote, or referral. The vote of the Assembly or Senate will be indicated, much interest centers on the bills that are before the Governor for signature. He has until April 22 to sign them.

### Meaning of Symbols
- Symbols used in the progress report identify the association, the action taken, and where support is placed. The symbols:
  - (D) drafted by Association
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The report is arranged in alphabetical and numerical order for convenient reference. Introductory numbers are given for easy identification.

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| 14. REOPEN 53 YEAR PLAN (D & A) | Senator Heiman | 3914 | To Governor |
| 15. PARK PATROLMEN (E) | Senator Brydges | 279 | To Governor |
| 16. OVERTIME — POLITICAL SUBDIVISIONS (D) | Senator Assembly Rules | 3919 | To Governor |
| 17. LEAVE OF ABSENCE — MEMORIAL AND ARMISTICE (D) | Senator Dalevando | 2983 | To Governor |
| 18. CONTINUE PRELIER COMMISSION (E) | Senator Assembly Rules | 1929 | Assembly sidenote to Recodify Civil Service Law for another year. |
| 19. DISQUALIFICATION OF SUBVERSIVES (A) | Senator G:bold | 1843 | To Governor |
| 20. STATE EMPLOYEES HARNESS RACING TRACKS (D & S) | Senator Assembly Rules | 2028 | To Governor |
| 21. REDUCE SCHEDULE IN HOURS | Senator Budget | 1556 | Chapter 468 |
| 22. STATEMENT OF SENATOR (D) | Senator Assembly Rules | 4599 | To Governor |
| 23. 50 PERCENT HOSPITALIZATION (D) | Senator Budget | 1535 | Chapter 101 |
| 24. 1948 BILLS (D) | Senator Assembly Rules | 1928 | To Governor |
| 25. STATE University (A) | Senator Assembly Rules | 3225 | To Governor |
| 26. DUE TO RENEGADES (E) | Senator Assembly Rules | 3223 | To Governor |
| 27. PAYROLL DEDUCTION (D) | Senator Assembly Rules | 3232 | To Governor |
| 28. FUND ON INITIAL ALLOCATION (E) | Senator Assembly Rules | 3226 | To Governor |
| 29. SATURDAY CLOSING COUNTIES (E) | Senator Assembly Rules | 3224 | To Governor |
| 30. ACCIDENTAL DEATH BENEFIT — INCREASED CONTRIBUTIONS BEYOND (D) | Senator Assembly Rules | 3237 | To Governor |
| 31. SALARY INCREASES | Senator Budget | 1534 | Chapter 103 |
| 32. TRANSFERS BETWEEN RETIREMENT PLAN (C & A) | Senator Assembly Rules | 3229 | To Governor |
| 33. PAYROLL DEDUCTION (D) | Senator Assembly Rules | 3232 | To Governor |
| 34. 20 PERCENT ACROSS THE BOARD INCREASE (D) | Senator Assembly Rules | 3234 | To Governor |

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| 1. SALARY INCREASES | Senator Budget | 1539 | Chapter 133 |
| 2. JUDICIARY INCREASE (D & A) | Senator Assembly Rules | 3277 | To Governor |
| 3. LEGISLATIVE INCENTIVE (E) | Senator Assembly Rules | 3278 | To Governor |
| 4. HEALTH INSURANCE PROGRAM (D & A) | Senator Assembly Rules | 3279 | To Governor |
| 5. STATE OFFICES SATURDAY CLOSING (A) | Senator Assembly Rules | 3280 | To Governor |
| 6. SOCIAL SECURITY (D) | Senator Assembly Rules | 3281 | To Governor |
| 7. PAYROLL DEDUCTION OF DUES (E) | Senator_budget | 1534 | Chapter 103 |
| 8. FEE ON PROMOTION EXAMINATIONS (D) | Senator Assembly Rules | 3287 | To Governor |
| 9. STATE OFFICES SATURDAY CLOSING (A) | Senator Assembly Rules | 3288 | To Governor |
| 10. INCENTIVE ON PROMOTION (A) | Senator Budget | 1539 | Chapter 103 |
| 11. INCENTIVE ON PROMOTION — STATE UNIVERSITY (A) | Senator Assembly Rules | 3289 | To Governor |
| 12. EQUAL SALARIES ON PROMOTION (E) | Senator Assembly Rules | 3290 | To Governor |
| 13. 40 HOUR WEEK — PRISON GUARDS (D) | Senator Assembly Rules | 3291 | To Governor |

### Introduction
- The program of the Civil Service Employees Association.
- On behalf of the legislative committee, Chairman Martin, the majority of the association committee, and all other members of the Association who worked diligently on behalf of the legislative committees, and those having managed, much interest centers on the bills that are before the Governor for signature. He has until April 22 to sign them.