

Mr. Powers' Letter

The letter read:

"As you undoubtedly know the Annual Meeting of the Association was recently concluded. It was at this meeting that the Association program for the coming year which have major fiscal implications and require legislation. We have not included in the body of the letter all of our resolutions, but for your convenience attach a complete copy of the resolutions adopted at the Annual Meeting. In summary form our program includes the following:

1. Full text of New Attendance Rules See Page 1A
2. President Powers' letter
3. Association gives State general outline of 1937 program. We have not included in the body of the letter all of our resolutions, but for your convenience attach a complete copy of the resolutions adopted at the Annual Meeting. In summary form our program includes the following:

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SALARIES

1. 15% Increase in base pay for all State employees.
2. Establishment of a maximum 40-hour week with no loss in present pay.

Tolman Resigns

Merrit Board Post

ALBANY, Nov. 5—A former president of the Civil Service Employees Association, Dr. Frank E. Tolman, has resigned as chairman of the Merit Award Board. Dr. Tolman, who has devoted nearly 50 years to public service in New York State, is succeeded by Edward J. Line, of Albany, a career employee of the Department of Taxation and Finance.

Begun in 1936

Dr. Tolman entered State service in 1936 as a reference librarian in the State Library. He later became director of adult education and library extension for the department, a position he held until his retirement in 1943.

(Continued on Page 18)
Looking Inside

WHAT IT TAKES TO KEEP STREETS CLEAN

By H. J. BERLO

ENDA, you've got an idea. It's called by Andy through The Leader to take a guided tour of New York City, to see how much cleaner the streets are than on that day, a few years back, when we returned from Europe you said the City's streets were the dirtiest you'd ever seen.

There are openings for printing plant workers at $1.46 an hour in the Government Printing Office, and the Bureau of Engraving and Printing, Washington, D. C., and at other agencies in the area. Jobs in the Bureau of Engraving and Printing are titled skilled helper. The work-week is forty hours, with time-and-a-half for overtime.

Minimum age limit for tolling is 18; there is no maximum. Applicants must be U. S. citizens. Good vision and hearing are required, along with an ability to make accurate and rapid machine sorts. Persons with amputations of the leg below the knee will be eligible. Their union, Local 831, Teamsters.

June Sprague to Talk on Secretarial Work

June Sprague, vice president of the New York City chapter, National Secretaries Association, and secretary to Chief Macrister Johns, is to take part in a panel discussion of secretarial work at the New York City Chamber of Commerce. She will address the group on the practical aspects of secretarial work.

FBA Backs PFP

Appearing before the public hearing of the New York City Council's Sanitation subcommittee, President John E. Carton of the Patrolmen's Benevolent Association recommended that the Council approve permanent personal registration.
to cast their votes for the candidates of their choice. Even before the election, they are privileged to participate in the electioneering which, for some weeks, precedes the voting day. They can talk, demonstrate, parade, work, contribute, wear buttons, our stickers, argue, yell about, sing, and do all sorts of activities in a great variety of forms. All the people can do this — except a very important proportion of their number — the civil servants. No matter how little time they have, they usually exercise a limited franchise. They can vote and they can contribute — but for most of the rest of the privileges they are circumscribed in their activities by provisions of huge and influential Arts, public attitudes, and what not. In politics they are a group apart.

Further Limitations

This is not the only area where the civil servant is set apart from other workers. In one sense, too, he has his special privileges. He can unite in groups as other laboring people do — but he cannot, as they do, strike to gain a redress of wrongs. In New York State, for example, he is not permitted to be a labor union member. There is the same sort of possible collective action, but his state government does not recognize the conditions which set it for the industrial worker.

Double Standard Must Go

The civil servant is judged by one standard in one thing, and by another in another thing. Today, will disagree with the fact that the civil servant is necessary in the operation of the American economy. No one, today, will deny his importance in the economy when one out of every seven of the working population is a public servant. Why, then, should not the civil servant be accorded the American standard of living. To hold him responsible for all of the duties of citizenry, but deprive him of some of its privileges definitely weighed, and controlled by the salaries paid to people freer than he, those salaries are judged, weighed, and controlled by the salaries paid to people. In New York State. By law, the industry has to accord his labor a forty hour week and minimum wage standard — but there are many instances, in which the state employees are paid less than the federal employees. The state government does not recognize the conditions which set it for the industrial worker.

Limited Rights Doctrine

There is something inconsistent in the doctrine of limited rights accorded to the civil worker. In all other things, he is measured and judged by the same standards as apply to other people. He has to pay taxes at the same rates, and he must conform to all of the other norms. His salaries are judged, weighed, and controlled by the salaries paid to people free from their duties. As a case in point, this double standard is demonstrated in New York State. By law, the industry has to accord his labor a forty hour week and minimum wage standard — but there are many instances, in which the state employees are paid less than the federal employees. The state government does not recognize the conditions which set it for the industrial worker.

Do-It-Yourself Drive Urged to Sign Members

(Continued from Page 1)

To be obtained if a representative of your chapter can contact each prospective member and urge his signature on the card on the spot. As when the prospective member merely receives the card, a dues deduction arrangement is not really effective. How he will handle your chapter on the spot, the writer wishes to stress the importance of the show of strength in the past year which has been accomplished. CSEA would be in a wonderful position to be more effective than ever for our members.

How Our Headquarters Staff in the next few days will reprint dues deduction forms. We suggest that Governor Harriman be informed of the results that can be obtained if a representative of your chapter can contact each prospective member and urge his signature on the card on the spot. As when the prospective member merely receives the card, a dues deduction arrangement is not really effective. How he will handle your chapter on the spot, the writer wishes to stress the importance of the show of strength in the past year which has been accomplished. CSEA would be in a wonderful position to be more effective than ever for our members.

Dues, hours, and the gaining of better Social Security supplementation, which then CSEA efforts will probably be obtained this coming year, is extremely important.

"Take this occasion to express your heartfelt appreciation for the splendid unwavering cooperation of you and your fellow Chapter Of- ficers and Committees to the lead- ership of CSEA during the past year. You and your fellow chapter Officers and Committees can be proud of CSEA, especially dur- ing the past year which has been the most successful period of CSEA history insofar as accomplishment and progress are concerned. I feel confident our Association will en- courage your continued cooperation and effort.

STATE SERVICE A FAMILY AFFAIR FOR THEM

Three Generations of Scott Family Have Served State

BY PAUL KYER

State service is a family affair for Roy Scott and his sons. Not only did Mr. Scott give his service to the State for 47 years before retiring four years ago as chief engineer at Central State Reservation, but all of his sons are career employees in five state institutions.

The eldest son, Irving,怪 these statistics on himself and his five brothers.

Irving is chief engineer at Creedmoor. The other brothers are employed as follows:

Almon is chief engineer at Letchworth Village; Edwin is chief engineer and Robert, an electrician, at Central State Psychiatric Hospital, the father's last alma mater; Daniel is principal engineer at Hudson River and Joe is a steam fitter at Finger Lakes.

Third Generation, Too

The third generation shows signs of following right along in their elders' footsteps. Irving's son, Barry, is a steam fitter at Creedmoor and Irving's son, Roy, is an attendant at Rochester State Hospital while attendants, sisters of Roy, are at Brockport State Teachers College.

"State institutions have always been our stamping grounds," said Irving. "We followed our father around the state, and of course, I guess I was just natural — we followed in dad's path careernearly."

This writer felt that not only was it amazing to find an entire family in State service but also that it was remarkable to find all of them working for the same department — Mental Hygiene.

It is important also to note that the Scott family is but one of the many that have a "big thing in common" — membership in the Civil Service Employees Association.

This kind of unity certainly must be a record of some sort and we suggest that Harriman declare a "Scott Family Week" to celebrate it.

C. B. Elmore Retires From Saratoga, Served 42 Years

Cyrus Bruce Elmore has retired from the Saratoga Springs Author- ity. He rose to director of the Saratoga Springs 42 years at the State Reservation in Saratoga Springs.

During his service the Spa be- came one of the greatest in the world. Today nearly 400 wage earners are on the Spa payroll, at least 100 of them employed the year round.

The Authority temporarily ap- pointed Arthur J. Kearney as sales and promotional consultant, and Walter H. Moore, Jr., present assist- ant director, to continue in charge of maintenance, construc- tion and mechanical operation. These appointments in a sense divide the duties Mr. Elmore performed. At the end of the fiscal year, the Authority will consider permanent appointments.

Mr. Elmore was born in Herk- shire, N. Y., attended public schools and was graduated from Middle- ville, High School in 1914. He was graduated from Union College in 1914 with a degree of bachelor of engineering. A short time before his graduation, he entered the em- ploy of the State Reservation as assistant engineer. Union College in 1939 granted him the degree of Master of science.

From 1929 to 1932, he was a member of the Saratoga Springs Board of Education and three times served as its president.

The Chautauqua County chapter honored retired members at a dinner held at Hotel in Dunk- lass on October 16.

The tables were decorated with floral arrangements and other appropriate au- thentication. Awards were made, and students who graduated from the University in 1956 were presented to the members. At the end of the evening, the Authority will consider permanent appointments.

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Men and Women Sought As Accountant Beginners

The Internal Revenue Service is recruiting both men and women accountants for training as Internal Revenue agents. Applicants must be U. S. citizens and must pass the most difficult audits of income returns and perform other related duties while attending 12-month service training course. During that period, they will be paid $35.00 per week, and upon successfully completing this course, they will be rated at $46.025.

Requirements are high in grade GS-7, in the District Offices of the Internal Revenue Service in New York City, Albany, Buffalo, and Syracuse. Other requirements are U. S. citizenship, minimum age 18 for filing, 21 for appointment, and physical ability to do the job.

Where Required

Applicants need one of the following: four years' study with an accounting major, from a member institution of the Association of Collegiate Schools of Business; two years' study at a college or university graduate school above high-school level with six semester hours in mathematics; two years' accounting work; three years' professional accounting or auditing experience; an equivalent combination of the above, or a Certified Public Accountant's certificate.

Applicants qualifying on the basis of a CPA certificate or education will not be given a written test, and the written test will be given only to other applicants.

The announcement is No. 51

Revised.

Apply to the U. S. Civil Service Commission, 641 Washington St., New York 3, N. Y., or the Bureau of U. S. Civil Service Examiners, Room 1116, at 50 Church Street, New York 7, N. Y., until further notice.

Advance List
Of 77 Tests
State Will Hold

The following examinations will be open for application on Monday, November 9, and closed before December 12.

Pilgrim State

William F. Halsey, Fleet Agent, United States Navy, addressed the graduating class of the Central Islip State Hospital School of Nursing at the school's annual commencement exercises on June 23.

Diplomas were presented by Rev. Titus Hamilton, President Norman C. Edwards to Evelyn Bel- lew, Eleanor Buschman, Mary Mooney, Gladys Hou- tor, Theresa Kolen, Helen Herrold, and Lauren Thomas. The diplomas were presented by Rev. Titus Hamilton, President Norman C. Edwards to Evelyn Bellew, Eleanor Buschman, Mary Mooney, Gladys Hoffman, and Lauren Thomas.

The examination will open for application on Monday, November 9, and closed before December 12.

Central Islip

The following examinations will be open for application on Monday, November 9, and closed before December 12.

Interested persons may obtain the examination application forms at the U. S. Civil Service office nearest to them, call at the office-9:00 to 5:00 daily. The Institute will also show you how you can qualify yourself to pass these tests. Don't delay—set NOW!

PREPARE YOURSELF NOW FOR COMING U. S. CIVIL SERVICE TESTS

During the next twelve months there will be many appointments to U. S. Civil Service jobs in many parts of the country.

These are hard to get, but will go to those in the best prepared. They are paid well and are in the same field as those you are interested in. They pay as high as $4,000 a year, which is triple the amount you can earn in private industry. And they provide for your retirement with a pension plan.

Franklin Institute is a private, non-profit school which helps you pass the regular types of tests, organized through regular courses. The classes are run to pass these tests, and they are given by experts in the field. They are prepared to help you get a job in these fields, and they will be there to help you when you need them.

For full information free of charge on these U. S. Civil Service job tests, fill out the coupon, stick to your mailing label, and mail TODAY! or call at office—open 9:00 to 5:00 daily. The Institute will then send you free information on how you can qualify yourself to pass these tests. Don't delay—set NOW!
A retirement party was held at Letchworth’s Village, Thiels, for Mrs. Jean Clark. Standing from left, Russie Alori, husband, David Clark, and Mr. Clark’s sister, Jean Clark. (James Dutremaine Photo).

Father James H. Cox, Catholic chaplain at Rochester State Hospital, announced, the St. Dymphna Award to Mrs. Charles Halley and Patrick Campbell for outstanding leadership in the Career and Salary Plan, particularly for the lower grades, making increases during 3 yrs to $5,580 a Year After 3 Years.

A demand on New York City for new clerical promotion examinations has been made by Local 237, Teamsters. A statement issued by the Local’s clerical committee declared that promotions are essential to clerical employees.

Clerical employees were short-changed by the Career and Salary Plan,” the statement said. “The fate of all other senior clerks has already been sealed, and it is our opinion that the up in the upper-income bracket.

The low salaries under the Career and Salary Plan, particularly for the lower grades, mean that the future for clerical employees depends largely on promotion. Unless the employees can advance from grade to grade, their hopes are gone.”

Three Titles Specified

The Teamsters called upon the City to order citywide promotion examinations to senior clerk, supervising clerk, and administrative assistant immediately, and to exhaust all existing tests by January 1.

“Obstacles to promotions, such as the City’s arbitrary policy in filling vacancies and low job situations under the Career and Salary Plan, can be overcome by unity of action of clerical workers,” the Teamsters statement said.

“The Teamsters propose to lead a campaign that will put Career back in the Career and Salary Plan. Clerical employees must begin now to fight for promotion opportunities.”

Attica Aides Donate Blood To Red Cross

The Bloodmobile paid its semi-annual visit October 11 to the Attica chapter of the American Red Cross, Attica, N. Y.

Attica Prisoner Koryem Trench received his membership in the two-gallon club; Robert Kirkpatrick and Richard Middletown joined the one-gallon club. Mr. Middletown is stricken with polio as a child and walks with the aid of braces and canes.


Visual Training
OF CANDIDATES FOR PATROLMAN
Bus Operator, Sanitation Man, Trackman
FOR THE EYEWITNESS TESTS OF CIVIL SERVICE REQUIREMENTS
D. H. T. FLYNN
Optometrist Orthoptist
300 West 23rd St., N. Y.

The new editor of alumni publication, The Magazine, is Paul M. Brennan, former president of Manhattan College and former president of the Manhattan Alumni College. Mr. Brennan, who was born in Dublin, Ireland in 1923, was named to the editor-in-chief post by Brother Augustine Phillips, provincial, in 1923.

Mr. Brennan supervised the screening of more than 600,000 civil service candidates.

Union Asks City to Order Full-Scale Promotion Tests

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Two Fine Opportunities

Two popular examinations now open for receipt of applications bear unusually wide implications. They are the New York City patrolman (P.D.) and the clerk tests.

For the police jobs the maximum age is 29, except for concession to war veterans, but as the war years recede and provides itself with a broad base for promotion. Responsible administra-

The appeal was originally denied by the Board of Estimate, 3 to 2. The clerks appealed to the Board of Estimate from that decision. The appeal should be taken in round to mi-

The State urgently needs permanent, coordinating, 4,040 jobs for work in Manhattan, Brooklyn and Queens, and 24,620 jobs in the typist jobs. The typist jobs are mostly in lower Manhattan. There is a total of 70 vacancies. Minimum duration speed required is 80 words a minute; typ-

The above comparison demonstrates:

1. Supervision is preferable under the age-60 plan, and particularly when retirement takes place at age 60.

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The City still needs Typists and Stenos

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At present the real salary is modest, one might rest for the future. Social Security, you may be eligible to receive Social Security benefits. The increases in the value of all additional benefits are in all cases of retirement prior to the

A Social Security card is not good identification. Thousands of cards are lost each year. It would be very easy for such cards to be stolen. The identity, therefore, of the card holder is of the utmost importance. It is discouraged both in the interests of the card holder and the holder of the card. It is important to identify the card holder when the card is issued as identification. Also original Social Secu-

Why can't I use my Social Security card for identification? J. B. P.E.C.

Many clerks have question regarding the Social Security card for identification purposes. They are told that the card is not good identification. This is not true. The Social Security card is an official government document. It is

What administrative duties? C. J. P.

In the past some who could have qualified have shown no interest in a clerk job with the City government, but, when the reason was known to them, there was no great deal of interest.
NEW YORK STATE JOB OPENINGS

The State has announced the following job openings. Unless otherwise stated, examinations are scheduled for Saturday, December 9. All examinations must be U.S. citizens and 15.

4186. PROCESS SERVER. $2,900 to $3,600, New York City offices of various state departments and agencies and county offices. Vacancies from time to time. Fee $2. Eight years mechanical engineering experience, plus three years in an engineering capacity (two years of which must be in a supervisory position). (Friday, November 16).

4182. PROCESS SERV. $2,750 to $3,900. Departments of Education, Public Service and State. Two vacancies, Albany. Fee $2. One year’s experience including proofreading. (Friday, November 16).

110. SUPERVISING TUBERCULOSIS PHYSICIAN. $9,280 to $11,100. Tuberculosis hospitals of Health Department and Edward Toll Hospital. One vacancy. Fee $5. Five years’ experience, as medical staff member in a sanatorium, TB hospital, or TB department of a general hospital, plus one of the following: one additional year as above, two years’ experience in general practice as internal medicine, surgery, pathology, teaching or research, or equivalent combination of the above. (No closing date).

115. SUPERVISING TUBERCULOSIS RADILOGIST. $8,980 to $11,100. Department of Health hospitals. Fee $5. Five years’ experience as medical staff member in a TB hospital specializing in roentgenology, or four years’ general medical experience (two years in a TB hospital and one year in roentgenology), or an equivalent combination. (No closing date).

4183. SENIOR BUILDING ELECTRICAL ENGINEER. $6,890 to $8,370. Department of Public Works. Three openings, Albany. Fee $5. New York State professional engineering license and one of the following: two years’ electrical engineering experience, including design, planning and checking electrical installations; or two years mechanical engineering experience, plus one of the following: master’s degree in electrical engineering, bachelor’s degree plus one year’s experience as above or two years’ mechanical engineering experience, associate degree in electrical engineering, architecture, or engineering plus three years. (Friday, November 16).

4184. ASSISTANT PLUMBING ENGINEER. $5,600 to $6,440. Department of Public Works. Eight openings, Albany. Fee $5. High school or equivalency diploma and two years’ experience in plumbing and checking plumbing layouts on building plans; four years’ experience preferred. (Friday, November 16).

4185. SENIOR TELEPHONE OPERATOR. $4,920 to $6,320. Department of Public Works. Several openings, Albany. Fee $4. Three years’ experience in telephone operations or inspection (two years must have been supervisory), plus a New York State operator’s license for appointment. (Friday, November 16).

4187. PRINCIPAL DRAFTSMAN (MECHANICAL). $5,760 to $6,890. Department of Public Works. Several openings, Albany. Fee $4. High school graduation or equivalency diploma, plus four years’ drafting experience on heating, plumbing or related mechanical engineering projects, and one of the following: associate degree in an engineering technology, two years toward a bachelor’s degree in architecture or engineering, or experience in telephone operations or inspection. (Friday, November 16).

4188. PARKWAY FOREMAN. $3,320 to $4,180. Conservation Department. Two openings, Columbia and Westchester Counties. Fee $3. Two years’ experience in construction or maintenance of modern paved or improved highways, plus a New York State driver’s license for appointment. (Friday, November 16).

4189. SUPERVISOR OF PARK OPERATIONS. $4,180 to $5,320. (Continued on Page 8)

Fellow-employees gave a party for Ernest Tilford as he left the State Agricultural and Industrial School at Industry. Mr. Tilford now directs training at the Annex of the Training School for Boys, at New Hampton. From left, John B. Costello, superintendent at Industry; Mrs. Ernest Tilford, Mr. Tilford, Peter Domiano, who succeeds Mr. Tilford, and R. L. Sullivan, assistant superintendent.

BIG VALUE!

1957 11.5 CUBIC FOOT REFRIGERATOR

with MAGNETIC SAFETY DOOR and REVOLVING SHELVES

Model LB-12P

Beautiful Pink Interior Deluxe Features - Top Quality

as low as $5 a Month

big trade-in allowance

29 First Avenue, N. Y. G. Ramey 5-6060 RADIOS — APPLIANCES
**State Jobs**

(Continued from Page 7)

Nineteen Frontier State Park
Commissioner. Fee $10. Five years’
comprison of a civil service, with
nning operation and maintenance of
ntunities. (Friday, November 16).

4022. REGIONAL HEALTH DI-
artment. One vacancy, Supervision.
ney, New York. State medical
iation from the New York State
median or four years’ medical
ential within the last 10 years by
he Public Health and four years’
the director of a county or city
n care is given to all U.S. citizens.

1961 Madison Avenue. Albany, N.
U.S. $58,000 to $71,000. Six vacan-


ty or investigator, one year’s
an associate degree is granted in

1641 Washington Street. New York
3,610. Room 2301 at 270 Capitol

4002. REGIONAL HEALTH DI-
artment. One vacancy, Director.

641 Washington Street, New York

WHERE TO APPLY

For Public Jobs

U.S.—Second Regional Office.
P.O. Box 531. Albany, N.Y.

WASHINGTON STATE—Room 212;
Washington, D.C.

NEW SHIPMENT

286 Broadway, New York, N.Y.

New decor and furniture

Bleecker Restaurant

CORNELL & CO. diapers

ARTCRAFT SLIPCOVERS

PETS & SUPPLIES

WEDDINGS—PARTIES—BUANETS

CAROLINA'S INN

72 Central Avenue
Albany, N.Y.


due for these two jobs with

the beautiful EMBERS ROOM from

The Cheris Pharmacy

MOTORS INN

376 CENTRAL AVENUE

CIVIL SERVICE LEADER

Town, November 6, 1956

ALBERTS


dinner

President of the State
ment, New York, N.Y.

BUILDINGS

July 16, 1956

Alban Museum

ALBANY, N. Y.

WEDNESDAY, 7:00 P.M.

AN INVITATION TO HOMEMAKERS

AIR CONDITIONED

102 CENTRAL ST. W.

Albany, N.Y.

EASTERN SALES

1706 Western Ave., Albany, N.Y.

TOYLAND

TROY, SHAKER RD. Near Albany Airport

Phone S*70 5-8841 for Reservations

DUTTON'S INN

205 Western Ave., Albany, N.Y.

Polish dancer

Thursday, November 6, 1956

ALBANY, N.Y.

REICH'S RESTAURANT

If you are looking for Silver, Quilts

ALBANY, N.Y.

376 CENTRAL AVENUE

WEDDINGS—PARTIES—BUANETS

ARCO

OFFER HOUSE

Shouts - Cheops
New Foods since 1903

242 State Street
Albany, N.Y.

Most famous for Fine Foods

ALBANY AIRPORT &

2211 Delmar

DUNOAH'S INN

155-560 State St.

1500 Madison Avenue. Albany, N.

DUNOAH'S INN

254-256 E. 4th St.

New市民 for Fine Foods

ALBANY AIRPORT &

250 State Street

Barnes & Becker

376 CENTRAL AVENUE

ALBANY, N.Y.

Many other gift ideas

ALBANY, N.Y.

TROY, N.Y.

ALBANY, N.Y.

376 CENTRAL AVENUE

WEDNESDAY, 7:00 P.M.

NIGHT OF MUSIC

102 CENTRAL ST. W.

ALBANY, N.Y.

SLEASMAN'S

ALBANY, N.Y.

HOFBRAU

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RUSH SHOE OUTLET—Famous

name brand shoes in men's shoes

100 Pearl St., Ritz Theatre Bldg.
Albany, N.Y.

At your local

104 CENTRAL AVENUE

ALBANY, N.Y.

CAROLINA'S INN

72 Central Avenue
Albany, N.Y.

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(Continued on Page 8)
Civil Service Employees! Di Falco DESERVES YOUR VOTE

EIGHT years on the State Supreme Court bench, and very able service as a Bronx County Surrogate, entitle Justice S. Samuel Di Falco to your vote. In addition, he has always been a stalwart fighter for civil service employees' rights. In gratitude, all civil service employees entitled to vote for him should do so.

Justice S. Samuel Di Falco

This advertisement sponsored by a committee of civil service employees.

BE WELL DRESSED within your budget . . .

GGG - HAMMONDTOWN PARK
MICHAEL - ALBA
TOP-O-MART
and other top name brands
at
20% to 30%
Discounts

A new Remington Rolelectric
shaves your Hidden Beard!

RE- ELECT
a former Civil Servant
WILLIAM BRENNAN
Democratic Candidate
STATE ASSEMBLY

Recommended by Civil Service Forum, Police, Fire and Sanitation Dept., organizations for Legislative efforts of State, County and Municipal Employees.

WILLIAM BRENNAN
A member of the Assembly Civil Service Committee, introduced first bill providing for Social Security for Civil Service employees without diminishing pension rights.

Civil Service Committee for the Re-Election of WILLIAM BRENNAN

NOW! AT CIVIL SERVICE MART

BE WELL DRESSED within your budget . . .

GGG - HAMMONDTOWN PARK
MICHAEL - ALBA
TOP-O-MART
and other top name brands
at
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A new Remington Rolelectric
shaves your Hidden Beard!

CIVIL SERVICE MART, INC.
64 LAFAYETTE STREET, N. Y. C.
BE 3-6554

The new Remington Rolelectric reaches your Hidden Beard . . . actually shaves below normal shaving level with perfect comfort.

The Rolelectric's exclusive Roller Comb principle enables you to shave the Hidden Beard other shaving methods miss. Gives you closer, longer-lasting shaves . . . and the Rolelectric's beard-seeking Roller Comb also protects under facial skin . . . give you an all-comfort shave every time!
HELP WANTED MALE


equipment, $5,640, Bayonne, N.J.


equipped


equipment, $5,640, Bayonne, N.J.


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REAL ESTATE
Houses - Homes - Properties
The Best Gift of All - Your Own Home

ATTORNEYS

APARTMENTS

Brooklyn Jobs Included

For these positions, apply to 225 West 34th Street, Manhattan. For the following jobs, apply to
315 Fifth Avenue, New York City.

For these positions, apply to 225 West 34th Street, Manhattan, or

ST. ALBANS
5% store, retail salesperson, $6 a week, 5 days, 7 a.m. to 5 p.m., $1,000 down, $10 a week, $1,000, interest $1.40 a week, $1,000, interest $1.40 a week, $1,000 down.

Price $1,000

ROYALTON, N. Y.

CUMMINS REALTY

2-BEDROOM APARTMENTS

Offices on the 3rd Floor, 11 East 17th Street, New York, N. Y.

ST. ALBANS

10% store, retail salesperson, $6 a week, 5 days, 7 a.m. to 5 p.m., $1,000 down, $10 a week, $1,000, interest $1.40 a week, $1,000 down.

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ROYALTON, N. Y.
FIVE ON NYC POLICE FORCE WIN TUITION AWARES

Five members of the New York City police received from the Civil Service Reform Association its first Educational Awards for proficiency in study courses in police administration or related subjects.

Lieutenant William P. Brown, of the Nineteenth Precinct, received a $400 scholarship for his graduate training at the Police Academy. Lieutenant Arthur Niederhoffer wrote dissertation for a master's degree in public administration at NYU. Detective James W. Osterburg, of the Borough of Manhattan, earned a Ph.D. at NYU Graduate School of Business and Public Administration.

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EDUCATIONAL AWARD

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The purpose of these rules is to establish uniformity in matters of attendance and leave of absence on the part of employees and to provide uniformity in matters of attendance and leave of absence on the part of employees.

Rule I. Attendance

1. Basic Work Week: The basic work week for employees employed in the executive, legislative, and judicial departments and institutions, other than those covered by the application of overtime compensation or similar provisions of the Director of Personnel, shall be forty hours for five days a week. (a) The Director adopted pursuant to Section 49-A, subsection 49-A, of the Code of Maine, the Code of Maine, for five hours a day, provided, however, that where a shorter period, as determined by the Director, is in the public service of the Department, that period shall be the period of five hours a day. (b) The Director of Personnel, at a meeting of the Department, shall establish a basic work week that shall be reduced to thirty hours for any employee who is disabled as determined by the Department of the Budget; otherwise, the employee shall be permitted to work the basic five hours and five days for any employee who is disabled as determined by the Department of the Budget; otherwise, the employee shall be allowed to work a shorter or longer work week as determined by the Department of Personnel, provided, however, that where a shorter period, as determined by the Director, is in the public service of the Department, that period shall be the period of five hours a day. (c) The Director of Personnel, at a meeting of the Department, shall establish a basic work week that shall be reduced to thirty hours for any employee who is disabled as determined by the Department of the Budget; otherwise, the employee shall be permitted to work the basic five hours and five days for any employee who is disabled as determined by the Department of the Budget; otherwise, the employee shall be allowed to work a shorter or longer work week as determined by the Director, at a meeting of the Department.

2. Record of Attendance: Daily time records showing actual hours worked shall be maintained, provided, however, that the basic work week disability as may be determined by the appointing authority may be increased or decreased in the public service of the Department, that period shall be the period of five hours a day. (b) The Director of Personnel, at a meeting of the Department, shall establish a basic work week that shall be reduced to thirty hours for any employee who is disabled as determined by the Department of the Budget; otherwise, the employee shall be permitted to work the basic five hours and five days for any employee who is disabled as determined by the Department of the Budget; otherwise, the employee shall be allowed to work a shorter or longer work week as determined by the Department of Personnel, provided, however, that where a shorter period, as determined by the Director, is in the public service of the Department, that period shall be the period of five hours a day. (c) The Director of Personnel, at a meeting of the Department, shall establish a basic work week that shall be reduced to thirty hours for any employee who is disabled as determined by the Department of the Budget; otherwise, the employee shall be permitted to work the basic five hours and five days for any employee who is disabled as determined by the Department of the Budget; otherwise, the employee shall be allowed to work a shorter or longer work week as determined by the Director, at a meeting of the Department.

3. Tardiness: The appointing authority shall establish and publish, subject to the approval of the Civil Service Commission, rules and regulations establishing penalties for tardiness and absence as a means of maintaining discipline in the administrative agencies and institutions. Any employee who is not present at the beginning of his work day; in the employee's family, provided, however, that an employee who is absent, except for illness, shall, upon the request of the appointing authority; provided, however, that an employee who is absent, except for illness, shall, upon the request of the appointing authority, be permitted to work a shorter or longer work week as determined by the Director, at a meeting of the Department.

4. Overtime Work: Hours worked in excess of the basic work week shall be paid for at a rate of one and one-half times the regular rate of pay for overtime, for which eligible employees shall be entitled to overtime compensation. (a) No employee shall be entitled to overtime compensation for time off in lieu thereof, subject to the approval of the appointing authority pursuant to the provisions of these rules. (b) The appointment authority may grant sick leave credits to an employee any physical disability of the employee necessitated by the illness or other personal leave standing to his credit at the time of his suspension. (c) The appointment authority may grant sick leave credits to an employee any physical disability of the employee necessitated by the illness or other personal leave standing to his credit at the time of his suspension. (d) The appointment authority may grant sick leave credits to an employee any physical disability of the employee necessitated by the illness or other personal leave standing to his credit at the time of his suspension. (e) The appointment authority may grant sick leave credits to an employee any physical disability of the employee necessitated by the illness or other personal leave standing to his credit at the time of his suspension.

5. Sick Leave: Employees shall earn sick leave credits for each salary period, ending the last day of each month, for each case of illness or injury necessitated by the illness or other personal leave standing to his credit at the time of his suspension. (c) The appointment authority may grant sick leave credits to an employee any physical disability of the employee necessitated by the illness or other personal leave standing to his credit at the time of his suspension. (d) The appointment authority may grant sick leave credits to an employee any physical disability of the employee necessitated by the illness or other personal leave standing to his credit at the time of his suspension. (e) The appointment authority may grant sick leave credits to an employee any physical disability of the employee necessitated by the illness or other personal leave standing to his credit at the time of his suspension.

6. Personal Leave: Personal leave shall be granted to employees under the same circumstances for periods of less than one year after the effective date of these rules, except for any such leave granted prior to the effective date of these rules. (b) The appointment authority may grant sick leave credits to an employee any physical disability of the employee necessitated by the illness or other personal leave standing to his credit at the time of his suspension. (c) The appointment authority may grant sick leave credits to an employee any physical disability of the employee necessitated by the illness or other personal leave standing to his credit at the time of his suspension. (d) The appointment authority may grant sick leave credits to an employee any physical disability of the employee necessitated by the illness or other personal leave standing to his credit at the time of his suspension. (e) The appointment authority may grant sick leave credits to an employee any physical disability of the employee necessitated by the illness or other personal leave standing to his credit at the time of his suspension.
Committee Reports on CSEA Fiscal Affairs

At the annual meeting of the Civil Service Employees Association, Lawrence Kerwin presented the following report of the Association's special committee on the CSEA fiscal situation.

The July 14 meeting of our Committee heard the reports of our Special Legal Committee, Chairmen March W. Breslin and George H. Shemlin, and the Special Committee to Study Investments, Chairmen C. F. M. Kuehn, William F. Kuehn, Henry Sheinman, George Syrett and William F. Kuehn.

Cost Estimate

Our Committee roughly estimated the annual cost as follows: Branch Manager — $6,000

First year additional cost of new equipment — $5,000

We suggested that steps be taken to find the necessary space in the desirable locations and rental costs of such space be determined.

The Committee felt that the following recommendations represent a "safe" program for the future. The fiscal situation may be favorably affected by the dues deduction program; if this results, further study of other proposals for additional services to members may be considered.

The Board of Directors on August 26, 1966 approved the foregoing changes in dues and the fiscal situation of the Association as it appears after the payroll deduction of dues programs are underway.

The Committee recommends that Mr. Kerwin be George Daniel, Donald E. Rodick, C. F. M. Kuehn, Henry Sheinman, George Syrett and William F. Kuehn.

CIVIL SERVICE HATTER IN NEW QUARTERS

Alie Wesenauer, famous as the hatter for Civil Service Employees, has established himself in a new store at 46 Flower St.

He is featuring suade suades in addition to a few other items which his office at his usual bargain rates.

 slutter you

love baby

Actually you want to keep a record

of your child's progress from his first

enci to his final date. And you want to

see the most pasturing subject and the
difficult to

in capture.

They just won't stop till

while you do the

lomb-saving

chatting and

mush-pressing manually

required by a camera.

So here's good news for you...

VITESSA

stars him

There is an exciting conclusion

in the new Vittellassat Vittessla

which is nothing of you but to press

one button and your picture is snapped.

"It's the automatic technical brain" taken over.

The amazing camera—plug instantly

advances the film, rocks for shutter,

dimming double exposures and shows

in addition to Vittellass, features the

world famous Color-Scope $35 lens with Light Value Camera for prompt

sharp view and color slides.

CAMERA CENTER

596 GRAND STREET

BROOKLYN 11, N. Y.  • EV 7-2281

because the lens is a good

$99.50
New Attendance Rules

(Continued on Page 11)

1. A leave of absence without pay shall extend beyond six months after the termination of the war. 
2. Leave for War Work or National or Non-Competitive Class or Unqualified Attendance

A State officer or employee holding a position in the competitive class on a permanent basis for one year who is appointed to a State position which is in the exempt class or non-compensable class of the unclassified service may, in the discretion of the appointing authority, be granted a leave of absence without pay during such service for a period not exceeding one year. Such leave of absence without pay shall be extended beyond one year in each instance without requiring specific approval of the Civil Service Commission. Service in the competitive class between successive leaves does not render the employee eligible for any such additional leaves.

3. Leave for Illness

The commissioner of the Department of Social Welfare and the commissioner of the Department of Mental Hygiene, or their duly appointed representatives, shall have the power to grant and revoke leaves of absence for illness in cases where there is a reasonable belief that the employee's health is jeopardized by the nature of the employee's work and the absence is necessary for the employee's health. The granting of such leaves of absence shall not constitute the employee's resumption of employment.

4. Leave of Absence Without Pay

A leave of absence without pay may be granted for the duration of same and to an employee on account of the death of a spouse, a child, or a parent, in accordance with the provisions of the Family Leave Act. The granting of such leave shall not be construed as the resumption of employment by the employee.

5. Leave for College Studies

A leave of absence without pay may be granted for the purpose of attending college or other educational institutions. The granting of such leave shall not be deemed as the resumption of employment by the employee.

6. Leave for Military Service

A leave of absence without pay may be granted for the duration of the employee's service in the armed forces. The granting of such leave shall not be deemed as the resumption of employment by the employee.

7. Leave for Maternity

A leave of absence without pay may be granted for the duration of the employee's maternity. The granting of such leave shall not be deemed as the resumption of employment by the employee.

8. Leave for Disability

A leave of absence without pay may be granted for the duration of the employee's disability. The granting of such leave shall not be deemed as the resumption of employment by the employee.

9. Leave for Retirement

A leave of absence without pay may be granted for the duration of the employee's retirement. The granting of such leave shall not be deemed as the resumption of employment by the employee.

10. Leave for Bereavement

A leave of absence without pay may be granted for the duration of the employee's bereavement. The granting of such leave shall not be deemed as the resumption of employment by the employee.

11. Leave for Sabbatical

A leave of absence without pay may be granted for the duration of the employee's sabbatical. The granting of such leave shall not be deemed as the resumption of employment by the employee.

12. Leave for Special Reasons

A leave of absence without pay may be granted for special reasons. The granting of such leave shall not be deemed as the resumption of employment by the employee.

13. Leave for Personal Reasons

A leave of absence without pay may be granted for personal reasons. The granting of such leave shall not be deemed as the resumption of employment by the employee.

14. Leave for Emergency

A leave of absence without pay may be granted for emergency reasons. The granting of such leave shall not be deemed as the resumption of employment by the employee.

15. Leave for Public Service

A leave of absence without pay may be granted for public service reasons. The granting of such leave shall not be deemed as the resumption of employment by the employee.

16. Leave for Official Business

A leave of absence without pay may be granted for official business reasons. The granting of such leave shall not be deemed as the resumption of employment by the employee.

17. Leave for Religious Reasons

A leave of absence without pay may be granted for religious reasons. The granting of such leave shall not be deemed as the resumption of employment by the employee.

18. Leave for Medical Reasons

A leave of absence without pay may be granted for medical reasons. The granting of such leave shall not be deemed as the resumption of employment by the employee.

19. Leave for Legal Reasons

A leave of absence without pay may be granted for legal reasons. The granting of such leave shall not be deemed as the resumption of employment by the employee.

20. Leave for Political Reasons

A leave of absence without pay may be granted for political reasons. The granting of such leave shall not be deemed as the resumption of employment by the employee.

21. Leave for Educational Reasons

A leave of absence without pay may be granted for educational reasons. The granting of such leave shall not be deemed as the resumption of employment by the employee.

22. Leave for Family Reasons

A leave of absence without pay may be granted for family reasons. The granting of such leave shall not be deemed as the resumption of employment by the employee.

23. Leave for Social Reasons

A leave of absence without pay may be granted for social reasons. The granting of such leave shall not be deemed as the resumption of employment by the employee.

24. Leave for Economic Reasons

A leave of absence without pay may be granted for economic reasons. The granting of such leave shall not be deemed as the resumption of employment by the employee.

25. Leave for Environmental Reasons

A leave of absence without pay may be granted for environmental reasons. The granting of such leave shall not be deemed as the resumption of employment by the employee.

26. Leave for Natural Reasons

A leave of absence without pay may be granted for natural reasons. The granting of such leave shall not be deemed as the resumption of employment by the employee.

27. Leave for Miscellaneous Reasons

A leave of absence without pay may be granted for miscellaneous reasons. The granting of such leave shall not be deemed as the resumption of employment by the employee.

28. Leave for Other Reasons

A leave of absence without pay may be granted for other reasons. The granting of such leave shall not be deemed as the resumption of employment by the employee.