State Studies Possibility Of Vested Rights For Aides In Present Retirement System

GUESTS, OFFICERS AT GOWANDA ANNUAL DINNER

Sorenson and Kaplan Will Discuss Social Security At Metro Conference Meet

The Metropolitan Conference of the Civil Service Employees Association will have two noted authorities on Social Security as speakers at the Conference meeting to be held December 1 at 1:30 p.m. in the 7th Regiment Armory, 25th St. and Park Ave., New York City.

Speaking will be Edward G. Sorenson, chief of the State Social Security Agency, and Eliot Kaplan, counsel for the State Pension Commission.

Mr. Sorenson will address the Conference on proposals for Social Security supplementation as would apply in New York State. Mr. Kaplan will deliver an outline of the advantages and disadvantages of Social Security coverage for public employees. He also will discuss aspects of the various proposals for securing OASI coverage as suggested in the State Pension Commission's report.

The agenda for the business meeting will consist, primarily, of the Association's salary resolutions and of committee reports.

The Conference will be best by chapter delegates attending this dinner meeting.

Although all chapter members and guests are invited to hear the above speakers the dinner is reserved for chapter delegates and guests. Editor Prochownik, Conference secretary, announced.

Some Pensions Prove Less Than Expected

WASHINGTON, Nov. 19—Many Federal employees who had left and then returned to U. S. employment are surprised to learn, on the verge of retirement, when inquiring about the exact amount of their retirement allowance, that it will be less than they expected.

Under the Johnston Law they are charged interest on pension loans they made, computed from the day they withdrew their contributions. Previous to October 1 last, when the Johnston Law went into effect, interest started only from the day of retirement.

A Longtime CSEA Goal

For at least 10 years annually, the Civil Service Employees Association, representing the majority of state workers, has introduced legislation asking for vested rights and will introduce legislation in the next session of the Legislature which would give employees vested rights in the retirement system after 15 years service.

An Association spokesman pointed out that most other progressive retirement systems already have vested rights in one form or another.

LOCKPORT MAN ON POWER AUTHORITY

ALBANY, Nov. 19 — A Thorne Hill, Lockport attorney, has been appointed as a trustee of the New York State Power Authority.

The spokesman declared that the lack of vesting in the New York State Retirement System results in practically forced service for persons with a substantial number of years of service.

At present, he said, if these persons retire before retirement age they lose all right to a retirement allowance at retirement age, no matter how many years of service they have given the state.

"The Association," he said, "feels that not only would the employee receive a just reward for years of service, but would also stand to gain considerably in attracting high quality persons for state service.

At present, working state service before the retirement age now established receive only their contributions, plus interest, upon withdrawal from the system.

Under a system of vesting, employees meeting certain age and service requirements would be entitled to an allowance based on the contributions made by both employee and employer to the fund—if the contributions were left in the fund until the retirement age is reached. Vesting does not normally permit an employee to receive his employer's contributions in lump sum at the time of termination.

Key Personnel A Concern

The questionnaire submitted to the various departments concerns the effect the program might have on key employees. Some personnel experts feel that a vesting provision makes employment more attractive to prospective employees. Others maintain that it tends to encourage experienced employees to leave their employer.

The spokesman, which accompanied the questionnaire, put the point this way: "Any employee considered for a position must, in addition to other factors, weigh his desirability as an employee against the fact that it might cause his

Social Security Tops Agenda For Nassau County Meeting

Social Security for public employees in Nassau County will be the exclusive topic of discussion at the regular meeting of Nassau chapter, Civil Service Employees Association, scheduled for Wednesday, November 21. The meeting, starting at 8:30 P.M., will be held at Hempstead Elks Club, Hempstead, N. Y.

The manager of the Hempstead Civil Service office will be the featured speaker.

A question and answer period will follow. Chapter members are urged to bring their friends and co-workers to participate in the discussion.

Irving Plausenburg, president of the chapter, reminded that meetings are held the third Wednesday of each month at the Elks Club, ordinarily at 8 P.M.

THANKSGIVING PRAYERS ARE ASKED BY POWERS

The President of the United States has proclaimed Thursday, November 22 as Thanksgiving Day. This day has been set aside in our history for our people to give thanks for the innumerable blessings which have been bestowed on the American people.

We urge all public employees to join in prayer that the peace and prosperity which we gratefully enjoy may be shared by all the people in the world.
Highest Court to Decide Whether Joining Union Can Cost You Your Job

WASHINGTON, Nov. 19 — The constitutional question whether a state may prohibit any of its employees, including members of a labor union, on penalty of loss of job, is now before the United States Supreme Court. A petition by the Government and Civil Employees Organizing Committee, formerly CIO, now AFL-CIO, to have the highest court take jurisdiction was granted.

Under an Alabama statute most employees, teachers excluded, would be subject to dismissal. The statute was held by a Federal Circuit Court of Appeals to be constitutional. The union appealed.

How the Case Arose
E. H. Holmberg, a member of the union, was employed as a clerk in a state inoper store. The State Alcoholic Beverage Control Board notified him that it would enforce the disqualification law, unless he resigned from the union. He refused, saying that any

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Central Trades Offer Bill To Safeguard Laborers Rights to Prevailing Rate

The Central Trades and Labor Council adopted a resolution, submitted by the Pavers District Council, which authorized proposed amendment of New York city government labor laws to the prevailing rate of wages now being earned away from them by the machinists on another job. The resolution was submitted for approval to the annual meeting of the State Federation of Labor, in Champlain Hall, Dine Education Building, Albany, on 2 P.m. today.

The resolution was backed at Central Trades by James V. Bar- ron, business manager of the State District Council; John DeLury, president, Uniformed Sanitation-Men's Local 831, Team- sters; Arthur H. Harkham, secretary of the Building Service Trades Council; and Mr. Wagner, of the G. 

...continued

Crime Busters Still in Demand For U.S. Jobs

The Federal government has continuous openings for "Temen" (Treasury enforcement agents) in New York city and in metropolitan areas up and down the East Coast. U.S. Secret Service, Internal Revenue Service, and the Bureau of Narcotics and Customs provide the potential criminals with an excellent opportunity to start.

For U.S. Jobs Still in Demand

With all due modesty, William Helstein, post office clerk, accepts an honorary recognition. With all due modesty, William Helstein, post office clerk, accepts an honorary recognition.

American citizen has a right to join a union. The three-judge lower court, in sustaining the Board, said that state courts of Alabama had construed the act, but not in such a manner as to render it unconstitutional. The highest court will review that decision and opinion.

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186 Postal Retirements Set a Record

One hundred eighty-six employees of the New York Post Office were honored at the largest mass retirement ceremony in the General Post Office's history.

Postmaster Robert H. Schif- fer presented them with honorary recognition certificates emblematic of outstanding service. Family services of the employees were also given.

Three of the postal workers have more than 50 years in the New York post office — John P. Oster, Ar- minius N. Hayne, and Frederick E. Thalmann.

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Postal Employee Hits Idea Jackpot

With all due modesty, William Helstein, post office clerk, accepts an honorary recognition certificate that incidentally a check for $1275, for an idea that eliminated an unnecessary operation is handling the cash, Aquila F. Weinrich, Assistant Postmaster, makes the pres- entation before a throng of Mr. Helstein's fellow-employees in the outgoing mail section of the New York general post office.

The post office regional office applied awards to five employees under the suggestion program. Mr. Helstein received his honor and reward for proposing that the letters "N" and "S" be used on the cases of third class flat mail. The idea was accepted.

The postal division, which handles the main post office and the surrounding area, has been working on the idea for several years, and the scheme became effective.

On the mail, between 7:45 and 8:15 A.M., the peak period of mail, the letter "N" on the cases for the north section, and the letter "S" on the cases for the south section. The cases were handled with the necessary mail, and the scheme worked perfectly.

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...continued
Classification Appeals
About to Get Started!
Benefits Go Back to Jan.

The New York City Personnel Department is rushing to compile new, non-Pension-eligible lists—for captain, by Wednesday, December 28, and for fireman, by early January. Records and seniority for captains are yet to be completed. Failure notices will be scheduled to go out before November 28.

The captain roster should contain about 200 names, the fireman list, nearly 3,400.

New York City is offering men and women an opportunity to serve on about 65 agencies and departments throughout the five boroughs. Street cleaner jobs have paid about $53 a week, with annual and longevity increases to $3,583, $70 a week.

Clerks work a 40-hour week. Promotional opportunities permit permanent rise in administrative positions paying more than $10,000 a year, and Personnel Director Joseph Schechter.

Age Limits
Persons having a senior high school diploma or its equivalent, are urged to apply for the jobs, he added. It is not necessary to have either at the time of applying, only when receiving appointment. Ages for appointment range from 17 to 69, but there is no minimum application age.

High school seniors scheduled to be graduated in June are accepted as candidates.

An equivalency diploma may be obtained by taking a single test given by the Board of Education. Information regarding that test, but not about the clerks test itself, may be obtained at any City high school, or from the Board of Education, 110 Livingston Street, Brooklyn.

To apply in the NYC clerk test, one should address, six-cent stamped business envelope to the City Department of Personnel, 3 Bowery, New York 7, N.Y., call in person, or send a representative. The last date for applying is Tuesday, December 27.

The New York City Personnel Department was 1099.8.

COMEDIAN TURNS SERIOUS

The association also requested a motion to correction captain.

Comedy is a serious business for a classification change. The Transit Police Department, and the Classification Appeals Board has the appeals form ready.

 Didn't Want to Be Swamped

The Classification Appeals Board consists of Labor Commissioner Milton Sapiro, Personnel Director Joseph Schechter and other city officials that the ready. In other words, also, results turned out satisfactory to us union.

"Now that the stage is all set, we look forward for an early cue that will enable us to get going." Mr. Diana pointed out that since the classification appeals is not of great importance to the city and its employees, it is only simple justice that any upgrading through that route should be made retroactive to that date. He pointed out that, in the case of appeals that are filed with Personnel, it is impossible to deal with such an appeal with the same date, the situation.

That being the case, he said, appeals may search the records as far back as July 1, 1954, when the effective date of present upgradings would fall on the following January. In only a very few instances will the effective date be earlier, and in such cases, under the law, the employee groups were permitted to petition the Personnel Board for an early effective date, if circumstances warranted.

Correction Dept.
To Promote Five

The New York City Correction Department scheduled four men correction officer appointments at $4,895 to start, plus $2 per month additional because of a 42-hour week. The number of employees certified last eligible certified by the Personnel Department was 1099.8.

In some cases, the city was able to establish the qualifications of the employees concerned, and their representatives, will be modest, it is understood. The employee groups were pretty well satisfied with the end result, and so were we about the retroactive provision.

Statement by Feinstein

Mr. Feinstein said that the mayor's main concern was the retroactive provision.

"I think the classification appeals is itself a very good thing. In my opinion, it was done by the classification appeals without any interference of any kind. It was done by the Classification Appeals Board without any interference of any kind. It was done by the Classification Appeals Board without any interference of any kind. It was done by the Classification Appeals Board without any interference of any kind. It was done by the Classification Appeals Board without any interference of any kind. It was done by the Classification Appeals Board without any interference of any kind.

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The Variable Minimum Is No Answer

In the past months there is accumulating evidence that the state salary plan is proving inadequate for the purposes of recruitment. More and more, there is a "critical labor shortage" in the clerical lines. The current salary schedule is not adequate, and there have been many instances where they have been made at the fourth and even the fifth step. During the past 60 days, for example, there have been 59 applications for Account Clerk positions. Written tests were held June 23.

Nassau Chapter Won Election Day Off

Through the efforts of the Nassau chapter, Civil Service Employees Association chapter members employed at Meadowbrook Hospital, East Meadow, N. Y., were granted the day off on Election Day, November 6. Those who worked on that day will receive a compensatory time off.

Chapter President Irving Flan

denbaum, on behalf of the group, requested a meeting with the Department. A meeting was held with Dr. A. J. MacRae, superintendent.

Mr. Flandenbaum comes of Dr. MacRae for his cooperation, saying, "As an administrator, he is very interested in his employees and their morale. We know that all in an administrative position who follow his example will have happy, hard-working employees."

N. J. TAX CONVENTION ASKED

Atlantic City, N. J.—The New Jersey State League of Mu

ticians, under the leadership of Robert R. Megyer, held a state tax convention.

The foundation, which has just ended its annual fund drive, administered for the polio and infantile paralysis patients, the crippled and physically handicapped to victims of polio and other affections.

FIRE GROUP GIVES $500

A contribution of $500 was received by the Hackensack Visiting Nurses Foundation from the New York City Fire Department's Welfare Fund.

The announcement is No. 82B. Apply in person or by mail to the U. S. Civil Service Commission, Second Beuion, 441 Washington Street, New York, N. Y. There is no closing date.

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.

Those who are paying as high as $360 a month and interest are paid 6% apply for these positions will be well worth your while.

Franklin Institute is a privately owned school which helps many men pass these tests each year. The Institute is the largest and oldest organization of this kind and it is not connected with the Government.

To get full information free of charge on these U. S. Civil Service jobs fill out the coupon, stick it in postal card, and mail, TODAY, to: Franklin Institute, Dept. C-68, 130 W. 42d St., N. Y. 18, N. Y.

NAME

ADDRESS

CITY

STATE

ZIP

Occupation is your choice. The Institute will also show you how you can qualify yourself to pass these tests. Don't delay—Don't Miss Out!

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NINE IN HOUSING AUTHORITY WIN AWARDS

Five of nine employees of the New York City Housing Authority who won awards in the New York City Patrolmen’s Benevolent Association’s 11th Annual Awards Night were members of the Housing Authority. From left, Gerald F. Jansen, Homer Woods, Michael Bergonzi, Mr. Carey, Robert W. Johnson and Anthony Senci. Winners not shown were George Clifton, Charles Glickman, Thomas I. Snyder, and Gerald Fitzgerald.

Defense Rights Made Same for All in Cases Involving Hatch Act

WASHINGTON, Nov. 19 — Federal personnel in litigation involving political activity in violation of the Hatch Act will have the benefits of removal procedures comparable to those specified by Section 14 of the Veterans’ Preference Act, the U.S. Civil Service Commission announced.

The Commission changed its policy to conform to a recent court ruling that a veteran charged with violation of the Hatch Act is entitled to the procedural protection of the Veterans’ Act.

The change makes the procedure uniform for veterans and non-veterans.

The following additional protection is included for all:

1. An employee must be given an advance notice of 30 days prior to any adverse action.
2. An employee has a right to appeal an adverse decision to the Commission and a hearing will be held on his request rather than at the discretion of the Commission.
3. At the hearing, both sides will have an opportunity to produce and cross-examine witnesses.
4. Investigations made in connection with an alleged violation will be made without prejudice to the employee involved.

Legal Rights of Veterans

To Job Losers As to Disability

The U.S. Civil Service Commission has recomputed, and he gets higher salary and length of service are increased, to the extent that the pension checks than before. The ruling holds that Congress in either case must occur.

He must be appointed to a job effective date of the Johnston Act. To cover any adverse action.

To veterans and non-veterans.

The same holds true of the Hatch Act, which involves the same for all in cases involving Hatch Act.

The Hatch Act, the U.S. Civil Service Commission announced, is designed to prevent discrimination against individuals who wish to attend or participate in any political campaign or activity involving a federal election.

The Act applies to any adverse action.

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An employee has a right to appeal an adverse decision to the Commission and a hearing will be held on his request rather than at the discretion of the Commission.

At the hearing, both sides will have an opportunity to produce and cross-examine witnesses.

Investigations made in connection with an alleged violation will be made without prejudice to the employee involved.

The procedure still includes, as in the past, the requirement that the proposed notice of adverse action set forth the alleged political activity specifically and in detail, and that the employee be given no less than 15 days from the receipt of the notice to reply to it in writing.

State Court Appointees

Exam to be Held Soon for Positions in Supreme, County, General Sessions & Surrogate's Court Be Our Guest at Opening Ceremonies WED., NOV. 21, AT 7:30 P.M. Thereafter WED. and FRIDAY AT 7:30 P.M.

Change of Our Jamaica Location

The Jamaica Division of the Delancy Institute, formerly at 121-09 74th Street, Jamaica, has moved into a larger building at 121-01 Jamaica Avenue.

The new location is convenient to all forms of transportation. It is across the street from the Bus Terminal, one block from the Jamaica Avenue, "L" Terminal, and 3 blocks from the 189th St. IND. Subway station.

Preparation for Popular Promotional Exams

Classes New Forming for

\* ASST. CLERK \* MAGISTRATES SPECIAL SESSIONS

\* SENIOR CLERK \* SUPERVISING CLERK

In Various Boroughs and City Departments

\* LIEUTENANT, N. Y. FIRE DEPT.

Enrollment At Once. You will receive valuable material for study of same in advance of class session which will start the first week of January.

Transit Patrolman

N.Y. City Transit Authority

Salary $5,705 a Year After 3 Years

No Educational or Experience Requirements

Ages up to 12 Years - Older for Veterans. MIN. HEIGHT: 5 ft., 7½ in.

No City Residence Is Necessary

Physical Tests 50% of the Exam

Classes: MANHATTAN, Monday at 1:15, 5:45 or 7:45 P.M.

or in Jamaica: TUESDAY at 7:30 P.M.

Railroad Clerks (Station Agent)

New York City Transit Authority

Salary $5,705 a Year After 3 Years

Visit and Be Examined by Our Physicians Without Charge

Classes: MANHATTAN, 115 EAST 15 STREET, near 4 AVE.

Jamaica: MON. at 7:30 P.M. — TUESDAY at 7:30 P.M.

Applications Are Now Open for

Patrolman

N. Y. C. Police Dept.

Salary $5,705 a Year After 3 Years

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Applications Are Now Open for

Carpenters — $6,212 a Year

1 Hour Day, 310 days' work a year, regardless of weather. Five years' practical experience required. Full Civil Service benefits. Classes in MANHATTAN. Thurs. at 7 P.M.—JAMAICA: Wed. at 7 P.M.

Sanitation Man — N. Y. C. Sanitation Dept.

Salary $3,950 a Year ($76 a Week)

Increases During 3 yrs to $4,850 a Year ($93 a wk.)

Promotional Opportunities up to District Supt. — $7,450

Classes: MANHATTAN: THURSDAY at 7:30 P.M. — JAMAICA: MONDAY at 7:30 P.M.

Carpenters — $6,212 a Year

1 Hour Day, 310 days' work a year, regardless of weather. Five years' practical experience required. Full Civil Service benefits. Classes in MANHATTAN. Thurs. at 7 P.M.—JAMAICA: Wed. at 7 P.M.

Sanitation Man — N. Y. C. Sanitation Dept.

Salary $3,950 a Year ($76 a Week)

Increases During 3 yrs to $4,850 a Year ($93 a wk.)

Promotional Opportunities up to District Supt. — $7,450

Classes: MANHATTAN: THURSDAY at 7:30 P.M. — JAMAICA: MONDAY at 7:30 P.M.

Class New Forming for Exam for

\* Housing Inspector \* Supervising Inspector

$4,250 to $5,330

Duties: Inspect Multiple Draftings and alter structures for violations of laws, rules and regulations.

Interviews To Be Held. For Housing Inspector at 1410 Broadway, Friday, November 23, 1956, between 9:00 a.m. and 5:00 p.m.

For Supervising Inspector at 1410 Broadway, Friday, November 23, 1956, between 9:00 a.m. and 5:00 p.m.

Inquire for Details and Information About Our Classes

Guests Are

A Vocational Courses

* Auto Mechanics

* Drafting

* Radio & Television

* Secretarial Stenography & Typewriting

The DeLancy Institute

MANHATTAN: 115 EAST 15 STREET, near 4 AVE.


For Registration On Above Courses

OPEN MON. to FRI. 9 A.M. to 9 P.M. — SATURDAYS 9 A.M. to 4 P.M.
Devoted Employees

If the light that comes into Mental Hygiene Department institutions throughout the state does not come from electricity or the sun alone.

Some of it shines from the generous spirits of department aides and attendants who put hearts as well as hands to the job.

At Hudson River State Hospital, the Leader discovered some heartwarming examples of employees to whom a job is more than a source of salary.

For instance, new patients coming into a hospital must give up all personal effects temporarily, including cigarettes. Any smoker will know the agony of being deprived of tobacco and Hudson River aides are fully aware of it, also.

So, out of their own pockets they frequently purchase cigarettes and give them to these new patients. Few words are needed to tell what this can mean in the way of comfort and a sign of friendship to a person entering institutional life.

Another fine example of employee concern over their charges has to do with a knowledge of color.

Please Select Your Own Color

The Leader learned that Mrs. Nellie Davis and some of her colleagues felt that happy hours would make for happier patients. Not only did they arrange to get paint to re-do patients' bathrooms—they let the patients them-employees throughout the state are doing their mean a penny saved for the state and when that amount employees try to be of help to the department as well.

Some Don't Want It

Not all groups want Social Security benefits. Some are excluded by Federal law, at their own request, though they could ask the Department to include them. The whole operation be on an actuarial basis. A majority would assume a large actual acceptance.

The reasons for opposition vary. Policemen and firemen, with pension plans based on age and years of service, pay retirement after 20 years' service, no minimum age requirement, don't want to be in a system with an age 65 minimum, New York City sanitationmen, seeking a retirement system which will provide for them and their families, have—concentrate on that pension goal. They fear Social Security, not because it's any better than their own, but because it means they would lose the final say in their own money.

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Apply in person or by mall to the school or equivalency diploma, November 30.

*ne Street, New York 1, N. Y., Just
tnall

ne of the following: a baccalaureate degree in architecture by February, 1958 registered with the State University, and one of the requirements is the same as for 7782, immediate graduation; candidates will be required to pass written, medical, physical tests and an investigation of fitness and character. (Friday, November 30).

7705. PROBATION OFFICER, $4,500 to $6,000; 102 vacancies in various City courts. Fee $4. Open to all qualified U. S. citizens. Age limits 18 to 40 for appointment. Baccalaureate degree registered by the State University, and one of the following: graduation from an approved school of social work, and two years' casework experience in a recognized social casework agency; master's degree by February, 1958 in sociology, psychology or criminology plus one year's experience (January 24, 1957).

7706. LABORATORY AIDE, $3,000 to $4,000. About 150 openings in various City departments. Fee $3. Open to all citizens; candidates must be graduated from a recognized laboratory school or have had special training in laboratory techniques. (January 24, 1957).

7707. FURNITURE SPECIFICATIONS WRITER, $5,450 to $6,000; 98 vacancies, Departments of Education and Public Works. Fee $3. Five years' experience in the last 10 years in furniture manufacturing, layout, purchase or specifications writing, two years of which must have been as a furniture specifications writer or an equivalent. (Friday, November 30).

7708. DEPUTY MEDICAL SUPERINTENDENT, $6,250 to $7,850; 22 vacancies from time to time in various City hospitals. Fee $3. Graduation from a medical school approved by the State University and one year's internship in an approved hospital and either of the following: a master's degree in medical education, or two years' experience as an administrator or assistant administrator in a hospital of at least 150-bed hospital. OR equivalent. (Friday, November 30).

7709. DENTIST, $7,750 to $8,000. About 160 vacancies, Health, Hospitals and Clinics. Fee $3. Graduation from an approved dental school, and a current New York State dentists licensure. Form A experience papers required. (On closing date).

7710. JUNIOR LANDSCAPE ARCHITECT, $4,500 to $5,000. Five vacancies, Departments of Parks and Education. Fee $3. Graduation from Parks and Education Fee 64. Requirements are the same as for 7705, with specialization in landscape architecture. (January 24, 1957).

7711. LABORATORY AIDE, $3,000 to $4,000. About 150 openings in various City departments. Fee $3. One of the following: senior high school graduation and one year's experience in a bacteriological, biological or chemical laboratory; two years' training in a college laboratory of this type, or an equivalent combination of education and experience; specialized training in occupational therapy; completion of fourth year of a four-year course in public health nursing. (January 24, 1957).

7712. PHYSICAL THERAPIST, $3,750 to $4,830; 39 vacancies from time to time. Fee $2. One of the following: senior high school diploma and an equivalent of education and experience; recognized law school, or an equivalent of education and experience; registration with the State Unive, and one of the following: a baccalaureate degree in physical therapy or a certificate of eligibility to practice "green care". Experience Form A required. Applicants should request a College Experience Form A. (No closing date).

7713. OCCUPATIONAL THERAPIST, $3,750 to $4,830. Five vacancies In various City departments. Fee $2. One of the following: a baccalaureate degree in hospitals and Health. Vacancies from time to time. Fee $3. Open to all U. S. citizens. Candidates must be an approved school of occupational therapy or registered therapists recognized by the American Occupational Therapy Association. Form A experience papers required. (No closing date).
Where to Apply For Public Jobs

U. S. - Second Regional Office, U. S. Civil Service Commission, 641 Washington Street, New York, N. Y. (Manhattan). Hours 8:30 to 5:00 Monday through Friday, excepting Saturdays, Sundays, and holidays. Applications also obtainable by postal mail, except the New York, N. Y. post office.

S. S. - Regional Office, 1920 Broadway, New York 15, N. Y. Tel. BERkeley 7-2100. Hours 8:30 to 5:00 Monday through Friday, excepting Saturdays, Sundays, and holidays. Applications also obtainable by postal mail, except the New York, N. Y. post office.

B. S. - Regional Office, 30 Columbia Street, Albany, N. Y. Tel. Supreme Court, King 4-5750. Hours 8:30 to 5:00 Monday through Friday, excepting Saturdays, Sundays, and holidays. Applications also obtainable by postal mail, except the Albany, N. Y. post office.

Differences Among Civil Service Departments

Currently, the Civil Service Departments operating in or affecting the five local counties are the United States Postal Service, the New York State Department of Correction, the New York State Department of Correction for Women, the Office of the Homeland Security Commissioner, and the Office of the New York State Attorney General.

The Civil Service Department is responsible for the examination and appointment process for all employees of the state, both state and local. The department is also responsible for the enforcement of the state's civil service laws.

The Civil Service Department is divided into several regional offices, each of which is responsible for a specific area of the state. The New York City office is responsible for the examination and appointment process for all employees of the city, both city and county. The department is also responsible for the enforcement of the city's civil service laws.

The New York City office is divided into several regional offices, each of which is responsible for a specific area of the city. The Manhattan office is responsible for the examination and appointment process for all employees of the city, both city and county. The department is also responsible for the enforcement of the city's civil service laws.
The State is now accepting applications for the following Jobs, New York City, corner of Chamb...
NY Jobs


SELI: room air conditioner and central units.

Mevinis Prime rib—of beef, lobsters, shrimp and deviled crab. Roast beef.

ABELE'S NEW ROUMANIAN electrical engineering, plus hinges, tones plus Bonus. Only $3.00.

DON'T RxCHANGE admittance. National known company. Appointment only.

SUNNY ACKKS DAY CAMP FOR BOYS

Kirk, N.Y. Phone: Delmar 0-2040.

AFKOKD for NOROE homes Route 8 East Oreen 8-5809.

FRANKLIN 4914 Broadway (A07Hi) St.) Open 8 a.m. to 6 p.m. SUNDAY 9 a.m. to 5 p.m. Phone: 7-6110.

McSHERRY'S CHARCOAL PIT

SONY 8-80 capacity. Phone 03-3250 for reservations.

WATERFRONT, Room and Board

1000-80 capacity. Immediate occupancy. Phone 4-0750.

HELP WANTED MALE

PART-TIME. New & normal opportunities (with the right stuff) needed. 8 a.m. to 5 p.m. Mon. thru Fri. Equal Opportunity Employer. Apply 8-5400.

FULL-TIME. 24 hour special delivery. Apply, 8-5400.

TREASURERS RENTED APT. MATURE, well balanced 1 young adult male. Immediate occupancy. Phone 8-5400.

WEEKEND HUMOR

Hedges, Inc. 522 E. 15 St., New York 2, N. Y. 8-5400.

Christmas Gifts

A YOUNGSTER WILL ENJOY THIS NEW AND EXCITING GAME. A GREAT HOLIDAY GIFT. 24 INCHES LONG, 1 INCH DIAMETER. 54 FEET LONG. "NO LEATHER". MK-273. Price $1.00.

HOURLY WAGES

BAILEY'S WAREHOUSE, 10 MINUTES OFF OF THE 8-HOUR WORK WEEK. $3.00 TO $5.00 PER HOUR.

FINANCIAL NECESSITIES

FURNITURE, RUGS

AT PRICES YOU CAN AFFORD. Fabrics, upholstery, etc. 58th, W. 12th St., New York 8, N. Y. 6-8800.


SILVER EARRINGS BY JESSICA. Send $5.00 for prices & catalog. 100 East 42nd St., New York 17, N.Y. 6-0000.

PERSIAN RUGS. 20% OFF. FREE DELIVERY. 1455 5th Ave., N.Y.C. 7-6110.

CAMPERS

MONEY ACRES DAY CAMP FOR BOYS & GIRLS. 2-14. Rte. 4, East Greenbush, N.Y. 8-5400.

JOE'S CIVIL SERVICE LEADER

Tuesday, November 20, 1956

Rent Inspector Exam Opens

The State is now accepting applications for rent inspector, at $2,300-$2,500. Requirements are three years experience as building inspector, or related experience. Written examination experience passed required. (Friday, November 30).

PUBLICATIONS

MCGIVNIS

COVERS EXAMINATION—PRACTICE QUESTION SERVICE. 1173 PINE ST., PHILADELPHIA 5, PA. 6-9400.

FACSIMILE BREAKFAST—SUNNY ACKS, R.F.D. 1, Baldwin, N.Y. 7-6110.

ROBERT H. SPILLER


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The Greatest Name

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houses

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DINNER RIDES EVERY SUNDAY FROM ALBANY & TROY

YANK! TRAVELER TRAVEL AGENCY, 717 CLARK I.D. 1, Broad- shaw, N.Y. "Phone: Albany 6-3531, 4-2708, 4-2777, Troy Enterprises 8-1015.

You Must Have an ARCO Course to Pass Your Test!

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STARTING OUT?

YOUR ARCO COURSE gives you all the useful previous exams with answers.

YOUR ARCO COURSE gives you thousands of test-type practice questions with answers.

YOUR ARCO COURSE updates your job-type study material regularly.

YOUR ARCO COURSE contains everything you ever knew for YOUR TEST.

WONDERFUL NEW ARCO COURSES—PART TWO TOT!

AMERICAN FOREIGN SERVICE OFFICER $3.00

TOLL COLLECTOR (Thruway) $2.50

RAILROAD CLERK $2.50

SANITATION MAN $2.50

SURFACE LINE OPERATOR $2.50

POLICE SERGEANT $3.00

JUNIOR ACCOUNTANT $3.00

PATROLMAN $3.00

FEDERAL ENTRANCE EXAMS $3.00

HIGH SCHOOL DIPLOMA TESTS $4.00

SCHOOLBOARD EXAMS $3.00

CLERK (City) $3.00

POSTAL CLERK-CARRIER $2.50

SOCIAL INVESTIGATOR $3.00

ELEVATOR OPERATOR $2.50

STENO-TYPISTS (Practical) $1.50

CHEMIST $2.50

ELECTRICIAN $3.00

STATE TROOPER $3.00

REFRIGERATOR LICENSE $3.50

ORDER DIRECT—MAIL COUPON

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Address

City

State

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TREAT Golden POTATO CHIPS!

TASTE THE WONDERFUL DIFFERENCE!
Transit Operator
Written Test Held
At 4 High Schools

The number of candidates
exceeded by the call to the
four high schools in which
New York City has
at 4 High Schools

The test was held on Saturday,
November 17.

Eligibles will be appointed to
bus driver and conductor jobs in the
Transportation Department.

The test was held on Saturday,
November 17.

1 Family
6 Rooms
$11,990

$600 G. I.

A% outstanding quality home,
in perfect condition,
located throughout, 3
large, light and airy bed-
rooms. Handsome living room,
dining room and the latest
technology in modern kitchens.
This house is completely
furnished. Easy terms available.

MANY OTHER
EXCELLENT
BUY'S

CLARENCE GRIFFIN
Licensed Broker

16-51 Farmers Blvd. Hollis
HO. 5-4444

ST. ALBANS
6 Room Ranch Home
$2,800 Cash
to ALL

MEEHAN
REAL ESTATE
6-L. 4096

1 Family
6 Rooms
$11,990

HOLLIS

8 room home, detached, modern
kitchens, modern bathrooms,
$16,400

ST. ALBANS
6 Family
$13,900

HOLLIS

5 room, 3 bedrooms, oil heat.

ST. ALBANS
6 Family
$14,400

HOLLIS

3 family 2 story, oil heat, 2
bathrooms.

ST. ALBANS
1 Family
$15,500

HOLLIS

4 family, 3 bedrooms, oil heat.

ST. ALBANS
1 Family
$15,500

HOLLIS

5 room, 3 bedrooms, oil heat.

ST. ALBANS
8 Family
$18,900

HOLLIS

8 rooms, 6 bedrooms, oil heat,
2 bathrooms.

ST. ALBANS
4 Family
$14,900

HOLLIS

4 family 2 story, oil heat,
2 bathrooms.

ST. ALBANS
4 Family
$14,900

HOLLIS

4 family 2 story, oil heat,
2 bathrooms.

ST. ALBANS
2 Family
$15,000

HOLLIS

2 family 2 story, oil heat,
2 bathrooms.

ST. ALBANS
3 Family
$15,000

HOLLIS

3 family 2 story, oil heat,
2 bathrooms.

ST. ALBANS
5 Family
$15,000

HOLLIS

5 family 2 story, oil heat,
2 bathrooms.

ST. ALBANS
6 Family
$15,000

HOLLIS

6 family, 4 bedrooms, oil heat,
2 bathrooms.

ST. ALBANS
8 Family
$15,000

HOLLIS

8 family, 4 bedrooms, oil heat,
2 bathrooms.

ST. ALBANS
10 Family
$15,000

HOLLIS

10 family 2 story, oil heat,
2 bathrooms.

ST. ALBANS
12 Family
$15,000

HOLLIS

12 family 2 story, oil heat,
2 bathrooms.

ST. ALBANS
14 Family
$15,000

HOLLIS

14 family 2 story, oil heat,
2 bathrooms.

ST. ALBANS
16 Family
$15,000

HOLLIS

16 family 2 story, oil heat,
2 bathrooms.

ST. ALBANS
18 Family
$15,000

HOLLIS

18 family 2 story, oil heat,
2 bathrooms.

ST. ALBANS
20 Family
$15,000

HOLLIS

20 family 2 story, oil heat,
2 bathrooms.

ST. ALBANS
22 Family
$15,000

HOLLIS

22 family 2 story, oil heat,
2 bathrooms.

ST. ALBANS
24 Family
$15,000

HOLLIS

24 family 2 story, oil heat,
2 bathrooms.
Many long years of service were honored by Buffalo State Hospital when employees entitled to join the 25-year Club were presented with pins during a reception and party at the hospital. Pictured here after receiving their pins are, bottom row from left, Dr. Harry H. Dobbs, president of the hospital Board of Visitors, who made the presentation; Dr. Harvey M. Rice, speaker for the event; Winifred Gallo-

State Jobs

(Continued from Page 9)

one year in aeronautical engineering, or an equivalent combination. (F.S. closing date).

4102. SENIOR BUILDING ELECTRICAL ENGINEER, $5,995 to $8,370, Department of Public Works. Two openings, Albany. Bachelor's degree plus one year's experience, or equivalent combination. (Friday, November 16).

4103. ASSISTANT PLUMBING ENGINEER, $5,650 to $8,940, Department of Public Works. Eight openings, Albany. Four years' mechanical engineering experience, or an equivalent combination. (Friday, November 16).

LEGAL NOTICE

W. JOSEPH, Jewelers

512 East 138th Street Bronx, N. Y.

MO 9-3347

CENTURIES OF SERVICE HONORED BY BUFFALO STATE HOSPITAL

You love a little... naturally you want to keep a record of your child's progress from his first smile to his first date.

And a baby is both the most gratifying subject and the most difficult to capture.

There is an exciting combination in the new Vitesse 8 Super with Light Value Compur for pinpoint dial setting and Light-Worth Compact for pinpoint sharp pix and color slides.

Illustrated:

VITESSA stars him

VITESSA

You just won't keep still while you do all the hand-turning, dial-setting and button pressing normally required by a camera. So here's good news for you...

WE CARRY A COMPLETE STOCK OF REVERE WARE FROM $9.50

For appetizing soups, stews and chicken fricassee...Revere Sauce Pots on twin Bakelite handles stay...Revere Sauce Pots! Tisht-flatinjg covers keep beauty. Another member of the Revere Ware family--the World's Finest Utensils.

CENTURY OF SERVICE HONORED BY BUFFALO STATE HOSPITAL

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is headquarters for

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For appetizing soups, stews and chicken fricassee...Revere Sauce Pots! Tisht-flatinjg covers keep beauty. Another member of the Revere Ware family--the World's Finest Utensils.

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CAMERA CENTER

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YOU

love baby

Naturally you want to keep a record of your child's progress from his first smile to his first date.

And a baby is both the most gratifying subject and the most difficult to capture.

There is an exciting combination in the new Vitesse 8 Super with Light Value Compur for pinpoint dial setting and Light-Worth Compact for pinpoint sharp pix and color slides.

Illustrated:

VITESSA

stars him

VITESSA

You just won't keep still while you do all the hand-turning, dial-setting and button pressing normally required by a camera. So here's good news for you...

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$99.50

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City Improves Its Offer On Hospital Uniforms

At a conference with Budget Examiner Frank Messina, representing Budget Director Abraham Examiner Fin-ank, representatives of the hospitals were obtained by Local 237, Teamsters. The following table compares the new offer to the original one made before the Teamsters employees:

<table>
<thead>
<tr>
<th>Title</th>
<th>Old Rates</th>
<th>New Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurse</td>
<td>$25</td>
<td>$40</td>
</tr>
<tr>
<td>Practical Nurse</td>
<td>$20</td>
<td>$35</td>
</tr>
</tbody>
</table>

The following table compares the actual uniform allowance as much too low, the original rates as much too low, and the only union to conduct a survey on the basis of which detailed cost figures could be submitted to the City officials. Any increase over the original offer is therefore attributable to what we have done. An early determination of the actual uniform allowance is now required.

Patrolman

New York City Police Department
Mental and Physical Classes
Both Classes — 3 Months — $25
ALSO: TRANSIT PATROLMAN — SANITATION MAN
TRACKMAN FOR SURFACE LINE OPERATOR

Patrolman New York City Police Department
Mental and Physical Classes
Both Classes — 3 Months — $25
ALSO: TRANSIT PATROLMAN — SANITATION MAN
TRACKMAN FOR SURFACE LINE OPERATOR

SOCIAL SECURITY for public employees. Further information on this subject in the LEADER.
Jimmura Heads Chapter At Buffalo State Hospital

Jimmura was elected president of this chapter, which is an affiliate of the National Mediation Board. Jimmura is a long-time member of the Buffalo State Hospital chapter and has been very active in the Mediation Board's activities.

Mediator Jobs For Those Who Like to Travel

The National Mediation Board is seeking mediators, GI-11, at $6,399 to start. Applicants will be screened for the position, and if selected, will be paid $25,000 per month, but will spend most of their time travelling throughout the country. The position requires 15 years' experience in mediating between labor and management or in labor relations. The candidate's degree in industrial relations may be substituted for two years' experience. Benefits include housing, all employee fringe benefits, U.S. citizenship and physical fitness are also required. The position is open to the public.

Recreation Group Plans Meeting

The Mental Hygiene Recreational Therapy Association has planned a meeting for the Buffalo area. The meeting will be held on November 27 at 3 p.m. The meeting will focus on the theme of the conference being on improving the appearance of the patient. The meeting will be held on November 27 at 3 p.m. The meeting will be open to the public and will be held at the Buffalo State Hospital.

Stale Insurance Fund

The board of directors of the State Insurance Fund is meeting on Tuesday, September 11, at 2 p.m. The meeting will be held at the State Insurance Fund building, 155 Washington Street, New York.

Slade Hospital

The Slade Hospital is holding a workshop on the theme of the Conference being on improving the appearance of the patient. The workshop will be held on November 27 at 3 p.m. The workshop will be held at the Slade Hospital.

New York State Hospital

The New York State Hospital is holding a workshop on the theme of the Conference being on improving the appearance of the patient. The workshop will be held on November 27 at 3 p.m. The workshop will be held at the New York State Hospital.

Brooklyn State Hospital

The Brooklyn State Hospital is holding a workshop on the theme of the Conference being on improving the appearance of the patient. The workshop will be held on November 27 at 3 p.m. The workshop will be held at the Brooklyn State Hospital.

Manhattan State

The Manhattan State Hospital is holding a workshop on the theme of the Conference being on improving the appearance of the patient. The workshop will be held on November 27 at 3 p.m. The workshop will be held at the Manhattan State Hospital.

Buffalo Competitive

The Buffalo Competitive is holding a workshop on the theme of the Conference being on improving the appearance of the patient. The workshop will be held on November 27 at 3 p.m. The workshop will be held at the Buffalo Competitive.

Nassau

Nassau is holding a workshop on the theme of the Conference being on improving the appearance of the patient. The workshop will be held on November 27 at 3 p.m. The workshop will be held at the Nassau.

Statewide Director of Volunteers

A program is underway to increase volunteer services in the Mental Hygiene institutions. The program is being carried out in collaboration with the National Mental Health Association (NMHA) and the Statewide Director of Volunteers (SDV) program. The program is being carried out in collaboration with the NMHA and the SDV program.

Christmas Eve Holiday

The Christmas Eve Holiday is being observed on December 24th. The holiday is being observed on December 24th. The holiday is being observed on December 24th.
NYC Jobs

(Continued from Page 10, should interested apply for their positions. Exam Feb. 9. Fee $3. (Friday, November 26).

786. JUNIOR BACTERIOLOGIST, grade 7, $3,750 to $4,830. Eight openings. various City departments; others from time to time. Request College Series application, Baccalaureate degree (by February, 1958) in microbiology or in biological science or a minor in chemistry and a minor in biology or in physical or biological sciences. A bachelor’s degree is not necessarily required in chemistry and a minor in chemistry and a minor in biology in any science recognized by the State of New York, including or supplemented by a major in recreation, physical education, or group work; or a baccalaureate degree as registered and one year of satisfactory paid leadership experience in organized recreational programs within the last ten years. Candidates who will be 21 years of age on or before February 9, 1958, will be admitted. Such candidates should state their age experience. Fee $3. Exam Jan. 18, November 26.

789. JUNIOR CHEMIST, grade 7, $3,750 to $4,830. Six openings, various City departments: others from time to time. Request College Series application, Baccalaureate degree (by February, 1958) in chemistry registered with the University of the State of New York, Fee $3. Exam Feb. 6, November 26.

881. ASSISTANT STATISTICIAN, grade 7, $3,750 to $4,830; 216 vacancies with various departments. A baccalaureate degree issued upon completion of a course of study registered by the University of the State of New York, including or supplemented by a major in mathematics, actuarial science, or business administration, or a baccalaureate degree as registered and two years of experience in mathematical or statistical work or 18 credits in mathematics, economics, and statistics plus one year of experience in mathematical or statistical work, or 12 credits in mathematics, economics, and statistics plus a combination of high school graduation and two years of experience in this field. Fee $3. Exam Feb. 9, November 26.

882. ASSISTANT ACCOUNTANT, grade 7, $3,750 to $4,830; 78 vacancies, various City departments. College Series application. Baccalaureate degree (by February, 1958), with 10 hours of college grade accounting, registered with State University. High school graduation and two years of accounting experience, or association with financial institutions. Fee $3. Exam Feb. 9, November 26.


Jersey City Grants $300 Police-Fire Raise

All 1,000 policemen and firemen in Jersey City, N. J., are due for a flat $300-a-year raise January 1, according to Public Security Director Lawrence A. Whipple. The announcement was made at a meeting with representatives of the city's Joint Police and Fire Council at police headquarters. Mr. Whipple said that no cloth

LEGAL NOTICES

CITATION The People of the State of New York, by the Grace of God, free and independent, to all whom the present document shall come, greeting:

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Gathered together.

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State Considering Vested Rights in Pension System

(Continued from Page 1) organization to lose key employees.

State’s View

"New York State as an employee is currently faced with this problem. Loss of key personnel is undesirable at any time, but would be particularly bad for the State in today’s tight labor market."

"In order to determine whether a vesting provision might be expected to attract key personnel from the State service, this questionnaire is being sent to all personnel offices asking for information about their group.

"For the purposes of this questionnaire, key employees may be defined as those career employees holding professional or managerial positions who would be very difficult to replace and whose loss would cause a serious problem in maintaining agency operations.

"Becoming aware of the existence of a vesting policy is usually dependent on meeting certain age and service requirements. Only employees in this specific group in which we are interested are those who have completed at least 10 years of state service.

Questions in Survey

"Will you, therefore, please answer the following questions, keeping in mind the specific group to which they are intended to apply?

1. How many key employees, who have reached age 40 and completed at least 15 years of state service, resigned from your agency during the past two years?

2. Do you consider this to be a high rate of turnover for such employees?

3. In general, do you think that vesting of employee pension rights would cause a significant increase in the rate of turnover among key personnel in your agency?

4. How many of your key employees do you think might resign as a result of a vesting provision at:
   a) Age 40 after 15 years of service.
   b) Age 45 after 15 years of service.
   c) Age 50 after 15 years of service.

5. In general, do you think that vesting of employee pension rights would be desirable? Please indicate reasons.

Gowanda Holds Annual Dinner; Vito Ferro New Chapter Head

The annual dinner meeting of the Gowanda State Hospital Chapter of the Civil Service Employees Association was held at the V.F.W. Post, Gowanda, New York.

The newly-elected officers were installed by Robert Colburn, business officer of Gowanda State Hospital.

Among those present were Mr. Colburn, Colete Roesdorn, president of the Western Conference of the Civil Service Employees Association; Henry Galpin, Salary Research Analyst of the Association.

Committee Reports

Commerce director Ed Roeder, publicity chairman, presented a report following which committee members Estelle Rozes, Law, and Roy Barlett, Public Service, asked for the continued cooperation of the group in passing on news and feature material to the committee.

Bernard Silverman, Mental Hygiene, gave an interim report on the progress of the Committee on Merit Awards and By-Laws Committee. In response to a question from the floor, he assured chapter members that the committee would press for this advancement in the future.

Gowa Restaurant Merit Board Celebration

ALBANY, Nov. 19 — A tenth birthday celebration of the Albany Gowa Restaurant Merit Board was highlighted by the appearance of Governor Averell Harriman at an anniversary dinner in Albany last week.

The Governor, who spoke extemporaneously, praised the employee suggestion system for the benefits it has brought the people of the State of New York.

The board celebrated its anniversary with dinner at Albany’s University Club.

DeGraff, Tolman Speak

Guest speakers at the dinner included Clifford R. Smith, president of the National Association of Salaried Employees; John T. Hoffman, chairman of the Civil Service Employees Association; and Frank L. Tolman, Territorial chairman of the Merit Award Board. Toastmaster was James J. Sullivan, chairman of the Merit Award Board.

In his speech, Mr. Peck cited the need for a suggestion system that will attract and coordinate contributions of employees. He also referred to the importance of the employee suggestion system since it has brought the people of the State of New York.

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