First of Meetings With Legislature Leaders And Administration Are Held

ALBANY, Nov. 18—Three important meetings to initiate discussions on the 1958 legislative program of the Civil Service Employees Association were held here last week.

Preliminary talks were held with the Governor and Legislature leaders from the Senate and the Assembly. Primary emphasis during these first talks was on the reduction of working hours in State government.

Representing the Association were its president, John P. Powers, and its secretary, John T. DeCoff and John Kelly. Jr.

The first of these meetings was held Nov. 8 when the Association group met with John Lauber, fiscal assistant to the Senate Finance Committee.

Groundwork Laid

On November 12, the CSEA representatives met with the leaders of the Senate Majority, headed by Majority Leader and Majority Whip, John H. Harriman and his secretary, John O. Downard.

On Nov. 13, following discussions with these leaders, Mr. Lauber and the other Assembly leaders, the Association group set for its next meeting the leaders of the State Senate Finance Committee.

Since these were only the first of many meetings, no details were given of the talks except a report that salary and hours were being given primary consideration.

A&M Dept

Lefkowitz Says Insurance Bill

ALBANY, Nov. 18—As of Nov. 18, 1957, 12,000 State employees have signed up for three options of health insurance plans provided by New York State. The total figure as of that date is 72,751 and it is now assured that the participation in the plan by State workers has been accomplished.

The health plan, conceived and promoted by the Civil Service Employees Association, was a major accomplishment in the public employee field last year.

The U.S. Department of Health, Education and Welfare termed the choice offered New York State employees "one of the most liberal and comprehensive health insurance programs ever conceived."

NEW DIRECTOR WELcomed

Dr. and Mrs. George L. Warner were welcomed to Craig Colony at an open house held by their staff members. Dr. Warner is the new director. Seen are Assistant Director and Mrs. Vincent I. Sonedeck, Dr. Warner, Assistant Director and Mrs. Robert A. Wise, and Chester B. Rice, business manager.
WASHINGTON, Nov. 18—Agencies have been notified, with White House approval, that they will have the authority to pay higher salaries to scientists, engineers and other professional men and women. All that is necessary is to obtain permission to advance present employees in those categories, where advisable, to the top grade, GS 18, range $14,000 to $16,000. Appointments also would be affected.

Pay could be made to the top of the grade, to bolster attempts to retain outstanding professional talent that private industry is luring away with much higher pay offers.

Eisenhower Approves Report

The pay for the recruitment level, except in unusual instances, would be less than the maximum but proportionate to value of services not far below private industrial competitive rates as now. The committee headed by Philip Young, former Chairman of the U.S. Civil Service Commission and former personnel liaison officer for President Eisenhower, recommended that immediate steps be taken to pay the scientists and the others much higher salaries, and afford them other benefits. That was months ago. No notice was taken of the examination.

Wider Choice by Employee

WASHINGTON, Nov. 18 — Strong sentiment among members of Congress for giving federal employees a choice of accepting or rejecting major medical coverage has emerged under the U.S. Health Insurance plan, but there would be specific provisions that would assure coverage. Some Representatives want the U.S. to pay more than one-third of the cost of medical insurance. A point raised in favor of the Administration plan is that the employer paid, the covered employee would be less than what he would pay for basic coverage.

President Eisenhower's Committee, 7. N. Y.

Proposed As Vote Nears

Those applying by mail should enclose a six-cent-stamped, self-addressed envelope at least nine inches wide. Mention the title of the examination.

Widest Choice by Employee Proposed As Vote Nears

O U.S. Health Insurance

WASHINGTON, Nov. 18 — The narrow sentiment among members of Congress for giving federal employees a choice of accepting or rejecting major medical insurance under the U.S. Health Insurance plan, but there would be specific provisions that would assure coverage. Some Representatives want the U.S. to pay more than one-third of the cost of medical insurance. A point raised in favor of the Administration plan is that the employer paid, the covered employee would be less than what he would pay for basic coverage.

Men Needed

And Park Jobs

Men who have been residents of Queens, Nassau or Suffolk counties for at least four months are entitled to apply until further notice for $85-a-week jobs as traffic and park officer, Long Island State Park Commission. Tests are held periodically.

J O B S  O P E N  N A T I O W D E

MEN NEEDED FOR L.I. TRAFFIC AND PARK JOBS

Apply in person, by representa

tive or by mail to State Civil Se

vice Department, 270 Broadway

corner Chambers Street, New York

7, N. Y.

Those applying by mail should enclose a six-cent-stamped, self-addressed envelope at least nine inches wide. Mention the title of the examination.

MERITORIOUS SERVICE AWARD

Present Eisenhower's Committee on Employment of the Physically Handicapped has conferred its citation for meritorious services upon the Collegiate Business Institute. The award was made "in appreciation of educational contributions in advancing the employment of the physically handicapped."

WANT TO PASS A CIVIL SERVICE TEST?

During the next 12 months there will be many appointments to U.S. Government jobs in the greater New York area and throughout the country. They are available to men and women between 18 and 65.

These will be jobs paying as high as $377.00 a month. They are well paid in comparison with the same kinds of jobs in private industry. They offer far more security than private employment. Many of these jobs require little or no experience or specialized education.

But in order to get one of these jobs, you must pass a Civil Service test. The competition in these tests is intense. In some cases as few as one out of five applicants passes! Anything you can do to increase your chances of passing is well worth your while.

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

To get full information free of charge on the Government job that suits you, stick to postcard and mail the coupon at once, TODAY.

Proprietary Institute, Dept. R-65

130 W. 42nd St., N.Y. 36, N.Y.

Rush to me entirely free of charge: (1) full description of U.S. Civil Service jobs; (2) free copy of illustrated 36-page book with (3) list of many U.S. Civil Service jobs; (4) tell how to prepare for one of these tests.

Name

Address

City Zone State

Coupon Is valuable. Use it.

LOW PRICE

Forty Cent to 50 Cents

Get Faster, Get Better

S. BIRNBAUM

F I L T E R - F L O

WASHING SYSTEM

Filling and re-filling of water, filter circles and other washers. Filter circles and other washers are fed into the filter continuously through the filter.
Mental Health Memo

By J. COCCARO

A CAREER SERVICE

Three out of every four persons who enter State service leave before they retire. A great majority of our employees leave State employment before they have completed ten years’ service. A relatively small number of employees consider the work they are doing a “career job.”

Some of the important qualities a job should offer the individual desiring a career job are security, promotion, fulfillment, and satisfaction.

An employee who is unhappy in what he is doing, does not necessarily expect advancement but wants security, fulfillment, and job satisfaction will hold few persons.

A good promotional system will do wonders in attracting and holding employees. Important people in the State employment position, he be in private industry or public service.

A new’s share of the top-flight executives in industry started as clerks and typists. The promotion pattern need not be so rigid as it presently is.

It is the duty of each member to pass this knowledge on to the next generation. It is the persuasions and the tools necessary to win the work-place of tomorrow.

November 19, 1957

CIVIL SERVICE LEADER

Albany Steno Wins $500

Mr. Martin praised the “excellent job” done initially by the Civil Service Department in recruiting personnel for the superhighway and the parliaments coming from the state’s merit system. He promised, with the usual buffet served by the Grasslands experts. The event is to be held Friday evening, Nov. 22, in the Holy Rosary school auditorium, Hawthorne (Route 100). Andrew P. Dowdell, Association First Vice President is in charge of arrangements. Tickets are $2 each.

EDITORIAL

Ambassadors Needed

During the next few weeks, the Civil Service Employees Association will be marshalling the arguments, the persuasions and the tools necessary to win the working future for public employees on all levels in the State of New York.

New, public service and other arguments will be listed to by the Administration and leaders in the Legislature. But the importance of the voice that presents these issues depends upon its weight — which comes from the persuasions and the tools necessary to win the work-place of tomorrow.

The praise of the State’s merit system comes from all parts of the world coming from the state’s merit system. The praise of the State’s merit system comes from all parts of the world coming from the State's merit system. The praise of the State’s merit system comes from all parts of the world coming from the State’s merit system. The praise of the State’s merit system comes from all parts of the world coming from the State’s merit system. The praise of the State’s merit system comes from all parts of the world coming from the State’s merit system. The praise of the State’s merit system comes from all parts of the world coming from the State’s merit system. The praise of the State’s merit system comes from all parts of the world coming from the State’s merit system.

Many membership committees are now in operation to build the CSEA constantly but committees can only go so far. This is the moment for every present member of the Association to become an ambassador.

No one knows better than the person who is now a member of the CSEA what great benefits are to be derived through participation in this employee organization. It is the personal knowledge that is the ambassador to the neighbor who does not yet belong.

You can carry the CSEA story to all employees to build your organization to even greater strengths than it has now possesses. A big voice makes a big impression on Capitol Hill and you, the individual, can help produce the needed volume.

Be an ambassador for the future!
Lefkovitz Construes Law On Fireman Working Hours

Attorney General Louis J. Lefkovitz rendered an opinion to the State Joint Legislative Committee on Fire Laws, clarifying the laws relating to the maximum working hours of firemen throughout the state.

The opinion was furnished to Charles W. Potter, counsel to the Joint Legislative Committee on Fire Laws and relates to legislation passed at the last session of the Legislature. That legislation provided that a fireman shall be required to be assigned a paid position in a fire district not to exceed an average of 56 hours per week. The statute does not provide for an "average" requirement for this period. The courts have ruled that the law requires a 25 percent reduction in the average workweek in the event that the total number of hours worked exceeds the limits set by the statute.

The opinion was furnished to state and local fire department officials to assist them in their efforts to deal with the problems raised by the new law.

Kowitz rendered an opinion to the On Fireman Working Hours State. Fire Laws and relates to legislation passed at the last session of the Legislature. That legislation provided that a fireman shall be required to be assigned a paid position in a fire district not to exceed an average of 56 hours per week. The statute does not provide for an "average" requirement for this period. The courts have ruled that the law requires a 25 percent reduction in the average workweek in the event that the total number of hours worked exceeds the limits set by the statute.

The opinion was furnished to state and local fire department officials to assist them in their efforts to deal with the problems raised by the new law.

The opinion was furnished to state and local fire department officials to assist them in their efforts to deal with the problems raised by the new law.

The answers:
1. The opinion was furnished to state and local fire department officials to assist them in their efforts to deal with the problems raised by the new law.
2. The paragraphs may be read in any order.
3. The opinion was furnished to state and local fire department officials to assist them in their efforts to deal with the problems raised by the new law.

The questions answered were substantially these:
1. Does the opinion apply if a department has both paid and volunteer firemen?
2. Vacation time should not be included in the number of hours or weeks required to be worked during a calendar year, and the average should be computed by multiplying 56 hours per week by the number of actual working weeks.
3. The Fire Administration should determine during the year whether a fire department has satisfied the requirement that the average number of hours worked during any one week should be equal to the number of hours in a five-day, 40-hour workweek.
4. Although the statute does not specifically mention that a fireman employed by a fire district in a town where the average number of hours worked by paid and volunteer firemen does not exceed the requirement set forth in the statute is applicable where a fire department has satisfied the average 56-hour requirement.
5. If the law is applicable where a fire department has satisfied the average 56-hour requirement.

In the Beautiful New HURRY! HURRY! HURRY! Time is Getting Short!
There Are Still Some Choice Left for Your EASTER, CHRISTMAS, NEW YEAR PARties, BOWLING PARTIES, SHOWERS, WEDDINGS, etc.
In the Beautiful New HURRY! HURRY! HURRY! Time is Getting Short!
There Are Still Some Choice Left for Your EASTER, CHRISTMAS, NEW YEAR PARties, BOWLING PARTIES, SHOWERS, WEDDINGS, etc.
In the Beautiful New HURRY! HURRY! HURRY! Time is Getting Short!
There Are Still Some Choice Left for Your EASTER, CHRISTMAS, NEW YEAR PARties, BOWLING PARTIES, SHOWERS, WEDDINGS, etc.
In the Beautiful New
The City of New York is presently advertising the exam for Woman Correction Officer in City prisons. The salary for these jobs is the same as paid men doing the same work.

New York State has two prisons for women, Albion and Westfield Farms, and the salaries for these women correction officers is $900 to $700 less than paid men correction officers for the same work.

According to the Commissioner of Correction and Senator Hatfield, it is about time that the State of New York faces up to this obliquity and sees that these women officers in New York State prisons are called "Matrons" and through this subterfuge they are denied equal pay for equal work.

Many women's organizations have joined the fight to obtain equal pay for these female officers. Each year at the legislative session, petitioners hand their petitions and say, "We feel that this action is a shame" but nothing happens. Among the few who have tried to do something are the Commissioner of Correction and Senator Hatfield.

Walk into any business establishment in the State of New York and display prominently a copy of the State Labor Laws. Look closely and you will read that a female employee shall not be denied equal pay because of sex alone. It seems that these fine Labor Laws apply to private industry only and mean nothing in State employment.

This important problem is now before the Division of Classification and Compensation. Director J. Earl Kelly has the opportunity to right this grievous wrong. At this point, I would like to make a suggestion to Mr. Kelly: When you survey this job, please make sure you interview these matrons and not be misled by a "Cook's Tour" of these prisons by some supervisory officer.

It may be mutually naive but always believed that right makes might. Somewhere along the line this axiom has misfired and though these women have been right a long time, nothing has happened to give them recognition.

Perhaps a political point of view, this question could become a real "Whoop-de-do." Registration of votes all over the country shows that more women than men are voting and more women are running for high positions in government. It certainly is about time that the State of New York faces up to this obligation and sees that these women officers in New York State prisons get equal pay with their male counterparts.


disqualification without a difference if the out-of-title work was on while no emergency at all exists.

Above five captains serve as acting lieutenants. Lieutenants are not worked as acting captains but, for administrative purposes only, not for fire department purposes. A captain sometimes is designated as commanding officer of company, say, on a captain's day off.

A group of policemen and firemen retiring recently in the City for disability incurred in line of duty are trying to get for the $800-900 extra pension officers who have retired under a settlement law in both departments retroactive service payments for past years' service and an extra additional for each year served past the 20 additional years. In other words, the limit is $800 a year extra.

Headline the campaign in James River where the members of the lodge look, a former captain in the James River Police Department.

Allen Talbot Taff, of 235 Adams Street, New York, an American Legion group, says that if the City does not comply with the request, he will try to get the Board of Police Pension and the Five Cent Fund to support him.

The City says that the $50 a year additional is only to ease of ordinary retirement, not to disability retirement cases, but the pensioners call this a misinterpretation of the law.

World's Most Useful Radio!

CLOCK-RADIO

$39.95

• "Snooze-Alarm" permits extra morning sleeping—turns off, it comes on again in seven minutes!

• Wakes you to music, or buzzer alarm

• Lulls you to sleep, turns itself off

• Turns appliances on or off

• Phone-jack for record player

• Dial Beam, Vernier slide-rule timing

• Fully molded cabinet back

• G-E electric clock has luminous hands, lever type controls

• Powerful G-E Dynaphon speaker

• A tube plus oscillator, AC only

• Choice of colors: Ivory, Pink, Turquoise

Price includes 90-day warranty on both parts and labor.

FIRE LIEUT. ELIGIBLES PLAN SUIT TO STOP OUT-OF-TITLE WORK

A group of New York City firemen has decided to bring suit against New York City to stop the continuing practice of working without necessary training and qualifications of the job. Precisely a few new bills brought by members of the uniformed force resulted in a decision by the Court of Appeals that the practice of members in cases of emergency, or under other external circumstances is illegal, except in cases of ordinary retirement, not to disability retirement.

The Fire Commissioner Edward P. Kavanagh forces elimination of out-of-title work for the same reason he did to the members of the uniformed force in a man.

The police force requires men to fill higher jobs temporarily, without getting the benefit of the higher pay and position. The police force is protected to its end, and resultant reduction in promotion opportunities. If out-of-title work is eliminated, the promotion eligible will move faster because the quotas would have to be increased.

The chief objectives areiremaining because about a hundred of them do out-of-title work daily. They are ascribed as acting lieutenants for their two-day tour, then, when they return after their day off, often first themselves again acting lieutenants.

FIREMAN—N.Y. CITY FIRE DEPT.

Exams will be held in 1958. If your physical training with the understanding that if he is not called for the official physical exam, or fails to pass it, the full fee will be refunded.

STATIONARY ENGINEER • Tues. & Fri. at 7:30 P. M.

REFRIGERATION OPERATOR • Thursday at 7:00 P. M.

CORRECTION CORNER

By JACK SOLOD

Away with the Double Standard

The City of New York is presently advertising the exam for Woman Correction Officer in City prisons. The salary for these jobs is the same as paid men doing the same work.

New York State has two prisons for women, Albion and Westfield Farms, and the salaries for these women correction officers is $900 to $700 less than paid men correction officers for the same work.

Instead of the title "Correction Officers," these women are called "Matrons" and through this subterfuge they are denied equal pay for equal work.

FIREMAN—N.Y. CITY FIRE DEPT.

Exams will be held in 1958. Competition will be on the number who fail the physical exam.

PATROL OFFICER • TRANSIT PATROLMAN • HOUSING OFFICER

Less than a Month to Your Written Exams

Put this time to best possible use. Attend our Day or Evening, classes in Manhattan or Brooklyn. Expert instruction and scoring exercises cover all phases of official exam. This training should raise your chances by at least 15 to 20 percent.

APPLICANTS CLOSE NOV. 21 FOR:

CORRECT OFFICER • Men & Women

I CITY DEPT.

SALARY $110 A WEEK

After 3 Years Service Class 7:30 TUESDAY in Manhattan—Exam in January

TOLL COLLECTOR • (Bridge & Tunnel Officer)

Salary Range $67 to $102 a Week

 ascent at a Class Thrus., at 1:15, 6:30 or 7:30 P.M.

HIGH SCHOOL EQUVALENT DIPLOMA

ATTEND HIGHEST-QUALITY GRADUATION PREP CLASSES

For the high school graduate or those who have not completed high school, the DELEHANTY INSTITUTE offers an advanced program of preparation for the degree of Bachelor of Arts or Bachelor of Science. Graduates receive a Bachelor of Arts degree from the University of the State of New York.

See world's most useful Radio!
By Lawful Means Only

The Post Office Craftsmen, an independent organization of postal employees, while awaiting the resolution of their dispute with management over pay increases, are employing lawful means to achieve their goal. They have declared a pro-strike policy, law or no law.

In New York State, or in violation of the regulations under which we are employed, there are two men who have honored civil service achievement. Their meteoric careers prove that outstanding ability in public service can be a good public service. It is interesting to know why, at this late date, unions are still on the job reprisal. But a strike is a strike, by whatsoever semantics.

Occasionally public employees do strike. They may call it a walkout or by any other name, but the law specifically prohibits the action and provides stiff penalties, despite any tortured semantics.

It would be well for the craftsmen and other groups to write into their constitutions a declaration of policy against strikes, or use of any unlawful means to pry gains from the employer.

The Civil Service Employees Association, largest of its kind in the United States, has such a provision in its constitution while a competing organization has an openly declared pro-strike policy, law or no law.

Before a person can be a good public employee he must be at least a good citizen.

Two Gifted Employees

JOHN W. MACY ends his brilliant career as executive director of the U.S. Civil Service Commission on February 1, to become executive vice president of Wesleyan University, Middletown, Conn., from which he was graduated with signal honors in 1938.

He was recommended for the Federal government by the National Institute of Public Affairs, and started his government career modestly enough as a public administration intern. He didn’t stay in that spot long, because the Department of the Army and the Atomic Energy Commission took him on and made him an important posts for him. In 1953 President Eisenhower appointed him to the top job in the Commission open to career employees. Mr. Macy’s meteoric career proves that outstanding ability does get recognition even from government as an employer.

Mr. Macy’s successor will be Warren B. Irion, who has held important posts with distinction in the Commission since 1948, and has often acted in Mr. Macy’s place. Of the same caliber as Mr. Macy, he was chief of the Retirement Division from 1948 to 1953 and now heads the Commission’s Bureau of Departmental Operations.

Both Mr. Irion and Mr. Macy received the Career Service Award of the National Civil Service League.

Social Security Questions

Social Security has its shortcomings, but what hasn’t? All told, it has accomplished much. It has a system that is accepted by all the States and by the Federal government. It is not supposed that the social system permits operations at less cost, even though salaries are considerably increased compared to the reference point in the past when the system was first set up.

It must not be supposed that the social system is the thing of the past entirely. Only half the states in the Union have adequate civil service laws. Some states and territories have not even considered acceptable civil service laws, but several legislatures or councils don’t get around to appropriating any money for the personnel agency, or, having done so, don’t use the money.

Legislatures as a rule like to have things go the political patronage way, but they are not alone in that.

The Early Experiences

George Washington, the first President, using a merit system, had to invent one of his own, which naturally turned out to be appointments confined to members of the Federalist Party. But he was careful to appoint the best and the brightest, and so were John Adams, Federalist, and Thomas Jefferson, of the Republican Party, as it was then called, though the name was changed later to Democratic. Those successors to Washington in office in that earlier era were conscious.

Later Presidents put politics above all else until the social system reached its peak in the administration of President Andrew Jackson, who wielded that almost anybody had enough competence to perform the relatively simple tasks of a Federal government employee.

Public suspicion of political appointments to the run of jobs grew, and there was an inadvertent demand that merit and fitness, not political influence, shall determine who gets the jobs.

There was difficulty getting any worthwhile reform legislation passed until the assassination of President Arthur Garfield by a displaced office-seeker. It was too bad that a man had to give his life to that cause, for civil service could be reformed and brightened.

In 1883 the U.S. Civil Service Commission was established. It was confronted with much the same type of problems that civil service commissions in the Far East were faced with: legislation were on the whole good; in fact, the record over the years is commendable.

The Federal government set the pattern for state and local governments.

To the Appointing Officers, Too

The change was welcome to the appointing officers, too. The plan for jobs was one of the sources of concern which elected officials had to contend. Washington was fastidious in his selections, but the Federal employees then totaled only 300, so they’re 2,000,000.

The government modifies the figures in successive years for necessity for having trained and skilled personnel staffs arise. Now all the worthwhile civil service jurisdictions equally accentuate personnel who perform by contract. They have spent a fair share of the first states to accede to this, when it made the President of the Civil Service Commission the Personnel Director; New York City, which has a civil service law, did likewise excellent.

The question whether the merit system produces the best qualified appointees will always be asked, and probably the answer will always be: the same. On the whole, it has been found the most successful method, though in individual cases

(Continued on Page 12)

LOOKING INSIDE

Improvements That Our Service Needs

CIVIL SERVICE has its shortcomings, but what hasn’t? All told, it has accomplished much. It has a system that is accepted by all the States and by the Federal government. It is not supposed that the social system permits operations at less cost, even though salaries are considerably increased compared to the reference point in the past when the system was first set up.

It must not be supposed that the social system is the thing of the past entirely. Only half the states in the Union have adequate civil service laws. Some states and territories have not even considered acceptable civil service laws, but several legislatures or councils don’t get around to appropriating any money for the personnel agency, or, having done so, don’t use the money.

Legislatures as a rule like to have things go the political patronage way, but they are not alone in that.

The Early Experiences

George Washington, the first President, using a merit system, had to invent one of his own, which naturally turned out to be appointments confined to members of the Federalist Party. But he was careful to appoint the best and the brightest, and so were John Adams, Federalist, and Thomas Jefferson, of the Republican Party, as it was then called, though the name was changed later to Democratic. Those successors to Washington in office in that earlier era were conscious.

Later Presidents put politics above all else until the social system reached its peak in the administration of President Andrew Jackson, who wielded that almost anybody had enough competence to perform the relatively simple tasks of a Federal government employee.

Public suspicion of political appointments to the run of jobs grew, and there was an inadvertent demand that merit and fitness, not political influence, shall determine who gets the jobs.

There was difficulty getting any worthwhile reform legislation passed until the assassination of President Arthur Garfield by a displaced office-seeker. It was too bad that a man had to give his life to that cause, for civil service could be reformed and brightened.

In 1883 the U.S. Civil Service Commission was established. It was confronted with much the same type of problems that civil service commissions in the Far East were faced with: legislation were on the whole good; in fact, the record over the years is commendable.

The Federal government set the pattern for state and local governments.

To the Appointing Officers, Too

The change was welcome to the appointing officers, too. The plan for jobs was one of the sources of concern which elected officials had to contend. Washington was fastidious in his selections, but the Federal employees then totaled only 300, so they’re 2,000,000.

The government modifies the figures in successive years for necessity for having trained and skilled personnel staffs arise. Now all the worthwhile civil service jurisdictions equally accentuate personnel who perform by contract. They have spent a fair share of the first states to accede to this, when it made the President of the Civil Service Commission the Personnel Director; New York City, which has a civil service law, did likewise excellent.

The question whether the merit system produces the best qualified appointees will always be asked, and probably the answer will always be: the same. On the whole, it has been found the most successful method, though in individual cases

(Continued on Page 12)
Letters to the Editor

(Continued from Page 6)

When one union or another, and the best that a union can do is to work for the benefit of the elected officials. If unions do not constantly plump for lost causes and spend their time in the democratic way, the union can speak for their members. It would be rather difficult to consult each individual employee. It can be done only in exceptional cases, and for some overmastering reason, such as in the case of the Social Security referendum.

No one employee has the technical skill, technical and legal knowledge, the skill, the know-how, the connections, the persuasive power or the composite values nor the ability to make a good speech to the board. It is not to the credit of the $6,000 that they stay alive.

The group spirit shows its value in day-to-day dealings with City officials. If unions do not constantly plump for lost causes and some other impossibilities, that is to their credit.

MARTHA SCHWELKEN

COMMENTS ON USE OF A DONOR'S EYE

Editor, The Leader:

I question the accuracy of a statement in a story you ran in the October 8 issue about the good work of the Post Office Department.

Michael Miranda suffers heart attack in Florida

Michael Miranda, vice president of CSEA, was in Hollywood, California, for his health, suffering a heart attack. He is in charge of certain personnel in the NYC Fire Department.

How to apply for public jobs

U. S.—Second Regional Office, U. S. Civil Service Commission, City Hall, New York 14, N.Y. (Manhattan). Hours 9 to 5, Monday through Friday. Post offices are not open Sunday. The leader, 97 Duane Street, New York 1, N.Y., post office.

Where to apply

To apply for public jobs, one may write to:

STATE — Room 301 at 270 Broadway, New York 7, N.Y. (Manhattan), Room 802, State Office Building, and 39 Columbia Street, Albany, N.Y. Room 312, State Office Building, Buffalo 2, N.Y. Hours 8:30 to 5, closed Saturdays. Also, Room 400 State Office Building, and 39 Columbia Street, Albany, N.Y. Monday through Friday, 9 to 12. Tel. Cortlandt 7-8880. Any mail addressed to 97 Duane Street, New York 7, N.Y. will be legibly addressed, was forwarded to an eye bank and that a man who needed such an eye benefitted.

My reasons are that I am in-formed by an eye society that donor eyes are sent by plane, never by parcel post; the eye is shipped in a special way in a saline solution; and the eye must be used within 30 hours after death, exclusive of research purposes.

—Mrs. N. CYPHERS, Elmira

FREE BOOKLET by U. S. Gov- ernment on Social Security. Mail order, Leader, 97 Duane Street, New York 1, N.Y.
NYC Exams That Close on Nov. 21

The following examinations open to the public for application will close on Thursday, November 21. Application must be made in person, by representative or by mail; if by mail, enclose self-addressed stamped envelope. Application fee is not to be paid until returning the filled-out form to Additional Information Department, 54 Duane Street, New York 7, N. Y. The application office at that address is in two blocks north of City Hall, just west of Broadway, opposite The Leader office.

OPEN COMPETITIVE

1526 CHIEF MARINE ENGINEER. $6,215. 10 vacancies in Department of Marine and Aviation. Others occur from time to time. Fee: $5. Requirements: Five years of recent satisfactory practical paid experience as a Marine Engineer, not less than three years of which must have been as a Chief Marine Engineer on ocean-going steam vessels; or a satisfactory equivalent. Candidate must possess a valid license for Chief Engineer, Ocean Steam Vessels.

H.P., or Chief Engineer, Ocean Sounds, Lakes and Rivers, Steam Vessels, and H.P., or Chief Engineer, Perry Steam Vessels, any H.P. and to the United States Coast Guard Marine Inspection Service. This license will be presented to the Investigation Division at the time of investigation and to the appointment office at the time of appointment. Test date: November 21, 1957.

1505 RECREATION LEADER. $6,620-$7,710. 932 vacancies in various departments. Fee: $3. Requirements: A baccalaureate degree issued after completion of a four-year course in an accredited college or university with at least twelve credits in education and recreation, physical education, or a four-year course in an accredited college or university with at least twelve credits in college level courses in mathematics and statistics including at least three credits in statistics; or a satisfactory equivalent. Full-time paid professional experience in statistical work will be accepted in lieu of college education on a year for year basis. Persons who will be graduated by June 1958 will be admitted to the examination. Such candidates should state this fact in their experience papers. However, they will not be appointed unless they present evidence to the Investigation Division that they did receive the degree by June 1958. Test date: February 11 (October 2-November 21).

2704 ASSISTANT STATISTICIAN. $4,000-$5,080. 24 vacancies in various departments. Fee $5. Requirements: A baccalaureate degree issued after completion of a four-year course in an accredited college or university with a major in mathematics and statistics; or a four-year course in an accredited college or university with at least one year for year basis. Persons who will be graduated by June 1958 will be admitted to this examination. Such candidates should state this fact on their application form. Test date: January 29 (October 2-November 21).

7755 PROGRAM MANAGER. $7,710-$8,900. Two vacancies in Municipal Broadcasting System. Fee: $5. Requirements: A baccalaureate degree issued after completion of a four-year course in an accredited college or university that includes at least twelve credits in radio broadcasting. Persons who will be graduated by June 1958 will be admitted to the examination. Such candidates should state this fact on their application form. Test date: November 21, 1957.

(Continued on Page 9)
NYC Jobs

(Continued from Page 8)

and five years of experience in an accredited college or university, including one year of full-time practical building construction projects; or two years' experience in practical building construction with a major in architecture or equivalent. Applicants must indicate this fact on their applications. Test date, January 17, November 1-21.

8207. SUPERVISOR OF CONSTRUCTION. $5,100, 34 vacancies, others occur as vacancies. Fee $5. Requirements: Six years' satisfactory practical building construction experience of a nature to qualify for the duties of the position, two years of which must have been in the capacity of assistant supervisor or superintendent on large building construction projects; or two years' experience as an inspector of buildings and structures conducted for a governmental agency; or a satisfactory equivalent of education and experience. Education leading to a degree in civil engineering in a college accredited by the University of the State of New York will be accepted in lieu of practical building construction experience on a year for year basis to a maximum of three years. Test date, February 17, November 1-21.

7932. BLACKSMITH'S HELPER. $3,320, 35 vacancies, others occur from time to time. Fee $5. (Continued on Page 10)

AMERICAN HOME CENTER OFFERS YOU

New '58 FRIGIDAIRE Washer

- 3-RING AGITATOR
  Gets Clothes Up to 50% Cleaner than
  Other Leading Washers — by Test

List Cheering automatically leaves less lint on clothes than washers with filters that have to be cleaned by hand.

Circulator Ring keeps clothes separate,
uncluttered, guards against tangling.

Energy Ring power-pulsing water
saves nearly 30% of ordinary washes.

Built-In SUSPENSIVE DYER

At NO EXTRA COST

- Cuts Washing Costs Almost 1/2
  Saves up to 3500 gallons of water
  40 liters of detergent — a year.

NEW! EXCLUSIVE AUTOMATIC TINTING

Best, safest way known. Just pour in the dye. It dissolves in soft water. Circuit automatically controls cycle and protects dispenser, set dial and go. No waiting.

Get the One that's No. 1! See it Now at

AMERICAN HOME CENTER, INC.

616 THIRD AVE., at 40th St., N.Y.C.

MU 3-3616

AS LOW AS $6 PER WEEK

After Small Down Payment

Savings on Appliances, Air Conditioners, Toys, Drugs, Giftware Nylons
REAL ESTATE

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

LONG ISLAND

NEED A HOME?
INDEPENDENT BUILDERS, INC. offer you new homes—homes built to your requirements.
1 Family • 2 Family • Cape Cod
Ranch • Split Level
YOU NAME IT — WE BUILD IT
The name — Independent Builders, Inc.
Is your guarantee of good workmanship.
HERMAN CAMPBELL — Builder
Hickory 6-1472 — Kavenayer 6-1151
33-21 Junction Blvd. (at 94th St. Jackson Heights)

NOW OPEN FOR INSPECTION
REIFER'S
Custom Homes
$29,990
Call Hickory 6-0770 anytime
Corona 66, N. Y.

Dutch Colonial
ONLY $990 CASH TO ALL
$69.63 MONTHLY TO BANK

St. Albans
INTER-RACIAL
$13,490
4-BEDROOM

INTER-RACIAL HOMES
HOLLIS EST. $14,500
Ideal For Mother-Daughter
RANCH Bungalow
An excellent buy if ever there was one...

Long Island’s Largest
INTER-RACIAL
Community Proudly Presents A
REVOLUTIONARY NEW IDEA!

COMPLETELY FURNISHED
By Michaels & Co., Free of Extra Cost!!

ALL FOR ONE LOW MONTHLY PAYMENT!

IMAGINE! Your living room can look like this... simply furnished, using the finest quality fabrics, the newest styles!

IMAGINE! Each bedroom fabulously filled with eye-catching beds... complete with bedding!

IMAGINE! A "dream" American Kitchen with a built-in wall oven and range in stainless steel; addition available in stainless steel finish. Backs on Green!

IMAGINE! A dining area that’s an instant to wonderful meals.

IMAGINE! A magnificent recreation room that’s the perfect place to entertain... to read... to watch TV... literally frozen down by the last perfect detail. The perfect area for formal or informal entertaining.

IMAGINE! Free and expert decorating service at your disposal... you select fabrics, your color scheme, your furniture from thousands of different and exciting new designs! You select furniture from the spectacular stock of famous Michaels and company. You only make one low payment a month for both the house and the furniture.

CALL FOR APPOINTMENT AND YOU WILL BE Welcome!

168-25 Hillside Ave., Jamaica Jamaica 6-6300
PARKING FACILITIES AVAILABLE

LONG ISLAND
Looking Inside

(Continued from Page 6)

It may fail; it has produced noteworthy results for government.
That is not to say that the candidate who scores highest in a
test is necessarily promoted first. The rigidity of the system makes the exam-
ination and appointment; and possibly personal rank for em-
ployees of proved merit, to protect their present salaries, in the event of transi-
tion because of layoffs, or in cases of downsizing.

In fringe benefits civil service is about at a par with private in-
dustry. While civil service has moved forward, private industry has
cautiously used up and even passed some of the fringe benefits that
used to serve as an incentive to accepting a public job.

Happy Medium Sought

The need for reduction of rigi-
dility is high but presents some
danger. Naturally the first civil
service law, the one Congress en-
acted, was rigid in the extreme.
The remedy for the civil service
system was its exact antithesis.
As the Federal government grew
to become the largest employer in
the nation, the need for greater
flexibility became more and more
pressing, though the application of
remedies was slow. What re-
tards the process is fear that the
more relaxation, the greater the
danger of reverting toward the
former evil.
A middle course can be found,
though it may not be completely
happy one in everybody's estima-
tion.

FOREIGN CARS

* See it first at MEEFY

SAAB-93

Economically priced and a

MEZEY MOTORS

Authorized Lincoln-Mercury Dealer

ECONOMICALLY PRICED

Automobiles

*57 MERURYS

TERRIFIC DISPLAY—ALL

Models & Colors in Stock

MEZEY MOTORS

Ford, Mercury, Lincoln,

South 2nd Ave.  M.T.

HEADQUARTERS FOR USED CARS

We carry many fine Used Cars

JACKSON MOTORS

Co-op 85-55 Northern Blvd

FACOTRY REP

DEMONSTRATORS

1500 REDUCTION

"L" MOTOR

Jackson Dealer

BROADWAY & 125th St., Y. K. B. 13008

LEFTOVER SALE! Dramatic Reduction on New

57 DODGES-PLYMOUTHS

BRIDGE MOTORS, Inc.

1821 Jerome Ave., Bk. (172 St.) 43-1200

NICE CAR?

Wade it off many days with a 1-

KOZAK

Auto Dry Wash and

7-585L

pea. KOZAK will
care for your car as an is electric

car is hardly the color of the
dust found for 20 years. ... for people whose cars are

already are within the

investment will return you $50
in car cleaning is as

The Original

KOZAK

Auto Dry Wash

"Made by people who can do an

KOZAK, 30 S. Lyon St., Bklyn., N.Y.

10c-53 Koak  SUPER  S  Koak

(For 1 for $1)

while they last...

57 BUICKS

ALL MODELS—Sedans, Convertibles, Hardtops, Station Wagons, etc.

BELOW DEALER'S COST

HURRY! HURRY! HURRY!

FOR BEST SELECTION!

10FOOT WASHED

10-Foot Automatic Self-Service Machines

44th Ave.  .69th St.

BE 8-880

Authorized BUICK Dealer

CENTRAL TELEVISION INC.

Opening the Opening of Our New Store with the

NEW 1988 GENERAL ELECTRIC

FILTER-FL0 WASHER

Now with

Wash-to-Order

FABRIC KEYS!

Just a touch of a key

selects the right combina

tion of wash and spin

speeds, wash and rinse

temperatures for any

washtable fabric!

after down payment

- Big 15-pound capacity!
- Non-clogging filter!
- Water Saver Control!
- Automatic Cold Water Temp.
- Extra-large opening!
- Choice of White or G-E Mix-and-Match colors!
- 5-Year warranty on transmission parts!
- Suds Return System (optional)

YOUR OLD WASHER BEING TRADED CAN BE YOUR

DOWN PAYMENT

Only $2.25 A Week

after Down Payment

CENTRAL TELEVISION INC.

2172 3rd Avenue

New York City

OPEN FROM 9 - 9

1926

3-4277
two years of the required course of study for a degree in engineering or architecture issued upon completion of a course of study registered by the University of the State of New York, or an Associate In Science degree awarded by a community college or technical institution of recognized standing upon completion of a course of study pertinent to the duties of the position, or a satisfactory equivalent combination of education and experience. For this examination, persons who expect to receive the Associate in Applied Science Degree by June 25, 1958, will be admitted to the examination but must present evidence to the Division of Investigation that they have complied with the foregoing requirements. Test date, February 1 (November 1-21).

5800. EXAMINATOR. $3,500-$4,500. Positions in Housing Authority. City residence not required. Fee $3. Requirements: A valid exterminator permit or employee-exterminator operator permit issued by the Department of Health of the City of New York. This permit must be presented to the Investigation Division at the time of investigation and to the appointment office at the time of appointment. Test date, February 1 (November 1-21).

703. DIRECTOR OF INSTITUTIONAL EDUCATION. $6,050-$7,000. Various vacancies. Fee $5. Requirements: A baccalaureate degree issued after completion of a four year course in an accredited college or university, including or supplemented by thirty-six semester hours in approved professional courses in the field of education plus eight semester hours of courses in educational supervision, administration or administration; and five years of satisfactory teaching experience in accredited public or private schools, of which at least two years shall have been obtained above the elementary school level and two years shall have been in a supervisory or administrative capacity. An equivalent combination of education and experience will be accepted but all applicants must possess a minimum of a baccalaureate degree. Test date, February 14 (November 1-21).

3533. LABORATORY AIDE. $3,000-$3,500. 49 vacancies. Fee $5. Requirements: Graduation from a senior high school and one year of satisfactory experience in a bacteriological, biological, or chemical laboratory; or completion of two years of training in college bacteriology, biochemistry; or a satisfactory equivalent. Completion of a full year day course in medical laboratory technology will be deemed equivalent to one year of satisfactory laboratory experience. Test date, February 15 (November 1-21).
Dongan Guild Community Breakfast Draws 800

On Sunday, October 27, the Dongan Guild of New York State held its ninth annual corporate Communion and breakfast in commemoration of the Feast of Christ The King. The members and officers of the Guild, their families and friends, attended the nine o'clock Mass in Saint Patrick's Cathedral, New York City. Upon completion of Mass, Reverend Joseph F. P. Flannery, Auxiliary Bishop of New York City, offered the Communion and breakfast in the Grand Ballroom of the Waldorf-Astoria Hotel and was attended by 800 members and friends. Carmine G. De Sisto, Secretary of State, was toastmaster on this occasion.

The principal speaker of the morning was Monsignor John J. Dougherty, Auxiliary Bishop of New York City. The Bishop was introduced by Monsignor Averill Harriman — "I wish that the Guild would continue to grow and expand its activities for Catholic Action."

The following message was received from His Excellency, Governor Avttilio Harriman — "I wish that we might be with you to participate in the nineteenth annual corporate Communion and breakfast of your Dongan Guild of New York State Employees. I congratulate your Guild on its vigorous growth during the past two decades, and its attention to the spiritual values of life. We neglect such values at our peril. I also commend the Guild on its many fine contributions to charitable and other worthwhile causes, and sincerely with your organization and all of its members every success in the years ahead."

The Guild's president, Catherine T. Burke, announced that the Guild's Annual Memorial presentation of a trophy would be awarded to the Buffalo State College. The presentation was made by Monsignor Harriman. The trophy was presented to the Rev. Georges Kieta, League president, Buffalo State University.

At the morning's conclusion, the following messages were received from the following organizations:

- The Chancellor of the Archdiocese of New York City.
- The Auxiliary Bishop of New York City.
- The Board of Trustees of the Guild.
- The Board of Directors of the Guild.

Attending Guests

James Amadieu of the Labor Relations Board of the Guild's Board of Directors was a guest of honor at the Guild's breakfast this morning. The following guests were in attendance:

- Louis J. Lefkowitz, Attorney General: George M. Bragallni, President of the State Tax Commission; Thomas E. Rohn, Chairman of the State Liquor Authority; Charles Epstern, Deputy Commissioner Queens Motor Vehicle Bureau; Vincent P. Carter, Deputy Commissioner Brooklyn Motor Vehicle Bureau; Richard P. Long, Commissioner of the State Labor Department; James Buccocci, President of the Columbia Association of State Employees; Thomas J. Curran, form-

The Guild's president, Catherine T. Burke, announced that the Guild's Annual Memorial presentation of a trophy would be awarded to the Buffalo State College. The presentation was made by Monsignor Harriman. The trophy was presented to the Rev. Georges Kieta, League president, Buffalo State University.

At the morning's conclusion, the following messages were received from the following organizations:

- The Chancellor of the Archdiocese of New York City.
- The Auxiliary Bishop of New York City.
- The Board of Trustees of the Guild.
- The Board of Directors of the Guild.

Attending Guests

James Amadieu of the Labor Relations Board of the Guild's Board of Directors was a guest of honor at the Guild's breakfast this morning. The following guests were in attendance:

- Louis J. Lefkowitz, Attorney General: George M. Bragallni, President of the State Tax Commission; Thomas E. Rohn, Chairman of the State Liquor Authority; Charles Epstern, Deputy Commissioner Queens Motor Vehicle Bureau; Vincent P. Carter, Deputy Commissioner Brooklyn Motor Vehicle Bureau; Richard P. Long, Commissioner of the State Labor Department; James Buccocci, President of the Columbia Association of State Employees; Thomas J. Curran, former Toastmaster of the Guild and now Commissioner of the State for the City of New York.

Anthony J. Graziano, Executive Director, announced that the State Insurance Fund had now resigned the offices of the New York State Hospital. Dr. Stuczka, League president, Buffalo State University, announced that the Buffalo State College had won the State Mental Hygiene championship by beating Willowbrook State at Letchworth Village.

Questions and Answers

On Health Insurance

This week The Leader presents a column of questions and answers to aid state employees in understanding the new state health insurance plan and its options. Questions of general interest will be answered in the columns of this newspaper. Persons wishing direct answers must enclose a self-addressed, stamped envelope. Send your questions to "The Health Insurance Editor, Civil Service Leader, 97 Duane St., New York, N. Y."

Questions and Answers

Mental or nervous disorders are limited to 20 days coverage under Part I of the plan. Would the period of time in excess of 30 days be covered under the statewide plan by Part III?

Yes, major-medical coverage begins the 31st day, except that in the case of major surgery, such as in a hospital or under the supervision of a state mental institution, the state health insurance plan will pay for the first 30 days. After 30 days, all coverage is limited to the benefits of Part III that is written into the contract of the subscriber and/or excluded under the statewide plan.

Questions:

- What is catastrophic insurance?
- Is the catastrophic insurance plan automatically included in the statewide plan?
- Is catastrophic insurance a separate plan or is it a part of the statewide plan?
- In the statewide plan, is catastrophic insurance available only in certain counties, and if so, which counties?
- Are the benefits of catastrophic insurance provided only in an institution that meets the definition of hospital, all other benefits are covered equally by the statewide plan?

Mental or nervous disorders are limited to 20 days coverage under Part I of the plan. Would the period of time in excess of 30 days be covered under the statewide plan by Part III?

Yes, major-medical coverage begins the 31st day, except that in the case of major surgery, such as in a hospital or under the supervision of a state mental institution, the state health insurance plan will pay for the first 30 days. After 30 days, all coverage is limited to the benefits of Part III that is written into the contract of the subscriber and/or excluded under the statewide plan.

Questions:

- What is catastrophic insurance?
- Is the catastrophic insurance plan automatically included in the statewide plan?
- Is catastrophic insurance a separate plan or is it a part of the statewide plan?
- In the statewide plan, is catastrophic insurance available only in certain counties, and if so, which counties?
- Are the benefits of catastrophic insurance provided only in an institution that meets the definition of hospital, all other benefits are covered equally by the statewide plan?

CASH AND CERTIFICATE AWARDED

Ward of cash and certificates were given to Henry Zynda and William Tocktenen, employees of Gowanda State Hospital, for designing and constructing a braut casser. From left, R. E. Colburn, business officer; Mr. Zynda, Mr. Tocktenen, and Dr. I. Murray Ross- man, hospital director.

TROPHY AWARDED

Mickey Strzelewis of Buffalo State Hospital receives the Upstate Mental Health Softball League trophy from Joseph Krie, league president. Buffalo State Hospital won the State Mental Hygiene championship by beating Willowbrook State at Letchworth Village.

CASH AND CERTIFICATE AWARDED

Ward of cash and certificates were given to Henry Zynda and William Tocktenen, employees of Gowanda State Hospital, for designing and constructing a braut casser. From left, R. E. Colburn, business officer; Mr. Zynda, Mr. Tocktenen, and Dr. I. Murray Ross- man, hospital director.
POLICE STUDY AID

The following continues the publication of the fourth in a series of statements by persons who have been the last patrolmen in New York City, in the current test, for which the licensing examination was held on October 25, the candidates to be sworn in on November 12. The next number will be held on Saturday, December 14.

LEGAL NOTICE

AS A SEASONED Troo, 5th H. of the City Police of the City of New York, he is in a position to attest to the character and conduct of the late patrolmen, being the last patrolman of the precinct in which he served. He states that the late patrolmen were fair and just in the discharge of their duty. He has had personal knowledge of the conduct of the late patrolmen and finds that they were in every respect worthy of their position.

Other witnesses for the Plaintiffs:

The party of the first part, Anna Bi.ess, John A. Biess, and Henry Bi.ess, all of the City of New York, being duly sworn, state that they know of the parties of the second and third parts, and that they are in good standing in the American Legion. They are in good standing in the American Legion.

The party of the second part, Anna Bi.ess, John A. Biess, and Henry Bi.ess, all of the City of New York, being duly sworn, state that they know of the parties of the first and third parts, and that they are in good standing in the American Legion. They are in good standing in the American Legion.

The party of the third part, Anna Bi.ess, John A. Biess, and Henry Bi.ess, all of the City of New York, being duly sworn, state that they know of the parties of the first and second parts, and that they are in good standing in the American Legion. They are in good standing in the American Legion.

N. Y. C. ASST. ACCT. EXAM

Prof. Irving J. Chaykin, C. A.

The following is a review course for the above exam beginning Wednesday, Nov. 20, 1957, at 10:30 AM at 1420 Broadway (at 42nd St.), N. Y. C.

Office of the Clerk of the City of New York

INFORMATION AND REGISTRATION

CALL NO 3-7088

U. S. Civil Service Tests: Training until appointed. Men-Women. Philosophy of test experience will be given. Free practice test. Preparing Thousan N for the Tests. Mondays, Wednesdays, Fridays. 7:00 PM. 1420 Broadway (at 42nd St.), N. Y. C.

INFORMATIONAL ATTORNEY'S

Appointment of the Clerk of the City of New York

HOW GLASSES CORRECT POOR VISION

A flash of light, which travels at the speed of 186,000 miles per second, could move around the world more than 13 times between eye and brain. The rate of travel of the process of seeing is a function of the speed of the light that travels to your eyes. The light passing through the lens of the eye is focused on the retina. When the lens is unable to focus the light properly, the condition is called hyperopia and is usually treated by the wearing of eyeglasses to correct the proper correction.

PROFESSIONAL DIRECTORY

MANHATTAN

BROOKE OPTHOMETRISTS

EYE EXAMINATIONS

1101 1104 SURPRISE, 12-27-30


For A Better Tomorrow

Join the Civil Service Employees Assn. to insure these improvements in your career during the coming year.

40-Hour Week with no loss in Take home pay. In addition, a true increase in salary. Better retirement.

Work through your chapter for a better tomorrow.

As the Association grows, so does your future. Last year, through the work of the CSEA, public employees gained Social Security, health insurance and a reduction in work hours, to name but a few of the Association's many accomplishments.

More than 75,000 public employees are now members of the CSEA. Join this army of workers to fight for the future.

Contact any member of a CSEA chapter in your institution and let him tell you how you can work for a better tomorrow for yourself, your family and your job for only 15 cents a week.