CSEA Southern Conference To Meet July 12

The annual election of officers and a number of other business items at the Southern Conference of the Civil Service Employees Association will be held at the Union Club, Union Conference president, announced.

The meeting and election of officials will be held at 4 P.M. in the Children's Unit at Rochester State Hospital.

The dinner will be held at 6:30 P.M. at Lunds' Restaurant, Pearl River. Tickets are $3.75 per person and the price will include dinner, dancing, entertainment, and dance prize.

Tickets may be had by writing to Sarah Collins, Letchworth Village.

Joining also on her committee are Ann Benenate, Emil Bollman, Jim Anderson, and Arges Finn. Replies are due not later than July 12.

Statewide officers and other guests have been invited to attend the Conference meeting.

Leader Revives Fisher Award: County Employees Eligible

In order to give recognition for outstanding performance in the Civil Service, The Leader announced it will revive the Harold Fisher Memorial Award.

The award will be given to the State employee or State employees who in the opinion of the leader of the Civil Service Employees Association, have made contributions to the ideals of civil service and who have made substantial contributions to the advance of public service.

For the first time, The Leader will make a supplementary award for the outstanding employee in a political subdivision in order to render honor to those civil servants, as well.

Judges are not limited to a single award and winners will be honored, as previously done, with a plaque to be presented by The Leader.

The judging panel will be an impartial one and will be selected by The Leader in cooperation with the Civil Service Employees Association. In previous years this panel has consisted of CSEA members and outside judges.

By reviving the Harold Fisher Memorial Award, The Leader hopes to draw further attention to the outstanding contribution to American life and public service rendered by the public employees.

Plans are now being made to select judges and announce a method of submitting applications for the award. These plans will be reported on in The Leader as soon as they take form.

Employees in all branches of the Civil Service are eligible to receive the honor. Complete details will appear in a future issue of The Leader.

CSEA Seeks End of All Illogical Travel Allowances

The Metropolitan New York Conference of the State of New York and the State Budget Director, the Civil Service Employees Association is asking for conferences to resolve the tangled problem of travel allowances for employees of the Department of Public Works.

John P. Powers, president of the CSEA, in his letter sent to both officials on June 10, 1958, said: "The basic problem in the Public Works Department regarding subsistence and mileage allowances is this: The different categories of employees within the department are authorized differing daily amounts of subsistence and mileage.

Five Appointed To Field Posts

ALBANY, June 16 — Recent permanent field appointments by the Department of Public Works include: Joseph G. Bower, assistant sanitary engineer; Donald Meyers, assistant sanitary engineer; Hans Waller, assistant sanitary engineer; Stanley Johnson, assistant sanitary engineer; and Donald Pirie, assistant sanitary engineer.

Galpin to Visit Hospitals on L. I.

Henry Galpin, Civil Service Employees Association research analyst, will visit Central Islip, Creedmoor, Pilgrim, and Kings Park State Hospitals June 24, 25, and 26 to discuss present salary allocations and other employee problems with hospital employees.

A conference may be arranged with Mr. Galpin through Mr. Cline, president of a hospital's CSEA chapter.
Disability Pension Benefits Stand Despite Other Pay for Employee Injury

ALBANY, June 16 — State employees who receive an award in a civil action for injuries suffered during employment, and who remit the State Insurance Fund for workers’ compensation payments made because of such injuries, will not face a reduction in retirement and Social Security benefits.

Attorney General Louis J. Lefkowitz said in response to a question from the Retirement System for a ruling.

York City. The employee applied to the state the retirement Employees Retirement System then Inquired of the Attorney General whether any deduction should be made from the disability retirement allowance payable in this case.

"In the instant case," the Attorney General noted in his opinion that the law provided that "the amount of workers’ compensation benefits paid to an employee in the amount of the Workers’ Compensation Law as required by the Retirement and Social Security Law and such benefits were paid to him.

"When he received monies under the third party action he made remittance to the State Insurance Fund in the amount of the Workers’ compensation benefits that had been paid to him. The State benefited from this remittance through a credit given to it by the State Insurance Fund which is its insurer.

"In my opinion there should be no deduction from the retirement allowance payable in this case.

"There is no double payment involved. The same that were paid under the Worker’s Compensation Law should be regarded as having been necessarily paid pending final adjudication. Where these amounts have been received from a third party recovery, the result is that only the pension portion of the retirement allowance is actually deemed to be payable at the expense of the state. The pension is payable at the expense of the state. The pension portion of the retirement allowance is payable at the expense of the state. The pension is payable at the expense of the state. The pension is payable at the expense of the state. The pension is payable at the expense of the state.

Seven State Workers Win Master’s Degrees

ALBANY, June 16 — Seven state employees have earned the degree of Master of Public Administration through the Albany Graduate Program in Public Administration during the past academic year.

degrees are awarded by New York University and Syracuse University, which conduct the program in cooperation with the State University.

Dr. O. B. Conaway, Jr., director, said the program is designed for state employees who wish to enhance their professional abilities.

The 1958 graduates were honored at the 11th annual dinner dance of the graduate program, which was held recently. At the dinner, the Albany Chapter of the American Society for Public Administration gave an award to Mr. Hammerman for the best thesis written during 1957-58 academic year on an aspect of state government.

At the same time, Dr. Theodore Becker, of the State Civil Service Department, was given the "Student’s Award" for outstanding service to the Graduate Program.

Officers of the Student Alumni Association of the program are president, Mr. Becker; vice-president, Charles Neinlein; secretary-treasurer, Edith T. Balle, and directors, Samuel Keesey, Howard Malone, David Moynat, Joseph Noyes, Maryluise Satterfield, and Richard Wiebe.

CONSERVATION CHAPTER ELECTS

The Conservation Department Capital District chapter of the Civil Service Employees Association elected new officers at its annual dinner in New Salem. Shown are, seated from left, Glady G. Moore, treasurer, and Catherine deKruyt, secretary, and, standing from left, William J. Rice, president, Kenneth B. Nichols, vice president. Also elected at the dinner were executive council members David D. Mearay from the Division of Water Power and Control; Duncan G. Rankin, Division of Lands and Forests, and Samuel L. Kessler, executive division.

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LOUIS J. LEFKOWITZ
The Plight of Clerks and Stenos

A PHILANTHROPIST once wrote, "Out of such crowd material are men made and for which is no substitute." This aphorism can, in a sense, be applied to men's institutions. Because man is made of, nothing can be hammered quite straight." This of all the different factors involved they often become complex and are always different.

Men try tostraighten out the confusions by the application of general rules, but sometimes the only way to be sure of the end is to see the whole thing. This is the same exception to every rule to prevent uniformity. These exceptions often demand special treatment.

DILEMMA OF CLERKS AND STENOS

Such a situation exists among the clerks and stenographers working in the State institutions. They are now working — like all other institutional employees — on a 40-hour week. However, their counterparts in the rest of the State service, the clerks and stenographers working in the departments and the State offices in Albany, New York City, Buffalo and other places, work a 37 1/2-hour week. The quarter's budget for the 40-hour week is the same for both groups of employees. The job descriptions and duties are likewise the same — but one group, because it works for Department A, works the night shift, while the other group, which is involved in state institution service, is more pay and having the same general duties, must work 40 hours.

The inequity, violating the basic civil service principle of equal pay for equal work, is recognized.

CEA GOES TO BAT

The Civil Service Employees Association, under a mandate from its delegates, is trying to straighten out the matter. The Association has taken definite steps leading toward State Department administrative review and also with the budget director's office and the Civil Service Commission, as well as other factors present in the stenographer and clerical problem. One of the important ones is the allocation of the present salary grade. This is a matter with which the Association is also directly involved, as a matter of representation in any present sending out denial letters to clerical and stenographic applicants for an upward reallocation. This is being done despite the findings of the department's own bureau on hiring rates at the various levels.

State salaries for these positions were lower than those of industry. The salary problem evident here not only involves the clerks and secretaries, but all State employees. It will eventually be resolved by the actions and attitudes of the director of classification and compensation, the Government, and the Legislature.

Ingeniosity Wins Money. State Benefits As Well

Ingenioury and initiative on the part of State employees leads to savings and, in turn, contributions benefiting the State. Edward D. Ione, chairman of the New York State Employees Booster Program, said, as he announced the names of more employees whose participations in the programs of the Booster Program, has been exacted in these cash awards.

Two suggestions submitted by Walter M. Zadka of Elmira, New York, a stenographer at Elmira State School in the Department of Mental Hygiene, have earned him awards totaling $95. Mr. Zadwaricki, two suggestions on the design and construction of a television cart for transporting television sets, and for designing and constructing refrigerator cooler races from used pipe. The department stated that considerable annual savings would have been realized through adoption of Mr. Zadwaricki's ideas.

Binghamton Victor

Bowlers Saluted

Winning teams and bowlers were presented with trophies by R. W. Harriman, State Department of Mental Hygiene, at the end-of-the-season dinner dance held by the Binghamton State Bowling League.

In the low-low single game winner was Jack Fraser, who averaged 215 for the year, topped his former average of 200. James M. Rice took the high-three-Rame winner. The beautiful resorts of the Lake Placid region were strong among the sea of honors. The luscious vistas, colorful settings, palm-lined walks and white sandy beaches made us long for the days of glorious summer. Something else to look forward to was another warm sun, warm sunsets and the cool mountain breezes. The beautiful resorts of Lake Placid offer strong and are likely to be enjoyed by the entire population of Carnarvon. The beautiful resorts of Lake Placid offer strong and are likely to be enjoyed by the entire population of Carnarvon. The beautiful resorts of Lake Placid offer strong and are likely to be enjoyed by the entire population of Carnarvon.

The Main Building teams topped the Binghamton League with Dick Jones the three-game winner. The victory was a nine-game winner. The victory was a nine-game winner. The victory was a nine-game winner. The victory was a nine-game winner. The victory was a nine-game winner.

The two trophys that probably meant the most to the employees were the "high-three-Rame" award, and the "any other than "Man Avondale" award. The "Man Avondale" award was given to the most improved bowler of the year. The "Man Avondale" award was given to the most improved bowler of the year. The "Man Avondale" award was given to the most improved bowler of the year. The "Man Avondale" award was given to the most improved bowler of the year.

The Practice Team were saluted as champions of the women's division.

Dr. Ullrich Schuette, Binghamton, was speaker at the dinner dance. Mr. Schuette informed the employees for their fall dance that the Department of Mental Hygiene developed a new technique of treatment, and stated that it was through the help of the employees that the work was done.

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69 Titles Recommended For Upgradings; Inspectors Have Field Day

The Career and Salary Board of Appeals has unanimously recommended salary grade reallocations for the following New York City jobs:

- Housing guard, 3 to 4.
- Assistant educational park maintenance, 6 to 7.
- Visual aid technician, 6 to 7.
- Senior visual aid technician, 10 to 11.
- Zoological park maintenance, 10 to 11.
- Library assistant, 10 to 11.
- Inspector of concrete tanks, 10 to 11.
- Senior inspector, 10 to 11.
- Inspector of borough works, 10 to 11.
- Construction inspector, 10 to 11.
- Designation inspector, 10 to 11.
- Electrical inspector, 10 to 11.
- Inspector of cement tests, 10 to 11.
- Elevator inspector, 10 to 11.
- Inspector of borough works, 10 to 11.
- Third rail inspector, 10 to 11.
- Waterfront construction inspector, 10 to 11.
- Painting inspector, 10 to 11.
- Inspector of cement tests, 10 to 11.
- Elevator inspector, 10 to 11.
- Heating and ventilation inspector, 10 to 11.
- Hauls and handling inspector, 10 to 11.
- Housing construction inspector, 10 to 11.
- Mill and machinery inspector, 10 to 11.
- Pipe laying inspector, 10 to 11.
- Paving inspector, 10 to 11.
- Plumbing inspector, 10 to 11.
- Senior foreman (traffic device maintenance), 12 to 14.
- Supervising zoological park maintenance, 12 to 14.
- Assistant superintendent of corrections, 13 to 14.
- Senior electrical inspector, 13 to 14.
- Senior boiler inspector, 13 to 14.
- Senior inspector of borough works, 13 to 14.
- Senior construction inspector, 13 to 14.
- Senior demolition inspector, 13 to 14.

Senior steel construction inspector, 13 to 14.
Senior third rail inspector, 13 to 14.
Senior waterfront construction inspector, 13 to 14.
Senior painting inspector, 13 to 14.
Senior inspector of cement tests, 13 to 14.
Senior elevator inspector, 13 to 14.
Senior heating and ventilation inspector, 13 to 14.
Senior housing construction inspector, 13 to 14.
Senior building and zoning inspector, 13 to 14.
Senior plumbing inspector, 13 to 14.
Senior railroad signal inspector, 13 to 14.
Master mechanic, 14 to 17.
Supervising superintendent of maintenance, 15 to 19.
Supervising electrical inspector, 16 to 17.
Supervising construction inspector, 16 to 17.
Supervising demolition inspector, 16 to 17.
Supervising elevator inspector, 16 to 17.
Supervising heating and ventilation inspector, 16 to 17.
Principal superintendent of maintenance, 18 to 19.
Principal electrical inspector, 18 to 20.
Assistant to the executive director, 20 to 23.
Director of community relations, 21 to 24.
Assistant to commissioner of community relations, 21 to 24.

The board voted 3-2 to deny 19 appeals for upgrading. Voting to deny were Harold A. Felix, Chairman of the Board; Budget Director Abraham D. Beame, and Personnel Director Joseph Scher-}

JOHN LEONARD RETIRES

John A. Leonard, (left), addressograph operator in the State Education Department, is congratulated on his 46 years of service by Commissioner of Education James E. Allen, Jr. Mr. Leonard retired June 4.
GERMAN VISITORS SEND BREAD AND BUTTER GIFT

Dr. and Mrs. Gerd Gundlach of Hamburg, Germany, presented a gift of books to the New York State Library from the German people who have visited the United States during the last 10 years as part of Germany's "Tank Top, America" program.Shown in the presentation are, from left, Dr. Walden Jenion, director of the New York State Museum; Mason Tolman, associate librarian of the State Library; Mrs. Gundlach; Dr. Gundlach; and Dr. Charles F. Gossell, State Librarian and assistant commissioner for libraries, who received the gift on behalf of Governor Harriman.

Syracuse Ends Season With Annual Banquet

The Syracuse chapter of the Civil Service Employees Association is closing its program of seated dinners for the 1957-1958 year with a combined business-socialsessionId and banquet to be held at 7 P.M. today (June 17), in the North Room of Martin's Original Chop-in-the-Nook restaurant, Beaverton Road, Route No. 11, North Syracuse.

Dr. Joseph J. Dowling, acting director of the Mental Health Research Unit, New York State Mental Hygiene Department, will be the speaker at tonight's meeting. The Dowling will talk on maintaining good mental hygiene in everyday life.

About 100 members and guests are expected to attend the meeting according to a late count.

Dr. Dowling will present an outline of current research studies, showing how mental hygiene can be improved by group study and in education.
Money Troubles

PUBLIC EMPLOYEES' difficulties in getting pay increases are similar in all jurisdictions. First, there's the difficulty of winning the support of a legislative body, next the difficulty of providing adequate and retroactive rates, and finally, the difficulty of getting the chief executive to sign the bill. There may be variation on the theme, including altered terms, but the problem is essentially the same.

Public employees all over the land are or have been waging pay-increase drives, with mixed results. New York City refused its employees an across-the-board raise, pleading lack of funds, and getting away with that argument, though City employees who can't meet the rising and peak costs of living have no such excuses. In the same vein, New York State employees are in the same fix, though in that case Governor Averell Harriman favored a raise but the Republican majority in the Legislature would lower your average earn-

Since a different amount of tax is paid on self-employment earnings, they are not the same as wages. Government can't and won't take it any longer, and public employees are signing raise bills, though last year he was denying them.

Must Raise More Money

Government needs more money to enable it to render more and better services. There's danger in pinch-penny operation. It takes more than a chisel to run a government or a business in a housing project has been conducted during the past eight months in LaGuardia Housing, has allowed its owners and tenants to become eligible for Social Security benefits, according to a formal report on the study was made to the members of the New York City Housing Authority.

An informal report on the study was made to the members of the New York City Housing Authority by the Social Security Administration.

Public Administration

A study to promote neighborhood housing and to determine the effects of a large-scale housing project conducted during the past eight months in LaGuardia Housing, has allowed its owners and tenants to become eligible for Social Security benefits, according to a formal report on the study was made to the members of the New York City Housing Authority.

A difference arises in the nature of the remedy sought in the two cases. Mr. Service asked for injunctive relief only, that he be given the right to return to his job, while Miss Watson asked for a back pay award or for reinstatement. There was no doubt that Miss Watson could be dismissed by an agency if it complied with regulations, for in the Federal Service the right to drop an employee during the probationary period exists, though a different rule applies in other jurisdictions, in which the probationary employee is entitled to receive a notice of dismissal and to be entitled to written charges and an opportunity to reply. New York City recently amended its rules so that an employee earning $5,500 a year or less may be dropped at any time within one year. In general, the New York City rule itself entitles a public employee to have the full probationary period and going to court for equitable relief. The Court of Claims has jurisdiction to grant money judgments on actions arising from departmental regulations, though it may grant equitable relief.

Mr. Service brought his case to the United States Supreme Court for a writ of certiorari, which the Court refused, for in the Federal Service the right to appeal from a dismissal after only five months of the year's probationary period had passed, she must have been acting more on principle than on practical considerations. This was natural, though costly, for her reputation was at stake. In just what way her reputation became an issue, mysteriously enough does not appear in the record of the case, because she was merely informed, albeit in writing, that her "conduct was not satisfactory." Somewhere along the line, in the court papers, it was hinted that she was dropped because someone decided she had "behaved disgracefully.

The regulations of both the U.S. Civil Service Commission and the Department of the Army, however, grant the employee right to drop an employee during the probationary period exists, though a different rule applies in other jurisdictions, in which the probationary employee is entitled to receive a notice of dismissal and to be entitled to written charges and an opportunity to reply. New York City recently amended its rules so that an employee earning $5,500 a year or less may be dropped at any time within one year. In general, the New York City rule itself entitles a public employee to have the full probationary period and going to court for equitable relief. The Court of Claims has jurisdiction to grant money judgments on actions arising from departmental regulations, though it may grant equitable relief.

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The following describes job opportunities in private industry.

**JOBS WITH THE UTILITIES**

Public utilities in New York offer jobs which roughly parallel civil service in career opportunities and variety of openings. Two large employers are Consolidated Edison Co. and New York Telephone Co.

Cons Edison has a payroll of $21,800,000 in the metropolitan area, 90,000 of whom are women. There are almost 300 clerical jobs in a career plan which offers starting salaries of $60. Men are hired for physical work, both indoors and in the shops, with salaries ranging to $80 and running up to $120, for the ordinary helper.

Last year the company hired 1,369 new employees. The rate of turnover was one of the lowest in the state. Generally there are more applicants for jobs than openings, and a good knowledge of the field is needed.

New York Telephone Co. has a payroll of approximately 80,000 executives and employees, including almost three-fifths of them women.

Telephone repairmen, the largest single trade in the company, offers career opportunities in several areas. Several states and New York City are the major centers of telephone employment. In general, the outlook is favorable for the next few years.

**PAY SCALES VARY SLIGHTLY IN PRIVATE INDUSTRY**

Starting salaries are usually $52 to $125 per month; however, average earnings are higher. Assistant operators of other office machines with a minor knowledge of the field average $60 per month; operators scoring in the first 5 per cent score $125.

Employees in the graphics field average $76.00 in 72 months, plant clerks $88.00 in 72 months, plant clerks $86.00 in 72 months. Other operators, mechanics, and repairmen average $70.00 to $88.00 per month.

Salary scales vary slightly in other metropolitan and upstate areas, but the general policy is similar. Typical clerk salaries in the metropolitan area average $100 to $120 per month, $120 to $150 in 72 months, clerks to $150 in 72 months.

Some companies offer promotions after 12 to 18 months of service. Other companies offer promotions immediately or after a year.

**COOLAIR HAS IT!**

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**SOLDERS** and **REPAIRMEN** with experience can help you get ahead.

**STEREO GRAPHIC** 35

**WITH PUSH-BUTTON FOCUSING**

**FEATURES**

- Groffler 1/3 lens base
- Shutter speeds from 1/300 second
- Synchronized shutter
- Built-in rangefinder
- Depth of field scale
- Body release
- View-Ready focus scale
- Spacematic flash settings
- Plus Other New Features

**NEW GRAPHIC 35**

**WITH DEPTHMASTER AUTO-FOCUS**

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**COOLAIR**

**COOLAIR** is the name of a new **46-27 Ozone** for the prices you can afford.

**NEW GRAPHIC 35**

**WITH DEPTHMASTER AUTO-FOCUS**

**SOLDERS** and **REPAIRMEN** with experience can help you get ahead.

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**THE BEST THING SINCE**

**COOLAIR**

**COOLAIR** is the name of a new **46-27 Ozone** for the prices you can afford.
New York City Job Openings

New York City has just opened a new series of examinations. The closing date appears at the end of each examination.

Open-Competitive

6316. ELEVATOR OPERATOR. $3,000-$4,000. Annual increments of $300. 30 cents per hour of overtime. Written test to be given September 15. No formal education required. Must pass health examination. Age Limit: 21. (June 25).

6317. TRAVELER. $3,500-$4,500. Open to all citizens of the United States. There are at present 17 vacancies in the Department of Hospitals. Such appointees may be promoted from the temporary basis to the permanent basis. Only permanent employees are eligible for promotion examine. Written test to be given September 15. Written test shall be deemed to have been passed by an applicant who obtains a mark of 60 percent on the written examination. (June 25).

7876. SENIOR PHYSICAL THERAPIST. $4,550-$5,990. Open to all citizens of the United States. There are at present 17 vacancies in the Department of Hospitals. Such appointees may be promoted from the temporary basis to the permanent basis. Only permanent employees are eligible for promotion examine. Written test to be given September 15. Written test shall be deemed to have been passed by an applicant who obtains a mark of 60 percent on the written examination. (June 25).

8373. MECHANICAL MAINTENANCE WORKER. $3,000-$3,900. Written test to be given September 15. The performance test is expected to be held on September 15. (June 25).


5356. ASSISTANT SHERIFF. $3,000-$3,900. Written test to be given September 15. Written test shall be deemed to have been passed by an applicant who obtains a mark of 70 percent on the written examination. (June 25).

4623. ASSISTANT COUNTY TREASURER. $3,000-$3,900. Written test to be given September 15. Written test shall be deemed to have been passed by an applicant who obtains a mark of 70 percent on the written examination. (June 25).

5436. CITY COURT DEPT. CLERK. $3,000-$3,900. Written test to be given September 15. Age Limit: 21. (June 25).

4732. COURT CLERK (City Court). $3,000-$3,900. Written test to be given September 15. Written test shall be deemed to have been passed by an applicant who obtains a mark of 70 percent on the written examination. (June 25).

4807. FOREMAN (bus service). $3,000-$3,900. Written test to be given September 15. Written test shall be deemed to have been passed by an applicant who obtains a mark of 70 percent on the written examination. (June 25).

4890. FOREMAN (railroad work). $3,000-$3,900. Written test to be given September 15. Written test shall be deemed to have been passed by an applicant who obtains a mark of 70 percent on the written examination. (June 25).

6373. COURT CLERK (City Court). $3,000-$3,900. Written test to be given September 15. Written test shall be deemed to have been passed by an applicant who obtains a mark of 70 percent on the written examination. (June 25).

8400. PERSONAL ATTACHMENT TO CITY TREASURER. $3,000-$3,900. Written test to be given September 15. Written test shall be deemed to have been passed by an applicant who obtains a mark of 70 percent on the written examination. (June 25).

8401. PERSONAL ATTACHMENT TO CITY TREASURER. $3,000-$3,900. Written test to be given September 15. Written test shall be deemed to have been passed by an applicant who obtains a mark of 70 percent on the written examination. (June 25).


5356. ASSISTANT SHERIFF. $3,000-$3,900. Written test to be given September 15. Written test shall be deemed to have been passed by an applicant who obtains a mark of 70 percent on the written examination. (June 25).
these NYC exams continuously open

(resume from page 3)

AL ENGINEER, $5,700-$7,100. Fee $5. Written test January 26, 1950. There are 84 vacancies, many exempt from residence requirements. Requirements: a bachelor's degree in mechanical engineering, passing a written examination approved by the University of the State of New York and two years satisfactory practical experience in mechanical engineering, graduation from a senior high school and seven years of experience, or a satisfactory equivalent. Performance test is required. Written test weighs 70, 30 percent required. Qualifying medical test required. Experience weighs 50, 70 percent required. Candidates must pass written and performance tests. Qualifying medical test required. Performance test will be given at the end of a month from August (Open until further notice).

ELECTRICAL ENGINEERING DRAFTSMAN, $4,790-$5,990. Fee $4. Written test December 29. There are 39 vacancies, some exempt from residence requirements. Requirements: bachelor's degree in electrical engineering, or graduation from a senior high school and four years satisfactory practical experience in electrical engineering, or satisfactory equivalent. File form A experience paper. Written test weighs 100, 70 percent required; written test is qualifying, 70 percent required. Candidates will be summoned to the position. Qualifying medical test required. (Open until further notice).

PUBLIC HEALTH NURSE, $4,000-$4,500. Vacancies in Department of Health. Fee $3. Candidates will be summoned for the performance test in groups of not more than 15. Factors in technical, oral, and written test will be weight 100, 70 percent required. File form A experience paper. Qualifying medical test required. (Open until further notice).

ELECTRICAL ENG.

EAST 16TH STREET

ENGINEERING DRAFTSMAN, $8,700-
8,900. There are 39 vacancies in various City departments. Some.exempt from residence requirements. Fee $4. Written test December 29. Requirements: bachelor's degree in electrical engineering, or graduation from a senior high school and four years satisfactory practical experience in electrical engineering, or satisfactory equivalent. File form B experience paper. Written test weighs 100, 70 percent required. Qualifying medical test required. (Open until further notice).

PUBLIC HEALTH NURSE, $4,000-$4,500. Vacancies in Department of Health. Fee $3. Candidates will be summoned for the performance test in groups of not more than 15. Factors in technical, oral, and written test will be weight 100, 70 percent required. File form A experience paper. Qualifying medical test required. (Open until further notice).

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Here's your hidden beard, heavy beard

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for these jobs. Written test weighs 100, 70 percent required, and is designed to test applicants' vocabulary and spelling; 40 words per minute typing and 80 words dictation are required to qualify. Qualifying medical test required. (Open until further notice).

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NYC Eligibles in Reach of Appointment

New York City has certified the following eligibles (highest number reached at end):

Avery, Christian, 10052, 1058
Brown, Arthur, 10923, 1058
Butler, Margaret, 7208, 1058
Carter, George, 8888, 1058
Clements, John, 9999, 1058
Davies, William, 11111, 1058
Drake, Thomas, 12345, 1058
Ewing, Edward, 13579, 1058
Foster, John, 14793, 1058
Gibbons, Robert, 15924, 1058
Hicks, William, 17148, 1058
Jones, Charles, 18372, 1058
Kerr, John, 19596, 1058
Levy, Samuel, 20820, 1058
Manning, John, 21922, 1058
Naughton, Michael, 23053, 1058
O'Farrell, John, 24178, 1058
Parker, William, 25299, 1058
Quinn, John, 26421, 1058
Roberts, John, 27543, 1058
Smith, John, 28668, 1058
Taylor, John, 29799, 1058

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MOUNTAIN TOP - One bedroom apartment, with
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JOB HUNTING in every
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city, practical

business language

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Bloom, Ernest X.

Haiden, Joel S.

Bloom, Ernest X.

Hayden, Joel S.

Bloom, Ernest X.

Hayden, Joel S.

Bloom, Ernest X.

Hayden, Joel S.

Bloom, Ernest X.

Hayden, Joel S.

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Situated in the beautiful Jamaica Gardens section of Queens County, this 3-bedroom, 2-bathroom, ranch-style house offers a fully equipped kitchen, large living room, dining room, and full basement. Other features include central air conditioning, extra storage, and a landscaped yard.

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Looking Inside

(Continued from Page 6)

has authority to grant money judgments for actions arising other than under statutes passed by Congress. The Watson case was tried under a Department of State regulation requiring a written statement of the charges, and an opportunity to reply. The Department noted Congress's own waiver of the right of suspending grants under the McCarran Rider, and kept the waiver in force even though Congress kept reenacting the rider year after year. The U.S. Supreme Court held that the waiver precluded the department from relying on the rider.

The fundamental principle involved in that instance was that the remedy for a departmental regulation is amendment or repeal, not violation.

In some jurisdictions courts hold only substantial compliance, not literal observance, of regulations. It is required. This doctrine of substantial compliance has been affirmed in cases arising out of the two regulations involved, because the written notice of dismissal implied Miss Watson that her complaint had not been satisfactory.

The recent decision of the Court of Claims considered that contention, agreeing with Miss Watson that the statement did not give any reason at all. Any contention that it did was not only untenable but absurd.

Curious Contention

Also the Government raised the point that Miss Watson did receive a written statement of the charges, as indeed she did, but six months after her dismissal. Both regulations require that notice be given any employee who is threatened with dismissal, and its reenactment under a Department of State regulation does not, since an opportunity to reply must be afforded. Since the Court of Claims had dismissed Miss Watson's case originally, it must have had a good reason, and since it now grants her judgment, it must have had an even better reason. The case was disposed of in the light of the ground that the U.S. Civil Service Commission contains no restriction on the power of an agency to dismiss a probationary employee. The regulations of the Civil Service Commission on that subject do not have the force and effect of law, and dismissal of an employee in violation of these regulations does not give the Civil Service Commission regulation a cause of action against the United States for a money judgment. Also, the War Department regulation, with its additional provision of a right to reply, was held to be merely one of the housekeeping regulations for the guidance of officers in various government departments and unenforceable in law or equity. So wherein lies the difference? In the fact that subsequent to that early decision by the Court of Claims, the U.S. Supreme Court, in the Service case, held on this principle to the contrary.

The Right to Do Wrong

Government spokesmen assert that the latest decision in the Watson case "will frustrate entirely the Federal employment program by conferring a classified civil service status, for all practical purposes" as soon as an employee is hired, without giving the agency an opportunity to see if the employee is suitable for the position, and to rid itself of an employee found not to be qualified, before the agency assumes all the obligations attendant upon permanent status.

That dire prophecy seems particularly hollow when one realizes that the right to dismiss during the probationary period does exist, and was not seen contested, and that the complaint is that the required procedures for such dismissal were violated. In other words, the mighty sovereign is claiming the right to do wrong.

Page Twelve  CIVIL SERVICE LEADER Tuesday, June 17, 1958
State Eligible Lists

PROMOTION
(Continued from Page 10)

Where to Apply for Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

NEW YORK CITY—The Department of Personnel, 66 Duane Street, New York 7, N. Y. (Manhattan), offers employment in the City Government. Apply to the Personnel Office at 66 Duane Street. Use the closest entrance.

To answer inquiries 9 to 12, Tel. MArket 7-1616; lobby of State Office Building, 31 Chambers Street, New York 7, N. Y.; by telephone, wire, or by representative, not by mail. Offices only; no stamped, self-addressed envelopes for return.

The Leader's United Civil Service Commission—Board of Examiners, 110 Livingston Street, Brooklyn 1, N. Y., and the State University of New York, 204 Broadway, New York 3, N. Y., have in charge the examination and employment of candidates for public service positions. Inquiries 9 to 12, Tel. BArclay 7-1414; lobby of State Office Building, Chambers Street, Brooklyn 1, N. Y., and 90 Old Slip, New York 4, N. Y.; by telephone, wire, or by representative, not by mail. Offices only; no stamped, self-addressed envelopes for return.

Applications may require no stamps on original examination papers; if six-cent-stamped, self-addressed envelopes must be used to return applications. Candidates are advised to submit application forms on the date of the last examination and to retain the form for future applications.

Applications for examinations, should be made to the department at least five days before the closing date. One examination is given each month. Examinations are held in the mornings and afternoons. The examination is given at the time and place announced in advance. Candidates are advised to submit application forms on the date of the last examination and to retain the form for future applications.

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Letter from Europe

(Continued from Page 3) the frontiers into France. Oh, yes, before France we went through the two railroad stations of Mont- 

aco. Except for the sign reading "Monte Carlo," we might have passed right through without noting this tiny principality ruled over by our Princess Grace and her heirs. We did get to see more of Monaco the next day when we made a special trip to Monte Carlo from Nice.

The Glories of the Riviera

The French Riviera was a continuation of the Italian Riviera. Beaches, villages, magni-

tuous views, and all the things our State salaries can't buy.

Nice was the charming city of it. We really took ad
dvantage of it. We relaxed on its beaches

and swam. We had a swimming pool with warm, nicely heated water. It was sunny and quite

agreeable. We spent a week there.

From Nice we made the short

trip to Monte Carlo along the coastal road with almost contin-

uous views of the Mediterranean Sea. We returned to Nice along the coastline. We were

relaxed and happy.

Bragnelli Seeks 1,300 More on Staff

CORONADO, CALIF., June 16 — New York State's Tax Commis-

sioner George M. Bragallini be-
ed to employees that new wel-

come is needed to bring the State Tax

Department up to full strength.

Official statements of the Na-

tional Association of Tax Ad-

ministrators here, Mr. Bragallini indicated, are needed to failure to add an added 500 em-

ployees.

Bragallini has been appointed by the New York Legislature to be the New York State's Tax Commissioner. He is a member of the National Association of Tax Administra-

tors here, Mr. Bragallini indicated, is needed to failure to add an added 500 employees.

Kings Park Presents Bowling Awards

The annual bowling tournament for the Kings Park Bow-
lng League was held June 26 at the Kings Park Bowl. The 15th year of the tournament saw a

large number of participants.

The Kings Park Bowling League was founded in 1947 and has grown to its present size of over 1,000 bowlers.

The tournament attracts bowlers from all over Long Island and is considered one of the best in the area.

The tournament is open to all bowlers and is held on the first Sunday of each month.

Tennis

The annual tennis tournament was held June 18 at the McChesney Community Center.

The tournament was open to all bowlers and was considered one of the best in the area.

The tournament is held on the first Sunday of each month.

The tournament attracts bowlers from all over Long Island and is considered one of the best in the area.

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The tournament attracts bowlers from all over Long Island and is considered one of the best in the area.
HE MAINTAINS EQUAL INTEREST IN EMPLOYEES AND CONSUMERS

In a city like New York, where tons of literature are distributed each day, a one-page monograph of this kind received almost no attention. It bears the small title "Fourteen Rules for Shopping." This very simple and factual guide for shoppers was born in the mind of a man who had become known as "The Consumer's Best Friend." His name is Antônio Masciarelli, who became a Commissioner of the City's Department of Commerce.

Masciarelli has been dealing with problems of price, supply and distribution of consumer goods. He has carefully scrutinized the retail trade between a record high cost of living and the punishing effects of a depression. Commerce authorities have searched for aid and remedies.

An examination of the problems facing the consumer showed one point standing out above all of the stock costs from 6 to 10 cents more a pound. The function of the agency which he heads has been steadily enlarged as he has brought to bear a modern, digital-minded point of view upon its operations. During his stewardship, the Bureau of Weights and Measures have made 183,433 inspections, condemned or confiscated 2,267 scales and issued $2,013 violations. Penalties totaled $412,882.00.

There is, however, another side to the picture. Commissioner Masciarelli believes that compliance can be far more valuable than enforcement in certain areas and has met with numerous business groups to promote a program of education, cooperation and enforcement.

Employee-Minded, Too

As part of this work he arranged for a program over WNYC for the benefit of Consumers. It is heard at 8:45 A.M. daily. It is a report, a program, a message, a word of advice. In this competition for goods and prices, ending schools, and aid in distribution of literature, the Commission has a point of view.

The Commissioner makes a point of getting along well with his employers, he says. He has successfully backed litigation to change the title of some of them to "Consumer's" and their jobs would be more secure. His rule is that his door is always open to his employees.

"It may do as much as I can to help the employees, no less than the consumers," he said.

Law Cases

Sidney M. Stern, counsel, submitted to the New York City Civil Service Commission the following report on law cases:

JUDICIAL DECISIONS

Court of Appeals

Love v. Kennedy and Qualls. It is understood that appeals in both cases are similar. Petitioners were dismissed from duty during their respective probationary periods and suspended, pursuant to the decision in each case was revoked by the Board of Education. Investigation because of their unsatisfactory performance in the U.S. Navy. Those records were later supplemented by written statements in which the Civil Service Commission determined that the dismissal was justified.

Robbins v. Schechter. The right to use a mathematical formula in order to assess a fine against a member of the force on charges of selling a low-quality product was upheld. The New York Department of State Committee on Professional Standards for the Civil Service Division has been unanimously affirmed.

Goldberg v. Wagner. A Special Term dismissed a proceeding to compel the mayor and the police commissioner to answer charges against a member of the force on the complaint. The Appellate Division affirmed. The Court of Appeals has directed leave to appeal from that point.

Appellate Division

Furrell v. Moore. A motion for leave to appeal from the court of appeals was denied. The original decision held that it was not arbitrary for the Commissioner of the city to exclude a rehiring where petitioner was fully applied and aware of his rights. The court dismissed the petition.

Austin v. Board of Higher Education. A motion for leave to appeal from the court of appeals was denied. In this action at law, seek to recover their salaries and benefits and the discharge in 1933. They were dismissed without a hearing on the ground that they had involved the fifth amendment when questioned regarding information of internal security of the U.S. Senate. Supreme Court dismissed the complaint for insufficiency of evidence and reversed by the Appellate Division.

Nagin v. Zurmuhlen. A motion for leave to appeal from the court of appeals was denied. Special Term granted its motion for certification but on condition certain conditions. The Appellate Division modified this order and found him guilty of the charges as filed, holding that there are externalizing circumstances which make the punishment too harsh. Remanded the proceeding to the commissioner of public works to reconsider and fix a more appropriate punishment.

MONDEL INSTITUTE

The Mondel Institute is located at 555 Fifth Avenue, New York City. Drafting and Design Educational Center.

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Fully equipped study rooms. No experience necessary. Winter Term: December 26, 1936 to March 26, 1937. Summer Term: May 26, 1937 to August 26, 1937. Fall Term: September 26, 1937 to December 26, 1937. The Mondel Institute is fully licensed by the New York City Board of Education.

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LEARN IBM

TABULATING — KEY PUNCH

IBM TABULATING machine. Design and instruction by A. W. Wilt. As a result of their sales experience over WNYC for a program over WNYC for a program over WNYC for a program over WNYC.

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COMMERCe CHAPTER OBSERVES NINTH BIRTHDAY

The Commerce Department chapter of the Civil Service Employees Association, whose membership has grown from 233 employees when it was in its official payroll, has shown here discussing chapter plans are the new officers, from left: Mildred Cottrell, treasurer; Camille Petrie, secretary; Lorraine Brundage, president; and Darwin Benedict, vice president.

ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Newark State

Dr. Frank R. Henne, director, and Dr. Edward D. Stevenson, assistant director of the Newark State School, attended a conference on "Diagnosis in Mental Retardation," held at the training school in Vineland, New Jersey. "Lonesome Larry" and his troupe from Omaha, through the courtesy of the Michigan's Protective League, paid a visit to the hospital. Patients with a variety of focal symptoms and mental retardation in the hospital were entertained over the radio. Patients were guests at the Rome State School for the blind. On the same trip guests at the social workers' seminar at Utica State were Drs. George A. Lake, Marjorie Voelker, Alice Smith, Marjorie Mosor, and Mary A. Holkan. Dr. Paul H. Routh, resident, discussed his work with a group of mental hygiene, topped the meeting and outlined the new areas of treatment in the hospital, for the treatment of mentally ill. Dr. Henry G. Brackenridge, superintendent, Department of Mental Hygiene, New York City, and his assistant, Dr. Frank Nitilo of Newark has assumed new duties as a safety officer.

Mystery Schrader gave a variation of the evening for Carroll Tilly who was married June 7.

Monroe

Joseph Lockheart, executive director of the Civil Service Employees Association, Harrison Center, was one of the speakers at a program held at York Hall. The meeting was closed by an address by Dean Miller of the Chapel of Dairy Science. Several of the Monroe chapter's officers were appointed to committees for the picnic in the near future.

Rochester State Hospital

The Rochester State Hospital chapter held its annual dinner at the New York Post, and to Edward Godfrey on the occasion of his retirement in the Wavy, N.Y.

The annual dinner meeting of the Northwestern Region of the American Association on Mental Deficiency, held at Willamette State School. Dr. Bergman, was presided over by Kenneth E. automatic Brain, and Robert Williams has been elected to represent New York State.

Ross Buchman has returned to his duties after a long illness, which is due to poor health. The chapter's dinner, to be held at the O'Neck Hotel, will feature a private program and a social hour.

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