Chapter Heads Enthusiastic Over First Training Program Held At CSEA Annual Meeting

Approximately 200 chapter presidents and other officers indicated overwhelmingly at an Al- time Off for Voting Explained

Numerous inquiries to the Civil Service Employees Association headquarters in Albany concerning time off to vote in the November 4 elections caused the Association to write the State Civil Service Department for restoration of the State's position on the matter.

The Association received notice on time off from the office of Edward D. Menach, Director of Personnel Services, which is printed here.

The notice, sent to all State departments and agencies, read:

"Your attention is invited to the fact that the Election Law of New York State requires that every employee who is entitled to vote on Election Day (November 4, 1958) must be allowed two hours off to vote while the polls are open. Such absence shall be during any two successive hours while the polls are open. Such absence shall be during any two successive hours while the polls are open. No deduction shall be made from the usual salary or wages of such voter, and no other penalty shall be imposed upon him by his employer by reason of such absence.

"Although many State employees will observe Election Day as a legal holiday in conformance with Attendance Rule 11, subdivision 1, there will also be a large group of employees whose work schedules will require them to be present for duty on Election Day. The requirement of the Election Law quoted above applies to this latter group of employees."

---

ID Cards For State's New Hotel Credit System On the Way to Employees

ALBANY, Oct. 27 — Identified by a blue and white credit card plan will soon be on the way to employees who travel regularly on State business.

The Department of Audit and Control announced that all State agencies have been asked to apply for the needed number of helping request books. The new system is to go into effect October 31.

Individuals need not make personal application for their identification cards as the agencies themselves will distribute them to authorized travelling personnel.

As a result of the credit arrangement, State employees will no longer have to advance large sums of money which must later be reimbursed by the State. It is estimated that more than 80 percent of travel expenses can be charged in the future, leaving only meals and incidentals exposed.

Under the new rules, promulgated by the Department of Audit and Control, a traveling employee will get an identification card which he will present when checking in at participating hotels. In checking out of hotels, the credit card will fill a "Legitimacy Request Form" which the hotel will submit to the State for payment. The form and procedures are similar to the transportation requests in use for several years.

Cover Room Only

The credit system is intended to cover only the room charges allowed under the Commissioner's rules and regulations. All other charges will be paid by the employee.

The forms and instructions necessary to institute the new system were sent to all State Agencies last week.

The Civil Service Employees Association, representing the great majority of State employees, has repeatedly urged the State to find some method of relieving employees of the financial burden of advancing their own personal funds to reimburse a trip on State business. These employees have been forced to borrow money in order to have sufficient cash to make the trip.

---

Be A Good U.S. Citizen And Cast Your Ballot

In a short time, Americans through out the land will be exercising their precious right to choose the men who guide their political destinies. We, as Americans, civil servants and Association members, must do our share in selecting the leaders of tomorrow.

Your Association does not tell you how to vote—exercise of your own free choice is your privilege. Your Association does ask you to use your ballot—this is your duty.

JOHN F. POWERS,
President, Civil Service Employees Association

---

Pilgrim Chapter Appeals For Many Blood Donors

Pilgrim Chapter Employees Blood Bank is being rapidly depleted due to the many calls it has had during the past year. It anticipates an even greater demand during the coming year.

The Committee urges as many employees as possible to contribute to this most worthy cause. It is not necessary to explain the good that has been done and the lives saved through this means. We see the results on all sides — at home — at work and in our travels.

The chapter sends out this call to all employees who feel they would like to contribute. November 10, the Internally Bloodmobile will be at Pilgrim State Hospital, Community Stores Building to service all donors.

In a short time, Americans throughout the land will be exercising their precious right to choose the men who guide their political destinies. We, as Americans, civil servants and Association members, must do our share in selecting the leaders of tomorrow.

In a short time, Americans throughout the land will be exercising their precious right to choose the men who guide their political destinies. We, as Americans, civil servants and Association members, must do our share in selecting the leaders of tomorrow.

In a short time, Americans throughout the land will be exercising their precious right to choose the men who guide their political destinies. We, as Americans, civil servants and Association members, must do our share in selecting the leaders of tomorrow.
Requirements in NYC Tests That Will Open on Nov. 5

There are 69 vacancies in various departments of the New York City residence requirement. Minimum requirements include a baccalaureate degree, or in mechanical engineering drafting work, or graduation from a senior high school and two years of satisfactory practical experience in drafting work including two years in civil engineering drafting work, or a satisfactory equivalent. Written test May 27 (March 23).

Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and who conducts the examinations in New York City on the transit system.

NEW YORK CITY — The Department of Personnel, 96 Duane Hall, just west of Broadway, opposite the New York Life Building, or by representative, not by mail.

Requirements

5225. Mechanical engineering draftsman. $4,850 to $6,290. Fee $4. There are 23 positions in various departments, some of which waive the New York City residence requirement. Minimum requirements include a baccalaureate degree in mechanical engineering drafting work, or graduation from a senior high school and four years of satisfactory practical experience in drafting work including two years in mechanical engineering drafting work, or a satisfactory equivalent. Written test May 27 (March 23).

5226. Announcer. $4,000 to $6,000. Fee $4. There are six vacancies at WNYC, the Municipal Broadcasting Company. Minimum requirements include a baccalaureate degree issued after completion of a four-year course at an accredited college or university, or two years of practical experience as described, or a satisfactory equivalent. Qualifying oral test in February. (Continued on Page 5)

IN ANY WEATHER...
Further Resolutions Round Out Association's Legislative Stand

This week The Leader publishes the remainder of the more than 80 resolutions approved by the delegates to the 48th annual meeting of the Civil Service Employees Association, held recently in Albany.

These resolutions are the basis for the Association's legislative program, designed to bring millions of dollars in benefits to public employees across the State.

The Association's load-off resolution, printed last week, calls for a 12½ per cent, $500 minimum resolution to set aside as a percentage of the total cost, with the balance to be used to support the Unemployment Insurance Law on the same basis as is now provided for in the state

47. Political Subdivisions Provide Workmen's Compensation on Playgrounds Employees.

RESOLVED, that the Association sponsor or support legislation to assure coverage and benefits for all playground employees in the counties and subdivisions under the Unemployment Insurance Law on the same basis as is now provided for in the state insurance.

48. Remove 8c Per Mile Auto Allowance Maximum in County Law.

RESOLVED, that the Association sponsor or support legislation to amend the county law to remove the current 8c per mile maximum allowance for personally owned automobiles used in county subdivision.

49. State Reimbursement Expenses of Employed Transferred or Promoted to Vacant Competitive Class Positions.

RESOLVED, that the Association sponsor or support legislation to authorize the State to reimburse employees who are transferred or promoted to vacant competitive class positions for expenses incurred in connection with such transfers or promotions.

50. State Furnish Required Uniforms.

RESOLVED, that the Association take proper steps to assure that the State furnish the required uniforms to employees who are transferring or promoted to vacant competitive class positions.

51. Personnel Officer in Each State Institution.

RESOLVED, that the Association sponsor or support legislation to make provision for the position of a Personnel Officer in each state institution.

52. Tell Freeway Passage on Triborough Bridge for Employees of Manhattan State Hospital.

RESOLVED, that the Association sponsor or support legislation to make free passage on the Triborough Bridge for employees of the Manhattan State Hospital.

53. Examination Announcements in State Civil Service Department to Positions of Warden and Supervisors Be Limited to Uniformed Personnel.

RESOLVED, that the Association sponsor or support legislation to enable all public employees of the State to be eligible for, in addition to the usual positions in the State Civil Service Department.


RESOLVED, that the Association sponsor or support legislation to bring the Air National Guard Technicians under the State Health Insurance Plan.

55. State Game Protectors Be Made Peace Officers.

RESOLVED, that the Association sponsor or support legislation to make State Game Protectors peace officers.

56. Standardization of Table of Organization of Technical Jobs in State Police.

RESOLVED, that the Association sponsor or support legislation to make Safety Officers in State Alcoholic Beverage Institutions Peace Officers.

57. Extension Civil Service Competitive Class.

RESOLVED, that the Association continue to take all appropriate steps to secure inclusion of the competitive civil service class in the position of State Police in the coming session of the Legislature.

58. Increase In Personnel of State Police.

RESOLVED, that the Association sponsor or support legislation to increase personnel of the State Police to provide for modern and reasonable working conditions of State Police on par with other public employees.

59. Increase Supervisory Personnel in State Police.

RESOLVED, that the Association sponsor or support legislation to increase the number of supervisory personnel in the State Police.

60. Increase Salary Reallocation or Title Reallocation in State Colleges.

RESOLVED, that the Association sponsor or support legislation to increase salaries or titles in State Colleges.

61. Increase Mileage and Subsistence Re Official Field Work.

RESOLVED, that the Association sponsor or support legislation to increase mileage and subsistence allowances in the various State colleges.

62. Examination Announcements in State Civil Service Department to Positions of Warden and Supervisors Be Limited to Uniformed Personnel.

RESOLVED, that the Association sponsor or support legislation to enable all public employees of the State to be eligible for, in addition to the usual positions in the State Civil Service Department.

63. Promotions Through Rank of Uniformed Personnel in State Correction Department to Positions of Warden and Supervisors Be Limited to Uniformed Personnel.

RESOLVED, that the Association take the necessary steps to assure that the ranks of uniformed personnel in the positions of Warden and Supervisors in the State Correction Institutions be limited to the uniformed personnel of that department.

64. Prompt Payment of Expense Accounts.

RESOLVED, that the Association sponsor or support legislation to enable all public employees of the State to be eligible for, in addition to the usual positions in the State Civil Service Department.

65. Increase Mileage and Subsistence Re Official Field Work.

RESOLVED, that the Association sponsor or support legislation to increase mileage and subsistence allowances in the various State colleges.

66. Increase Mileage and Subsistence Re Official Field Work.

RESOLVED, that the Association sponsor or support legislation to increase mileage and subsistence allowances in the various State colleges.

67. Examination Announcements in State Civil Service Department to Positions of Warden and Supervisors Be Limited to Uniformed Personnel.

RESOLVED, that the Association sponsor or support legislation to enable all public employees of the State to be eligible for, in addition to the usual positions in the State Civil Service Department.

68. Examination Announcements in State Civil Service Department to Positions of Warden and Supervisors Be Limited to Uniformed Personnel.

RESOLVED, that the Association sponsor or support legislation to enable all public employees of the State to be eligible for, in addition to the usual positions in the State Civil Service Department.
To All State Employees!!

I have pointed out the importance of attracting and keeping an able civil service staff in New York State. It’s for these reasons that I’ve urged:

1. The payment to state employees of salaries comparable to those paid by private industry.
2. Improvements in the retirement system.
3. Amendments to the state social security law.
4. Increased supplemental pensions for retired employees.
5. The creation of a program to help you state employees develop your skills so you can better your chances for promotion.

I know there has been a decline in morale as the result of the introduction of the spoils system in the Correction Department and state prison system, the firing of older workers, attacks by the Governor on personnel of the Public Works Department, and the replacement of top-flight public servants with political appointees. For all of this Mr. Harrisman cannot escape responsibility.

There must be a stop to such practices. We must have a sane and forward looking program that will improve the civil service attractive and rewarding to all of you.

(SIG) Nelson A. Rockefeller

Vote for Nelson A. Rockefeller For Governor!

NYC to Fill 31 Clerk Jobs

The 225 eligibles certified by the Department of Personnel on the City’s list for clerk will be used to fill 41 vacancies in the Department of Hospitals at $2,750 a year. Of the 41 vacancies, 17 are in Manhattan, eight in the Bronx, two in Brooklyn, six in Queens, four in Richmond, three on Welfare Island, and one on North Brother Island.

MOTHER OF THREE: Now a Policewoman

One of 13 appointed New York City policewomen was Mrs. Barbara J. Hodson, 34, mother of three children, Charles, Hodson, her husband, is a parks supervisor in the Parks Department. Hodson was appointed one patrolman.

DR. WILM REAPPOINTED

Dr. Harold G. Wilm, associate dean at the College of Forestry, Syracuse University, has been reappointed as a member of the National Research Council of the National Academy of Sciences. His term of reappointment will run for three years.

The CSEA is spending thousands of dollars each year to assist members who are facing disciplinary charges. One never knows when a mistake or occurrence will cost him his job. As a member, you are provided legal assistance when in need.

No other organization in the State comes anywhere near the CSEA in membership strength. For this reason the CSEA is recognized by State officials as the bargaining agency for State employees. It now has approximately two (2h) cents on a day for each member to belong. The basic service that the Association provides for its 189,000 members is that of a general service. The staff works towards salary increases, improved retirement, and other major benefits, such as social security and health insurance, that can benefit all members. The staff works towards benefits that will increase or protect your income and put the "bread and butter" on your table. In addition to the large programs the Association can now offer to its members.

The CSEA and its membership are big enough to face the challenge.

For more information call the CSEA area office nearest you.

The New York City chapter, CSEA, will hold a membership meeting on Thursday, October 30 at 6 P.M. in Gourley’s Restaurant, 24 Duane Street, New York 7, N. Y. There will be a report on the resolutions approved at the CSEA annual meeting. Arrangements to attend the meeting should be made through Joe Byrne at Corliss 7-9800, extension 219.

To All State Employees!!

I have pointed out the importance of attracting and keeping an able civil service staff in New York State. It’s for these reasons that I’ve urged:

1. The payment to state employees of salaries comparable to those paid by private industry.
2. Improvements in the retirement system.
3. Amendments to the state social security law.
4. Increased supplemental pensions for retired employees.
5. The creation of a program to help you state employees develop your skills so you can better your chances for promotion.

I know there has been a decline in morale as the result of the introduction of the spoils system in the Correction Department and state prison system, the firing of older workers, attacks by the Governor on personnel of the Public Works Department, and the replacement of top-flight public servants with political appointees. For all of this Mr. Harrisman cannot escape responsibility.

There must be a stop to such practices. We must have a sane and forward looking program that will improve the civil service attractive and rewarding to all of you.

(SIG) Nelson A. Rockefeller

Vote for Nelson A. Rockefeller For Governor!
LOWELL REPLACES WAGNER TO TRY OUT COURSE

Acting Deputy Mayor Stanley Lowell discussed the administrative organization and problems of New York City as the first of a series of 10 free courses open to the public.

Mayor Robert F. Wagner originally scheduled to appear, was unable to attend because of pressure of business at City Hall.

GOWANDA STATE GRADUATES SEVEN NURSES

Recent graduates of the Gowanda State Hospital School of Nursing are pictured at their commencement exercises. Front row, from left, are Lowell Jean Barke, Charlotte Patricia Congdon, and Margaret Mary Kayes. Second row, from left, are Matthew Thomas Mitchell, Richard A. Morris, Carl Martin Olson, and Richard H. Spire. Dr. I. Murray Rossman, director of the hospital, welcomed the guests.

MIGHT YOU FAIL YOUR VISUAL TEST?

Examine your eyes and be prepared. Keep your vision sharp and your picture clear.

EYEPAYMENT

DR. JOHN T. FLYNN

Optometrist - Ophthalmist
300 West 23rd St., N. Y. C.
By Appt. Only - W A 9-5919

SMALL DOWN PAYMENT

CABINETS FURNITURE REFRIGERATORS

LENEXO, INC. 321 W. 110 MO 6-0400

LOW DOWN PAYMENT

SMALL DOWN PAYMENT PENNIES WEEKLY

NEW DEAL RADIO

87 Second Avenue, New York, N. Y.
GR 5-6105

WHY OVER 50% FAIL IN EXAMS FOR

FIREMAN & PATROLMAN

$6,006 - 3 YEARS SERVICE

ATTENTION! PLUMBERS

Why? Inability to exercise proper judgment in the analysis of questions and choice of adequate preparation!

SPECIALIZED PREPARATION - THE ROAD TO SUCCESS:

Enroll NOW at the School that has prepared over 80% of those appointed and promoted in these Dept., during the past 40 years.

Patty Soncno, 258 W. 31st St., N. Y. C. 212-674-3700

IT'S ALL PICTURE!

The DELEHANTY INSTITUTE

MANHATTAN: US EAST 15 STREET • Phone GR 3-6900

WHY NOT A REAL SCIENTIFIC PROGRAM

FOR MARY \ CHILDREN'S UNIVERSITY

Applications now being received.

GREATER NEW YORK CLASS MEETS THURSDAY, OCT. 30 at 7:30 P.M.

EVENING CLASSES AT 7 P.M.

HIGHER SCHOOL EQUIVALENCY DIPLOMA

By Non-Graduates of High School for Many Civil Service Exams

Grades Starting in Manhattan to Prepare for Next New York City license exams.

MARCIAL ELECTRICIAN

3:30 P.M.

STATIONARY ENGINEER

CLASS MEETS TUES. & FRI. AT 7:30 P.M.

REFRIGERATION MACHINE OPERATOR

CLASS MEETS THURSDAYS AT 7 P.M.

For more information call N.Y.C. By App. 305-9300

The DELEHANTY INSTITUTE

MANHATTAN: 115 EAX 15 STREET • Phone GR 3-4500

JAMAICA: 6235 MEIERE BLKVE, BROX, MANHATTAN & HIGHLAND AVE.

OPEN REG. TO FRI. 11 A.M. TO 8 P.M., CLOSED ON SATURDAYS.

PENNIES WEEKLY
**LETTERS TO THE EDITOR**

**CIVIL SERVICE LEADER**

America's Largest Weekly for Public Employees

97 Queen Street, New York 3, N. Y.

E. J. Bernard, Publisher

Paul Kryer, Editor

James Quinlivan, Assistant Editor

N. H. Magee, Business Manager

10c per copy. Subscription Price $2.00 to members of the Civil Service Employees Association.

TUESDAY, OCTOBER 28, 1958

**ELIMINATING ONE ISSUE**

At this writing Governor Harriman and his opponent, Nelson A. Rockefeller, have wooed the civil service vote strongly, both promising to work hard to bring employee salaries more in line with those in private industry. We present here the very formula by which they can fulfill this goal.

The Civil Service Employees Association, at its recent annual meeting attended by hundreds of delegates, approved a resolution calling for a 12 1/2 per cent, $500 per year increase in the Association's Salary Committee has spent the last year checking and re-checking the percentage figures by which the average public worker to first-class citizenry in one legislative session.

**Social Security Questions**

**How Much Will My Old-Age Benefits Be If I Retire At The End Of This Year, And How Much If I Wait Until Next Year?**

L. J. V.

My present pension is $116 if you retire at the end of 1958, $134 if you wait until next year. Your monthly benefits would be

**Social Security Questions**

**How Much Will My Old-Age Benefits Be If I Retire At The End Of This Year, And How Much If I Wait Until Next Year?**

L. J. V.

My present pension is $116 if you retire at the end of 1958, $134 if you wait until next year. Your monthly benefits would be

**Labor Policy Hailed**

Employee organizations have been expectedly prompt in hailing the recently announced by the U.S. Department of Commerce. Under that policy employees of the department are not only to be continued to be allowed to join employee organizations, including unions, but now are encouraged to join, something new for government to do.

Employee relations improve when the employer can deal directly with a responsible group, rather than have to deal with each individual, one at a time, and particularly an individual without having to do all the documentation and knowledge necessary for wages a case effectively. An organization has that how, has expert advisors, including able legal counsel, and makes for better results all around.

The new regulations also recommend checkoff of employee organization dues.

The Department of Commerce performs some police functions, a fact that gives the new liberal labor relations policy added significance.

**LETTERS TO THE EDITOR**

**CIVIL SERVICE LEADER**

America's Largest Weekly for Public Employees

97 Queen Street, New York 3, N. Y.

E. J. Bernard, Publisher

Paul Kryer, Editor

James Quinlivan, Assistant Editor

N. H. Magee, Business Manager

10c per copy. Subscription Price $2.00 to members of the Civil Service Employees Association.

TUESDAY, OCTOBER 28, 1958

**ELIMINATING ONE ISSUE**

At this writing Governor Harriman and his opponent, Nelson A. Rockefeller, have wooed the civil service vote strongly, both promising to work hard to bring employee salaries more in line with those in private industry. We present here the very formula by which they can fulfill this goal.

The Civil Service Employees Association, at its recent annual meeting attended by hundreds of delegates, approved a resolution calling for a 12 1/2 per cent, $500 per year increase in the Association's Salary Committee has spent the last year checking and re-checking the percentage figures by which the average public worker to first-class citizenry in one legislative session.

**Social Security Questions**

**How Much Will My Old-Age Benefits Be If I Retire At The End Of This Year, And How Much If I Wait Until Next Year?**

L. J. V.

My present pension is $116 if you retire at the end of 1958, $134 if you wait until next year. Your monthly benefits would be

**Social Security Questions**

**How Much Will My Old-Age Benefits Be If I Retire At The End Of This Year, And How Much If I Wait Until Next Year?**

L. J. V.

My present pension is $116 if you retire at the end of 1958, $134 if you wait until next year. Your monthly benefits would be

**Labor Policy Hailed**

Employee organizations have been expectedly prompt in hailing the recently announced by the U.S. Department of Commerce. Under that policy employees of the department are not only to be continued to be allowed to join employee organizations, including unions, but now are encouraged to join, something new for government to do.

Employee relations improve when the employer can deal directly with a responsible group, rather than have to deal with each individual, one at a time, and particularly an individual without having to do all the documentation and knowledge necessary for wages a case effectively. An organization has that how, has expert advisors, including able legal counsel, and makes for better results all around.

The new regulations also recommend checkoff of employee organization dues.

The Department of Commerce performs some police functions, a fact that gives the new liberal labor relations policy added significance.

**LETTERS TO THE EDITOR**

**CIVIL SERVICE LEADER**

America's Largest Weekly for Public Employees

97 Queen Street, New York 3, N. Y.

E. J. Bernard, Publisher

Paul Kryer, Editor

James Quinlivan, Assistant Editor

N. H. Magee, Business Manager

10c per copy. Subscription Price $2.00 to members of the Civil Service Employees Association.

TUESDAY, OCTOBER 28, 1958

**ELIMINATING ONE ISSUE**

At this writing Governor Harriman and his opponent, Nelson A. Rockefeller, have wooed the civil service vote strongly, both promising to work hard to bring employee salaries more in line with those in private industry. We present here the very formula by which they can fulfill this goal.

The Civil Service Employees Association, at its recent annual meeting attended by hundreds of delegates, approved a resolution calling for a 12 1/2 per cent, $500 per year increase in the Association's Salary Committee has spent the last year checking and re-checking the percentage figures by which the average public worker to first-class citizenry in one legislative session.

**Social Security Questions**

**How Much Will My Old-Age Benefits Be If I Retire At The End Of This Year, And How Much If I Wait Until Next Year?**

L. J. V.

My present pension is $116 if you retire at the end of 1958, $134 if you wait until next year. Your monthly benefits would be

**Social Security Questions**

**How Much Will My Old-Age Benefits Be If I Retire At The End Of This Year, And How Much If I Wait Until Next Year?**

L. J. V.

My present pension is $116 if you retire at the end of 1958, $134 if you wait until next year. Your monthly benefits would be

**Labor Policy Hailed**

Employee organizations have been expectedly prompt in hailing the recently announced by the U.S. Department of Commerce. Under that policy employees of the department are not only to be continued to be allowed to join employee organizations, including unions, but now are encouraged to join, something new for government to do.

Employee relations improve when the employer can deal directly with a responsible group, rather than have to deal with each individual, one at a time, and particularly an individual without having to do all the documentation and knowledge necessary for wages a case effectively. An organization has that how, has expert advisors, including able legal counsel, and makes for better results all around.

The new regulations also recommend checkoff of employee organization dues.

The Department of Commerce performs some police functions, a fact that gives the new liberal labor relations policy added significance.

**LETTERS TO THE EDITOR**

**CIVIL SERVICE LEADER**

America's Largest Weekly for Public Employees

97 Queen Street, New York 3, N. Y.

E. J. Bernard, Publisher

Paul Kryer, Editor

James Quinlivan, Assistant Editor

N. H. Magee, Business Manager

10c per copy. Subscription Price $2.00 to members of the Civil Service Employees Association.

TUESDAY, OCTOBER 28, 1958

**ELIMINATING ONE ISSUE**

At this writing Governor Harriman and his opponent, Nelson A. Rockefeller, have wooed the civil service vote strongly, both promising to work hard to bring employee salaries more in line with those in private industry. We present here the very formula by which they can fulfill this goal.

The Civil Service Employees Association, at its recent annual meeting attended by hundreds of delegates, approved a resolution calling for a 12 1/2 per cent, $500 per year increase in the Association's Salary Committee has spent the last year checking and re-checking the percentage figures by which the average public worker to first-class citizenry in one legislative session.

**Social Security Questions**

**How Much Will My Old-Age Benefits Be If I Retire At The End Of This Year, And How Much If I Wait Until Next Year?**

L. J. V.

My present pension is $116 if you retire at the end of 1958, $134 if you wait until next year. Your monthly benefits would be

**Social Security Questions**

**How Much Will My Old-Age Benefits Be If I Retire At The End Of This Year, And How Much If I Wait Until Next Year?**

L. J. V.

My present pension is $116 if you retire at the end of 1958, $134 if you wait until next year. Your monthly benefits would be

**Labor Policy Hailed**

Employee organizations have been expectedly prompt in hailing the recently announced by the U.S. Department of Commerce. Under that policy employees of the department are not only to be continued to be allowed to join employee organizations, including unions, but now are encouraged to join, something new for government to do.

Employee relations improve when the employer can deal directly with a responsible group, rather than have to deal with each individual, one at a time, and particularly an individual without having to do all the documentation and knowledge necessary for wages a case effectively. An organization has that how, has expert advisors, including able legal counsel, and makes for better results all around.

The new regulations also recommend checkoff of employee organization dues.

The Department of Commerce performs some police functions, a fact that gives the new liberal labor relations policy added significance.
Spe€iaHzed Tours Inc., presents:

ANOTHER FIRST FOR PUBLIC EMPLOYEES, THEIR FAMILIES AND FRIENDS

Fabulous WEST INDIES CRUISE

13 Days of Sun and Fun

sailing aboard the glamorous Arosa Star from New York City March 6...from $195.00 per person...visiting Port au Prince, Haiti, San Juan, Puerto Rico, St. Thomas, Virgin Islands and Bermuda.

Imagine, you on a fabulous 13-day luxury cruise aboard the glamorous Arosa Star...13 days of fun and excitement for an unusually low cost. Just look at what the price of your ticket includes: Your ship is your hotel throughout the entire cruise...decorator-designed staterooms are your home away from home. You'll enjoy tempting meals and chef's specialties, all in the price of your tour. You'll also enjoy FREE movies, FREE swimming in the ship's pool under the warm tropical sun and choose from an assortment of other social activities designed to suit every whim. You'll love the romance of dancing under tropical stars, of soaking up the relaxing sun, of meeting new friends—all the fun a vacation can bring you.

And still more. You'll see the fabulous Caribbean cities described below. Land tours at all ports are available, but optional. You'll pulse to the rhythm of steel bands in the land of calypso. The fabulous night life in native and modern clubs is all along the way. You'll shop in a shoppers' paradise with imports from all over the world and native handicrafts at your fingertips. All in all, you'll have the time of your life...13 days of tropical paradise, taken at the height of the winter season. You'll find yourself enjoying America's favorite warm playground. And don't forget that your cruise takes place when the snow and cold of the north makes the sight of sun and beach most desirable.

PORT AU PRINCE, Haiti: A marvelously sun-flushed town, the cultural center of the entire West Indies. A perfect opportunity for you to buy some of the outstanding examples of primitive art for which Port Au Prince is famous. In the nearby villages you'll see all the mysterious charm of island life, voodoo dancing and ancient tribal rites. The entire island is steeped in color and vibrant, pulsating life.

ST. THOMAS, VIRGIN ISLANDS: Discovered and named for Christopher Columbus in 1493...a magic island with a romantic past. Favorite rendezvous of the Caribbean Buccaneers who scoured the seas for ships to plunder. Uncomparable scenery...a shoppers' paradise. Luxury imports from Denmark, Sweden, England, France, Spain and far-away India are here at duty-free prices.

SAN JUAN, PUERTO RICO: Where native traditions meet modern sophistication...new world life against a background of old-world charm. Wave-washed, sun-drenched beaches combine to make a Caribbean paradise. Fun filled days among towering palm trees, vivid tropical scenery and the excitement of an entirely new environment.

BERMUDA: A graceful swing of coral Inlands set in blue sea...the radiant beauty of semi-tropical flowers...swimming pink sandy beaches. You'll love the exciting thrill of the aquarium and Devil's Hole, the Sea Gardens, Cathedral Rocks. And you'll want to save time for garden-shopping for English tweeds and woolens, china and perfume and other bargains.

Act Now To Assure Accommodations

A $75 deposit must accompany all definite applications for the cruise. This deposit will insure your reservation. Act now to obtain the choicest accommodations.

This tour will be under the personal supervision of Mr. C. Edwin Lacks, president of Specialized Tours, Inc., operator of this year's highly successful European tours by boat and plane for civil servants.

Specialized Tours, Inc.
236 Fifth Ave.
New York, N.Y. — Longacre 4-3939

Sir:

I am interested in your exciting, low-cost cruise to the West Indies. Please send, without obligation, a descriptive brochure and application form.

Name: ________________________________

Address: ____________________________________________

City __________ State __________
U. S. Raises Actuaries' Pay

WASHINGTON, Oct. 27 — In the first such action since the recent general 10 percent pay increase for the Government's white-collar workers, the U. S. Civil Service Commission has authorized above-minimum starting pay rates for actuaries in grades GS-9 through GS-14. The new pay rates become effective early in November for both present employees and new hires in the affected positions.

The action was taken to help meet a critical need for actuaries, principally in the Departments of Air Force and Health, Education and Welfare, the Veterans Administration, and the Railroad Retirement Board. The adjustments were made under authority of Congressional legislation permitting recruitment at higher than normal entrance pay rates when the Federal Government is in a competitive disadvantage with private employers and the Federal need is acute.

It is expected that the higher rates will make it possible to attract about 44 actuaries, most of them in grades 11 and 12. The higher rates will also be reflected in pay of 36 actuaries now employed in grades 9 through 14. The adjustment puts entrance rates for actuarial positions on the same level as starting rates for mathematician and mathematical statistician positions in these grades.

New yearly entrance rates for the positions at the various grades are as follows:

- First-year cost of the action is estimated at $22,620, of which $18,110 will be for increases in pay of new hires and $4,510 for increments.

Military Training Officer Jobs Open
The U. S. Civil Service Commission seeks training officers (military scientists), $7,650 and $8,330 a year, for positions with the U. S. Naval Training Device Center, Port Washington, L. I.

The duties of the position involve the participation in programs involving military training devices, and the training of technical personnel.

Applicants must have completed college study in both technical and educational fields, have had appropriate military or civilian training experience, or have had any time-equivalent combination of education and experience. In addition, applicants must have had appropriate specialized experience in training programs concerned with technical equipment.

Applications and announcements may be obtained from the Board of U.S. Civil Service Examiners, U. S. Naval Training Device Center, Port Washington, L. I.

ADVICE TO STATE EXECUTIVES...

How not to let your enterprises have to close... By multiplying with other plans, trying to make positions in a company that isn't worth keeping, you are asking for a lot of trouble. A lot of trouble, to start with. And a lot of trouble, to end with. You can't multiply without a real product and a good product. There is only one way to make a real product, which is to make a real product. And there is only one way to make a good product, which is to make a good product. And so it goes. And so it will go.


WINTER TIRE SALE!

Sure-Grip
GULF MUD-SNOW TIRES
Special, low price

BIG VALUE FEATURES
Extra wide zig-zag tread for sure-grip on slippery roads. High quality cold rubber assures extra long mileage. Smoother, quieter ride even on dry pavements.

Trade-In Today...

GULF POWER PAR
FAST STARTS—MORE POWER

The GULF POWER PAR BATTERY gives you more to start with. Superior plate construction and other higher-priced elements make the Power Par a solid, power-packed value.

GULF POWER PAR BATTERY
DRIVE IN TODAY FOR FREE BATTERY TEST

Sonrea Superservice Station
Tires • Batteries • Accessories • Lubrication
Cor. 63rd St. and Second Avenue, N.Y.C.
Repairs on All Makes of Cars • Towing Service
Open 24 hours
Inspection Station 2179
Templeton 8-4150
The First Harriman Administration

A Record of Service
To Those Who Serve
The Harriman Creed
for Civil Service Employees...

“A Promise Made Is A Promise Kept”

In 1954 Averell Harriman challenged his opposition not with hedges...but with pledges. For New York State’s public employees, he promised specific strides that represented momentous progress in the history of your department.

Candidate Harriman Pledged:

1. Reversal of the policy of making political jobs out of positions that rightfully and lawfully should be competitive and non-political.

2. Pay based on the value of the services rendered, with equal or similar pay scales for those doing work requiring the exercise of equal or similar responsibility and skill.

3. State salaries that keep pace with the increasing cost of living.

4. Vigorous efforts to extend the 5-day 40-hour week as uniformly as possible throughout the State Civil Service.

5. Establishment of a sound labor relations policy as proposed in the section on labor.

6. Initiation of a full scale in-service training program to increase promotion opportunities for employees now in service.

7. Effective action to keep out of public service Communists and other conspirators against our democratic forms of government.

8. Exploration of plans to establish prepaid contributory health insurance program for our 78,000 state employees, with free choice of doctors and service benefits.
Here's The Score
Since '54

<table>
<thead>
<tr>
<th>PROMISE</th>
<th>PERFORMANCE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>JOB RECLASSIFICATION</strong></td>
<td>Competitive-class positions have been extended to include sizable groups, formally considered political footballs, including Forest Rangers, Warrant and Transfer Officers, and Engineering Helpers.</td>
</tr>
<tr>
<td><strong>EQUAL PAY FOR EQUAL WORK</strong></td>
<td>In 1958, more than 34,000 individuals received raises to bring their pay up to the level of their work. For example, Criminal Hospital Attendants and Matrons, both long neglected, now get the same salary as Correction Officers.</td>
</tr>
<tr>
<td><strong>WAGE INCREASES</strong></td>
<td>In 1956, Governor Harriman's budget brought all state employees a $300 increase. In 1957, he approved legislation that increased 1956 and 1957 salaries an average of 19% in the lowest grades, and 11% in the highest grades. <em>His 1958 proposal for salary increases was blocked and buried by the Republican-dominated legislature.</em></td>
</tr>
<tr>
<td><strong>40-HOUR WEEK</strong></td>
<td>During Governor Harriman's first administration, the dream of the 40-hour week has become a reality for almost 40,000 employees of our state. In addition, by administrative action alone, maximum work hours for members of the Division of State Police have been reduced from over 100 hours to 60 hours maximum per week.</td>
</tr>
<tr>
<td><strong>SOUND LABOR RELATIONS POLICY</strong></td>
<td>Governor Harriman, in his first year in office, effected an Executive Order greatly simplifying the procedures for obtaining a fair and impartial hearing of grievances without fear of coercion and reprisal. He continues to work hard for repeal or drastic modification of the Condon-Wadlin anti-strike legislation, for collective bargaining principles, and for mediation and fact-finding procedures.</td>
</tr>
<tr>
<td>PROMISE</td>
<td>PERFORMANCE</td>
</tr>
<tr>
<td>---------------------------------</td>
<td>-----------------------------------------------------------------------------</td>
</tr>
<tr>
<td>INCREASED PROMOTION OPPORTUNITIES</td>
<td>An intensified in-service training program over the past four years has brought rapid advancement each year to more than 100 graduates of the course in rudiments and ramifications of government. Other training programs throughout the state help keep employees progressing in the efficient performance of their jobs. Many entrance level positions have been made &quot;trainee positions&quot;, assuring adequate income during a year's training, followed by promotion and commensurate salary increase.</td>
</tr>
<tr>
<td>PREVENT COMMUNIST INFILTRATION</td>
<td>Governor Harriman's vigilance against the threat of Communists and other conspirators entering our state government has resulted in stand-by legislation providing for swift weeding-out action when necessary, while protecting against reckless invasion of public employees' rights.</td>
</tr>
<tr>
<td>HEALTH INSURANCE PROGRAM</td>
<td>Accomplishments in the Health Insurance field far exceed even Governor Harriman pledge. On December 5, 1957, coverage became available under a health insurance system guaranteeing freedom of choice as to doctors and service benefits, with the state assuming a large portion of the premium contributions, the cost of which for the first year will exceed five million dollars. At the present moment, over 83,000 state employees are covered, and recently the benefits of this plan have been made available to political subdivisions of the state. This state health insurance plan was characterized by one of the federal agencies in Washington as &quot;the finest available to public employees anywhere&quot;.</td>
</tr>
</tbody>
</table>
Progress
Beyond The
Promise...

Here's how the first Harriman administration delivered even
more than its commitment to Civil Service workers:

A. Obtained Federal Social Security benefits for all public employees
   in New York State, by supplementing benefits under the Employees'
   Retirement System.

B. Accomplished recodification of the Civil Service Law (takes effect
   April 1, 1959) that had been kicked around since 1950.

C. Doubled Ordinary Death Benefit under Employees' Retirement Sys-
   tem to one full year's salary.

D. Instituted uniform attendance and leave regulations for both depart-
   mental and institutional employees.

E. Intensified scrutiny of local Civil Service administration.

F. Numerous other Civil Service amendments of lesser note include
   (1) protection of rights of all competitive employees involved in
   disciplinary actions; (2) waiving of fees for promotion exams; (3)
   assurance of pay increase on promotion; (4) adoption of bi-weekly
   pay schedules; (5) permitting payroll deduction of dues for em-
   ployee organizations; (6) provision for a cash payment for over-
   time and vacation on separation from service.
JUST AHEAD:
The Second Harriman Administration
and

NEW HORIZONS
FOR CIVIL SERVICE
EMPLOYEES

Promises you can bet will be kept when you vote Row B:

1. Fair compensation schedules for public employees. The immediate goal is achievement of wage increases to make up for those turned down by the Republican Legislature this year.

2. A permanent increase in death benefits or the establishment of insurance benefits for employees, with part of the cost borne by the state.

3. Creation of and employee representation on a permanent health insurance board.

4. Improvement of the supplemental pensions of retired employees in recognition of major increases in the cost of living.

5. Repeal of the unworkable provisions of the Condon-Wadlin Law, and establishment and revision of appropriate grievance machinery.

6. Improvement of local Civil Service, provided necessary additional appropriations will be forthcoming from the legislature.

★ PULL DOWN ALL LEVERS ★ ROW B ★

★ VOTE DEMOCRATIC ★ VOTE ALL STARS ★
Decide Now, for November 4

HARRIMAN AND ROW B IS YOUR BEST BET

Decide now to go forward with Harriman, and give him a Democratic legislature to work for you.

Choose an administration, under the leadership of a great Governor, that

- recognizes the tremendous contributions you have been making—and fights for the rightful wage increases you have earned
- instituted the nation's finest Civil Service Health Program, now setting the pattern for local Civil Service groups
- made available full Social Security coverage, for the first time, to all public employees.

Vote For Your Future . . . Vote Row B
DEMOCRATIC ALL THE WAY

AVERELL HARRIMAN
FOR GOVERNOR

GEORGE B. De LUCA
FOR LT. GOVERNOR

ARTHUR LEVITT
FOR COMPTROLLER

PETER J. CROTTY
FOR ATTY. GENERAL

FRANK S. HOGAN
FOR U.S. SENATOR

And Your Local Democratic Candidates For State Senate And Assembly

Election Day: Tuesday, Nov. 4 — 6:00 A.M. to 7:00 P.M.
Central Islip
The board of directors of the Central Islip chapter, CSEA, held a meeting at the chapter’s headquarters at 322 W. 10th St., last Thursday evening. The chapter held a meeting at the chapter’s headquarters at 322 W. 10th St., last Thursday evening.

Roaring Hall. Many items of interest were discussed at the meeting.

John D. Johnson, chapter president, announced the appointment of a new director for the chapter’s annual dinner. The names of committee members and the time and place of the dinner will be announced later.

The safety patrol department has received new auto air filters.

George Marshall, a member of the chapter’s board of directors, is back on duty after his recent illness.

Centennial Islip chapter, CSEA, held a meeting at the chapter’s headquarters at 322 W. 10th St., last Thursday evening.

The board of directors of the Central Islip chapter, CSEA, held a meeting at the chapter’s headquarters at 322 W. 10th St., last Thursday evening.

Your car runs because gasoline is forced into the cylinders when it comes in gas. This action causes the pistons to move, creating power to drive the vehicle. See the illustration above.

The explosion of the engine, however, is more powerful the larger this spark is, the more powerful the explosion, the more power to begin with, but they get worse as you go along.

In a few years gas injection will completely replace the carburetors you wouldn’t have believed your car could run without a car-buretor and get far more mileage.

Now—Use Regular Gas!

Fire injector systems are made by Sterling Artco, Inc., 159 East 69th St., New York 21, N. Y.

Enclosed is the full price for the SAE FIRE INJECTORS I am ordering.

C. D. Keshet, President, Sterling Artco, Inc.

Sterling Artco, Inc., 159 East 69th St., New York 21, N. Y. Dept. M15-A

Yes—this revolutionary new FIRE INJECTION SYSTEM—installed in 15 minutes, must deliver maximum power and economy WITHOUT CHANGING TO HIGH-PRICED PREMIUM GAS—must give you up to 31 more Horse-Power, 8 more Miles per Gallon USING ONLY REGULAR GAS!

CHECK THESE DIFFERENCES

SPARK PLUG

FIRE INJECTOR

Fire injects gasoline directly into engine, through the spark plugs, what will make the permanent fire injection system, and are now completely replacing old-fashioned, temporary, inefficient carburetors. In a few years gas injection will completely replace the car-buretors you wouldn’t have believed your car could run without a car-buretor and get far more mileage.

Now, this fire injection system is guaranteed to give you 4 or 5 miles per gallon—more than that means that the amount of gasoline it will save you is more than you pay for the system. If you have a racing or sports car, a couple of thousand miles of driving.

If you have a racing or sports car, you will see more filth and carbon build-up in a set of plugs in a couple of thousand miles.

You can burn up a set of plugs in a couple of thousand miles. Now, this fire injection system is guaranteed to give you 4 or 5 miles per gallon—more than that means that the amount of gasoline it will save you is more than you pay for the system.

This action causes the pistons to move, creating power to drive the vehicle. See the illustration above.

You can have a set of SAE FIRE INJECTORS at any time, for its guaranteed to give you 4 or 5 miles per gallon—more than that means that the amount of gasoline it will save you is more than you pay for the system.

is an amazing results you could ever imagine in all the time you can't afford an automatic transmission.

Your spark plugs control the effect of an electrical conductor. You get no electrode to burn away. It never fails, never needs cleaning and setting. If you have a racing or sports car, a couple of thousand miles of driving.

A fire injector installation is guaranteed to give you 4 or 5 miles per gallon—more than that means that the amount of gasoline it will save you is more than you pay for the system.

Now—Use Regular Gas!

With a conventional spark plug, you are using only one small portion of the energy. With the SAE FIRE INJECTORS your car will get twice the power of a set of plugs in a couple of thousand miles.

The safety patrol department has received new auto air filters.

The safety patrol department has received new auto air filters.

The safety patrol department has received new auto air filters.

The safety patrol department has received new auto air filters.

The safety patrol department has received new auto air filters.

The safety patrol department has received new auto air filters.

The safety patrol department has received new auto air filters.

The safety patrol department has received new auto air filters.

The safety patrol department has received new auto air filters.
**INTEGRATED AREAS**

**2 FAMILY $11,990**

LARGE DETACHED HOME, FEATURES 3 BEDROOMS, 2 BATHS, LARGE DEN, LARGE KITCHEN, LIVING ROOM, WATCH TOWER, LARGE GARAGE. APPROX. 2900 SQ. FT. $10,000 DEPOSIT WILL HOLD ANY HOUSE.

**SACRIFICE $7,990**

LARGE DETACHED HOME, FEATURES 2 BEDROOMS, 1 BATH, LARGE LIVING ROOM, LARGE KITCHEN. APPROX. 1000 SQ. FT. $10,000 DEPOSIT WILL HOLD ANY HOUSE.

**SAND Dune**

2 FAMILY, 3 BEDROOMS, 2 BATHS, LARGE LIVING ROOM, LARGE KITCHEN, LARGE GARAGE. APPROX. 2000 SQ. FT. $10,000 DEPOSIT WILL HOLD ANY HOUSE.

**BETTER REALTY**

114-57 Farmers Blvd. St. Albans, N. Y. OPEN 7 DAYS A WEEK FREE PICK UP SERVICE FROM SUBWAY.

**SPRINGFIELD GARDENS**

6 FAMILY, 12 ROOMS, 2 BATHS, LARGE LIVING ROOM, LARGE KITCHEN, LARGE GARAGE. APPROX. 3000 SQ. FT. $10,000 DEPOSIT WILL HOLD ANY HOUSE.

**NEW LEGAL 2 FAMILY**

132-37 134th St., Jamaica, N. Y. 2 FAMILY, 5 ROOMS, 3 BATHS, LARGE LIVING ROOM, LARGE KITCHEN, LARGE GARAGE. APPROX. 2000 SQ. FT. $10,000 DEPOSIT WILL HOLD ANY HOUSE.

**HOLLY HAUS**

1 FAMILY, 3 BEDROOMS, 1 BATH, LARGE LIVING ROOM, LARGE KITCHEN, LARGE GARAGE. APPROX. 1000 SQ. FT. $10,000 DEPOSIT WILL HOLD ANY HOUSE.
**CAR CLEARANCE**

**Special Deals for Civil Service Employees**

For Civil Service Div. of

**Fiat**

- **Action Performer**
- **Delivered from**
- **Greatest Economy**

- **$1123**

**Clearance Sale**

**Volkswagen**

**Dramatic Reduction on New '58**

**Saunders Bridge Motors, Inc.**
2414 Gr. Ct., Bridgeport, Conn. (163 SE)
CT 2453

**Wartburg**

**German Made**

- **1 Efficacious Peso in Motor**
- **2.1 Liters, 4 Cylinders**
- **225 M.P.H.**
- **$1,150.00**

**July Payment**

**Payments Plates at Only**
319 W. 161st St., New York, N.Y. (610-1083)

**Meyet the Buyer**

- **$1,600.00**
- **227 W. 161st St.**
- **Pl. 9040**

**LaTino Renault**

**Immediate Delivery**

**All Models in Stock**

**Also Selected Used Cars**

**Available at the Highest Prices**

**Lantin Auto Sales**

- **419 W. 161st St.**
- **610-1083**
- **Pl. 70410**

**3 Reasons Why Bond is the Right Place to Buy Your New Ford or A-1 Used Car**

- **Lowest Prices**
- **Highest Trades**
- **Defendable Service**

**Bond Motors**

- **45-24 Rockaway Blvd.**
- **VI 5-9000**
- **Ozone Park**

**Terrific Trade-ins**

**Acceptances of the 1956 Buick have been suspended; Volume Selling of Model 1956 Buick has been discontinued; 1955 still in stock; trade-in value given on trade-in only**

**How to Use This Price**

- **No longer valid**

**Falcon Buick**

- **215 W. 161st St.**
- **LU 8-3111**

**Quality Cars**

- **528 W. 161st St.**
- **MEYER THE BUYER**

- **419 W. 161st St.**
- **610-1083**

**Hu Fung**

- **215 E. 161st St.**
- **LU 8-3111**

**Headquarters for Used Cars**

**We carry many fine Used Cars regularly from**

**Jackson Motors Co.**

- **80-90 Northern Boulevard**
- **Ozone Park**

- **See it first at MEZZY**

**Saab-93**

**Economically priced for Civil Service Employees**

**Mezzy Motors**

- **Limited Authorized Lincoln-Mercury**

**3129 2nd Ave.**

- **(44 SE)**
- **Pl. 2700**

**In Tonys**

- **'58 English Ford As Low As**
- **$1495**

**Wills Motors**

- **45-24 Rockaway Blvd.**
- **610-1083**

**New Toastmaster Automatic Fry Pan**

**We carry a complete line of Toastmaster Products**

- **Spatula, serving spoon, basting brush, serving dish**
- **Utensils, controlled heat**
- **Uses food at right temperature for final perfection**
- **Convenience control knob; cooking guide on handle; slip and light slips when pan is a correct temperature**
- **Square shape gives extra capacity; slanting walls make it easier to clean**

**See us for new - low, low price!**

**Better Living Distributors, Inc.**

- **76 Willyougn St.**
- **Brooklyn 1, New York**
- **MAIN 5-2600**
Newark State

Dr. Wadsworth Coleman Nkse-
zyokw, supervising psychiatrist, is
taking a ten weeks' postgraduate
course at the New York State Psy-
chiatric Institute in New York
City.

Mrs. Geraldine Collins, Mrs.
Dore Portmiller, Mrs. Mary discs
Hinchman, Mrs. Mary Constance
Reter, Mrs. Helen Bray, and Mrs.
Ruth Bockrader of the Education
Department visited the Day Care
Center for Handicapped Children
and the Cerebral Palsy Clinic in
Rockefeller, New York.

The highlight of the visiting pro-
gram at Newark State School last
month was a three-day trip
to West Point for a group of Ex-
plorers and Scouts. The boys went
by bus and passed many points of
interest enroute. In spite of con-
tinuous rain, they camped out at
Round Pond, attended a football
game, and enjoyed experiences
touring West Point, which they
will never forget.

Mrs. Geraldine Collins, Institu-
tion Supervisor, atten-
ted a meeting of the Planning
Committees for the C. E. C. Con-
ference to be held in Rochester
on November 7 and 8.

George H. Bray, junior insti-
tution teacher, who is in charge of
the adult boys' classes at Newark
State School, started a new term.
He took eight of his boys to
Syracuse, New York, where they
visited the Old French Fort and
the Salt Museum. These field trips
always include a period for lunch
and shopping, which are very im-
portant experiences for our young
men.

Four members of Explorer
Troop 47, Boy Scouts, journeyed
to the Horn Farm on Lake On-
tario to attend the junior leader
training course conducted by Mr.
Houghton, neighbor training con-
.

Mrs. Caroline LaVine, Super-
visor of the Lyons Colony, has re-
ceived a new position at the
Colony which was attended by
Colonel Supervisors from Penn
State, Canadaigua, and Newark.
The girls of the Lyons Colony also
gave Mrs. LaViness a surprise
party one evening in grateful
acknowledgment of her interest
in the colony and patient-training
program for many years.

The Buffalo Evening News, Oct. 15, 1958, said of Peter J. Crotty,

. . . WE KNOW HIM AS A MAN OF STATURE AND CONVICTION . . .

WHY CIVIL SERVICE SUPPORTS

PETER J. CROTty

DEMOCRATIC CANDIDATE FOR ATTORNEY GENERAL

BECAUSE When Peter J. Crotty was President of the Buffalo City Council the basic

services of the Buffalo city Police and Firemen were

improved.

BECAUSE When Peter J. Crotty was President of the Buffalo City Council the work

week was reduced from 48 to 40 hours.

BECAUSE When Peter J. Crotty was President of the Buffalo City Council all city

employees received pay annual increases from $600.00 to $1200.00.

BECAUSE His background has been continuously outstanding.

* Peter J. Crotty was chairman of the Speakers' Bureau of the Negro

College Fund for Western New York.

* Peter J. Crotty was a member of the American Bar Association.

* Peter J. Crotty is a member of the American Bar Association.

* Peter J. Crotty is a member of the American Bar Association.

* Peter J. Crotty is a member of the American Bar Association.

Catholic Lawyers' Guild.

Peter J. Crotty supported Governor Harri-
man in establishing the New York State

Civil Service Employees' Plan.

1. SOCIAL SECURITY BENEFITS

2. FORTY HOUR WEEK

3. MANDATORY SALARY INCREMENTS

Vote for Peter J. Crotty

Democratic candidate for ATTORNEY-GENERAL

Vote Row B • • • • • ALL THE WAY

Meet PETER J. CROTty

AND HIS FAMILY

PETER J. CROTTY

Democratic Candidate for Attorney-General and his family at their
Buffalo home.

Left to right (front row). Mr. Crotty, Mary Josito (13), Kevin (10), Gerald (6); (rear),
Paul Austin (17), Robert Emmett (14), Mrs. Crotty, Jimmy (16), Peter (18).

META GABOURY IS ON A TRIP TO

Canada

Meta Gaboury is on a trip to

Canada

Peter J. Crotty has been
spending a two weeks' furlough
with his parents at 407 W. Miller
St. He has now returned to his
base at Pensacola, Fl.

Condolences are extended to
Mrs. Wila Blitch in the recent
death of her father in North Rose.
Mr. Florence Comber in the death
of her mother in Monroe Park;
and to Kenneth Kretz in the
death of his mother in Canas-
binqiung.

Joseph Collins is confined to his
home on East Union St. because
of illness.

New! Sunbeam Controlled Heat Frypan

America's Favorite—enjoyed in
over 5,000,000 Homes

the famous

Sunbeam

Controlled even Heat Fr

Frypan

with
easy-to-set
dial

on handle

vs-•

Famous Sunbeam Controlled Heat prepares everything
from a quick snack to a family-size meal—easier, faster,
better. Square shape cooks more than an ordinary round
pan. Water-sealed element makes washing easy.
Now in 4 sizes with the popular medium size in colors—
covers available.

New! Sunbeam Automatic Electric Frypan

with

Removable Automatic

Heat Control

COVERS AVAILABLE

Quick-setting thermostat and exclusive triangular housing
element give you correct heat evenly distributed over cook-
ing surface. Has more cooking area than an ordinary electric frying pan or skillet. Hand-held molded
handle. Completely immersible. Weight only 2 lb. 6 oz.
Be sure you get the original and genuine Sunbeam Frypan

HEINS & BOLET

68 CORTLANDT STREET

N. Y. C.

RE 2-7600

See the Sunbeam Frypan

AT YOUR LOCAL STORE

MARGARINE

EASY

TO

SET

ON

HANDLE

BECAUSE

UNIVERSAL

EASY TO

SET

ON

HANDLE

RE 2-7600

2 lb. 6 oz.

Covers available.
CONSERVATION GROUP MEETS

The Conservation Department chapter, CSEA, held its full dinner-meeting of Herbert's Restaurant, Albany, seated, from left, John F. Powers, president, and Arnold T. chuck treasurer; Mrs. W. Mason Lawrence, wife of Dr. Lawrence, Assistant Commissioner of Fish and Game, and Dr. Lawrence. Standing, Francis M. Casey, CSEA field representative; Catherine de Krey, chapter secretary; Shirley Parker, chapter publicity chairman; and Willard Rice, chapter president.

Remaining Resolutions

(Continued from Page 3)

all other employees whose duties require them to be exposed to the hazard of contracting tuberculosis.


RESOLVED, that the Association sponsor and support legislation or take whatever other steps are necessary to provide for the establishment of formalized collective bargaining procedures for State employees.

80. State Provide $125 Annual Uniform Allowance to Uniformed Correction Department Employees.

RESOLVED, that the Association seek to have the State provide a $125 annual uniform allowance to uniformed employees of the State Correction Department.

81. Extend Thanks to Governor and Commissioner. 

RESOLVED, that this Association thank Governor Harriman and Commissioner Arthur Levitt for their assistance in establishing a hotel credit card system for traveling State employees.

82. 40 Hour Week for Canal Employees Without Loss in Take-Home Pay.

RESOLVED, that the Association pass this as a support legislation to establish a minimum 40 hour week without loss in take-home pay for employees of the Department of Public Works now working in excess of these hours.

83. CSEA Set Up Political Action Committee.

RESOLVED, that the Association set up a political action committee, as chairman it shall be the member of the CSEA Board of Directors, to educate CSEA members in political science, the potential influence of an organization in the formulation of legislation, reasons and purposes of full to full amount of loans from the first day, and regardless of age.

84. Issue Retirement Fund Loans for Full Amount at All Ages.

RESOLVED, that the Association sponsor or support legislation to assure insurance of loans from retirement fund to full amount of loans from the first day, and regardless of age.

Albany CSEA Units Hold Fashion Show

A card party and fashion show, sponsored jointly by the Civil Service Department chapter and the James E. Christian Memorial Health Department chapter, will be held from 8 to 11 P.M. on Wednesday, October 26, at the auditorium of the Health Department Building, 84 Holland Avenue, Albany.

The latest in women's fashions will be modeled in a colorful show arranged by Peggy Parker's Dress Shop of Albany. Fashion coordinator will be Betty Rodisch, Virginia Assenault and Angelina Mercurio.

85. Endorse Slum Clearance, Urban Renewal, and Middle Income Housing Programs.

RESOLVED, that the Association emphatically endorse the produced method of financing, and encourage the building of middle income housing by the renewal and urban renewal as well as slum clearance, urban renewal, and public housing program of the State of New York, as well as the Mitchell-Lane method of encouraging the building of more middle income housing by the endorsed method of financing, and call upon all members to vote for propositions I, II, and III, and to encourage their friends and neighbors to do likewise, and bring this to the attention of organizations to which they belong.

86. Approach Political Candidates for Salary Fudge.

RESOLVED, that the Association approach political candidates for salary increase in favor of the 121/2% increase in gross pay for State employees with a minimum of $900.

87. Association Staff Recommended for Planning and Carrying Out Annual Meeting Work.

MOVED, that the staff of CSEA be recommended for their efficient carrying out of the tremendous amount of work in preparation in carrying out the annual meeting.

THE FEILYS ENJOY A GOOD LAUGH

CSEA First Vice President Joseph Feily gets an appreciative laugh from Mrs. Feily during the dinner session which ended the 40th annual meeting of the Association held at the Manager-DuVitt Clinton Hotel in Albany. The dinner, and dance which followed, brought a successful 3-day session to a gay ending.

State Correction Employees Honored for Fine Service

SYRACUSE, Oct. 27—Certificates of faithfulness were awarded to probation personal from all parts of the State at the 50th annual meeting of the State Conference on Probation.

Pilgrim Chapter Installs Officers

The Pilgrim Chapter of the Civil Service Employee's Association held its installation dinner-dance at Cooper's Hotel, Bay Shore, New York.

The new officers were installed were President, John Costle; First Vice President, Wade Hooper; Second Vice President, Samuel A. Lakin; Treasurer, Wesley Redmond Sr., and Secretary Augusta Stewart. The Board of Directors installed were Francis Butler, Ray Toter, Rene Loff, Milton Davis, Richard McCollum, Ellen Hollings, George Pyle, W. L. Elliott and Ruth Crosby.

Guests who were present included Mr. Kelley, President of the Kings Park Chapter; William Mason, Past President of the Kings Park Chapter; Angelo Concorso, Past Chairman of the Metropolitan Conference, who administered the oath of office to the new officers; Fred Ross, Staff Representative; and Tom Cantay, Representative of Ter Bush and Powell Civil Service Employee's Association Group and Health and Accident Insurance Plans.

The pastoral services were conducted by the clergymen of the hospital. The invocation was given by Father Fraker; the introduction of guests by Chaplain Anderson; and the benediction by Rabbi Goldman.

Many thanks are given to all who attended the entertainment committee, Lawrence C. McWit, Chairman; Wade Hooper, Wesley Redmond; Sr., Augusta Stewart and Mary Halmec, in making this affair a success.

The "golden anniversary" conference also featured a speech by Governor McKernan. 300 correction workers attended the conference here.

Charles D. Osborne of Auburn, chairman of the State Probation Commission Board, the Treasurer at a dinner meeting was Onondaga County Judge Leo W. Bond, and the Probation officer of Onondaga County Court, was general chairman.

Honored for their service in the probation field were Marie E. Scully, Albany County Children's Court, Roy C. Rubert, Rensselaer County Court; Walter N. Howard, Anthony Kersawi, Callahan, A. McDonnell, James T. Mahoney, Miss Frances B. Tomatowski, Winfield R. Scott, Walter N. Walsh, Edward J. Winklerich, Cluister D. McNichol and Neil F. Grady, all of Erie County Court; Catherine M. Moshan, Franklin County; Albert W. Roche, Monroe County; George S. Phelan, Nassa County Court; William R. Russ, Edward P. Lindgren, Edward F. Shaw, Ross Adegbite, Valentine G. Chilk, Sidney Ster- son, Joseph J. Curvy, Francis I. Nuck, Paul T. Stein, William B. Wilson, Orange County; Mrs. Elizabeth W. Schurig, Schenec- teady County; Mrs. Gertrude Todd, Schuyler County; Mrs. Kathleen H. Kenny and Max D. Penrod, of Westchester County.

The certificates were awarded by Correction Commissioner Thomas J. McHugh.

The conference, ended on Oct. 22. Sessions were held in the City Syracuse.
Here Is What State Comptroller Arthur Levitt Has Done For You...

★ He spearheaded a drive that broadened Social Security for YOU
★ He fought for wage increases for State Employees
★ He increased Retirement System Benefits to a 12 year high at 33%
★ He pioneered new Investment programs

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>

<ADVERTISMENT>
CIVIL SERVICE LEADER

Do Your Part For CSEA Membership

This issue of CIVIL SERVICE LEADER lists a legislative program designed to bring millions of dollars in benefits to public employees on all levels. The greater membership the Civil Service Employees Association can claim, the greater chance for success in gaining these benefits. Pass this copy of THE Leader on to a non-member and show him the vigor and intelligence with which your Association is fighting for the public employees. A new member is an added asset. Do your part in adding to the assets of your Association.

HARRIMAN APPOINTS CORIN TO A STATE BOARD

ALBANY, Oct. 27 — Governor Harriman swore in former State Industrial Commissioner Ernest L. Corin of New York City as a member of the State Employment Insurance Appeal Board for a term ending in 1963.

Mr. Corr, a member of Governor Harriman’s Committee on Refugees and the Governor’s committee on Employer Labor and Management Practices, was appointed chairman of the State Industrial Board in 1942 by Governor Thomas E. Dewey. Later that same year he was made State Industrial Commissioner, which post he held until 1944.

MIDSTATE ARMORY

Midstate Chapter of Armory Employees held a meeting at the Naval Militia Armory, Watertown, Oct. 22, for the following employees: L. H. M. Morris, W. A. L. Metzger, W. J. Mathis, R. F. Mair, T. J. McCallops, W. B. Lawrence, K. J. Montrose, Ogdensburg State Armory, and W. W. Foster, T. J. McCallops, W. B. Lawrence, K. J. Montrose, Ogdensburg State Armory.

The officers and members of the Midstate Chapter of Armory Employees held a meeting at the Naval Militia Armory, Watertown, a party at the Hotel Watertown on Monday night, with T. J. McCallops, W. B. Lawrence, K. J. Montrose, Ogdensburg State Armory, and W. W. Foster, T. J. McCallops, W. B. Lawrence, K. J. Montrose, Ogdensburg State Armory.

Midstate Chapter of Armory Employees held a meeting at the Naval Militia Armory, Watertown, Oct. 22, for the following employees: L. H. M. Morris, W. A. L. Metzger, W. J. Mathis, R. F. Mair, T. J. McCallops, W. B. Lawrence, K. J. Montrose, Ogdensburg State Armory, and W. W. Foster, T. J. McCallops, W. B. Lawrence, K. J. Montrose, Ogdensburg State Armory.

Delegates appointed to attend the CSEA Meeting at Albany were

MIDSTATE ARMORY

A telegram from Governor Aver-ill Harriman and a letter from Carl W. Lawson, state architect, inviting Mr. Lovel to a long and happy retirement were read at the dinner. A portrait P.V. lot was presented to him as a parting gift.

Mr. Lovel began his State service 33 years ago, was the high- way department of the Bingham-pton office. Five years of that time was with the highway depart- ment, followed by 11 years in the Division of Architecture. He worked out of White Pines and Pullman House, and was assigned to Surveys and Construction on the Broom King Highway. He was superintendent of construction at Malone State Hospital, Utica State Hospital, Marcy State Hos- pital and Rome State Hospital. Between the years 1928 and 1930 he was assigned to work on Sing Sing Prison, Wassaic State School and the new State Office Building. The following seven years were spent with the State Architect’s Office, N. Y. A. Neal, district supervisor. From 1930 he has worked with L. J. Honan Sr., district supervisor, on various projects including the State Armories, Niagara Falls, Oswego, Fredonia and Bovina, as well as at Al- bany, Adirondack, Canton, Lackawanna, New York and New York.

The employees of the Public Works office in Watertown, District 4 in Watertown, extending to Mr. Lover our best wishes for his health and hap- piness in his retirement years.

Fort Stawanx

Wedding bells are ringing for Bernice Neiman, chief supervising nurse, and William Bellinger. Our congratulations to the happy couple.

Welcome home to Dr. Rudolph and Mrs. Primmer, who have just returned from a six-week tour of Europe.

The chapter extends sympathy to the families of Arthur Nichols and Ruby Kout, both faithful employees, who were killed by fire.

Neil Mogenson and Colleen La- don are vacationing in Pennsyl- vania.

A piano recital was given at the home of Mr. and Mrs. Harold Sawyer for Miss Jacqueline, who will be in her last year at the school of music at New York University.

Mr. Laflaance, who recently transferred from the Department of Mental Hygiene in Albany to head account clerk at Rome, recently visited his family, was delayed by the birth of a son. Congratulations to the happy family.

The chapter extends con- doles- to Mary Mulloy and Mrs. Dorothy C. Mullaly, Mrs. Mull- ally, father and husband, died recently after a long illness.

St. Lawrence

The chapter’s board of directors met recently at the home of Miss M. The public relations com- mittee reported on the meeting with the finance committee of the Board of Supervisors.

Requests concern increased stafing in the various mental institutions, and suggestions they can to contrib- ute to the program. The commit- tee already has received

Mental Hygiene office in Albany.

A telegram from Governor Aver-ill Harriman and a letter from Carl W. Lawson, state architect, inviting Mr. Lovel to a long and happy retirement were read at the dinner. A portrait P.V. lot was presented to him as a parting gift.

Mr. Lovel began his State service 33 years ago, was the high- way department of the Bingham-pton office. Five years of that time was with the highway depart- ment, followed by 11 years in the Division of Architecture. He worked out of White Pines and Pullman House, and was assigned to Surveys and Construction on the Broom King Highway. He was superintendent of construction at Malone State Hospital, Utica State Hospital, Marcy State Hos- pital and Rome State Hospital. Between the years 1928 and 1930 he was assigned to work on Sing Sing Prison, Wassaic State School and the new State Office Building. The following seven years were spent with the State Architect’s Office, N. Y. A. Neal, district supervisor. From 1930 he has worked with L. J. Honan Sr., district supervisor, on various projects including the State Armories, Niagara Falls, Oswego, Fredonia and Bovina, as well as at Al- bany, Adirondack, Canton, Lackawanna, New York and New York.

The employees of the Public Works office in Watertown, District 4 in Watertown, extending to Mr. Lover our best wishes for his health and hap- piness in his retirement years.

Fort Stawanx

Wedding bells are ringing for Bernice Neiman, chief supervising nurse, and William Bellinger. Our congratulations to the happy couple.

Welcome home to Dr. Rudolph and Mrs. Primmer, who have just returned from a six-week tour of Europe.

The chapter extends sympathy to the families of Arthur Nichols and Ruby Kout, both faithful employees, who were killed by fire.

Neil Mogenson and Colleen La- don are vacationing in Pennsyl- vania.

A piano recital was given at the home of Mr. and Mrs. Harold Sawyer for Miss Jacqueline, who will be in her last year at the school of music at New York University.

Mr. Laflaance, who recently transferred from the Department of Mental Hygiene in Albany to head account clerk at Rome, recently visited his family, was delayed by the birth of a son. Congratulations to the happy family.

The chapter extends con- doles- to Mary Mulloy and Mrs. Dorothy C. Mullaly, Mrs. Mull- ally, father and husband, died recently after a long illness.

St. Lawrence

The chapter’s board of directors met recently at the home of Miss M. The public relations com- mittee reported on the meeting with the finance committee of the Board of Supervisors.

Requests concern increased stafing in the various mental institutions, and suggestions they can to contrib- ute to the program. The commit- tee already has received

Mental Hygiene office in Albany.

A telegram from Governor Aver-ill Harriman and a letter from Carl W. Lawson, state architect, inviting Mr. Lovel to a long and happy retirement were read at the dinner. A portrait P.V. lot was presented to him as a parting gift.

Mr. Lovel began his State service 33 years ago, was the high- way department of the Bingham-pton office. Five years of that time was with the highway depart- ment, followed by 11 years in the Division of Architecture. He worked out of White Pines and Pullman House, and was assigned to Surveys and Construction on the Broom King Highway. He was superintendent of construction at Malone State Hospital, Utica State Hospital, Marcy State Hos- pital and Rome State Hospital. Between the years 1928 and 1930 he was assigned to work on Sing Sing Prison, Wassaic State School and the new State Office Building. The following seven years were spent with the State Architect’s Office, N. Y. A. Neal, district supervisor. From 1930 he has worked with L. J. Honan Sr., district supervisor, on various projects including the State Armories, Niagara Falls, Oswego, Fredonia and Bovina, as well as at Al- bany, Adirondack, Canton, Lackawanna, New York and New York.

The employees of the Public Works office in Watertown, District 4 in Watertown, extending to Mr. Lover our best wishes for his health and hap- piness in his retirement years.

Fort Stawanx

Wedding bells are ringing for Bernice Neiman, chief supervising nurse, and William Bellinger. Our congratulations to the happy couple.

Welcome home to Dr. Rudolph and Mrs. Primmer, who have just returned from a six-week tour of Europe.

The chapter extends sympathy to the families of Arthur Nichols and Ruby Kout, both faithful employees, who were killed by fire.

Neil Mogenson and Colleen La- don are vacationing in Pennsyl- vania.

A piano recital was given at the home of Mr. and Mrs. Harold Sawyer for Miss Jacqueline, who will be in her last year at the school of music at New York University.

Mr. Laflaance, who recently transferred from the Department of Mental Hygiene in Albany to head account clerk at Rome, recently visited his family, was delayed by the birth of a son. Congratulations to the happy family.

The chapter extends con- doles- to Mary Mulloy and Mrs. Dorothy C. Mullaly, Mrs. Mull- ally, father and husband, died recently after a long illness.

St. Lawrence

The chapter’s board of directors met recently at the home of Miss M. The public relations com- mittee reported on the meeting with the finance committee of the Board of Supervisors.

Requests concern increased stafing in the various mental institutions, and suggestions they can to contrib- ute to the program. The commit- tee already has received

Mental Hygiene office in Albany.