

# FIREMAN TEST SET FOR JUNE

## ORDER TELLS WHO GETS STATE BONUS

### New Law Analyzed By Board

Special to The LEADER  
ALBANY, April 9—The additional emergency compensation voted by the Legislature and approved by Governor Dewey (Chapter 222 of the Laws of 1946) is the subject of a memorandum from the State Civil Service Department to all State appointing officers. After listing the percentage, increases and noting the ap-

plication of present and past war or emergency pay to pension purposes, the department describes persons entitled to the additional emergency compensation as follows:

Additional emergency compen-

sation is payable to all State officers and employees (officers and employees of the Judiciary and Legislature are covered by other legislation), provided such officer or employee is:

1. A permanent employee; or

2. Rule VIII-12, Rule VIII-A or Rule VIII-C appointee; or

3. (a) A provisional appointee appointed pending the establishment of an eligible list; or

(b) A temporary appointee ap-  
(Continued on Page 5)

## Clerk, Grade 2, Promotion Exam And One Buck Fee All in Vain

### 1,231 ELIGIBLES LEARN GRADE 1 IS ABOLISHED

By ARTHUR LIEBERS  
Cities don't usually run quiz contests at \$1 an entry, but that's what a NYC civil service examination for Promotion to Clerk, Grade 2 turned into.

Months ago, 1,231 Clerks, Grade 1 flocked to the offices of the Municipal Civil Service Commission to file their applications for the promotion test that would have enabled them to qualify for promotion to the next step up the ladder, and paid the one dollar filing fee.

In due time, they got their notices to appear for the test and dutifully answered 100 questions. Then the papers were marked, and now, finally, the Commission has sent out cards notifying 675 contestants that they had passed. The Commission announced that the list had been promulgated as of April 1 (no joke intended). On

Wednesday last the list was released for publication. It was a pretty list, too. First came a long list headed "General Promotion

## NYC July 1 Promotion Plan Told

Promotions of NYC employees, scheduled for July 1, will probably follow the pattern of the LaGuardia administration, which generally limited promotions to employees at the top of their grade, who needed only \$1 increase for their promotion.

The policy is explained as being made necessary by the financial condition of the city, which had to seek permission from the State Legislature for new sources of revenue. There is no appropriation in the 1946-7 budget for promotions that cost real money. Special cases where money is required for promotions for outstanding merit of individuals will have to be met from funds of the department, generally accruals (salary line of vacant positions). However, with the return of municipal employees from military service, the accruals in the salary and wage departmental budgets are negligible.

The January 1 promotions had been skipped because of the lack of funds.

Some employees wonder how the city can plan for heavy expenditures for post-war projects and still claim lack of funds for promotions. The answer is that capital funds may not be shifted to Personnel Service expenditures.

### More State News

PP. 2, 3, 4, 5, 6, 7, 8, 9, 12, 14.

## Advance Leaves Now Taboo

Effective immediately, the U. S. Civil Service Commission has discontinued the practice of granting advance sick and annual leave to any of its employees serving under war-service appointments.

## Six-Day Police Bill Is Vetoed

Special to The LEADER  
ALBANY, April 9—The bill to grant State Police one day's rest in seven has been vetoed by Governor Dewey.

In disapproving the measure, the Governor said he was appreciative of the faithful and loyal service of the State Police. He cited a communication from Police Superintendent John A. Gaffney. Superintendent Gaffney had advised the Governor that present State law provides that no employee may be worked more than six consecutive days (except in emergencies) and that passage of the bill would provide the State Police with more days off each month than other State employees.

## U.S. Raise Seen As 15 to 17 P.C.

Special to The LEADER  
WASHINGTON, April 9—Differences between the House and Senate versions of the Government employee pay bill must still be ironed out.

In approving a \$400-a-year raise, the House rejected its Civil Service Committee's proposal for a straight-across-the-board 18.5 per cent increase.

At the same time, it voted to

retain the present \$10,000 ceiling on Government executive salaries.

House action came after two days of wrangling which saw Civil Service Committee Chairman Jennings Randolph (D., W. Va.) and Representative Henry Jackson (D., Wash.) lead a last-ditch fight for the 18.5 per cent formula.

Afterwards, Mr. Randolph announced that the hopes to get  
(Continued on Page 15)

## Another Exam for Patrolman To Follow

The NYC open-competitive examination for Fireman (F.D.) will definitely be held, not before June 1, but probably about June 15. Harry W. Marsh, President of the Municipal Civil Service Commission, received the certificate from Budget Director Thomas J. Patterson that constituted the go-  
(Continued on Page 10)

## Bill Grants Veterans' Age Waiver

The Committee on Civil Employees and Veterans of the Council is considering a bill which would waive age limits for war veterans on NYC civil service examinations.

The measure, introduced in the Council by Vice-Chairman Sharkey, provides that if a veteran's actual age less the time spent in military service, meets the age limits for an examination, he shall be allowed to take the test.

## Vet Bill Delayed

The Council postponed action on amendment of the Lyons Law, which requires NYC residence for holding a city job.

The City Affairs Committee of the Council had reported in favor of a bill which would have exempted World War II veterans from the residence requirements.

## Budget Restores 25-Day Vacation

The 1946-7 NYC executive budget sets the earnings and working conditions of NYC employees. One big benefit provided by Mayor O'Dwyer for the first fiscal year in office is a restoration of prewar vacation periods.

The new budget allows a 25-day vacation for employees, instead of the 12-day annual period allowed during war leaves. Sick leave is up to the department. During the war, sick leave was limited by the budget to 12

days in addition to the vacation allowance.

On the cost-of-living bonus, that has remained constant, according to the Budget Bureau, is still considered temporary and subject to revocation "at such time as living conditions permit." However, employees who entered the city service recently and received only a \$120 adjustment, receive an additional \$120. In case where employees were deprived of  
(Continued on Page 11)

# Dewey Is Urged to Sign Bill On Pension Loan Insurance

Special to The LEADER

ALBANY, April 9—The bill providing for the insurance of pension loans, to protect the beneficiaries, such as widows and children, from having to suffer the consequences of the loan if the insured dies, is now before Governor Dewey. The Association of State Civil Service Employees urged the Governor to sign it.

The bill was introduced in the Senate (SI 2360) by William S. Hulls, Jr. (R., Port Washington), and in the Assembly (AI 2701) by Frank J. Sellmayer (R., Monroe).

Letter by DeGraff

John T. DeGraff, Counsel to the Association, wrote to Charles D. Breitell, Counsel to the Governor on behalf of the Association:

"We recommend the approval of the above bill, which permits the Comptroller to insure loans in the State Retirement System.

"For several years it has been common practice to insure loans made by credit unions, Morris Plan Banks and other lending institutions. Such loans are ordinarily insured at a very low rate of interest.

"Some three or four years ago the Association first proposed and sponsored legislation providing for mandatory insurance upon loans made by the Retirement System to its members. Since that time, we have conferred with the Retirement System on numerous occasions in an attempt to work out a practicable plan that would not impose any serious admini-

strative burden on the Retirement System. The plan embodied in this bill is an experiment, but we are confident that it will work satisfactorily and that it will relieve the hardship now occasioned when an employee dies and his beneficiaries find that his savings in the Retirement System have been depleted by a substantial loan.

"It will also relieve the hardship that is caused by a death within the 30-day waiting period when the employee would have been entitled to an ordinary disability retirement allowance if he had lived beyond the 30-day period

## Dannemora Overtime Bill Vetoed by Dewey

Special to The LEADER

ALBANY, April 9—Governor Dewey vetoed a bill which would have authorized the State Court of Claims to determine the claim of certain State employees for overtime services performed at Dannemora State Hospital. The measure was sponsored by Assemblyman Leslie G. Ryan, Clinton County Republican.

## Yonkers Police Bill Signed

Special to The LEADER

ALBANY, April 9—Governor Dewey signed a bill repealing an obsolete provision relating to the extension of the term of the eligible list for Policeman in Yonkers.

after filing his application. The case of Harold J. Fisher, our former President, is an outstanding example in this category.

## Temporary Basis Only

"While we are confident that this plan will work extremely well, we have been careful to set it up on a temporary basis so that it would not become a contractual obligation of the State if any unforeseen difficulties in administration should arise. It is our thought that the plan should be tried out on a temporary basis for three or four years and if it is as successful as we expect it to be it could then be made a permanent part of the Retirement System.

"The bill is designed to take effect simultaneously with the reduction in interest rates and we are confident that the adoption of these two bills will constitute a long step forward which will improve the usefulness of the Retirement System to its members.

"Much time and effort have been spent in formulating this bill and we wish at this time to acknowledge our appreciation of the splendid cooperation that has been extended by Mr. Kenngett and his assistants in the Retirement System.

"If this plan is adopted in this State we will have the first public retirement system to provide insured loans for its members and we are confident that the benefits that will arise from this plan will in time lead to its adoption by other retirement systems."

# Metropolitan Conference Discussed at Meeting

A proposal to establish a Metropolitan Regional Conference was discussed at a luncheon meeting by several chapters of the Association of State Civil Service Employees. Meeting at Gasstner's restaurant were representatives of seven chapters from Rockland and Westchester counties and the counties in New York City and Long Island. The symposium was presided over by Charles R. Culyer, President of the NYC chapter.

A suggested change in the State Association's constitution, giving a seat on its executive committee to the conference, was presented and opinions expressed. Christopher J. Fee of the State Association Executive Committee, commented on the proposal and is to report back to his committee the sense of the meeting.

## Advantages Weighed

A number of speakers, representing 12,000 members within the Metropolitan area, weighed the advantages of banding together to make their combined voice heard in the executive committee on problems peculiar to their respective localities.

Each chapter within the area is at present represented individually on the executive committee. The conference delegate would be additional.

Angelo J. Donato, President of Palisades Interstate Park Chapter, said: "By establishing a metropolitan regional conference, proposals originating with chapters situated in remote parts of Rockland and Suffolk counties, for example, may be screened and processed to their mutual advan-

tage before submission to the executive committee."

## An "Excellent Vehicle"

Another speaker, Mrs. Kate A. Wasserscheid, President of the Westfield Farms (Bedford) chapter, felt that "a unified conference in the metropolitan area would be an excellent vehicle for the dissemination of information beneficial to local chapter members whose interests may be at variance with those in other portions of the State."

She added: "New York City, with its preponderance of State employees, would be the logical place to locate the conference offices. Its information service to member chapters would soon prove invaluable."

On a roll call by Mr. Culyer it was decided that those present would report to their respective chapters at coming meetings. Their decisions in turn would be placed before a future meeting of the conference sponsors.

## Others Present

Others present at the meeting were Harry W. Lemly, President, Long Island Inter-County Park chapter; James Connelly, Vice-president, Central Islip chapter; John L. Murphy, Creedmoor chapter; Arthur J. Gifford, President, Rockland State chapter; Biagio Romeo, President, Psychiatric Institute chapter; John P. Porien, Executive committeemen; Mrs. Gifford; and Michael L. Porta, Vice-president; Eva Heller, Corresponding Secretary; Kenneth A. Valentine, Financial Secretary and Joseph J. Byrnes, Treasurer, of the NYC chapter.

# Commotion Over State Police Promotions

Special to The LEADER

ALBANY, April 9—Captain John A. Gaffney, Superintendent of the New York State Police, defended today as a war measure the appointment of five State Police Sergeants after a relatively short period of service as Corporals.

Discussion by Captain Gaffney

of the promotions in Troop C, at Sidney, N. Y., followed charges by the Broome County Committee of the American Legion that the State Police was discriminating against war veterans. The Legion intends to take the question up with Governor Dewey, Captain Gaffney said:

"There are five cases in Troop

C where appointments were made provisionally. But all will be required to take examinations before permanent appointments are made.

"We will not hold examinations until the war veterans are back. Out of 295 members of the State Police who entered service, only about 160 have returned to duty. We cannot hold the examinations until the others return.

## Troopers 7 or 8 Years

"The practice of making provisional appointments was carried on throughout the whole department during the war. We felt that if a man was willing to stay with us and work hard, he was entitled to recognition.

"These men who were appointed have all been Troopers for seven or eight years, and we felt that all could have passed examinations if we were permitted to hold them. They originally were selected from the Corporal's list and made Corporals. Later they were promoted to Sergeants."

## Gaffney Cites Rules

The protest of the Broome County Legion was made following charges by Andy I. Elkins of Binghamton, a former State Police Corporal, that Corporals were advanced to Sergeants without serving the required time as Corporals.

Under rules of the department at least two years' tenure as Corporal is required before becoming eligible for promotion to Sergeant. Captain Gaffney pointed out that the State Police personnel is governed by departmental rules and

regulations, rather than by civil service rules.

Maurice Stembler, State Legion Adjutant, in reply to the Broome County resolution, said that the question would be referred to the Governor.

# Latest Eligible Lists

## SR. STENOGRAPHER, CONSERVATION DEPT., PROM.

- Veterans  
1 Rhoane Giglio, Albany. 82453
- Non-Veterans  
2 Vera Berlage, Jamaica. 85150  
3 Gladys Butts, Oneonta. 84311  
4 R. Moldenhauer, Albany. 84213  
5 M. Matthews, Troy. 84167  
6 Janet DeIollo, Watervliet. 83966  
7 Sarah Valentine, Albany. 83591  
8 C. Giles, Troy. 83529  
9 Ruth Davenport, Albany. 83474  
10 Mary Cain, Cohoes. 83039  
11 S. Conley, Mechanicville. 82862  
12 Mary Matthews, Albany. 82592  
14 C. Rasmussen, Roosevelt. 81049

## PRIN. STENOGRAPHER, CONSERVATION DEPT., PROM.

- 1 Agnes McGrath, Troy. 891637  
2 Nettie Slocum, Albany. 89758  
3 Agnes Keenan, Albany. 89440  
4 Anna Simon, Albany. 89329  
5 Ruth Wilkins, Cohoes. 88920  
7 Helen Barry, Albany. 88414  
8 Regina Leary, Albany. 88060  
9 Ann Hughes, Troy. 87430  
10 E. Liable, Albany. 86500  
11 E. Lang, Astoria. 83981  
12 Doris Collamer, Albany. 82116

## TYPIST, CHAUTAUQUA CO., OPEN-COMP.

- 1 C. Degenfelder, Mayville. 84850  
2 F. Glass, Mayville. 79905  
3 Elaine Pope, Dewittville. 77575  
4 Irene Cronk, Westfield. 77575  
5 L. Scheller, Mayville. 75370

## INTERMEDIATE ACCT. CLERK STENO., WEST. CO., OPEN-COMP.

1. M. Denardo, Yonkers. 81478  
2. E. Dalmer, Mamaroneck. 80329  
3. E. Reid, White Plains. 87442  
4. L. Rotunda, White Plains. 87093

## INTERMEDIATE STENO., WESTCHESTER CO., PROM.

1. E. Downey, Ardsley. 89946  
2. M. Eccles, New Rochelle. 87752  
3. A. Platte, White Plains. 63872  
6. M. Santolanni, New Roch. 80953  
7. H. Seymour, Mt. Vernon. 80609

## ASST. BACTERIOLOGIST, LABS. RESEARCH, HEALTH, PROM.

1. G. Gnesh, Castleton. 87062  
2. T. Muraschi, Albany. 88077

## PRIN. CLERK, INCOME TAX, ALBANY OFFICE, TAX FIN., PROM.

1. H. Vantine, Albany. 91336  
2. M. Barker, Watervliet. 88151  
3. Marion Walter, Albany. 87678  
4. J. Silverman, Albany. 86908  
5. C. Miller, Castleton. 86628  
6. H. Whalen, Albany. 86293  
7. Anne Warren, Albany. 84735

## EQUITY CLERK, CO. CLERK'S OFF., NEW YORK COUNTY, PROM.

- Veterans  
1. C. McGovern, NYC. 89902  
2. J. Romashefsky, NYC. 88630
- Non-Veterans  
3. J. Trumpeter, Bronx. 90265

## SR. STENOGRAPHER, ALBANY DIST. DIVISION PAROLE, PROM.

1. R. L. Rowe, Coxsack. 88465  
Mary McLaughlin, Albany. 80646
- SR. STATIONARY ENGINEER, MENTAL HYGIENE, PROM.  
1. C. Brickwood, Pleas. Pis. 85351

## SR. FILE CLERK, DEPT. COMMERCE, PROM.

1. C. Belois, Albany. 88451  
2. Ruth Saxby, Albany. 88430  
3. Mary Steup, Albany. 88412  
4. C. Cifarelli, Woodside, L.I. 85069  
5. J. Crawford, Albany. 85011

## Mental Hygiene Police Bill Vetoed by Dewey

Special to The LEADER

ALBANY, April 9—Governor Dewey vetoed the Bontecou bill amending the Mental Hygiene law in relation to the powers of special policemen in State institutions under the jurisdiction of the Department of Mental Hygiene. The measure would remove the limitation on the powers of Attendants and employees acting as policemen in Mental Hygiene institutions to grounds and premises 100 yards beyond.

## AFL PROTESTS EXAM

The NYC District Council, American Federation of State, County and Municipal Employees, has filed a protest with the Civil Service Commission against a proposed open-competitive examination for Investigator, Board of Education.

## OFF. MACHINE OPERATOR, CALCULATING KEY DRIVE, OPEN-COMP.

6. H. Dorn, Rensselaer. 84627  
7. M. Cottrell, Rensselaer. 83531

## 1. A. C. Mineau, Albany. 92259

2. J. M. Day, Albany. 88483  
3. J. H. Doetsch, Selkirk. 88007  
4. E. Bedics, Albany. 87391  
5. R. C. Hurley, Albany. 87204  
6. M. R. Hurley, Albany. 87154  
7. G. M. Warner, Albany. 86187  
8. C. St. Lucia, Albany. 85752  
9. E. T. Johnston, Delmar. 85708  
10. M. Leisenfelder, Albany. 85284  
11. C. Morawski, Albany. 84499  
12. I. Chmielin, Albany. 84058  
13. E. Lippert, Albany. 83040  
14. M. Thull, Albany. 81416  
15. D. Swedarsky, Brooklyn. 81342  
16. A. Burke, Troy. 81121  
17. J. E. Golden, Albany. 80059  
18. N. Loforte, Bronx. 79274  
19. M. G. Powell, Ravena. 78274  
20. G. M. Askew, Albany. 77963  
21. S. D. Busch, Albany. 77942  
22. L. Amedio, Ravena. 77778  
23. M. M. Curran, Cohoes. 77660  
24. I. A. Farrell, Green Is. 77340  
25. A. L. Delaney, Albany. 77043

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# Aid on Permanent Pay Plan Pledged by State Assn.

Special to The LEADER

ALBANY, April 9.—Thirty officers, members of the Executive Committee, and Chairmen of standing committees of the Association of State Civil Service Employees met at the DeWitt Clinton Hotel to consider a broad agenda of interest to State civil service employees.

Also present were Emmett Duerr, President of the Ray Brook Chapter, who attended as a Representative of the Central New York Chapter Conference group. Executive and field officers of the State Association's headquarters staff were present, too.

Dr. Frank L. Tolman, President of the Association, presided.

Dr. Tolman announced that the Association Salary Committee is busily engaged in research and planning to deal with presentation on behalf of State employees of complete data to the Salary Standardization Board in connection with future studies of basic salary classes and grades. The next meeting of the Executive Committee will be held on May 9.

John T. DeGraff, Counsel to the Association, reviewed the legislative activities during the session of the Legislature just closed.

## Pay Raise Paramount

The Association sponsored more than 70 measures which would have benefited all of its members or certain groups having special problems. Thirty of the bills sponsored passed both houses and were sent to Governor Dewey for his approval or disapproval. Fifteen bills passed only one house, either the Senate or Assembly. A large number died in one committee or another.

Mr. DeGraff stated that the increase in emergency pay, which resulted in a 14 to 30 per cent increase over basic scales effective April 1, coupled with the statement of the Governor that he felt the emergency increases should become a permanent part of the basic scales, and the inclusion of the emergency increases for all retirement purposes, were the major gains made this year.

## Awaits 30-Day Result

He stated that the full extent of progress made in improving conditions needing improvement would not be known until the end of the 30-day period and the Governor has indicated final action on the bills before him.

It was the general feeling of the committee that substantial



THEODORE BECKER

progress had been made in bringing before elected officials and citizens generally the need for liberalization of the State Retirement system and that, although the bills along this line sponsored this year by the Association were not enacted, that the way had been paved for favorable consideration next year. In addition, Governor Dewey has assured the Association that he has directed Comptroller Frank C. Moore to conduct a study of the costs of the proposals.

Committee chairmen reported relative to education, publicity, regional conference groups and extension of membership to municipal employees.

## Special Committee Appointed

President Tolman announced the appointment of a special committee to study revision of the constitution and by-laws, as provided in resolution adopted by the meeting of delegates on February 28: Theodore Becker, Chairman; Charles H. Foster, William C. Foss, Robert C. Killough, Paul McCann and C. R. Cox.

Resolutions were adopted calling for a return to the four-week vacation schedule which was abandoned during war years, and also for approval of the operation of offices with skeleton forces on Saturdays during the summer months without reducing the total hours per week. The resolutions will be sent to the Civil Service

Commission with the request that prompt action be taken.

## Membership Up

A report on membership showed that more than 24,000 have joined or renewed for the current year, an increase over last year at this time of over 2,000. Enthusiastic support of the program and increased services of the Association was expressed.

## New Chapters

The Committee approved a number of petitions for new chapters, including the following:

James E. Christian Memorial Chapter of the Albany Department of Health, C. R. Cox, President.

The Correction Department Capital City Chapter, Paul D. McCann, President.

Department of Social Welfare Albany Chapter, Edythe Williams, Acting Chairman.

Forest Protection Chapter, Conservation Department, Arthur G. Draper, Warrensburg, President; Francis Meeks, Hornell, First Vice-president; Ambrose H. Turck, Groghan, Second Vice-president; Arthur H. Walsh, Jr., Garrison, Treasurer, and Aaron Van De Bogart, Jr., Mt. Tremper, Secretary.

Bridge and Grade Separation Engineers Chapter, Department of Public Works, Harry J. Mickits, Temporary President; Ivan C. Speed, Temporary Secretary.

Amendments proposed by the Biggs Memorial Hospital Chapter and by the Clinton Prison Chapter, submitted by these chapters, were also approved.

# The State Employee

By FRANK L. TOLMAN  
President, The Association of State Civil Service Employees



## WHAT MAKES A JOB IMPORTANT?

"A HABIT has become widespread of paying supervisors (administrators) in direct proportion to the number of positions they can by persuasive justification get added to their units rather than in some proportion to the number they can eliminate and still do the job," writes H. S. Person in *Advanced Management* for December, 1945.

The same criticism has frequently been made of the State Service and it has even been claimed that the State is more obsessed by this delusion of size than is private industry.

Is a big book of more value than a small book? Is a big-boned man of greater potency than a smaller man? Is a long editorial better than a snappy, short editorial? Is a big State bureau or division necessarily more important than a smaller one? We think not.

## TIGHT, LITTLE COMPARTMENTS

Classification experts like to put jobs in tight, little compartments. They look for criteria that will distinguish positions in terms of their difficulty, the preparation required, the minimum experience required, the personal characteristics desirable, the "extent of supervision" and the size of the office force. These factors may be important but they are only tools by which some of the characteristics of the job are determined. The art of classification requires living with a job long enough to know intimately its nature, its functions, its potentialities, that is its future as well as its past.

Nearly all really big jobs are one-man jobs. The staff of the top man is nearly always a smaller staff. Policy formation and planning are at least as important as execution. The general staff wins the battles as literally as does the field commander.

## CLASSIFICATION AS AN ART

Let's forget about size as the major factor in determining the value of related jobs. Industry pays men for what they will return to the corporation either directly or indirectly in profits. Only in routine standardized work does it use the narrow techniques of standardization.

I venture to suggest, not that classification is useless or obsolete, but that classification is truly an art rather than a technique, that in essence it consists of becoming intimately acquainted with a multitude of inherently different jobs. Its prime use is to fit the jobs to the able men and women, not to try to fit the employees to the standardized positions or to its formal description.

# WHAT EVERY STATE EMPLOYEE SHOULD KNOW

## Court Holds Veteran Cannot Be Punished For Matters Not Proved at Hearing on Charges

By THEODORE BECKER

THE COURTS in the past have stated the rule that an appointing officer cannot charge an employee with one act of incompetency or misconduct and find him guilty of another not charged.

Analogous to this ruling is the recent pronouncement of the courts that an appointing officer cannot predicate the punishment for action of which an employee may be guilty on considerations not supported by adequate proof.

## Veteran Involved

The case arose out of the failure of a Supervisor of Maintenance and Operation of the Department of Public Works in Rochester to take the necessary steps to have the city streets cleared by snowplows during a 1944 snowstorm. He was charged with a violation of the department rule requiring snowplows to be used when there are four inches of snow on the city streets. Despite warnings by the Weather Bureau and the snow inspector, he had neglected to order out the snowplows.

Being a veteran, the employee was entitled to a hearing on the charges before his appointing officer. The hearing was held and testimony was taken. The veter-

on was found guilty of the charges and dismissed from the service.

## Appeal to the Courts

The veteran, taking further advantage of the special rights accorded to veterans for a court review of the record of the hearing upon which their removal is based, applied to the courts for reinstatement. The case was referred to the Appellate Division.

The court examined the record and decided that there was sufficient evidence adduced at the hearing on the charges to sustain both the appointing officer's determination that the employee was guilty as charged, and his action in inflicting the punishment of dismissal.

However, the court uncovered a factor which caused some doubt regarding the propriety of the punishment imposed by the appointing officer.

## Hybrid Basis For Punishment

The court noted that in the decision of the appointing officer appeared language indicating the employee's dereliction of duty resulted in a situation which impelled the City Manager to declare a public emergency, and that "the consequences of that incompetent dereliction of duty to the public welfare are sufficient to

warrant his discharge from office."

From this last statement, the court assumed that the punishment of dismissal from the service was at least partly based on the conclusion of the Commissioner that the public emergency resulted directly from the incompetency, misconduct and dereliction of duty on the part of the employee.

But the court could find no proof in the record from which the conclusion could be drawn that the public emergency actually resulted from such a cause.

## Public Emergency Unavoidable

On the contrary, the Court absolved the employee of all responsibility for the emergency. It stated:

"It is a matter of common knowledge, of which the court takes judicial notice, that the emergency conditions, to which reference was made in the decision, were a part of conditions prevalent throughout a large part of New York State, which emergency condition could not be avoided by any means within the control of Mr. Hanoven (the employee) and the City of Rochester."

## Matter Referred Back

Having reached this conclusion, the court referred the entire matter back to the Commissioner of Public Works (the appointing and removing officer) to decide what, if any, discipline or penalty, should be imposed on the employee, bearing in mind that the employee had not been responsible for the public emergency conditions but had been guilty of a violation of a departmental rule. (*Hanoven v. Wagener*.)

## Meeting Will Hear Page and Quinlivan

Special to The LEADER

AMSTERDAM, April 9—The new patterns applied to public welfare, public health and youth service in New York State and the problem of alcoholism, will be discussed at the regional meeting of the New York State Conference on Social Work to be held on Tuesday, April 23, at the Elks Club in Amsterdam. J. Webster Bierman is chairman of the regional committee.

Speakers at the morning session include Leonard F. Horan, Field Representative of the State Youth Commission; Dr. J. J. Quinlivan, District Health Officer, State Department of Health, and Deputy Commissioner Harry Page, State Department of Social Welfare.

# Dongan Guild Hears Talk by Father McGowan

Speaking at a dinner of the Dongan Guild, the Rev. Joseph J. McGowan, S.J., described his experiences as a missionary for 14 years in India and the Philippines. Father McGowan is now Chaplain of the NYC Goldwater Memorial Hospital on Welfare Island.

The dinner, held at the Carroll Club, preceded the Guild's monthly First Friday meeting, presided over by President Lawrence V. McCluen. Also officiating were Mae MacGovern, Vice-president; Michael Carroll, Treasurer and Mae Murray, Secretary.

In illustrating a point on Americanism, Father McGowan drew on the historic letter of Commander Shea to his son, in which he said, "If you are a good Catholic, you have to be, as a consequence, a good American." The Chaplain in his remarks also noted that the Guild "was built on faith, and not for social advantage."

He described his work among the sick and infirm at Goldwater. He said of a patient, "It is the merest accident that he is in bed and I am not."

Speaking on the social aspect of his church, Father McGowan said: "Among men and nations, it is historical that the Catholic Church has been a powerful agent in the construction of a wholesome human society."

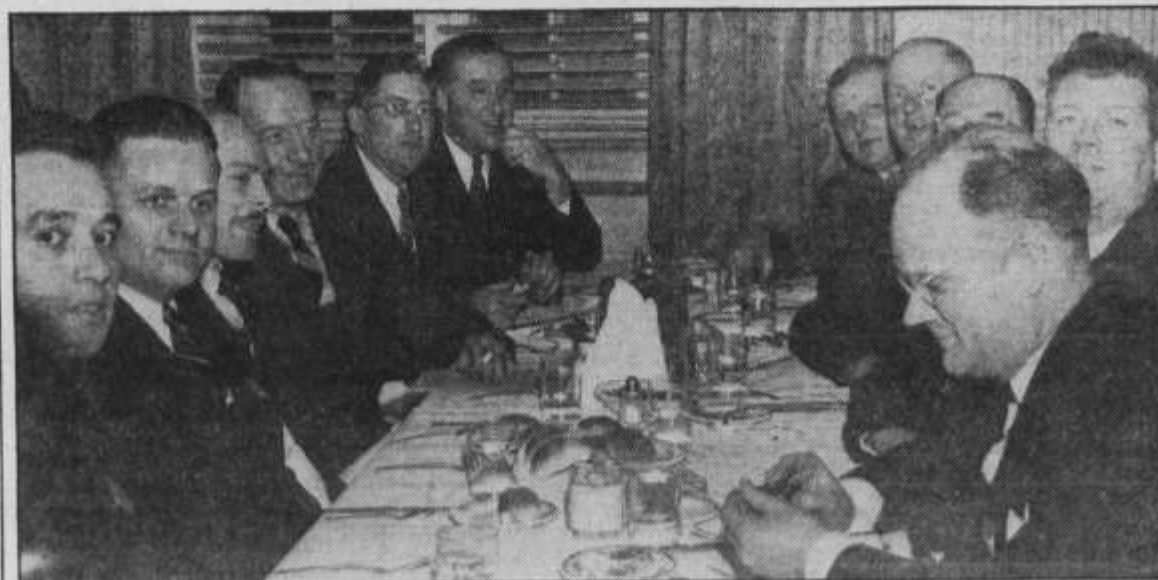
## Future Guild Events

An anniversary mass for deceased members will be celebrated on April 24 at 12:15 p. m. by the spiritual director, the Rev. Bernard J. Fleming, at St. Andrew's Church, Duane Street. Members will attend in a body.

The Guild's male members will take part in a retreat May 24 to

26 at the Passionist Monastery in Jamaica under the chairmanship of William A. Seidl. The women's retreat will take place on September 7 and 8 at the Cenacle of St. Regis, Riverside Drive at 140th Street.

The Guild will sponsor a bridge party at the Midston House, Madison Avenue and 38th Street, on April 25 at 8 p. m. Admission will be by ticket at 50 cents. Martha Walsh heads the committee.



At the recent dinner of the Association of State Civil Service Employees were (clockwise) James Morrow, President, and Vrooman Krom, Secretary, Napanoch Chapter; J. Allyn Stearns, Member, Board of Directors, and Charles B. Cranford, President, Westchester County Competitive Civil Service Association, Inc.; Edward J. Looney, President, Elmira Chapter; William McCarroll, Delegate, Matteawan Chapter. Other side of table: Walter L. Smith, President, and Carl Hunt, Delegate, Sing Sing Prison Chapter; Harry W. Phillips, President, Matteawan Chapter; Leo M. Britt, Delegate, Great Meadows Chapter and Executive Committee Member of Association, and Frank B. Egan, President, Great Meadows Chapter.

# Tolman Warns of Need For Permanent Raises

**Special to The LEADER**  
**ALBANY, April 9**—Much work remains to be done, to protect the State employee's pocketbook, Dr. Frank L. Tolman, President of the Association of State Civil Service Employees, warned today. He addressed a message to the Executive Committee, Chairmen of Standing Committees, Chapter Presidents and Special Representatives, concerning the legislative record of the Association.

"Chapters, or individual members desiring to do so, may write their legislators or the introducers of any particular bill that was approved, voicing their appreciation, or may write Governor Dewey concerning any measure now before him for consideration," he said.

## Big Task Unfinished

"It should be stressed that much unfinished work remains to be done and that the strength and effectiveness of the Association must be maintained, and increased

if possible, to adequately protect the employees' interests in the revision of the salary schedules to include in the basic pay the war emergency compensation. The immediate task is to protect the employee's pocketbook. This will necessitate considerable study by the Association so that it will be in a position to prevent any injurious action to employees as to their salaries.

"The Association has appealed to the representatives of New York State in the United States Senate and House of Representatives to enact Federal legislation to exempt from Federal income tax pensions received by State and other employees from public retirement systems. There is now a bill in the House, HR 456, which would exempt \$1,440 of such annual income. We suggest that chapters adopt resolutions in support of the exemption and forward copies of same to your Congressman and to Senators Meade and Wagner."

# Barge Canal Men Hold Annual Fete

**Special to The LEADER**  
**CLYDE, N. Y., April 9**—The annual banquet of the Central chapter, Barge Canal Employees Association, was held at Mineral Springs Hotel. Sixty-eight members were present, of whom 15 had more than 30 years' service with the Canal Department.

The speakers were William Robinson, District Engineer of Division 3; Fred B. Crocker, Associate Engineer in charge of Canals; John H. Wilcox, Superintendent of Section 6; Ray B. Quandt, Superintendent of Section 5, and Laurence J. Hollister, Field Representative of the State Association. All expressed pleasure at the large attendance and the fine dinner also for the cooperative spirit which has prevailed throughout the past year.

Mr. Hollister gave many highlights of the work being done and things to come which are being sponsored by the Association. All departed with hopes high for a bright future for the department.

# \$1,200 Minimum Bill Vetted as Needless

**Special to The LEADER**  
**ALBANY, April 9**—Governor Dewey in vetoing a bill which would have fixed \$1,200 as the minimum salary of all full-time State employees, said the measure was unnecessary.

"Presently," the Governor said, "it would affect no employees because none received less than the minimum specified in this bill. Moreover, as I recommended in my annual message in January this year, the Salary Standardization Board will, in the ensuing year, review completely the salary schedules of State employees. Legislation of this character should await the conclusion of their labors. The bill is disapproved."

The bill was sponsored in the legislature by Assemblyman Elisha T. Barrett, Suffolk county Republican. Officials of the State Association, expressing disappointment that the bill was not signed by the Governor, said that the measure, sponsored by Assemblyman Barrett, was designed primarily to aid State Troopers. The Association had hoped for the \$1,200 minimum, because with the war bonus, Troopers and some institutional workers just under the \$1,200 figure would have received almost \$1,600 in pay.

# Moore Promotes Six To Ranking Positions

**Special to The LEADER**  
**ALBANY, April 9**—Six promotions were announced by Comptroller Moore.

William L. Pfeiffer, of Albany, formerly of Buffalo, Executive Assistant to Comptroller Moore since January, 1943, was promoted to Deputy Comptroller at \$10,000. Edward A. O'Hara, Jr., of Syracuse, Consultant to the Comptroller since January of this year, moved up to fill the vacancy created by Mr. Pfeiffer's advancement. The Executive Assistant gets \$7,500.

The first woman ever to hold the position, Miss Rosalind G. Baldwin, of Kenmore, N. Y., Secretary to the Comptroller since 1943, has been named Secretary to the Department at \$5,000.

Charles W. Potter of Granville was promoted from Legal Assistant to Assistant Counsel. He will receive \$6,000.

Comptroller Moore made two provisional promotions. Thomas M. Whalen was advanced from Assistant Director of the Bureau of General Accounts to Bureau Director. Joseph C. Cheles was named Director of the Local Assistance Bureau.

## NEWS ABOUT STATE EMPLOYEES

**PALISADES PARK**  
 Palisades Interstate Park Commission Chapter will have a guest speaker at their next regular meeting to be held on Thursday, April 11.

Mr. Max Weinstein of the New York State Comptroller's office has accepted a bid to attend the Bear Mountain Park's Chapter meeting on April 11, at the Administration Building.

Mr. Weinstein, a good speaker, and fully informed on retirement matters, will speak to the Park employees, and then hold a panel

discussion of questions and answers.

Angelo Donato, President of the local chapter, earnestly requests the cooperation of every member and non-member to make a special effort to attend this meeting.

**THOMAS INDIAN SCHOOL**  
 The Association Chapter took an outing to Buffalo to see "Blossom Time" at the Erlanger Theater.

A former matron, Miss Vall, is (Continued on Page 5)

# Promotion Exams Open To Vet State Workers

Here is the eleventh instalment of the listing of State promotion examinations given during the year. State employee veterans who missed these tests because of military duty, but were otherwise eligible, may file for special military examinations. Another instalment will be published next week.

These examinations are open only to veterans who were absent on military leave when the tests were originally held, and only to those veterans who were State employees.

No. Exam.	Title	Division or Bureau	Held Date
<b>PUBLIC WORKS</b>			
1157	Associate Engineer—Division of Highways.....	10-5-40	
1170	Sr. Civil Engineer—(Bridges), Div. of Engineering.....	10-26-40	
1171	Sr. Civil Engineer—(Bridges), Div. of Highways.....	10-26-40	
1172	Asst. Stenographer—Main Office, Div. of Highways.....	10-5-40	
1173	Sr. Grade Separation Engr.—Div. of Engineering.....	10-26-40	
1185	Sr. Civil Engineer (Gen.)—Division of Engineering.....	12-7-40	
1193	Sr. Mech. Construction Engr. Div. of Engineering.....	10-26-40	
1195	Clerk—Main Off., Bur. of Administration.....	10-26-40	
1210	Sr. Account Clerk—Main Off., Bur. of Administration.....	11-16-40	
1211	Sr. Account Typist—Main Off., Bur. of Admin.....	10-26-40	
3047	Canal Sect. Supt. (Serv. 9-B, Gr. 4)—Div. Canals and Waterways.....	5-24-41	
3058	Jr. Civil Engineer (Gr. 2, Gp. 7)—Div. of Engineering.....	7-19-41	
3094	Power Plant Shift Eng.—Albany Off., Div. Public Bldgs.....	5-24-41	
3095	Hand Steam Fireman—Albany Off., Div. Public Bldgs.....	5-24-41	
3113	Jr. Civil Engineer (Gp. 7, Gr. 2)—Div. of Highways.....	7-19-41	
3114	Sr. Civil Engineer (Bridges) (Serv. 7, Gr. 4)—Main Office, Div. of Engineering.....	6-21-41	
3173	Asst. Stenographer—Div. Engineering (Main Office).....	10-18-41	
3195	Prin. Account Clerk—Bur. Admin. (Main Office).....	10-25-41	
3209	Senior Draftsman—Division of Engineering.....	10-18-41	
3210	Senior Draftsman—Division of Highways.....	10-18-41	
	Supt. Grain Elevators and Terminals (Serv. 11, Gr. 5) Reissued 3223—Div. of Canals & Waterways, Engineering, or Highways.....	12-20-41	
3228	Asst. District Engineer—Open to whole Department.....	3-28-42	
3238	Sr. Sanitary Engineer (Serv. 7, Gr. 4)—Div. of Eng.....	Cancelled	
3256	Assistant Typist—District No. 4.....	12-24-41	
5033	Harbor Master (Serv. 8-D, Gr. 2-A)—Div. of Canals and Waterways.....	7-18-42	
5034	Chief Lock Operator (Serv. 9-B, Gr. 2-B)—Division of Canals and Waterways.....	3-28-42	
5035	Canal General Foreman (Serv. 9-B, Gr. 3-B)—Division of Canals and Waterways.....	4-18-42	
5112	Terminal and Elev. Gen. Foreman—Division of Canals and Waterways.....	5-13-42	
5205	Vault Guard—Div. of Public Buildings.....	9-18-43	
5202	Prin. Account Clerk—Binghampton Office, Dist. No. 9.....	10-31-42	
5066	Head Public Wks. Pur. Clerks—Bur. of Admin. Albany Main Office.....	4-18-42	
5109	Head Steam Fireman—Div. of Pub Bldgs., Albany Off.....	5-23-42	
7054	Assistant Typist—District No. 3.....	5-29-43	
7106	Prin. Account Clerk—District No. 4, Rochester.....	6-26-43	
7107	Senior Account Clerk—District No. 4, Rochester.....	Cancelled	
7213	Sr. Stenographer—Albany, Div. of Public Buildings.....	12-11-43	
7250	Sr. Typist (Accounts)—District No. 2, Utica.....	1-22-44	
7274	Chief Accountant (P.W.)—Administration Bureau.....	3-25-44	
7302	Prin. Account Clerk—Open to whole Dept.....	5-6-44	
9023	Sr. Stenographer—District No. 5.....	6-10-44	
9032	Sr. Typists (Accounts)—District No. 1, Albany.....	6-10-44	
9104	Sr. Stenographer—Main Office.....	8-26-44	
9152	Stenographer (3-1b)—Main Office.....	10-28-44	
9223	Sr. Telephone Operator—Div. of Operations and Maintenance, excl. of District Offices.....	1-20-45	
9298	Asst. Supt. of Operation and Maintenance (Canals)—Open to whole Department.....	5-26-45	
9304	Stenographer (3-1b)—Main Office.....	Cancelled	
1005	Senior Stenographer—One of the District Offices.....	5-26-45	
1097	Canal Electrical Supervisor—Open to whole Dept.....	10-27-45	
1100	Sr. Mail & Sup. Clk.—Main Off. (N.Y. Buff. & Albany).....	8-31-45	
1102	Sr. Mechanical Stores Clerk—District No. 4 of Dept.....	10-27-45	
1103	Head Janitor—Open to whole Dept.....	Written waived	
1110	Deputy Chief Engineer—Open to whole Dept.....	9-15-45	
1135	Prin. Stenographer—Open to whole Dept.....	9-15-45	

### Albany Shopping Guide

**Automobiles**  
**MOST CASH FOR YOUR CAR.** Maxed Sales, 455 Central Ave. Albany 3-1128.

**Gifts**  
**HANDMADE CROCHET CORSAGES** for Easter. Also fancy work for the babies and home. Full line of all types religious articles. **RELIGIOUS ART SHOP,** 115 Central Ave. ALBANY 4-7815.

**Hair Removed**  
**PERMANENTLY BY ELECTROLYSIS.** Guaranteed no re-growth. No after marks. Moderate fee. Consultation free. Ernest H. Swanson (Knee Graduate), Electrologist 123 State St. Open even. ALBANY 3-1088.

**Hairdresser**  
**EMILIE'S BEAUTY Salon** offers a special 20% off on all permanents. Also \$20. Cold waves for \$15. All types of beauty treatments expertly done. Open Wednesday and Friday evenings by appointment. 265 Central Avenue. ALBANY 4-0994.

**Millinery**  
**HATS INSPIRED WITH quality and beauty.** \$1.50 to \$6.00 Over 1,000 hats to select from. **THE MILLINERY MART,** Cor. Broadway and Madsen Lane (Opposite Post Office), Albany 126 Main St. Gloversville, N. Y.

**Radio Repairs**  
**ALL MAKES—home and auto—repaired,** 90 days guarantee on all parts. Service. We also repair all makes small electrical appliances. **Colonial Radio Service,** 313 Central Ave. ALBANY 5-0512. John Whiteley (Prop.).

**Shoe Rebuilding**  
**SAME DAY SHOE REPAIR SERVICE** to State Employees. Also cleaners and dyers. Shirts laundered. Hats cleaned and blocked. **STATE SHOE SERVICE,** 212 State St. (ur. Capital & State Bldg.), ALBANY 6-8355. Frank Saedi, formerly manager Montgomery Ward.

**Vocational Guidance**  
**DISCOVER YOUR BEST ABILITIES!** Your job career or personality adjustment problems can be solved. Tested proven methods. Free consultation. Richer, Room 64, 36 State St., Albany 4-3119.

**Yarn Shop**  
**BETTER MAKE OF YARNS** and finishing of handbags. **KNITTING NOOK** (Christine Bahal), 68 Columbia St. ALBANY 6-3011.

### Schechter to Analyze New State Laws

**Special to The LEADER**  
**ALBANY, April 9**—The next job of the State Civil Service Commission will be to prepare a report on the new legislation as it affects State and local civil service.

Immediately after April 25, when the period during which Governor Dewey may sign bills ends, Joseph Schechter, Counsel to the Commission, will begin work on the explanation of the new laws.

The reports will be sent to all State appointing officers and to local civil service commissions throughout the State. The Commission performs this function at the close of each legislative session.

**THE DE WITT CLINTON**  
 Albany, N. Y.

**THEY ALL SPEAK WELL OF IT**  
 A Knott Hotel  
 John J. Hyland, Manager  
 Garage and Parking Lot Adjacent

### Menchel's For Smart Spring Fur Scarfs

- STONE MANTON
- MINK, RANCH and WILD
- RICH KOLINSKY

Buy Now for Spring Wear  
 Convenient Budget Terms.  
 For the perfect finishing touch... this Spring add a fur scarf to your suits... Menchel's prices are tuned to modest budgets.

**EXCLUSIVE FURRIER**  
 35 STEUBEN ST., ALBANY, N. Y.

# NEWS ABOUT STATE EMPLOYEES

(Continued from Page 4)  
 now on the office staff. Quite a change—she now tries to figure out figures instead of children.  
 We are missing Mrs. Norman Pullen. Since the recent death of Mr. Pullen's father, she has taken leave. The late Mr. Pullen was an outstanding citizen of this community. For many years he served us as minister.

Following the Albany meeting which Mrs. Joella Clark, our President, attended we worked hard trying to push Association bills, particularly writing to those who represent us in Albany.

## BINGHAMTON

The delegates' report on the proceedings of the annual meeting of the State Association was presented by Omer C. Wood of the Binghamton State Armory at the general session of Binghamton Chapter at the Bingham Hotel. Other representatives who attended the annual meeting were Edward R. Brown, Frank M. Harris and Clarence W. F. Stott.

John Keegan of the Binghamton State Hospital also rendered his report on the recent hearing of the Salary Standardization Board held in Albany.

An analysis of the proposal to amend the constitution of the State Association to extend membership to county and municipal employees was given by Mr. Harris. Mr. Stott read the Regional letter on this subject. Much exploratory discussion followed.

Albert E. Launt, the President of the Empire State Civil Service Club, reported on the activities of that organization. This club recently put on a pancake supper at the Binghamton State Armory.

## HORNELL

The newly-elected officers of the Hornell Chapter of the Association of State Civil Service Employees are: Harry G. Tolan, President; C. W. Landon, Vice-president; Judith Schreck, Secretary; William LaShure, Treasurer, and H. B. Arnold, Delegate.

The members of Executive Council are: Rita Maher, Al Oelwang, Chas. Newman, Norma Murdock, S. D. Sibley, Sarah Costanzo and Mrs. Helen Cottrell.

Mr. Tolan is executive officer of Steuben County ABC Board.

Following election of officers, Dr. Thomas S. Cotton, former headquarters surgeon at the 9th Port, Iran, spoke on his experiences in the Middle East. He told of the engineering feats accomplished by the American service men stationed there and explained that engineers had constructed a 2,000-mile road through mountains. He told of the medical and health conditions of the natives. Following his talk, Dr. Cotton exhibited many souvenirs he had gathered in his travels in Persia and the Middle East.

The groups represented at the annual dinner meeting were highway engineers, clerical and maintenance employees, ABC board, Alfred Agricultural School and the Health Department.

Civil service legislation was discussed. John H. Stevens, retiring President, gave a complete report of his attendance at the annual meeting of the State Association.

## CLINTON PRISON

Employees of Clinton prison learned last week that Major Harry L. Freedman, formerly active in affairs of Dannemora Chapter, has been awarded the Legion of Merit by the War Department.

His citation reads: "Major Harry L. Freedman, 0253075, Medical Corps, Army of the United States, as Director, Mental Hygiene Division, ASFTC, Camp Plauche, New Orleans 12, La., from 20 July, 1944 to 2 January, 1946 displayed exceptional skill and was eminently successful in the organization and direction of this unique staff section. His unit handled more than four thousand cases of maladjusted soldiers. With the aid of this outstanding service the problem of eliminating non-effectives from this command was solved in a highly efficient man-

ner. In achieving this objective, he exhibited an unusually high degree of resourcefulness and creativeness which aided immeasurably in the accomplishment of military missions which are vital to the maintenance of the mental health of military personnel. Through unselfish devotion to duty, leadership, and exemplary performance Major Freedman reflects credit to the service, his profession, and himself."

## CRAIG COLONY

William F. McDonough, Executive Representative of the Association of State Civil Service Employees, addressed an enthusiastic group of Craig Colony employees at a dinner meeting of the local chapter at the Moose Club in Dansville. Mr. McDonough stressed the value of the merit system as being most essential to efficiency in State service and that it should be maintained at all cost.

He also stated that it was hoped that very soon the Salary and Standardization Board and the Classification Board would be removed from dominance by the Budget office.

Other speakers at the meeting were Dr. W. H. Veeder, Director; Dr. Glenn Doolittle, Assistant Director; Dr. L. A. Damon, Pathologist; Gerald Zugelder, President Rochester State Hospital Chapter, and John McDonald, also of Rochester.

Guests were also present from the Mt. Morris Hospital.

J. Walter Mannix, President of the Craig Colony Chapter, acted as Toast Master. Dancing followed the meeting. Music was played by George Forsythe and his Orchestra.

Dorothy Preble has returned to duty after several weeks' illness.

Mr. and Mrs. Lawrence Andrews were in Syracuse recently.

"Dick" Welch is now Head Nurse in the Letchworth Division.

New steam cookers and cafeteria equipment is being installed in the Juniper.

Tony Griffo, returned G.I., is the new clothing clerk at the store.

Attica please note—Please inform George Gardner that his friends at Sonyea knew where he was, but as he has never come back for a visit they all thought he was through with them.

The Association dinner was largely attended and an excellent time was had by all.

Plans are being made by the local chapter to hold a dance sometime during Easter Week.

## CREEDMOOR

At the regular meeting of the Creedmoor Chapter, committees were appointed and it is the hope of the officers and Board of Governors that the new committees will all be active.

The Grievance Committee consists of Edward Little, Sue McGuckin and Jack Florence.

Membership Committee: (Rec. Fem.) Helen C. Peterson; (Rec. Male) Geo. Nadeau; (Bldg. N. Fem.) Sadie Kennedy; (Bldg. N. Male) Theo Erickson; (M. Bldg.) Julia Steinbaker; (Bldg. O) Edna Mulhare; (Bldg. R) Violet Palmer; (Bldg. S) V. Farrugia; (Bldg. P) R. McGuckin; (Bldg. L) C. Azzafasdo. In the shops and power house and farm each head of the department was designated on the Membership Committee.

Publicity Committee: Mrs. Helen

C. Peterson, Irene Fifer and Cecilia Abrahamer.

Entertainment Committee: Mandus Peterson, Chas. Simmons, Fr. Getler, Irene Fifer, Almee Murray, Kath Majors, F. Peerless and A. Hachigan.

Our get well wishes go to F. Rehban and to M. Clark.

Mollie Kramberg and Kathryn Major returned from vacation.

Mary Hayes, R.N., is on duty in Rec. Fem. after a leave of absence. Mary Addison, R.N., Night Supervisor of Rec., has taken M. & L. Bldg. supervision while M. Clarke is on sick leave. She is replaced in Rec. by Florence Hayes, R.N.

Watch for the date of the next meeting as each member is to bring a member; also bring in some ideas for making meetings more interesting.

## RAY BROOK

The regular meeting of the Ray Brook Chapter was held in the Sanatorium Building. Many important matters pertaining to our Chapter were settled. Lee W. Emigh, Steward of our Hospital, spoke to the employees regarding the April 1 salary changes. The employees thank Mr. Emigh for his splendid and enlightening discussion.

Emmett J. Durr, President of our Chapter, attended the Executive Committee meeting of the Association of State Civil Service in Albany. Mr. Durr represented the Central New York Conference.

According to all reports, Mabel O'Rourke is feeling much better and we hope to see her back with us very soon.

We are happy to learn that Vera Warden's husband, Bernard Warden, is doing nicely after undergoing surgery at our hospital. Loads of luck, Bernie.

We extend our deepest sympathy to Victor Darrah on the passing of her brother, Alston E. Darrah of Saranac Lake.

Congratulations to Mr. and Mrs. Ernest Colella on the birth of a son.

Clara Holt vacationed in New Brunswick, N. J., for a week.

Tickets for our dinner-dance are now available, and members may obtain them from their respective representatives of their department.

## INDUSTRY

Mrs. Robert Eckerson has succeeded Mrs. Joseph La Pierre as Secretary of the Industry Chapter of the A.S.C.S.E.

Many of the menfolk are getting fishing fever. Mr. John Letts enjoyed a day at Cayuga Lake recently.

Miss Agnes B. Johnston, formerly of Industry, entertained Mr. and Mrs. H. Van Volkenburgh at dinner in her home recently. Miss Grace MacFarlane was a recent guest also.

Mr. and Mrs. Lawrence Stebbins went to Pennsylvania during their recent vacation.

Mrs. Herbert Olsen entertained several school teachers at a luncheon in her home a few weeks ago.

The Teachers College was the scene of a very interesting and pleasant dinner party on the evening of March 28. Occasions for the affair were the retirement of Mr. and Mrs. Roy O'Day, and introduction of the newer personnel among whom are Mr. and Mrs. C. Downing, Mr. and Mrs. Mahoney, Mr. and Mrs. Unger, Mr. and Mrs. Romancer, Miss Weinstein, and Mr. Abraham

(Continued on Page 12)

# Order Tells Who Is To Get State Bonus

(Continued from Page 1)  
 pointed for a period of not less than one month.

4. An employee appointed under Rule XIII-4 is not entitled to additional emergency compensation, inasmuch as such appointment is originally made for a period not to exceed 20 days. However, where such employee is continued in service beyond 20 days, he is entitled to additional emergency compensation after he has served for a period of not less than one month. In addition, he is entitled to receive additional emergency compensation for the preceding one-month period.

5. Members of boards or commissions who are paid on a per diem basis or who get an annual fee or compensation for part-time service are entitled to additional emergency compensation at a rate based upon the full amount which would be payable in the fiscal year if the services were required on a full-time annual basis. This applies even though the per diem work or the part-time work does not aggregate the equivalent of 30 days' full-time service during the fiscal year.

6. Visiting chaplains and other officers and employees who have continuing employment during the year and who work on a part-time or per diem basis throughout the year are entitled to receive additional emergency compensation at a rate based upon the full amount which would be payable in the fiscal year if the services were required on a full-time annual basis.

7. Employees appointed under Rule VIII-9 to render occasional or intermittent service are not entitled to additional emergency compensation unless their services during the fiscal year aggregate the equivalent of 30 days' full-time employment. Where such employees have served at least 30 days of full-time employment, they are entitled to additional emergency compensation for future service and in addition are entitled to additional emergency compensation for the prior 30 days' service. Such additional emergency compensation shall be paid at a rate based on the annual salary which would have been earned, had such employee served on a full-time annual basis.

Computation of the Amount of Additional Emergency Compensation Authorized  
 Additional emergency compen-

sation is to be computed on the salary or compensation accrued each payroll period exclusive of any compensation paid for overtime employment and after deductions are made for maintenance, where maintenance is received."

Example: A Stenographer whose annual salary is \$1,200 per annum receives \$50 per payroll period. Such stenographer will receive an additional emergency compensation of 30 per cent of \$50 or \$15, giving her a total sum of \$65 for the payroll period.

Rate for Per Diem, Part-Time and Seasonal Employees

For officers or employees employed on a per diem, part-time or seasonal basis, the rate of additional emergency compensation (30 per cent, 26 per cent, 22 per cent, 18 per cent or 14 per cent) shall be determined on the basis of what their annual compensation would be if they were employed and paid on a regular annual full-time basis during the fiscal year.

Period for which Additional Emergency Compensation is Payable

Additional emergency compensation is payable for the period commencing on April 1, 1946 and ending March 31, 1947.

Effect of Additional Emergency Compensation on the Status of Officers and Employees

Additional emergency compensation cannot be regarded as salary or compensation for the purpose of determining the right to any increase of salary or any salary increment.

Such additional emergency compensation shall not be construed to constitute a promotion, nor shall it increase any compensation which a public employee may receive pursuant to Section 245 of the Military Law (pay differential).

Notification by Appointing Officers of Temporary Appointments

Appointing officers should specifically notify both the Department of Civil Service and the Department of Audit and Control of all temporary appointments of persons who are appointed or engaged for a period of at least one month.

## Night Worker's Mass

1 A.M. Every Sunday and Holy Day.  
 Weekday Noon Mass at 12:35 P.M. (except Sat.) during Lent.

## St. Alphonsus Church

West Broadway at Canal St., NYC

## NOONDAY MASS — 12.15

Every Day During Lent  
**ST. BONIFACE CHURCH**  
 SECOND AVE. cor. 47th ST., N. Y.  
 Mondays at 12.20 due to Miraculous Medal Devotions at 12.10

**CHURCH OF THE Most Precious Blood**  
 Franciscan Fathers  
 Canal and Baxter Sts., N.Y.  
 Mass At  
**12:10 DAILY**  
 Throughout Lent

## Church Announcements FOR CIVIL SERVICE EMPLOYEES

**Holy Innocents**  
 120 WEST 37th STREET  
 NEW YORK CITY

DAILY MASSES—7, 7:30, 8, 8:30, 9, 12:15, 12:45  
 SUNDAY MASSES—2:30, 4, 7, 8, 9, 10, 11, 12, 12:45  
 DAILY SERVICES—11:50, 1:15, 3, 5:15, 6:50, 7:30  
 SUNDAY SERVICES (P.M.)—5:30 and 7:30  
 CONFESSIONS—At all times.

**St. Francis of Assisi**  
 (National Shrine of St. Anthony)  
 485 WEST 31st STREET  
 NEW YORK CITY

SUNDAY MASSES—2:30, 2:45, 4, 6, 7, 8, 9, 10, 11, 11:00, 12, 12:30, 12:45  
 (For Members of Armed Forces Only: 3 P.M.)  
 DAILY MASSES—5, 6, 8:30, 7, 8, 8:30, 9, 10, 11:45  
 (11 Tuesday); 12:15  
 CONFESSIONS—Every day of the year from 6:30 A.M. to 10 P.M.

## CHURCH OF ST. FRANCIS XAVIER

30 WEST 16th STREET, NEW YORK  
 (North End of 14th Street Station—"D" or "F" Train)

## National Shrine of St. Francis Xavier

## HOLY THURSDAY Solemn Mass — 12 Noon

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# Civil Service LEADER

America's Largest Weekly for Public Employees

Member of Audit Bureau of Circulations

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TUESDAY, APRIL 9, 1946

## Promotion Exams Are An Enduring Problem

THE entrance examination is generally considered an excellent means of determining the fitness of candidates, but the validity of promotion examinations probably will be debated endlessly.

The National Civil Service League, in a report, "Employee Organizations in the Public Service," contributes clear-headed thinking on the subject:

"The inherent difficulty in making promotions is that intangible judgments are necessarily required from a superior with respect to the subordinate's ability to control the conditions and direct the people on a new job. His (the subordinate's) success on the job in which he is at the moment engaged is not the primary consideration. Objective ratings or judgments on the qualities required for the higher job should be used so far as possible and only when approximately equal ability is involved should seniority be a large factor in promotion."

The League admonishes legislators to resist pressure groups that seek to make promotions automatic, instead of earned. Administrators in some instances could benefit by a little admonition, too, including those who may have exercised personal or political reprisal against seniority. There is broad room for improvement before we approach an impeccable civil service; meanwhile we may freely reproach a peccable one.

## Comment, Please

### Pay Denial Deplored

Editor, The LEADER:

U. S. Federal Civil Service Workers reported to work at our usual time on Feb. 12, at the Office of the Supervisor of Shipbuilding, U. S. Navy, 11 Broadway.

The office occupies two floors in the building but since this is a commercial building there was no heat or lights due to the Mayor's proclamation. We were sent home one hour after we reported for duty.

We have learned that all of the employees who were sent home are going to have this time charged against their vacation leave. This ruling will affect approximately 250 employees in this office and since we do not feel this ruling is fair in view of the fact that we turned up to work but were forced to leave and that all during the war we worked every holiday without any remuneration.

At the Social Security Board, 11 West 42nd St., NYC; Bureau of Internal Revenue, East 45th St., NYC; and The Office of Price Administration, Brooklyn, N. Y., all who were sent home after reporting for work are not being charged with the time off.

EMPLOYEES.

### Plea for Patrolman 'Temps'

Editor, The LEADER:

The term of service of 238 Temporary Patrolmen who were appointed for the duration and six months thereafter will expire on June 30, 1946. They have served NYC in the various communities to which they were assigned well.

To dismiss these experienced police officers when the police department is in great need of reinforcement would be not only unwise from the viewpoint of the citizens of our city, but unfair to the men who have sacrificed a great deal to render a much needed service during the war emergency. Serving at a salary of \$2,000 a year, out of which they purchased uniforms and equipment amounting to upwards of \$250, they let the opportunity for earning high war time wages go by in order that they might guard and protect the life and property of our people.

Although some have been in the service for two years, they now face unemployment.

The majority of these men are veterans of World War II. As a citizen, it seems to me that the sensible thing to do would be to give a permanent rating to all of these men who have good, clean records, and who have proven themselves capable of filling the job satisfactorily.

ROSE MARIE GIAGRANDE

## Merit Man



### OTTO BRANDENBURG

HE'S BEEN a confidant of every Manhattan Borough President since 1910, but their secrets, if any, are safe with Otto Brandenburg. No man may be a hero to his valet, but Brandenburg has been chauffeuring Borough Presidents around for 36 years and says "They've all been O.K. I got along fine with them all."

"My principle," he said, when asked if he couldn't tell just one or two anecdotes, "is to keep my mouth shut and my eyes open."

He's just been honored by the Greater New York Safety Council and the Manhattan Borough President for driving 1,000,000 miles through City traffic without an accident or traffic violation.

### Family Man

You've probably guessed how he spends his days off. He piles his family into his own car and drives them out into the country. And while he's reticent about discussing his employers, present and past, he's voluble about his family.

"My children?" Your reporter evinced the information about a son, Robert, now in a West Coast Merchant Marine Academy preparing for a deck commission in the Maritime Service. He'll be back East at the Kings Point School to finish the training course. Then, in quick succession, more information about daughter Joyce, 21, who does editorial work for a magazine in the fashion field. She does pattern layouts.

### No Back-Seat Driver

As for driving, he hasn't any advice to others about how they can drive 1,000,000 miles without bumping into another car or into John Law, but he does the driving for his family. The kids or the Mrs. don't get a chance to get behind the steering wheel of the Brandenburg family chariot. Therefore there's not a back-seat driver in the family.

He's impressed by the power of the press. After his name appeared in the papers, he got clippings from papers all over the country which ran the story of his awards for the long safe-driving career.

The city chauffeurs who have their own little clique in the lobby of the Municipal Building subject Brandenburg to good-natured kidding about his fame. They suggest that he hang the gold medals he's been awarded on his jacket; but he hasn't received them yet.

The interview came to a quick finish when Borough President Hugo E. Rogers appeared from the elevator all ready for another safe inspection trip.

## OFF THE RECORD

### Federal Frolic

Increased interest in overseas jobs was shown this week. Some of the jobs are very attractive and at good pay, the customers are finding out.

### State Fair

Kingston has budget difficulties on pay increases. The Council raised pay, there wasn't an appropriation to cover the increase, a court decision ordered that the city employees get their raise on a 3-months basis, so, quarter after quarter a court session seems necessary. Anyhow, it works.

Kingston became the first city to make a decision under the new Public Welfare reorganization. It decided to drop the city plan and go on with the county system. The bill died in the State legislature, but there will be just time enough to cure the defect if the next Legislature works fast, as the city

plan was to continue through '46 anyway.

State Education Department is heading for a big reorganization after Boss Stoddard's return from Japan, where he picked tutors for the Emperor's son, among bigger tasks. His successor will tackle it.

The religious holiday rules have been issued. The Jewish observers get April 16 and 17 off, and, if they must travel, the 15th, too.

Holy Thursday off period starts at 1 p.m., Good Friday freedom after 11:30 a.m.

### City Circus

Mayor O'Dwyer's drive against gamblers isn't predicated on any notion that people can be persuaded to give up their ancient habits. He was a cop, a judge and a Prosecutor too long to have any such idea. What he aims to do is to prevent NYC from becoming a center for racketeers of commercialized gambling.

## New Law Prescribes Oath of Office for All Save Laborers

Special to The LEADER

ALBANY, April 9 — Section 30 of the Civil Service Law has been amended regarding the taking and filing of constitutional oaths, to read as follows:

"Persons employed by state or its civil divisions and cities to take and file constitutional oath. Every person employed by the state or any of its civil divisions or cities, except laborers in the exempt class in the service of the state or any of its civil divisions or cities or in the labor class as defined in this chapter, before he shall be entitled to enter upon the discharge of any of his duties, shall take and file an oath or affirmation in the form and language prescribed by the constitution for executive, legislative and judicial officers, which may be administered by any officer authorized to take, within the state, the acknowledgement of the execution of a deed of real property, or by an officer in whose office the oath is required to be filed. The oath of every state employee shall be filed in the office of the secretary of state, of every employee of a municipal corporation with the clerk thereof and of every other officer, if no place be otherwise provided by law. In the office of the clerk of the county in which he shall reside. The failure of such employee to take and file such oath shall terminate his employment until such oath shall be taken and filed as herein provided."

The new law became Chapter 129 of the Laws of 1946.

## Fisher Quits C. S.; Starts New Job After 46 Years in Old One

Special to The LEADER

WASHINGTON, April 9—He's starting a law career after 46 years with the U. S. Civil Service Commission

Lewis H. Fisher, Retirement Consultant to the Commission, and former Chief of the Retirement Division, has retired and will take over the law practice of the late A. R. Serven, former Chief Examiner.

## Public Works Dept. Approves Convention Attendance

Special to The LEADER

ALBANY, April 9 — Henry A. Cohen issued the following directive to Operating Officials and District Engineers, Department of Public Works:

"The accredited representative of department employees who are members of any employees' Association may be absent from his post of duty to attend meetings of the particular association for a total period of 4 days during any employment year without loss of time or pay on account thereof.

"Such representative will be required to file with the Director of the Bureau of Contracts and Accounts a statement from the Association that the department employees in the named unit in the Department for a period to be specified in the statement.

"Each such representative will arrange for such absence with his supervisor in advance of the date on which he desires to be absent.

## U. S. Tax Exemption Of State Pension Urged on Congress

Special to The LEADER

ALBANY, April 9 — Members of Congress have been circularized by the Association of State Civil Service Employees for favorable action on a bill to exempt the pensions of State employees from U. S. income tax.

In a letter to the Congressmen, President Frank L. Tolman of the Association, pointed out that many public employees retire at the age of 60 or later, often after years of service, only to find themselves in distress by reason of the small pension allowance and the present high Federal tax.

### Action Postponed

Special to The LEADER

WASHINGTON, April 9 — Senate Finance Committee again has postponed action on the so-called Rees bill which would exempt the first \$1,400 of Federal employees pensions from taxation.

The committee decided to delay a vote pending further study. The Treasury Department opposes the bill.

## Calling Witnesses in Pension Case Is Held a Constitutional Right

The question whether Frank E. Daley died an ordinary or an accidental death from coronary thrombosis is still unsettled, Supreme Court Justice Daly ruled in N. Y. County. He vacated a determination of the Board of Estimate that Mr. Daley's widow get only half pay, for ordinary death, and be given an opportunity to prove that she was entitled to three-quarters pay, for accidental death. Mr. Daley was a Tractor and Grader Operator, President, Queens, and died on the job in December, 1937. He was cranking a grader, the operation of which was stiffened by rust.

Justice Daly in an opinion said that the case was before the court for the second time. The Appellate Division had decided that the widow was entitled to a hearing

before the Board of Estimate. Justice Daly finds the kind of hearing intended was not given.

### Court's Opinion

Justice Daly in his opinion said:

"When the matter appeared before the Board of Estimate on August 23, 1945 (second time), counsel for the petitioner argued it was not possible for the Board to weigh the evidence and evaluate it without hearing and seeing the witnesses.

"The President of the Borough of the Bronx moved for a hearing before the board, with the right to the petitioner's counsel to cross-examine the witnesses and to adduce such evidence as he may have available. This was defeated by a vote of 13 to 3.

"Since at no time during the investigation of the claim by the

Medical Board and the Bureau of Retirement and Pensions was the petitioner afforded an opportunity to confront or cross-examine witnesses who were allowed to be sworn against her and to produce her own witnesses, or to testify in her own behalf, this court is of the opinion that the defeat of the motion made by the President of the Borough of the Bronx deprived the petitioner of her right to a fair hearing and consideration of the claim."

The court held that defeat of the motion, and denial of hearing, offended the "due process of law" clause of the constitution, quoting the Court of Appeals:

"This great guaranty is always and everywhere present to protect the citizen against arbitrary interference with these sacred rights."

## Forest and Field Fire Hazards Told

Special to The LEADER

ALBANY, April 9 — Warnings that the most serious fire hazards in years will exist throughout New York State forests and fields shortly after the snow is gone this Spring were issued today by the Conservation Department.

These fire hazards are intensified by the great amount of slashings left by heavy lumbering to meet war needs and the exceptionally lush growth of vegetation during the past two years, all of which will become highly in-

flammable under the drying-out influences of low humidities, bright sun and fresh winds which prevail during early Spring, Kinn F. Williams, Superintendent of Forest Fire Control, explained.

"Nine out of 10 fires are the result of human carelessness in some form," Mr. Williams said. "Smokers who don't put out matches or burning smoking material cause about 40 per cent of the fires; carelessness in burning refuse and litter or grasslands accounts for another 20 per cent."

## Removal Safeguard Is Vetted by Dewey

Special to The LEADER

ALBANY, April 9 — Governor Dewey vetoed without comment a bill which would have amended the State Civil Service law to provide that all removal or disciplinary proceedings against civil service employees be instituted

within two years after the incompetency or misconduct complained of and described in charges, except in proceedings involving misappropriation of funds. The measure was sponsored by Senator Arthur Wicks, Kingston Republican, chairman of the Senate Finance Committee.

### State Police Pension Bill Before Dewey; Signature Asked

Special to The LEADER

KINGSTON, April 9—State Police hailed the passage of the bill, now on Governor Dewey's desk, for 25-year State Police retirement.

The bill passed by the Legislature in 1941 but was vetoed because of a claim that the cost would reach some \$5,000,000 annually. The total cost is now estimated as \$150,000.

Municipalities which have endorsed the bill include Auburn, Corning, Seneca Falls, N. Y. Mills, Johnson City, Cortland, Batavia, Hornell, Utica, Dunkirk, Kingston,

Niagara Falls, Mt. Vernon, Tuckahoe, Liberty, Geneva, Hastings, N. Tonawanda, Poughkeepsie, Long Beach, Schenectady, Freeport, Glen Cove, Ulster County, Cayuga County, Nassau County, Fallsburg, Monticello, Cohoes, Little Falls, Tarrytown, North Pelham, Mamaroneck and Lynbrook. City Council resolutions favoring the bill were forwarded to Legislative

leaders as were scores of other organization recommendations.

The bill will affect 4,604 Policemen in the various municipalities, but the number eligible to retire when the bill becomes effective will be in the neighborhood of 500.

Members of the State Police now retire after 25 years of service. NYC policemen may retire after 20 or 25 years of service and

are therefore not affected by this bill.

#### STATE POLICE

The following men have returned to duty with this Division from military leave: W. J. Baker, Jr., J. F. Neary, K. E. Goodspeed, H. E. Upham, J. J. Courtney; H. T. Maher.



# We're staking \$120,000,000 MORE on New York City's future!

OUR NEW 5-year plan calls for the expenditure of \$120,000,000 in new plant facilities, extensions and improvements in the distribution system, and other additions which will further assure a continued and dependable supply of energy to the Company's electric, gas, and steam customers.

This investment represents our firm faith that New York City tomorrow will attract *more* people, do *more* business, offer *more* jobs and opportunities than ever before... it exemplifies our constant endeavor to provide the best utility service at the lowest possible cost.

## Some of the things we did last year also affect you\*

Nearly two-thirds of 1945 was still a war year. However—



WE CUT ELECTRIC RATES AGAIN, making the fourth major reduction since 1930. The total amount of the latest reduction was \$6,300,000, of which \$2,552,000 was for residential users, who will save about \$29,000,000 (30%) a year over

what they would otherwise be paying at the rates in effect before 1931. Despite the rise in other living costs, the price of electricity on Consolidated Edison lines is now *lower than ever*.

WE PAID NEW YORK'S BIGGEST TAX BILL—\$29,385,721 out of our total taxes of \$70,485,000. The amount we paid the City in 1945 was enough to run the entire Police Department for nearly half a year.



WE PROVIDED JOBS FOR VETERANS and war workers who were on military or wartime leave from the Company. Our special Veterans' Bureau was organized to help returning employees readjust themselves to civilian life.



WE MERGED our electric companies in Brooklyn and Queens with the parent Company for greater efficiency; and we arranged added facilities for your convenience in transacting business with us.

WE STIMULATED INTEREST IN NEW YORK as an industrial center through advertising, through special surveys, and through the publication of a city market survey.

WE PUBLISHED "Serving New York"—describing the operation and organization of the Consolidated Edison System. One New York newspaper called it "the most comprehensive and colorful booklet of information about a public utility ever issued." You can obtain your copy of "Serving New York" by writing to this Company, 4 Irving Place, N. Y. 3, N. Y.

WHERE YOUR SERVICE DOLLAR WENT IN 1945

(not including City Sales Tax)

\*A copy of our Annual Report for the year 1945, giving details of the year's financial results and operations, will be sent upon request.

- WE RECEIVED from sales of electricity, gas, steam, etc., \$298,503,000
- WE USED: 24.0% for payrolls—\$71,646,000
- 23.6% for taxes—\$70,485,000 (including tax adjustment)
- 24.7% for coal, oil and other materials—\$73,719,000
- 11.6% for depreciation—\$34,509,000
- 5.8% for interest on borrowed money—\$17,194,000
- 9.8% for dividends—Common Stock \$18,362,000—Preferred Stock \$10,945,000 (less than 4% on the money invested)
- 0.5% for surplus (mostly applied to new construction and other assets)—\$1,643,000



CONSOLIDATED EDISON COMPANY OF NEW YORK, INC.





# NEW BILL TO CHANGE FIRE PENSION BOARD RATED AS AMUSING

"What's wrong with the Fire Wives Association and the Fire Department's Rifle and Gun Club?" is the question in NYC Fire circles. It seems that a new bill introduced in the Council, bearing the name of Councilman S. Samuel Di Falco, scatters voting power on the Fire Pension Board among a flock of other groups, but ignores the spouses and the nimrods.

"Tain't fair," say the smokers who point out that the bill would reduce the half-votes now cast by the old-line officers' group to quarter votes and add the fol-

lowing to the voting membership of the Fund, each with one-quarter vote: The Uniformed Fire Officers Association (which represents a majority of the Officers); Uniformed Pilots and Marine Engineers; American Legion Post No. 930; The Fire Department, City of New York, Retired Men's Association. The bill would keep on the Board representatives of the old-line officers' groups which have been in liquidation by the State Department of Insurance.

**UFOA Now AFL Affiliate**

Another aspect of the whole situation is the fact that only a

## Transferred



JOHN W. HEANEY

The NYC Fire Department has announced the transfer of Battalion Chief John W. Heaney from Headquarters Staff to 5th Battalion. His designation as Acting Deputy Chief of Department and In Charge, Office of Chief of Department was withdrawn.

# New Promotion Lists Set Up for Transit Staff Await Board's Approval

A breakdown of promotion lists in the NYC Board of Transportation into specialties will be the subject of a public hearing before the Civil Service Commission this afternoon (Tuesday) at 3 p. m. at the Commission's offices, 299 Broadway, Manhattan.

The Commission's proposal would make the following provisions:

The existing eligible list for Promotion to Assistant Foreman (Structures), promulgated January 3, 1945, be separated into specialty lists entitled respectively Assistant Foreman (Structures—Group A), Assistant Foreman (Structures—Group B), Assistant Foreman (Structures—Group C), Assistant Foreman (Structures—Group D), Assistant Foreman (Structures—Group E), and Assistant Foreman (Structures—Group F); the separation of the eligibles to be based on their respective selections of the choice

of questions in the written test held April 22, 1944.

The existing eligible list for Promotion to Foreman (Structures), promulgated February 6, 1945, be separated into specialty lists entitled respectively Foreman (Structures—Group A), Foreman (Structures—Group B), Foreman (Structures—Group C), Foreman (Structures—Group D), Foreman (Structures—Group E), and Foreman (Structures—Group F); the separation of the eligibles to be based on their respective selections of the choice of questions in the written test held April 12, 1944; the resulting specialty lists to be merged respectively with the specialty lists for the IRT and BMT Divisions promulgated January 16, 1945.

The existing titles of Assistant Foreman (Structures) and Foreman (Structures) in Part 35. The Rapid Transit Railroad Service are for present incumbents only.

# NYC Fireman Exam To Be Held in June

(Continued from Page 1)

ahead sign to the Commission.

As Mr. Marsh described the situation, the test is in the pot and boiling.

No date has been considered for the opening of the period for the receipt of applications, but to afford opportunity to applicants, this would normally fall some time in May.

**Up to Quayle**

As in the recent Police examination, a set number of candidates may be passed in the written test and allowed to take the physical. Fire Commissioner Frank J. Quayle will decide if this method is to be pursued and if so, how many eligibles will be passed.

**New Police Exam**

Besides rushing the Fireman exam, as Mayor O'Dwyer desired, the Commission will follow as quickly as possible with another Patrolman (P.D.) exam, also as the Mayor desires.

The rapid succession of Police and Fire examinations will enable men discharged from military service to compete in tests without delay.

It is expected that the list resulting from the current Patrolman examination, 3,000 men, will be absorbed into the department rapidly enough to avoid conflict with a list established after the November examination. Retirements and resignation from the department will increase the number of new appointees.

**Physicals in May**

The physicals for the current Patrolman exam will be held during the first week in May. The exact date hasn't been fixed, but the place has been—the City Building at Flushing Meadows, site of the World's Fair. The pass mark of the written is known but won't be made public until all candidates have been notified. This condition should exist tomorrow. The mark is between 80 and 85 inclusive, and is likely to be one extreme.

**O'Dwyer on Budget**

In his budget message Mayor O'Dwyer said that the major portion of the department's increase for personal service is for providing additional uniformed personnel totalling 3,028, to restore the uniformed force to its full authorized quota of 18,816.

"I consider this one of the most important programs included in this executive budget," he said.

"Since January 1st of last year I have authorized the Police Commissioner to appoint 576 Patrolmen and he will add 300 additional men in June. In an endeavor to complete this program during the next fiscal year I have made provision in the Budget for the following permanent appointments:

"September 1, 1946 .....	600
"November 1, 1946 .....	600
"January 1, 1947 .....	600
"March 1, 1947 .....	600
"May 1, 1947 .....	600
"June 15, 1947 .....	628

"Total ..... 3,628"

**Fire Department Prospects**

Excellent opportunities for appointment from the next Fireman list are indicated in the Mayor's message on the 1946-7 Fire Department budget. Mr. O'Dwyer said:

"I have provided an appropriation of \$1,677,060 for the appointment of 693 new Firemen. The entry into the Armed Services of 1,740 Uniformed men necessitated the temporary cessation of the three-platoon system with substitutions of various working plans in order to utilize the available manpower to the best possible advantage. I know that these changes worked many hardships on the men and their families but I am certain that they accepted the situations in a spirit for which they are to be commended. The addition of the 693 positions together with the return to duty of those members now in Military Service will give the Department sufficient men so that we will soon be in a position to completely return to the original three-platoon system.

"In addition the Department should have the use of 67 more Firemen positions by the allowance in this budget of a similar number of clerical positions to replace members of the Uniformed Force who are presently detailed to office assignment. Those relieved of this work will be reassigned to active duty in the fire houses." (Study material, p. 12.)

## Fire Ball to Aid Death Benefit Fund

The Death Benefit Fund of the NYC Fire Department will receive the proceeds of the Firemen's Ball and stage show at Madison Square Garden on Tuesday, May 28.

Ed Sullivan, Broadway columnist, chairman of entertainment, will be master of ceremonies.

## Dismissed Veteran Sues for Job

Joseph DeGenero, a veteran, has sued the Municipal Civil Service Commission and the Commissioner of Hospitals for reinstatement as Auto Engineman.

On June 1, 1943, Mr. DeGenero was appointed an Auto Engineman in the Department. On January 1, 1946, he was discharged.

On December 15, 1945, the Municipal Civil Service Commission advertised a promotional examination for Auto Engineman, in the Department of Hospitals. His

application for this exam was returned.

Samuel Resnicoff of 280 Broadway, his attorney, alleges that excluding Mr. DeGenero from the examination was erroneous and discriminatory. It is further alleged that the promotional examination was illegal for there was no grade lower than Auto Engineman.

However, Mr. DeGenero is not interested in setting aside the list, but is asking for a special competitive test.

few months ago, Mr. DiFalco introduced a bill to reorganize the votes of the Board by recognizing present conditions and granting the UFOA membership on the Board.

Critics of the present bill view it as anti-labor, because it reduces the influence of the UFOA, an AFL affiliate, by splitting the vote among so many organizations. They say, "If you're going to let every group have a voice on the Pension Fund, why not the Holy Name Society, Naer Tormid, St. George Association, Vulcan Society Columbian Society, Cycle Club, Bell Club, Fire Wives and Widows Association, Baseball Club and the Department's Band and Glee Club and other non-labor groups?"

During the last season of the Council, Mr. DiFalco introduced a bill to extend the disciplinary penalties in the Fire Department. When The LEADER and Fire groups brought the effect of the measure to his attention, he withdrew it as quickly as possible. It's anticipated that he'll follow precedent this time with the current bill, as his record on other fire legislation has been acclaimed.

## Parks Pay Increase Provided in Bill

Salary increases to Parks Department employees are included in a bill before the Council's Committee on Finance, introduced by Councilman Joseph L. Hennessey of Queens.

Changes in salary provided by the bill are: Climbers and Pruners to receive an annual salary of \$1,941; Park Foremen, \$3,400; General Park Foremen, \$2,761. Increments are provided to lift Climbers and Pruners to \$2,180; Park Foremen to \$2,760; General Park Foremen to \$3,120.

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# DELEHANTY TRAINING for CIVIL SERVICE CAREERS

Delehanty graduates are to be found in virtually every department of the City, State and Federal Governments. Many of them now hold positions of great honor and importance as an example, the roster of ranking officers in the Police and Fire Departments of New York City reveals that nearly 90 per cent are Delehanty Graduates! Surely there can be no better proof of outstanding leadership in Civil Service Training.

## CLASSES IN PREPARATION FOR FIREMAN and PATROLMAN

- **FIREMAN**—Examination ordered. Application dates expected soon. Minimum height 5 feet 6½ inches. About 2,000 jobs available.
- **PATROLMAN**—New examinations should be held early in 1947 or shortly thereafter. New classes starting.
- **FREE MEDICAL EXAMINATION**—We invite anyone who is interested to call any weekday from 10 a.m. to 8 p.m. (except Tuesday evening) for a free medical examination by our physicians in order to determine whether he meets the medical requirements or whether he suffers from some minor defects that may be easily remedied.
- **FEE**—The fee for the Patrolman or Fireman course is \$25 for 3 months' training, including lectures and physical classes. This fee may be paid in installments.

● **VETERANS**—We are approved by both the N. Y. State Dept. of Education and the Veterans Administration and our training is available under the GI Bill. However, we discourage any veteran (particularly those who are entitled to two, three or four years of education) to use these rights for a short inexpensive course. The regulations specify that having concluded one course, no matter how short, the veteran is not entitled to any future educational benefits.

Exam Announcement Expected:  
**POLICEWOMAN**  
ENTRANCE \$2,000 Plus SALARY Bonus  
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# 25-Day Vacation Back If NYC Budget Is OK'd

(Continued from Page 1) their bonus because of a 1945-6 increment, they also are in line for another \$120. Employees who receive an increment of \$120 this year will also receive a bonus increase of \$120.

The Grade 1 of the clerical service is eliminated (subject to approval by the Municipal Civil Service Commission). This sets the new base salary at \$1,201 instead of the present \$1,200, and makes it possible for new employees in the graded service to be eligible for increments. With the bonus, the present starting salary becomes \$1,440.

Social service employees are re-classified with increases ranging from \$180 to \$240.

In the hospitals, Attendants, Hospital Helpers, Laundry Workers, Practical Nurses and other employees receive increases of \$120.

A new minimum of (\$1,260) \$1,500 is set for Stenographers, Ma-

chine Operators and Transcribing Typists.

Engineers receive an increase of \$240.

Sanitation Men B and C receive an increase of \$120, the same as is granted to Correction Officers. Captains in Correction get another \$180.

Laborers receive increases from \$60 to \$120 based on service.

In the municipal Scientific Service, increases range from \$120 to \$180.

Assistant Gardeners receive an additional \$80.

Cleaners and Porters receive increases based on length of service. Clerks Grade 4 and 5 (above the increment group) receive an increase of \$120, as do library and museum employees.

Any inequities resulting from the application of the new budget policies are to be adjusted by budget modifications approved by Budget Director Thomas J. Patterson.

# Budget Hearing For Employees To Be Held Friday

NYC employees are looking forward to Friday, April 12, when they'll have an opportunity to appear before the Board of Estimate and present their views on the proposed Budget. The Board has the power to revise the Executive Budget upwards, as well as downward.

The hearing will be held at the Board of Estimate Chambers on the second floor of City Hall, opening at 10:30 a.m. and continuing until all who have views to express have been heard. These hearings usually last until the evening.

Plans are to follow the routine of past hearings. First speakers on the budget as a whole will be heard; then speakers who want to discuss particular departments or titles.

# Court Puts Pensions In a Class with Pay

Special to The LEADER  
ALBANY, April 9—The unanimous opinion by the Court of Appeals, holding that pension contributions by NYC, and vacations, are not deductible from prevailing rates of pay, analyzed the deductions erroneously made, and defined what vacation pay and pension benefits are. In the case of Ralph Giannettino and other asphalt workers, vs. McGoldrick, in which Attorney Leopold Rossi of NYC represented the petitioners, the court held:

"In reaching the figure of 10 per cent, the Comptroller took into consideration the three weeks' vacation with pay granted petitioners, amounting to 3/52 of a year, or approximately 6 per cent. "To that he added the value of

their benefits under the City's Retirement System by ascertaining the average share of the cost of its maintenance. He estimated that the average employee's contribution varied between 6 per cent and 6 per cent of his compensation.

"It would follow from that that the city's contribution, matching the employee's, would be measured in the same terms, i.e., 5 per cent to 6 per cent."

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# How to Pass Agility Test For NYC Police and Fire

(See last week's LEADER for diagrams of these exercises.)

The first three exercises are designed to strengthen your wrists. This is necessary because when you start to lift the heavy dumbbells later on, you will find them difficult to control because of the strain on your wrists.

4. Place the practice weight on the floor at your feet. Stand up straight with your feet shoulder-width apart. Grasp the weight in your right hand and lift it to the shoulder. Raise the weight by extending your arm straight above your head. Now return the weight to the shoulder. Repeat this rapidly until you tire. Count the number of times you do it. After

a few moments of rest, repeat the maneuvers using the left arm. Practice daily for a week, and try to increase the number of times you raise the weight each day.

After practicing for a week, you should be ready to try a 15-pound weight. It will be difficult for you to find any object of this weight that you can grasp in your hand. The best weight to use is a dumbbell, and if you don't want to buy one, you will have to go to a gymnasium to practice. First limber up your arms and wrists by a few minutes of preliminary practice of the first four exercises. Then you will be ready with the 25-pound weight.

5. Place the weight on the floor

at your feet. Stand up straight with your feet shoulder-width apart. Grasp the weight in your right hand and lift it on the shoulder. Raise the weight by extending your arm straight above your head. Now return the weight to the shoulder. Repeat this rapidly until you tire. Then rest and repeat the maneuvers with the left arm. Count the number of times you do them, and try to increase daily. Practice with this weight for one week.

6. Your next weight is forty pounds. Before you practice with this weight, limber up with the lighter weights. Repeat the exercise exactly as described above using a forty-pound dumbbell, with the following maneuvers: When you have brought the weight up to your shoulder, turn your head and keep your eyes on it. Extend the left arm straight out from the shoulder to the side. Then as you lift the weight with your right arm, lower the left simultaneously for leverage. Keep your eyes on the weight constantly in order to be sure that you raise it in line with your body, straight up from the shoulder. These additional maneuvers are extremely important when you are working with weights of forty pounds and over.

At the end of three days of practice with the forty-pound weight, you should know whether



CAPT. ELMER RYAN

you are ready to try the heavier weights. This will depend on the ease with which you can lift the forty-pound dumbbell. Now try the fifty-pound weight. If this proves too much of a strain, go back to the forty for further practice. After the fifty you can try sixty pounds, then seventy-five, and finally eighty pounds. Do not attempt any of the heavier weights until you are lifting the lighter dumbbells with ease. As you get to the heavier weights, you must be very careful to avoid strains, particularly of the wrist. It is wide to "warm up" by practicing the wrist exercises before you work with the heavier weights.

(Continued next week)

## UFOA Briefs

The Uniformed Fire Officers Association is starting a program of affiliation which will bring it into full alliance with the American Federation of Labor. Last week, the Uniformed Firemen's Association at a special meeting approved the affiliation of the officers with the International Association of Firefighters. Now final details are being arranged and the UFOA is awaiting its charter from Washington.

Later the UFOA plans to join with the Central Trades Council and affiliate with the New York State Association of Firefighters.

Membership of the UFOA is increasing so rapidly that the executive board of the group, headed by Captain Elmer Ryan, has set 100 per cent membership of all officers as their new goal.

Fire officers were the victims of what might have been an "April's Fool" joke played by the Army. At 12:01 a.m. on the day when jokes are played, the Army pulled out its last three crash trucks from La Guardia Field. That meant that Fire Department equipment had to be rushed to the field, and engines shifted around from other houses to cover those at the Field.

A few hours later, the Army crash trucks reappeared and the Fire Department had to move its equipment back to the regular assignments. For hours, orders, re-orders and cancellations of orders had the F.D. in a turmoil.

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## Sample Questions for FIREMAN EXAM

Each group of five words below contains two words which are the same or almost the same in meaning. Write on the correspondingly numbered space provided at the right the letters of the two words in each group which most nearly have the same meaning. In writing answers, place the capital letters in alphabetical order.

- (A) covenant, (B) astringency, (C) counterpoise, (D) fable, (E) equilibrium.
- (A) tedium, (B) calmness, (C) calumny, (D) weariness, (E) forgetfulness.
- (A) ladder, (B) hutch, (C) coop, (D) stick, (E) hydraulics.
- (A) disparage, (B) contemplate, (C) levy, (D) assess, (E) assuage.
- (A) mauve, (B) color, (C) dark, (D) purple, (E) musty.
- (A) infinite, (B) immeasurable, (C) pervasive, (D) temporal, (E) incendiary.
- (A) categorize, (B) adjudicate, (C) support, (D) enjoin, (E) try.
- (A) collective, (B) corruptible, (C) simious, (D) collateral, (E) subsidiary.
- (A) enervate, (B) enliven, (C) emancipate, (D) produce, (E) debilitate.
- (A) globular, (B) glib, (C) violent, (D) voluminous, (E) voluble.
- (A) munificent, (B) chary, (C) frugal, (D) gratuitous, (E) carious.
- (A) province, (B) structure, (C) demeanor, (D) carriage, (E) parsimony.
- (A) brink, (B) wedge, (C) chasm, (D) edge, (E) niche.
- (A) disapprove, (B) derive, (C) deprecate, (D) felicitate, (E) fulminate.
- (A) wreckage, (B) respon-

sibility, (C) disfranchisement, (D) dereliction, (E) neglect.

- (A) coffer, (B) authority, (C) judgment, (D) extenuation, (E) jurisdiction.
- (A) normal, (B) diverse, (C) panoramic, (D) reversible, (E) mean.
- (A) rescission, (B) abrogation, (C) revulsion, (D) reversion, (E) filip.
- (A) hydrant, (B) water, (C) plug, (D) fire, (E) engine.
- (A) awareness, (B) idiom, (C) dialect, (D) illiteracy, (E) percussion.
- (A) sift, (B) sign, (C) simmer, (D) weave, (E) separate.
- (A) within, (B) posterior, (C) beside, (D) anterior, (E) prior.
- (A) glean, (B) gloss, (C) gaze, (D) gather, (E) glide.
- (A) jocund, (B) ruddy, (C) hollow, (D) febrile, (E) merry.
- (A) harpy, (B) precursor, (C) endorser, (D) harbinger, (E) juggler.
- (A) insecure, (B) insensate, (C) devoid, (D) brutal, (E) animate.
- (A) leucocytic, (B) fatal, (C) mammoth, (D) portable, (E) lethal.
- (A) elementary, (B) tertiary, (C) didactical, (D) preceptive, (E) didident.
- (A) abolition, (B) absention, (C) abstract, (D) abundance, (E) abridgment.
- (A) blatant, (B) docile, (C) valiant, (D) obstrusive, (E) brisk.

Answers: 1.CE; 2.AC; 3.EC; 4.CD; 5.AD; 6.AB; 7.BE; 8.DE; 9.AE; 10.BE; 11.BC; 12.CD; 13-AD; 14.AC; 15. DE; 16.BE; 17.AE; 18.AB; 19.AC; 20.BC; 21.AE; 22-DE; 23.AD; 24.AE; 25.BD; 26.BD; 27.BE; 28.CD; 29.CE; 30.AD.

(Continued next week)

## Aster Represents Tax Dept. in Chapter

Leonard Aster, recently returned from overseas, has been designated as Brooklyn Representative of State Tax employees in the NYC Chapter of the Association of State Civil Service Employees. Mr. Aster spent 32 months overseas, starting with the 100th Chemical Mortar Battalion. He was with the 637th Anti-Aircraft Artillery from Africa through Italy and was in the Italian Alps when the war ended. His popularity with fellow employees made him the unanimous choice.

## Fireman Resigns To Teach School

Fireman Jesse Gross has resigned from Engine 236 to accept an appointment as a teacher of General Science in the NY Junior High Schools.

## WHITESTONE, L. I.

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Dining Room Specialty  
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**LEGAL NOTICE**

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of ART BINDERY CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 27th day of March 1945.

Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of SEAGAU REALTY CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 21st day of March, 1946.

Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

HERNHARD, HENRY.—Citation.—The People of the State of New York, by the grace of God free and independent, to Helen B. Wolff; Doris Wolff Foeter, formerly Doris H. Wolff; Marjorie J. Wolff; Austin L. Wolff; Kathryn B. Limburg; A. Myles Limburg, an infant over the age of 14 years; Phyllis A. Limburg, an infant over the age of 14 years, being the persons interested as beneficiaries and remaindermen, or otherwise, in the trust funds under the last will and testament of Henry Herzhard, deceased, who at the time of his death was a resident of the County of New York, send greeting:

Upon the petition of Frederica Bernhardt, of 280 Park Avenue, Borough of Manhattan, City, County and State of New York; Charles H. Meyer, of 575 Park Avenue, Borough of Manhattan, City, County and State of New York, and City Bank Farmers Trust Company, the principal officer of which is located at 22 William Street, Borough of Manhattan, City, County and State of New York. You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 10th day of May, 1946, at half-past ten o'clock in the forenoon of that day, why the first intermediate account of proceedings of Frederica Bernhardt, Charles H. Meyer, as trustees of the trust created under article ninth of the last will and testament of said Henry Herzhard, deceased, should not be judicially settled.

In testimony whereof, we have caused

the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable William T. Collins, a (Seal) Surrogate of our said county, at the County of New York, the 21st day of March, in the year of our Lord one thousand nine hundred and forty-six.

GEORGE LOESCH, Clerk of the Surrogate's Court.

FROHLICH, ELIZABETH, also known as ELIZABETH FROHLICH.—Citation.—P. 813, 1946.—The People of the State of New York, by the grace of God free and independent, to Johanna Schafer, the next of kin and heirs at law of Elizabeth Frohlich, also known as Elizabeth Frohlich, deceased, send greeting:

Whereas Julia Trofer, who resides at 1497 Third Avenue, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing, relating to both real and personal property, duly proved as the last will and testament of Elizabeth Frohlich, also known as Elizabeth Frohlich, deceased, who was at the time of her death a resident of 331 East 75th Street, the County of New York;

Therefore you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records, in the County of New York, on the 7th day of May, one thousand nine hundred and forty-six, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable William T. Collins, Surrogate of our said County of New York, at said county, the 25th day of March, in the year of our Lord one thousand nine hundred and forty-six.

GEORGE LOESCH, Clerk of the Surrogate's Court.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of LINCOLN TUNNEL RESTAURANT, INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) this 28th day of February, 1946.

Thomas J. Curran, Secretary of State. By Walter J. Going, Deputy Secretary of State

## NEWS ABOUT STATE EMPLOYEES

(Continued from Page 5)

Novick who is our new Assistant Superintendent.

Mr. Novick has a Master's Degree from Columbia University in Social Work and Social Welfare Administration, with seven years of experience in Community Center work at Lavenburg House in New York, in the rehabilitation of problem adolescent boys.

He was recently discharged from the U. S. Army after three years' service where he was Chief of a Section in an Army General Hospital treating overseas psychiatric casualties.

**BARGE CANAL**

Barge canal employees extend their deepest sympathy to their Past President T. J. Connors, and his daughter, Theresa, of Little Falls. Mr. Connors' wife, Sara, passed away. Funeral services were held at Greenwich, N. Y., from the home of her parents,

Mr. and Mrs. J. E. Ryan, and at St. Joseph's Church. Burial was in St. Joseph's Cemetery, Greenwich.

**Champlain Unit**

At a recent meeting it was voted to hold the annual banquet at Hotel Schuyler, Schuylerville, on April 20, at 6:30 p. m. A turkey supper with fixins and good entertainment will be provided. Anyone wishing to make reservations should notify R. C. Bailey, 15 Preston St., Hudson Falls, N. Y., not later than April 13. Chief operator, Geo. R. Rock, Lock 11, is back on the job after being on sick leave for some time.

Repair work on Lock 9 is almost completed. This has been under the able supervision of Chief Operator A. S. Bailey.

Several of the members of this unit went to Greenwich, Wednesday morning to attend the funeral of Mrs. Connors.

FOLLOW THE LEADER FOR BARGAIN BUYS



Largest Selection of All Kinds of FRESH SAUSAGES, BOILED and SMOKED HAM and FRESH PROVISIONS... HENRY KAST, Inc. 277 Greenwich Street...

The Harry L. Dublin Uniform Co., 148 E. 33 Street has 100 per cent wool battle jackets, sizes 10-42 at very low prices.

Need money for the Easter outfit? Look around for your war souvenirs. Robert Abels, at 860 Lexington Avenue is buying medals, firearms, caps, insignias, etc.

If you're one of the lucky people who can get away for an Easter vacation, consult Mr. Scott, of the Scott Travel Bureau, 375 Fordham Road, Bronx.

WITH SUITS SO POPULAR THIS SPRING, naturally a young woman's fancy runs to fur jackets and fur scarfs. You can get natural mink, stone marten, beaver marten from \$30 a skin up...

ICE CUBES that are different; last 10 to 12 hours in room temperature; packed in leak-proof containers; delivered to home or office. Try some today! PALUMBO BA 7-8732

SAVE 20-40% BUY FURS DIRECT Manufacturing Fine Furs Over 25 Yrs. Scarfs NATURAL MINK \$30 STONE MARTEN \$50...

Brooklyn Custom Hatters INC 9 Willoughby Street BROOKLYN, N. Y. STETSON KNOX DOBBS MALLOKY, Etc. As Low as Half Price OTHER FAMOUS BRANDS \$2.45 UP 2 DOORS FROM AUTOMAT TEL. MA. 5-9575

Hard To Get Items Women's all silk slips, lace or tailored top, 32-44 (reg. \$3.98) 798 Gowns, Pajamas (reg. \$3.98) Flowered rayon JEANNE FILLER 136 WEST 42d ST., N. Y., Room 856 2 P.M. to 9 P.M. Including Sat.

REUPHOLSTER Make Your Furniture Look Like New. Sofa \$39 up. and Chair New coverings. Thoroughly sterilized. Frames reglued, repolished; springs reset. Slip covers made to order. Salesmen will call with samples. Estimates free. Loraine Upholstery Co. 705 Nostrand Ave., Bklyn. PR 3-8402

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NEW TIRES Large Stock Always on Hand Phone TRafalgar 7-6559 TRAFALGAR TIRE CO. 368 Amsterdam Ave., bet. 77 & 78 Sts.

STEEL OIL FURNACES IMMEDIATE INSTALLATION... NO LOSS OF HEAT! American Radiator, Thatcher, H. B. Smith, Cast Iron sectional oil burning boilers in stock. Electric thermostat clock. G. E. motors. Minneapolis Honeywell Controls. Authorized Dealer AMERICAN RADIATOR CO. NO DOWN PAYMENT - F.H.A. - 3 YRS. TO PAY American Steam & Oil Heating Co. 526 Coney Island Ave., B'klyn WINDSOR 6-0577 OIL BURNERS Gas Conversion Burners Completely installed

Girls' Battle Jackets For Camps and Schools: Army green, 100% wool; sizes 10-42. WAC tan shirts, Field Jackets, sizes 30-42; slacks, for sportswear; raincoats. Also Army Nurses' Wacs & Waves equipment. Harry L. Du Brin Uniform Co. 148 E. 33d St., N. Y. 16. LB 2-7052.

COOPER'S CLOTHING STORE 2168 SEVENTH AVE. (129th St.), NEW YORK MO 2-6850 Discount to All Servicemen If You Mention The LEADER

BACK AGAIN Benco Sales Co. with A SPLENDID ARRAY OF FINE GIFT MERCHANDISE Nationally Advertised Tremendous Savings to Civil Service Employees VISIT OUR SHOWROOM AT 41 Maiden Lane HA 2-7727

FINEST GRADE FUEL OIL CHANGE TO AUTOMATIC OIL HEAT FROM THE DRUDGERY OF COAL IN A FEW HOURS, EVEN BEFORE HOME COOLS OFF! No Delay—No Discomfort... Do It Now! HEATING SYSTEMS Installed, Serviced and Repaired by Heating Specialists IDEAL OIL BURNER CO., 510 Flatbush Avenue BUCKMINSTER 4-3000

SUITS BUSINESS, SPORTS, RAINCOATS, TOPCOATS, OVERCOATS \$5.00 \$10.00 \$15.00 Priced originally from \$45.00 to \$100.00 Full Line of Women's and Children's Clothes Complete Selection of Men's Work Clothes Ask for Catalog CB BORO CLOTHING EXCHANGE 39 Myrtle Ave., Brooklyn, N. Y.

The "Forgotten Men" Ask O'Dwyer's Nod

The NYC Correction Officers Eligibles Association has written to Mayor O'Dwyer, asking his help in getting city jobs for the 900 men on the list. In a letter over the signatures of William A. Byrnes, President, and Daniel M. Madden, Secretary, the eligibles said: "Our list has been in existence for over 2 1/2 years and only 70 city appointments have been made. We are appropriate for various other positions but very few have been made. The qualifications which we had to meet could cover practically any job dealing with the handling of the public in a supervisory capacity. Many such positions are undermanned, a few of these are the Dept. of Correction, the Special Police force of the Board of Transportation (for which there is no list available) the NYC Tunnel Authority, the Special Police force of the Welfare Dept., Process Server, Court Attendant in the Municipal, City, Magistrates and

other courts of inferior jurisdiction, Bridge Officer (toll-collector) and Investigator.

"Many of these positions have temporary war appointments. Our list contains many veterans who have been discharged from service for a period of months and are unemployed at present, hoping for an appointment. Others did the work of temporary firemen and policemen for the city of New York, others held defense jobs during the war, they too are anxious for appointment."

The stationery carries at the bottom of the sheet, in large capital letters: "The Forgotten Men."

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Learn to Drive Safety Controlled Cars Auto Driving School 1912 Broadway - N. Y. C. (bet. 63rd and 64th Streets) Operators and Chauffeurs license renewed. ENdicott 2-2564

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CASH WAITING We Pay More For Your Car All Makes and Models 1934-1942 MAX SCHIFFMAN 1995 BEDFORD AVENUE Brooklyn, N. Y. INgersoll 2-9857

CALL LO 2-9160 We urgently need cars—any make from 1936-1942. Highest Possible Prices Paid Fieldstone Motors BROADWAY at 239th STREET Ask for Jim Moran

TOP PRICE On Your Cars—All Models 1936-1942 Cash on the line Exchange Motor Sales 1140 Coney Island Ave., Brooklyn MAnfield 6-9656

We Need Your Car We Will Pay Your Price All Makes Models from 1932-42 Call or Drive to Halsey Motor Sales 235 Bedford Ave., Bklyn. MA 2-6445

CERTIFICATE OF LIMITED PARTNERSHIP (Pursuant to Article 8 of the Partnership Law.) The undersigned do hereby make, execute and acknowledge the following as a Certificate for Limited Partnership: 1. The name of the partnership is BLEFELD & CO. 2. The character of the business is the importing, handling, selling and distributing glassware and general merchandise. 3. The location of the principal place of business is 1107 Broadway, in the Borough of Manhattan, City and State of New York. 4. The name and place of residence of each member is as follows: General partner—Charles Blefeld, residing at 375 Riverside Drive, New York City. Limited partners—Dora Blefeld, residing at 375 Riverside Drive, New York City; Irwin Blefeld, residing at 375 Riverside Drive, New York City; Gilbert Blefeld, residing at 375 Riverside Drive, New York City. 5. The term for which the partnership is

to exist is the period of one year—to be renewed from year to year, unless notice to the contrary is served. 6. The amount of cash and the agreed value of other property contributed by Dora Blefeld, as a limited partner, is as follows: Cash property consisting of glassware, \$36,000. The amount of cash contributed by Irwin Blefeld, as a limited partner, is None. The amount of cash contributed by Gilbert Blefeld, as a limited partner, is None. 7. The time when the contributions of the limited partners are to be returned, is upon the termination of the partnership. 8. The limited partners shall receive the following shares of the profits of the partnership: Dora Blefeld, 45%. Irwin Blefeld, 15%. Gilbert Blefeld, 15%. 9. The limited partners may assign to one or more other parties, all of their rights, shares and interest as limited partners, subject to the terms and conditions set forth in the contract of partnership. 10. The partners may admit additional limited partners, subject to such terms, covenants

and conditions as may be agreed upon by the partners. 11. Upon the death of the general partner, the remaining partners may continue the business of the partnership. 12. The limited partners shall have the right to receive property other than cash in return for their respective contribution upon the termination of the partnership agreement, only in the event that there is not sufficient cash to pay for such contributions. Dated, at New York City, the 1st day of February, 1946. CHARLES BLEFELD, DORA BLEFELD, IRWIN BLEFELD, GILBERT M. BLEFELD, State of New York ) County of New York ss.: This instrument was signed and acknowledged by the parties thereto on February 1, 1946. SAUL S. BRIN, Attorney and Counsellor-at-Law, office and P.O. address, 521 Fifth Avenue, Residing in New York County, New York Co. Clk's No. 13, Reg. No. A13-B-7, Commission expires March 30, 1947.

CIVIL SERVICE LEADER, 97 Duane Street, New York City CAR APPRAISAL SERVICE BUREAU If you wish to sell your car, send in the following information or write to one of the dealers listed above: We will get an estimated valuation for you based on the best price we can find from a reputable dealer. Make of Car..... Year..... Type..... Mileage..... Equipment..... Condition of Tires..... Your Name..... Address.....



### Naer Tormid Honors Quayle and Aides

The Naer Tormid Society, Jewish fraternal organization of the NYC Fire Department, has elected department officials to honorary membership. Among those honored were Fire Commissioner Frank J. Quayle, First Deputy Commissioner James Moran, Acting Chief of Department Frank Murphy, and Secretary of Department Harvey Rosen.

### THE ALPINE

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ROUTE 32  
Ideal vacation spot. Excellent food. Churches nearby. Trailways at Dixie Hotel, 242 W. 42nd St.

**ROZELLE** 43 miles from NEW YORK  
OF CENTRAL VALLEY, N.Y.  
GRAND OPENING APRIL 13!  
Come one, come all. Big square dance on Saturday night. Free horseback riding. All sports. Reservations still available, \$17.50 for complete weekend.  
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Enjoy the serenity of Plum Point, gorgeous countryside, roaring fireplaces, delicious food—and fun.  
Only 55 miles from New York.  
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ATTRACTIVE RATES FREE BOONIES  
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**WILLIAMS LAKE HOTEL**  
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Plan your Honeymoon or Spring vacation now. \$5 a day average rate includes room, meals and all your favorite sports at this complete resort. Movies, dancing, bar, sociable evenings, Bus to Protestant and Catholic Churches. \$2 fare via Adirondack Trailways  
Bus from Dixie Hotel, Times Square. Write for Booklet or phone Rosendale 3181.

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Located in the heart of the Poconos.  
Open all year.  
(Every season has its own beauty) The Inn is modern throughout, excellent food, steam-heated rooms, all indoor and outdoor sports.  
A paradise for vacationists, honeymooners, and servicemen and women.  
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Reservations Now For  
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Door to Door Service. 7 Passenger Cadillac cars for all occasions.  
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Door to Door Service  
Cars Leaving Daily  
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Cars for All Occasions

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Is Again at Your Service  
Our Resort Department will be glad to answer your inquiries regarding a suitable Hotel, Camp, Dude Ranch or Seashore Resort for your vacation. Fill in the coupon below and mail to Joseph Burstin, CIVIL SERVICE LEADER, 97 Duane Street, N. Y. C.

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.....Beaches Hotels..... Camps..... Seashore.....  
LOCATION.....  
Number in Party..... Price Per Person.....

# SPOILS SYSTEM MOVE FOILED BY TRUMAN

By CHARLES SULLIVAN

WASHINGTON, April 9—The U. S. Civil Service Commission will not lose any of its authority to supervise examinations or appointments made directly by Federal agencies. Acting on an appeal from the Civil Service Reform Association to protect the Federal Merit System, President Truman has taken action to assure that interim appointments, made directly by agencies, are under Civil Service observation and in full accordance with regulations.

Fears had been expressed in many quarters that action to reduce the power of the Commission in these matters would lead to a restoration of the "spoils" system in the Federal Government. The Commission will control all examinations and moreover is training the Boards of Examiners who will function at agencies.

## U.S. Pay Raise Expected To be from 15 to 17 P.C.

(Continued from Page 1)

House and Senate conferees together "in the very near future" to work out a compromise bill.

The compromise is expected to come out this way:

—The Senate's sliding scale formula instead of the flat in-

crease basis proposed by the House.

—raises of between 15 and 17 per cent, instead of the Senate 11 per cent, the Senate originally voted.

### "Extras" Out

The \$400 increase approved by the House averages about 17 per cent.

The Senate bill goes back to the June, 1945, pay rates as a base. Then it adds 36 per cent to the first \$1,200 of the employee's salary; 18 per cent to the next \$3,400; and nine per cent on all above \$4,600.

Like the House bill, however, the Senate retains the present \$10,000 ceiling on executive salaries. And this means that the drive to break the ceilings is now dead.

The House bill also included Committee-approved "extra" raises of \$210 per year for workers in Grades 9 and 10 of Government's Crafts Protective and Custodial Service. These employees were omitted from a CPC pay raise bill of 1942, and the Committee's proposal was intended to make up for it.

### Economy Amendment

In addition, the House bill carried an amendment intended to force Federal agencies to absorb the cost of the pay raise. It provides that no agency except the Veterans Administration can spend more for salaries during the fiscal year of 1947, starting next July, than it spent in the fiscal year of 1946.

There is a great deal of doubt, however, whether this amendment can get Senate approval.

### Notables Say—

JENNINGS RANDOLPH, Chairman, House Civil Service Committee: "If we want efficiency, we must have capable managers. We have neglected the managers in the Federal business. Down through the years, they have not had their due. In pay bills the short end has been given to those who carry the heaviest load—the Federal executives."

### "CANDIDA" REVIVED

One of Katherine Cornell's superlative roles has always been "Candida" and it is only fair that it be revived now and then to give as large a portion of the public as possible a chance to see the great lady in one of Shaw's great plays. The present production is on at the Cort Theatre.

Dine Week-End Vaation  
Week-End Honeymoon

**House of Hawkins**  
372 Beach Street  
WEST HAVEN, CONN.  
On Long Island Sound  
PHONE NEW HAVEN 9-2340  
Bar & Grill - Home Cooking  
Including Shore Dinners  
Comfortable Rooms  
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OPEN THE YEAR ROUND  
(Special Winter Rates)  
For Reservations write or  
Phone New Haven 9-2340

# Amusement

By J. RICHARD BURSTIN

Any hecklers in the house? They're welcomed with open arms at Leon and Eddie's, where, by the way, is one of the springiest reviews in town!

"Saratoga Trunk" seems here to stay! This has been a terrific screen success for prolific Edna Ferber who should turn other of her literary efforts into script.

When the new show rode into the Strand last week Louis Prima drove the band-wagon and a hot company of vocalists and players came along for the ride. As for the screen scene it is strictly star-cast. Ida Lupino, Paul Henreid, Sydney Greenstreet and Olivia DeHavilland in a romantic drama called "Devotion."

Don Julio's colorful Latin spot in the village is swell for Spanish

love songs given forth by Pancho Pistola.

Casting for the stage success "Life With Father" Warner Bros. come up with William Powell and Irene Dunne, plus Edmund Gwenn and Zazu Pitts just so things wouldn't get dull.

The Theatre Guild has gone into pictures! It is sponsoring the technicolor filming of "Henry V" being made in England with Lawrence Olivier in the title role. It is fully expected that the medium of the motion picture will transcend stage difficulties and open up Shakespearian drama to a new type of presentation.

The Roxy's current offering is "Dragonwyck."

Closing soon is the show "Up in Central Park" which has been holding forth at the Broadway Theatre.

Darryl F Zanuck presents  
**GENE TIERNEY in "DRAGONWYCK"**  
with  
**WALTER HUSTON VINCENT PRICE GLENN LANGAN**  
On Stage Extra! **CONNIE BOSWELL**  
10:30 a.m. Doors open  
**ROXY** 7th Ave. at 50th St.

**BING CROSBY BOB HOPE DOROTHY LAMOUR "ROAD TO UTOPIA"**  
A Paramount Picture  
**PARAMOUNT** TIMES SQUARE  
Midnight Feature Nightly

*in Person*  
**BENNY GOODMAN**  
HIS CLARINET AND ORCHESTRA  
with Johnny Barnes  
Extra!!!  
**PAT HENNING**

**VIVIAN DENNIS PERRY CARMEN  
BLAINE O'KEEFE COMO MIRANDA**  
In 20th CENTURY FOX  
**"DOLL FACE"**  
On Stage: LOU WALTERS' LATIN QUARTER REVUE  
Extra! ARTHUR LEE SIMPKINS  
Door open 10.30 **ROXY** 7th Ave. and 5th St.

**Gary Cooper • Ingrid Bergman**  
EDNA FERBER'S  
**"SARATOGA TRUNK"**  
WARNER'S BIGGEST with FLORA ROBSON  
A HAL B. WALLIS PRODUCTION  
Continuous POP. PRICES **HOLLYWOOD** BROADWAY  
at 51st STREET

**Ida LUPINO - Sydney GREENSTREET  
Olivia De HAVILLAND - Paul HENREID**  
In WARNER BROS. HIT.  
**"DEVOTION"**  
IN PERSON  
**Louis Prima and His Orchestra**  
BROADWAY AT 47th STREET **STRAND**

**Zimmerman's Hungaria**  
AMERICAN HUNGARIAN  
163 West 40th St. East of Bway.  
**BAL TABARIN**  
225 W. 46th St. "GAY PARADE IN N.Y."  
CI 6-0949 DeLuxe French Dinner \$1.35  
3 Reverses Nightly, 2 Orchs. Dancing No cover

# Rights of a Veteran Returning to NYC Job

This material has been compiled by the Bureau of Personnel of the NYC Department of Welfare in order that each returning ex-serviceman may have easy reference to the answers to questions which have been most frequently asked by veterans who have returned.

(1) How soon must the veteran return to staff?

Military leave continues for 90 days from the effective date of separation from the Armed Forces. The veteran is eligible for re-assignment to staff at any time within this period. The 90-day period for officers begins at the expiration of terminal leave. However, officers are eligible for re-assignment to staff during terminal leave or at any time thereafter before the expiration of the 90-day period.

In the event of temporary disability arising out of and in the course of military duty termination of military leave shall mean the date of termination of such disability.

The 90-day period for staff members who have been serving overseas with the American Red Cross begins immediately upon their return to the United States.

(2) If a veteran returns to staff before his 90 days have expired, how is his military leave affected?

Military leave from the Department of Welfare terminates immediately upon his restoration to payroll.

(3) May a veteran return to staff after the 90-day period has expired?

Legally the Department is under no obligation to hold a veteran's position open for him longer than 90 days. A veteran may be reinstated after such 90-day period or within one year after termination of military leave in the discretion of the Commissioner and with the approval of the Budget Director.

(4) How much salary will the veteran receive upon his return and how is the amount determined?

The veteran receives his former basic salary plus any increments to which he would have been entitled had he been continuously employed. In addition to the regular salary, cost-of-living bonuses were added on 7/1/43, 1/1/44, and 7/1/45. The first two bonuses of \$120 each were granted to all employees, and these will be automatically requested for each returning veteran. The third bonus was granted under the following conditions:

a. \$120 to employees who had reached the top of their grade prior to 7/1/45 and whose regular salaries were less than \$2,400 per year.

b. \$110 to employees who had reached the top of the grade prior to 7/1/45 but whose regular salaries were \$2,400 or more, and

c. \$60 to employees who on the same date also received a \$60 increment in order to bring them up to the top of the grade. (As of 7/1/45 no salaries could be increased more than \$120 a year.)

The veteran's salary will be adjusted in line with the above formula.

(5) When will the veteran receive his first check?

If an ex-serviceman returns to staff eight working days or more prior to the beginning of a payroll period, he should receive his first check at the end of that payroll period.

For example: If the veteran returns to staff on 1/23, he should receive his first check on 2/15.

If he returns to staff less than eight days before the beginning of a payroll period, his first check



EDWARD E. RHATIGAN  
NYC Welfare Commissioner

should be received at the end of the second payroll period.

For example: If the veteran returns to staff on 1/25, he should receive his first check on 2/28.

The first checks do not, at present, include the cost-of-living bonuses as each bonus must be requested individually from the Budget Director. When authorization is received, subsequent checks are based on the total salary, and the amount due on the cost-of-living bonus from the date of restoration to payroll is made up either on a supplementary check or the next regular check. After July 1, 1946 these bonuses will be included on a regular basis in the new budget and may therefore be added at once to the salary checks.

(6) Must the veteran pay arrears to the retirement system for the time he was on military leave?

Each veteran has the option of paying such arrears within five years of the date of his return to staff, or of accepting reduced retirement benefits. Any deficiencies must be paid up within this time or the retirement benefits will be reduced in proportion to the amount of money involved. The veteran is encouraged to pay these arrears in order that he may have the advantage of making 4 per cent on his savings and not lose the opportunity of having the city match his contribution for the period in question.

Deficiencies may be met either by lump sum payment or by amortizing the deficiencies over any convenient period up to five years by additional payroll deductions.

When the veteran returns to staff, the Placement Interviewer in the Bureau of Personnel gives him the appropriate form to fill out and forward to the Retirement System. This form must be accompanied by a photostatic copy of the veteran's discharge. Each form has the correct percentage rate for the deduction entered on it.

Even though payments may have been made to the Retirement System by the veteran or a member of his family, during the period he has been on military leave, it is still necessary to send this form to the Retirement System together with the photostatic copy of discharge, in order that the veteran's account may be adjusted. He is then notified in writing by the Retirement System of the additional pension deductions to be made, if any, and the period of time over which they will extend.

Additional information regarding such questions as increased pension deductions or change of beneficiary may be secured from Miss Ada Wexler, Payroll Station, Extension 65.

The amount of any deficiency may be figured in the following way. The amount of the annual salary earned at the point of entrance into military service (exclusive of the cost-of-living bonuses) is multiplied by the percentage rate, and then by the number of years or fraction of years during which no payments were made.

If the base pay was \$2,400, and the percentage rate 5 per cent, and military leave extended from November 1, 1943 to October 1, 1945, the amount owed the Retirement System would be figured as follows:

Base pay .....	\$2,400
Percentage rate .....	x .05
Deficiency per year .....	\$120
No. of years .....	x 2
Deficiency .....	\$240

The amount of \$240 amortized over five years or 120 payroll periods would be \$2 per payroll period.

Delay on the part of the staff member in sending the appropriate forms to the Retirement System decreases the number of payroll periods over which this deficiency may be amortized and therefore increases the amount of the payroll deduction per period.

(7) If a veteran was on military leave at the time a promotional examination was given, is it possible for him to take a make-up examination?

A veteran is eligible to take a make-up examination for any promotional examination which he has missed. He must apply to the Civil Service Commission within 60 days of the date of his restoration to payroll. The Commission has set up a Veterans' Service Bureau at 299 Broadway, Room 603, where information may be obtained regarding eligibility for these special examinations.

A veteran who is already on an existing list should establish his status as a veteran with the Civil Service Commission at the earliest possible date, in order to take advantage of the Veteran Preference Law. Any veteran whose name was reached on a list for this Department will find that he has been promoted in absentia.

(8) What are the veteran's vacation and sick leave rights?

A veteran returning from military leave of one year or more is granted a total of 24 days' vacation and sick leave immediately upon his restoration to payroll. A veteran who is returning from military leave of less than a year is granted a total of two days' vacation and sick leave for each month of such leave. In addition to these credits, as a staff member he accumulates two days' vacation and sick leave at the end of each calendar month that he serves on staff with pay after his return. If a veteran returns after the first of the month but before the middle of the month, he is still credited with two days for that month. These military leave credits and the credits accumulated monthly after his return to staff comprise current credits.

The veteran has available for his use any unused sick leave which he accumulated prior to his military service. Absence due to illness is first charged against accumulated sick leave credits and when these are exhausted, against current credits.

Vacation is charged against current credits only. Regardless of the number of current credits, an employee may not take a vacation of more than 24 days in one vacation year. The vacation year extends from May 1 to April 30 of the following year. Vacations are not granted until six weeks after the staff member returns to the Department of Welfare. On May 1 all current credits in excess of 24 are converted to accumulated sick leave and can thereafter be used only in the event of illness. (See Example 2.)

Personal business is permitted up to a total of 6 days between May 1 and April 30 of the following year and is charged against vacation credits.

The following examples are given in order to illustrate the practical application of the policy. They are based on the supposition that there has been no illness and

# New Holiday Rules Fixed by NYC Welfare

Jewish staff members may absent themselves on April 16 and April 23 for the observance of Passover. They may also be excused from work at 4 p.m. on the previous days, April 15 and April 22, in keeping with such observance, according to a rule issued by NYC Welfare Commissioner Edward E. Rhatigan.

Christian staff members may absent themselves on Good Fri-

day, April 19. They may also be excused up to 11 a.m. on Holy Thursday, April 18, or in those locations which operate on other than 9:00 to 5:00 schedule, 2 hours after the beginning of the working day. On each of these days, the timesheet for each employee affected, shall be marked either "Absent—Religious Holiday" or "Late Appearance" or "Early Departure."

that the employee has been on military leave for at least a full year.

**Example 1:** If a veteran returned to work on February 1, he would be eligible to take a 24 day vacation beginning the 15th of March. This would be based on current credits. By the 1st of May (the beginning of the vacation year) he would have accumulated six more current credits, two per month for three months.

**Example 2:** If the veteran takes no vacation prior to May 1, the 24 current credits would be available to him on that date, but the six credits accumulated for February, March and April would thereafter be available for sick leave only since they would be in excess of the maximum vacation allowance for the vacation year.

**Example 3:** Should a staff member who returns to staff on February 1 wish to save enough credits in order to have a 24 day vacation in September, he could still take a vacation of 14 days prior to May 1.

The former policy of 12 days' vacation and 12 days' sick leave with the privilege of using current sick leave for vacation represents a change from the earlier policy and was made applicable to all City employees as a war measure.

(9) Does the Department of Welfare grant a leave to a veteran in order that he may obtain further education under the GI Bill of Rights?

Educational leaves are usually granted when the course of study relates to the work of the Department of Welfare. However, in all instances, clearance with the Bureau of Personnel is necessary. The Department will give consideration to each request for such leave on an individual basis.

(10) Will the veteran be assigned to the same position in the same location where he worked at the time he left for military service?

The Department of Welfare complies strictly with the laws which protect Civil Service classification, seniority, status, and pay rights. Whenever it is administratively possible the employee's preference is given consideration. However, because of changes in organizational structure in the Department in recent years and current administrative demands, it is not always possible to reassign a staff member to the specific job that he was doing prior to his leave, nor to the same location.

(11) What assistance does the Department of Welfare give the veteran in readjusting to his work?

Mr. Edward B. Sweeney, Veteran Consultant, is available to each returning veteran in order that questions relating to re-assignment to staff may be completely discussed. Mr. Sweeney is in the Bureau of Personnel, 9th floor, 902 Broadway.

The Training Section, Bureau of Personnel, conducts a series of discussion meetings for veterans returning to the social service staff, in which there is opportunity to become familiar with changes which have occurred in the Department in recent years.

In addition there are two training units for veterans, in the social service categories, which have been established specifically to help the veteran refamiliarize himself with the work. If for any reason it is impossible to assign a returning veteran to one of these units, another plan will be worked out for him.

The office managers in the various locations have the responsibility for retraining veterans in the clerical categories, and every effort is made to assist them in re-orienting themselves to the work.

The Training Service is able to provide study material for certain of the make-up examinations for which the returning veteran may be eligible. If the staff member is preparing for such an examination, he may send a memorandum to the Training Section, Bureau of Personnel, Central Office, and if material for that examination is available, it will be forwarded to him.

The returning ex-serviceman is reminded that the Veterans Administration is the government agency that administers the GI Bill of Rights and is equipped to take care of almost any problem with which a veteran may be faced. The regional office for Greater New York is located at 252 Seventh Avenue.

For the greater convenience of veterans, a representative of the Veterans Administration is located at each of the two Veterans Service Centers. The Manhattan office is located at 500 Park Avenue (near 59th Street), the Brooklyn office at 105 Court Street. These service centers have been established in order to save time for the veteran who wishes information or service of any kind. If the staff of such a center is not equipped to handle a specific problem, the correct referral is made to another agency immediately. These offices are open in the evening until 5:30 p.m. from Monday through Friday and until 5:00 p.m. on Saturday.

## PLAN NOW FOR THE FUTURE!

Yes—everyone dislikes planning for a burial site, but a person with foresight knows one can make a more intelligent choice when calm and collected. Most times we are confronted with this unpleasant task when grief-stricken, and decisions made at this time, are not always the best. Write, or phone today for our free booklet F.

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# Vet Cops Fail Test, But May Keep Jobs

A group of veterans employed as NYC Patrolmen will hold their provisional jobs a while longer if the Municipal Civil Service Commission adopts a resolution which it is now considering.

These are the men who took the written part of the Patrolman examination in 1942, then went into military service before the physical was given. On their discharge from military service, they were appointed to the Police Department, subject to passing a physical examination.

Of the 140 men in this group who took special physical examinations, 94 passed. However there were 46 who failed.

In order to keep them on the police force temporarily, the Commission must pass a resolution, after a public hearing, authorizing their reappointment under Rule V-9-2c of the Commission's regulations. The hearing is scheduled for this afternoon (Tuesday) at the Commission's office, Room 712, 299 Broadway, at 2:30 p.m.

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