

THOUSANDS MORE STENO JOBS OPEN; FILING ENDS JAN. 22

State Employees 'Shocked' That Dewey Omits Raise

Pay Drive Is Started With Rush Of Letters

State employees, shocked that Governor Dewey, in his message to the Legislature, made no mention of a general pay raise for them, though living costs have increased more than 18 per cent since last year, have started a letter-writing campaign to get a new cost-of-living bonus. Letters were addressed to the Governor principally, but Assemblymen and State Senators also received batches of such mail.

The Governor, in his message, did not say that a cost of living bonus, or general raise, for State employees was "out," but did say that "our State employees are now well paid."

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NYC Skilled Workers Charge Pay Squeeze

The Board of Estimate, which on Thursday ratified an agreement with Bridge Painters for a \$3,500 annual salary, over the protest of AFL union leaders, found yesterday that the question was by no means settled. Union leaders charged that the so-called agreement, whereby the annual rate was fixed, and the men put on a 250-days-a-year working basis, was obtained under duress, and therefore was illegal; also that the annual pay basis represented an attempt to circumvent Section 220 of the State Labor Law, which they said requires the city to pay skilled mechanics the rate prevailing in private industry. That rate is \$16.40 a day. Applied to 250 working days, that rate would total \$4,100, or \$600 more than the agreement establishes.

Joseph Withholds Vote

Edward Cline, representing Local 806, Structural Iron Painters Union, with citywide jurisdiction, called the agreement anti-labor; a representative of another AFL

union referred to it as a "yellow dog contract." Henry Feinstein, President of the AFL District Council, and representatives of the Civil Service Steamfitters and Helpers' Association, the Civil Service Building Trades Committee of the City of New York, and

Police Acrobatic Test Tried Out On New Firemen

Some thirty-two Probationary Firemen of the present fire class were used beginning yesterday as "guinea pigs" to test the new phases of the forthcoming NYC Patrolman physical. Up in the 12th Regiment Armory, these men are undergoing an acrobatic test devised by Dr. George Spitz of Queens College. The test will be timed by the NYC Civil Service Commission and by use of applied mathematics a time limit for this phase of the exam will be determined.

The physical tests, for which no dates have been set, but which may be begun in May, will follow the written exam, tentatively set for Saturday, March 15.

The number of candidates who filed for the test, in which the filing period ended last week, was 20,936. Of these 4,615 applied during the reopened period, 16,321 during the previous period.

Job prospects for the new eligibles will be good, because the February 1 appointments will exhaust the list of those eligibles on the present list ready and willing to accept.

More State News

Pp. 2, 3, 4, 6, 8, 9, 10, 12, 13, 16.

the Plumbers and Helpers of the City of New York, likewise opposed the ratification of the agreement by the Board. However, all Board members voted for it, excepting Comptroller Lazarus Joseph, who refrained from voting.

Mr. Joseph said that he believed that the agreement in the Bridge Painters' case was contrary to Section 220, and recalled that on June 29, 1946, he made a determination, according to law, of the per diem rate for this title, of \$16.40 for eight hours' work, while the agreement calls for 250 days without applying the full rate. He holds the city is already bound by the rate he set. The fact it equals 180 days at the full rate and 70 days at half rate. The explanation others gave in support of this so-called half rate was that the men during the 70 days do other than bridge painting, e.g., structural steel painting, the rate for which is about half.

The Comptroller contends that men hired as Bridge Painters

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QuickWork Offered By U.S. Also To Typists

A canvass of opportunities for Stenographers, both women and men, in the Federal Service, completed yesterday, shows extra thousands of job prospects. Fast appointments are obtainable, once the register is issued. To expedite issuance of the register, the time for issuance and receipt of applications was ordered terminated tomorrow (Wednesday).

Jobs are mainly in NYC, but there are openings also up-State and in New Jersey.

The entrance pay is \$37.58, from

(Continued on Page 4)

31 State Assn. Bills Introduced

By F. X. CLANCY
Special to The LEADER

ALBANY, Jan. 20—The Civil Service Employees Association starts the week with 31 of its bills already introduced in the State Legislature. It already has a total of 49 more to go in, but the total of 80 is expected to rise; other bills are still in the discussion stage.

The Association is all set to prosecute one of its most active seasons before the Legislature and Governor Dewey. It has a list of retirement liberalization bills and also seeks to increase the pay of particular categories of workers who do the same type of work as others who get higher pay. It will fight for minimum retirement allowance law, a 25-year retirement.

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Why 66 Police Quit for Fire Job

Sixty-six of the 500 Firemen recently appointed gave up jobs as Probationary Patrolman (P.D.) to accept the Fire Department position.

The main reasons they give for the change are:

1. Promotion opportunities in the Fire Department are better.
2. Top pay of the grade can be obtained in three years instead of five.
3. Fire personnel receive full

pay on sick leave, whereas Police personnel receive half pay for the first three days.

4. Type of work in Fire Department was considered preferable.

All 66 are now Probationary Firemen.

The names of the 66 follow:
John J. Acerno, Louis J. Aiello, Herbert F. Alferman, August Arnold, Vincent L. Barrett, Arthur C. Bellmyer, Arthur A. Bernius,

(Continued on Page 5)

Bill Seeks to Cut Maltbie's Power

Special to The LEADER

ALBANY, Jan. 20—A bill to curtail the powers of Chairman Milo R. Maltbie, of the Public Service Commission, who has been under attack for "lone wolf" labor tactics, was introduced in the Legislature by Senator Manning (Introductory No. 323). It seeks, in effect, to make the Chairman amenable to rules that apply to him and his department generally, by clearing up an ambiguity in the Public Service Law on which he may fall back as a defense. Complaints against him have ranged from novel and rigid restrictions on leaves to curtailment of travel pay allowances.

The bill is designed to correct ambiguity and inconsistency with respect to the powers of the Public Service Commission Section 8 of the law provides that the power to employ officers, clerks, inspectors, experts and employees and to make contracts for special services is vested in the "Commission."

Lost Confidence

Section 3 of the law provides,

however, that the appointments and removal of the employees above specified and contracts for special service shall be subject to the approval of the "Chairman" of the commission. "Section 3 consequently gives the Chairman equal or greater powers than the Commission itself and prevents commission action if the Chairman does not 'approve,'" says The Civil Service Employees Association, at whose request the bill was introduced. The bill was drafted by John T. DeGraff, Association Counsel. The report continues:

"The present Chairman has used these powers in an arbitrary and dictatorial manner with respect to the appointment, promotion and supervision of employees of the department. His arbitrary and picayune policies have seriously impaired employee morale and his authority over 'special contracts' has evoked widespread criticism.

"The bill clarifies and corrects the ambiguity in these two sections by amending section 3 to provide that the final authority

NELSON HEADS BARGE CHAPTER

SCHUYLERVILLE, Jan. 20—The regular meeting of the Champlain Unit of the Barge Canal Chapter was held at the Schuylerville Hotel. The meeting was presided over by George Perkins, President. The following officers were elected: Charles Nelson, President; Clarke Batley, Vice-president; Ralph Bailey, Secretary-Treasurer; Charles Dyer and Ralph Bailey, Delegates. Clarke Bailey and T. Brian Daly were appointed by the President as a committee to arrange for the annual dinner meeting. Field Representative Laurence J. Hollister spoke on coming legislation and held a question-and-answer period.

over personnel is vested in the Commission as a whole, rather than in the Chairman individually.

"While the employees have lost confidence in the fairness of the Chairman, they do have confidence in the full Commission and they believe that if the law is amended to give the Commission unquestioned final authority over the administration of the department, the existing difficulties will be corrected."

Delegates Elect Porta NYC Chapter President

Michael L. Porta, who had been designated Acting President of the NYC Chapter, The Civil Service Employees Association, upon the resignation of Charles L. Culyer, was formally elected President by the representatives of the various departments and received rounds of applause, at the last meeting of the Chapter at Willy's Restaurant on William Street. Mr. Porta had been First Vice-president.

Mr. Culyer has become a Field Representative of the Association, adding local employees to the Association membership, as is authorized by the new constitution.

William K. Hopkins, of the Law Department, was elected to fill the First-Vice-presidency. Others elected were James Deuchar, Second Vice-president, and Victor J. Palsts, Third Vice-president.

Governor's Message Deplored

The members discussed Governor Dewey's message, voiced insistence that a general pay raise be granted to State employees, hoped that the absence from the message of any statement favoring such a raise did not carry untoward significance, and urged

that the Albany headquarters of the Association take such action as it deems proper to obtain a general pay increase, even a temporary bonus.

The meeting was held a week in advance of previous schedule, because of the reaction toward the Governor's silence on a general pay increase. Officers of the Chapter had met meanwhile and telegrams had been exchanged with Dr. Frank L. Tolman, President of the Association. The Chapter was advised that assurances had been given that a conference with the Governor would be obtainable.

The fact that the Salary Standardization Board's report had not been released by the Governor was deplored. There had been expectations that the report would be out on the day prior to the Chapter meeting, but the Chapter learned that Governor Dewey had obtained only 50 copies, had not read the report, and would release copies only when the expected supply of 500 for this purpose were received by him. The release date is up to the Governor, not to the Board. It was charged with the duty of reporting to him.

The telegram to Dr. Tolman stated that "there was much discontent over the Governor's proposals."

Proposal by Powers

John F. Powers, Third Vice-president of the State Association, and former President of the Chapter, proposed that the Association urge that premiums for hospitalization plans be made deductible from payrolls.

The open meeting, which was scheduled for January 30, has been called off.

Assn. Off to Flying Start With 31 New Bills

(Continued from Page 1)

ment plan for Correction officers, besides the age 55-, 30-year, half-pay, retirement plan for employees generally, under which the State would go the whole way in contributing half, instead of stopping, as now, at the lower cost on the age 60 basis, and leaving the employee to bear the full brunt of the cost of retirement possibility five years sooner.

Speedy Action

The Legislative Committee worked very hard and long, in conjunction with President Frank L. Tolman and Counsel John T. DeGraff, to get off to a flying start. This has been accomplished. The Association is now well ahead even of its action record of last year. Moreover, it is going ahead with conferences and negotiations aimed at success for the bills and has a strong promise on some of them. One in this group is the Unemployment Insurance bill to include State employees. The LEADER has taken a poll that indicates this bill will surely pass. Incidentally, it will increase employment in the unemployment section of the Employment Security Division.

The Association has not submitted any bill for a general increase in employees' pay, such as a temporary bonus to cope with the rise in the cost of living since April 1 last, because a conference is to be held with Governor Dewey on this aspect of the pay question, and, besides, recommendation of such a raise, if included in the Governor's budget message, or particularly in his budget bill, would be practically certain of passage as recommended. The budget bill won't be put in, probably until February. Therefore the best interests of the State employees are deemed served by the conference method, and by convincing the Governor that he should assert himself now vigorously in favor of a general raise for State workers. Nothing in the Governor's budget message, and nothing he said before or since,

would be contradicted by such a stand on the Governor's part. He did mention in his message that State pay, in general, compared favorably with pay in private industry and in other public jurisdictions, but the cost of living index on which information in the Salary Standardization Board's report was based was reported as of April 1 last, and the raise asked is as of April 1 next, when the new budget goes into effect. The Governor got his "comparable" idea from oral information on what the Board's report contained.

A cost-of-living rise of upwards of 18 per cent has occurred since April 1 last.

Feld-Hamilton Extensions

One bill, backed by a particularly strong memo, would clip the wings of Chairman Milo R. Maltbie, by transferring to the Public Service Commission personnel power now seemingly conferred by law on the Chairman. The Association expressed confidence in the Commission, none in the Chairman.

Veterans who resigned city, school district and similar local jobs, to enter the armed forces, and now discriminated against on reinstatement possibilities under the Military Law, will get a break even with that of State employee vets under the civil service law.

Employees of 36 or more independent authorities would be brought under the Feld-Hamilton law by the terms of another Association bill, introduced by Sena-

Dr. Godfrey to Retire

Special to The LEADER

ALBANY, Jan. 20—Dr. Edward S. Godfrey, Jr., recently informed Governor Dewey of his intention to retire as Commissioner of Health after thirty years in the Department.

He has agreed, however, to continue to serve as Commissioner until his successor has been chosen. Governor Dewey sent Dr. Godfrey's name for confirmation again as Commissioner of Health.

ator Burney and Assemblyman Pihon. Revolving Fund employees in the Public Service Commission would be similarly included, under another bill (Senator Irwin's and Assemblyman Oster-tag's). Employees of the Niagara Frontier Authority would be like-

wise included, by the bill of Senator Burney and Assemblyman Pihon. Also, the fourth similar bill would bring Forest Rangers under Feld-Hamilton schedules, putting them on a par with the now higher-paid Game Protectors, who are in the competitive class, while the Rangers are non-competitive.

TAX AND FINANCE CHAPTER HEARS TWO ASSN. OFFICIALS

Special to The LEADER

ALBANY, Jan. 20—William F. McDonough, Executive Representative, and Laurence J. Hollister, Field Representative, of The Civil Service Employees Association, addressed the Albany Tax and Finance Chapters at the State Office Building. Mr. McDonough spoke on coming legislation and

Mr. Hollister stressed the membership drive in Tax and Finance Department. The meeting was presided over by Arvis Johnson, President of the Chapter.

Charles R. Culyer, Field Representative, and Earl Pfannebecker, Treasurer of the Association, were guests.

Also attending were Martin McNulty, May Creagan, Henry LaBarba, Claire Provencher, Betty Larkin, Margaret Husey, May Bell, Helen Connelly, Doris Wilke, Arnold Wise, Gerald Ryan, Joseph Feily, Mildred Guffin, John Haggerty, Bertha Dolch, George Walsh, Louis Vella, Alice Rafferty, Aleta Moyer, Anne Garden, Alice Fitzgerald, Anne Feily, Irma Philpot, Joseph Kenny, Philip McMahon, John Sheehan, Frances Cavanaugh, George Hayes, John Denn, Rita Limeaux.

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CIVIL SERVICE LEADER

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80 ASSN. BILLS DISCUSSED BY LEGISLATIVE COMMITTEE

Special to The LEADER

ALBANY, Jan. 20—The approximate 80 measures constituting The Civil Service Employees Association's legislative program were thoroughly studied and discussed by the Legislative Committee of the Association. The program includes approximately 20 legislative measures on salaries; about 22 on retirement; a half-dozen on hours of work, and the remainder on civil service generally.

Presiding at the Legislative Committee meeting was its chairman, Jesse B. McFarland, Social Welfare Department. Mr. McFarland is First Vice-president of the Association. Attending were Henry Cohen, Public Works; Leo M. Britt, Correction; William N.

Foss, Conservation; Harry B. Schwartz, Buffalo State Hospital; Theodore Becker, Civil Service; James F. Evans, Conservation; Charles R. Cox, Health; Victor J. Paltsits, Banking; Frederick H. Crannage, Public Works and John J. Denn, Taxation and Finance. Officials of the Association attending the meeting were Dr. Frank L. Tolman, President; John T. DeGraff, Counsel; John E. Holt-Harris, Assistant Counsel, and Joseph D. Lochner, Executive Secretary.

Fast Information Service

The Committee completed plans for keeping Association members informed concerning the introduction of the Association's legislative measures and of their progress, so that members generally would always be in a position to

appeal to their representatives in the legislature, to the Governor and interested public groups for support and approval of the proposals in which they are interested.

The Association's legislative program is broad, covering improvements in working conditions needed and desired by employees, and merits the support of every State worker. Detailed information concerning its legislative measures is contained in this issue.

The proposals to liberalize the State Retirement System are of great interest to employees of cities, counties, towns and villages. Many of the other legislative recommendations sponsored by the Association would benefit local employee groups.

SALARY COMMITTEE LISTS PRINCIPAL ASSN. PAY PLANS

Special to The LEADER

ALBANY, Jan. 20—The Salary Committee of The Civil Service Employees Association, Inc., discussed the Association's broad salary program in detail. The negotiations with the State Administration relative to salary adjustments in recognition of increased living costs were reviewed. The committee adopted plans for a thorough examination of the Report of the Salary Standardization Board as soon as this report is released, to assure the complete protection of employee interests.

The various legislative proposals constituting the salary program

of the Association took several hours. The Association plans to keep its members advised currently on the progress of its salary proposals and on its negotiations with the administration.

Main Points

The main points of its salary program are to have war emergency compensation incorporated with basic salary; to obtain additional salary adjustments commensurate with the increase in cost of living during the last year; also increments above maximum of salary grades for employees who have been at their maximum for some time; Prison Guard pay for employees of Matteawan and

Dannemora State Hospital, State Farm and Albion Training School; unemployment insurance for State workers; and adequate pay for groups are presently underpaid.

Attending the meeting were Dr. Frank L. Tolman, Association President; Charles M. Armstrong, Chairman of the Salary Committee; Mrs. Mildred M. Lauder, Labor; Philip Cowen, Education; Dr. Sylvia Parker, Health; Edward L. Ramer, Public Works; Davis L. Shultes, Insurance; J. Scott Nichols, Audit and Control, and John T. DeGraff and John E. Holt-Harris, Counsel and Assistant Counsel of the Association, respectively.

MESSAGE 'SHOCKS' EMPLOYEES

(Continued from Page 1)

He has expressed readiness to confer on State salaries, and such a conference is expected. However, the employees want the Governor to be apprised of the intensity of employee reaction to absence of assurance of a raise.

Salary Report Held Up

Meanwhile, 50 copies of the report of the Salary Standardization Board were submitted to the Governor, not enough to enable him to release the report, his office said, and 450 more copies are awaited. The release was expected

to be made public last Wednesday. Failure to comply caused disappointment.

In his message the Governor referred to the report, but did not say he had seen it. The message preceded the report by a week. Privately, he said he had not read the report prior to delivering the message. He referred in his message to the need for a few salary adjustments, to take care of special cases, like occupational groups, but nothing further on more pay. He stressed State pay as "comparable" to pay "in private industry and in other public jurisdictions."

State employees said that they

were shocked by the Governor's message. They said that they know that their present salaries are insufficient to maintain necessary living standards and felt that they justifiably expect and are entitled to an increase to offset the more than 20-point (more than 18 per cent) rise in living costs since the present scales were established.

They pointed out that a substantial increase now is absolutely necessary.

Employees of the State promised every effort to convince the Governor that wage increases should and must be provided in the forthcoming budget.

Bill Aids Vets Who Resigned; Broadens Reinstatement Option

Special to The LEADER

ALBANY, Jan. 20—A bill of widespread interest to city, village and school district employees—in fact, to all public employees except those of the Federal Government—is a measure introduced by Senator Manning (Introductory 309) and Assemblyman Milmore (Int. 270), to amend the military law about reinstatement of veteran employees who resigned. The measure is one of the 31 introduced this week at the instance of The Civil Service Employees Association.

The bill protects the rights of veterans by permitting reinstatement, in the discretion of the appointing officer or body, if the employee resigned from his position during his military service or

within six months prior to his entry into military service.

The Changes Proposed

Although section 246 of the Military Law, when adopted in 1941, gave a mandatory leave of absence to employees who entered military service, many individuals failed to obtain the benefit of this law because they resigned. Anyone who resigned, relinquished the protection. These resignations were often due to misunderstanding or because the employee was not informed of his rights. In some cases, the resignations were because the employee's position had been classified as essential and the military services would not accept enlistment when the employer refused consent.

"Under such circumstances, it

is only fair that such employees should be eligible for reinstatement," said John T. DeGraff, Counsel to the Association.

The present Civil Service rules permit such reinstatement for State employees, but there is no rule permitting reinstatement under similar circumstances in the case of city, county and village employees. This bill remedies this discrimination and makes all such employees eligible for reinstatement within one year from the date of resignation, excluding from such period the time of the employee's military service or within ninety days after the bill is signed by the Governor.

A Permissive Measure

While the bill is wholly permissive as to whether the employees shall or shall not be reinstated, it provides that after April 1, 1947 any employee who may be reinstated in accordance with this act shall be entitled to the benefits of Section 246 of the Military Law which gives him the right to increment credit for the period of his military duty.

The bill has been submitted to and approved by the State Civil Service Commission.

"We believe that its adoption is essential to avoid discrimination against employees who, through inadvertence or misunderstanding relinquished their rights under the Military Law by filing voluntary resignations from their positions," says the Association.

The State Employee

By Dr. Frank L. Tolman

President, The Civil Service Employees Association, Inc., and Member of the Employees' Merit Award Board.



HAPPY BIRTHDAY—CIVIL SERVICE

CIVIL SERVICE has just celebrated another birthday. It is 64 years young. Of course, its cousins in other lands are of different ages, some as old as Methusala, others mere children.

New York State and the National Government enacted civil service laws at about the same time. Both have improved and extended civil service with the result that the Merit System is firmly established as the best instrument for public service yet devised by the brains of man.

In the Federal government, civil service is now facing the greatest test. Expanded like a toy balloon to meet war conditions, it is being contracted to peacetime proportions. Civil service practices, stretched and almost abandoned to meet war emergencies, must be re-established.

This Is the Time of Test

This is a time of testing for Civil Service. No higher tribute could be paid to these great principles of appointment on the basis of merit and fitness and career opportunities in the public service than the fact that the President, the Civil Service Commissioners and the Committees on Civil Service all insist on maintaining and strengthening the Federal civil service.

The Federal government, like New York, has a salary plan as part of the Civil Service Laws. It is the "Classification Act of 1921." It is similar to the State "Career Law of 1937." Federal employees consider the Classification Act the charter of their liberties, much as we in New York consider the Feld-Hamilton to be one of the few really great laws ever enacted by the State Legislature and signed by a great Governor.

An Honest Attempt at Study Is Seen

One of the first decisions of the incoming Congress was for a thorough study of the Civil Service. However, this is no attempt to introduce "flexibility" into the salary schedules or to keep Federal salaries low. It seems to be an honest attempt to make the Federal service better.

In New York State the Feld-Hamilton Law is very dear to the heart of every State employee. It is dear because we still remember the long years we wandered in the wilderness of low, unfair and capricious reward for meritorious service, and for service not so meritorious.

We believe that the Feld-Hamilton Law can be improved, but not by robbing it of its essential characteristics.

WALTERS SUCCEEDS GURRY AS MENTAL HYGIENE ASSN. HEAD

Special to The LEADER

ALBANY, Jan. 20—A meeting of the Executive Committee of The Association of Employees of the Department of Mental Hygiene was held here. Leo F. Gurry, President of the Association, resigned and Frederick J. Walters of Middletown, former Vice-president, took over this position. Walter Mannix, of Craig Colony, was appointed First Vice-president and John McDonald, of Rochester, Second Vice-president.

A vote of thanks was extended to Mr. Gurry for his long and faithful service in the Association.

His resignation was accepted with the deepest regret. Mr. Gurry has acted as President of the Association for the past three years.

The Executive Committee which will carry on the work of the Association includes Leo Donohue, of Pilgrim; Frederick Krumman, Syracuse; Mr. McDonald, Rochester; Mr. Mannix, Craig Colony; Arthur Clifford, Rockland; Wm. Farrell, Brooklyn, and Miss Doris Peck, Marcy, Secretary-Treasurer.

The program as outlined in behalf of the employees in the Department of Mental Hygiene will be carried on by this committee throughout the year.

Mediation Board Moves Into 270 B'way

To accommodate increased activities, the New York State Board of Mediation has moved its headquarters from 250 West 57th Street to 270 Broadway, NYC, Industrial Commissioner Edward Corsi announced yesterday.

The new quarters occupy the entire sixth floor. Among the major improvements are greatly increased facilities for meetings and conferences which comprise the main part of the Board's operations.

Connecticut School of Massage 6 Years Old

The Connecticut School of Massage, 96 Union Street, Norwich, Conn., under the personal supervision of Mrs. Gertrude Brand, is approved by the State Board of Education. The school announces the successful completion of its sixth course in massaging given to veterans under the GI Bill of Rights.

The school states that this profitable field is not overcrowded and offers employment in many fields of massaging, especially in athletic organizations.

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HOPKINS DESCRIBES NEED FOR PENSION LIBERALIZATION

Special to The LEADER

GENEVA, Jan. 20—Robert R. Hopkins spoke on the subject of "Retirement" before the Geneva Chapter, Civil Service Employees Association, at the annual dinner held Saturday night at the Hotel Seneca. Mr. Hopkins is an employee of the State Department of Unemployment Insurance at Buffalo and is Chairman of the Western Conference of The Civil Service Employees Association.

The subject was stressed as being of particular interest because of proposed changes. Mr. Hopkins pointed out that although at the time the system was set up it was "tops," it has gradually become antiquated. At present the average pension paid to retired State workers is something over \$800, he said.

"This corresponds roughly to the amount which a penniless couple is entitled to receive as relief," he remarked.

He insisted that an employee, when he retires, should receive something better than provided by relief standards.

Many Get No Benefit

Mr. Hopkins pointed out that an incredibly large percentage of people do not benefit by the money they have paid into the retirement system, beyond what they might gain as a result of the compulsory saving. Many people die before they reach an age for retirement. Even when they are eligible, and apply for retirement, there is a waiting period of 30 days before retirement takes effect, and anyone dying during that period forfeits the pension that the State would otherwise contribute.

"In some cases, such losses have amounted to thousands of dollars," he said. "As State employees are promised the benefits of the retirement system when they are employed, it seems only fair that they should receive the State's portion of the contribution when, through no fault of their own, they fail to reach retirement age.

"The situation is equally unfair to State employees who, through no fault of their own, may be forced to leave State service. As a matter of fact, the proportion of State employees who meet all present retirement requirements is low.

"These facts indicate the need for modernization of the system, as has been done, for instance, in the Federal Service and in the NYC system.

"One point of particular need is the establishment of adequate pensions, so that individuals who have saved money for a lifetime for retirement will not find that, even with the State's matching contribution, they are forced to live in poverty. Something should be done also for those already retired on small pensions, and who find, in times like these, that their

incomes are even more inadequate than in normal times."

Vested Pensions

Another point of discussion was that of vesting of pension rights. A plan was proposed for giving to employees of more than five years' service rights to the money invested for their benefit by the State, so that if they die or accept more remunerative employment elsewhere, they will not be deprived of pension rights for the period of time they worked for the State. At retirement, then, an employee could receive from the State such retirement allowance as the combined employer-employee contributions will pay for,

even though it only amounts to funds for five years of service.

"Any other plan deprives an employee of social security benefits upon leaving State employment when, ordinarily, he draws out his share of the contribution in the Retirement System, but gets no State contributions toward his retirement," remarked Mr. Hopkins.

He pointed out that people dislike talk of old age and death.

"As a result of such general apathy, the situation has become serious for those State employees who are nearing retirement age, or who have retired," he said.

"There is not a single joke that

can be used to enliven a talk such as I am giving, and therefore I am speaking bluntly."

State Senator Fred S. Hollowell stated that these questions will be brought before the present session of the Legislature. He stated that they came up last year, but that the Department (Audit and Control) requested that a study of the situation be made first. Mr. Hollowell, who is on the Pensions Committee of the State Senate, expressed particular interest in bringing the subject to a head now.

Assemblyman Stanley Shaw, of Tompkins County, concurred in the belief that the Legislature

would take up these matters at this session.

Dr. A. J. Henicke, Director of the New York State Agricultural Experiment Station, also spoke.

Other guests included Joseph Waters, President of the Buffalo Chapter of The Civil Service Employees Association, and Miss Thelma Pottel, Secretary of the Western Conference of the Association.

Other matters discussed were the statement of goals of the Chapter for 1947, and the announcement of the results of the mail ballot for election of officers for 1947. Alvin Hofer, President, stated that for 1947, although the Chapter is interested in a 40-hour week, and a four-week vacation, main interest is in salaries. State employees generally now have a 40-hour week, and a four-week vacation. Salaries are lower at the Experiment Station, which is administered through Cornell University, and should be increased, members felt.

Officers elected for the coming year were Mr. Hofer, President; Karl Breitfeld, Vice-President; Mildred Wharton, Secretary, and Jeanne Smith, Treasurer. Members elected to the Executive Council were Roy Bergstresser, Frank Kokoski, Thomas Galney, Herman Breitfeld, Irene McDonald, Robert Larsen and Dorothy Cass.

WHAT EVERY STATE EMPLOYEE SHOULD KNOW

By THEODORE BECKER

For Supervisors and Would-Be Supervisors

If you are a supervisor in the State service, you are undoubtedly aware of the "Personnel Council Tips to Supervisors" that have been issued to supervisors from time to time during the past year. The Personnel Council Committee on Tips to Supervisors has recommended recently that these "Tips" be continued and issued regularly at such intervals as experience shows will be most helpful. The Committee has also recommended that those who receive the "Tips" be advised not only that they are valuable guides in management, but also that the Examination Division of the State Civil Service Department plans to have each promotion examination for a supervisory position contain questions on the material covered by the "Tips."

In the words of Mary Goode Krone, Chairman of the Personnel Council:

"The Examinations Division of the State Department of Civil Service is aware of the importance of these 'Tips.' It will expect any Senior in the clerical series or anyone having a higher title to be familiar with their contents, when such persons are taking promotion examinations to supervisory positions."

Miss Krone warns, however, that the "Tips" are designed to supplement but not to replace the training programs of the various departments.

Your Job As A Supervisor

In this connection, the Committee on Tips has prepared an outline of the complete supervisory job as an aid in training supervisors. This outline, called "Your Job As A Supervisor," covers the topics of "Human Relations," "Teaching and Training," "Placement of Workers," "Health and Safety of Workers," and "Organization, Coordination, Management."

In illustration of the practical

nature of the subjects contained in the outline and in the "Tips" already issued, a supervisor's "checklist" covering only a few of items is set forth below.

Human Relations

1. Do you know the types of positions classed as supervisory?
2. Do you hold your interviews with subordinates in private?
3. Are you aware of the so-called "plus values" which workers expect from a job in addition to cash income?
4. Do you improperly shield subordinates from the results of their mistakes?
5. Do you let your subordinates know how they are getting along?
6. Do you realize that a supervisor's ability is largely judged by the quality of the staff he develops?
7. Do you make sure that your supervisory work is not viewed as idleness?
8. Do you avoid dealing face to face with people on matters involving unpleasantness?
9. Do you give your subordinates ample opportunity to present grievances?
10. Do you keep the group you supervise informed on the progress of work?

Teaching and Training

11. Do you develop versatility in your subordinates?
12. Do you give new employees specific information regarding their privileges and responsibilities?
13. Do you make full use of the probationary period as a working test?
14. Do you keep a running record of the way your subordinates are performing?

Placement of Workers

15. Do you make work assignments that do not conform to classification?

Health and Safety

16. Do you distribute work fairly so that each subordinate contributes his proper share?
17. Do you try to detect and correct unsafe working conditions?
18. Do you encourage your subordinates to keep physically fit?

Organization, Coordination, Management

19. Do you explain the lines of authority to your subordinates?
20. Do you take into account how a contact with another supervisor on your own level will be regarded by his supervisor?
21. Do you consult with subordinates about methods of work simplification?
22. Do you let a new employee feel lost and neglected during his

first few days of employment?

23. Do you know the basic requirements for proper orientation?

24. Do you try to be a "good listener" in interviews with your subordinates?

25. Do you make sure that a new employee understands fully what his job requires him to do?

It is expected that future "Tips" will be related to the Outline, which has been distributed to the Personnel Council departmental representatives.

Steno and Typist Tests Close On Wednesday

(Continued from Page 1)

which 5 per cent is deducted for pensions. The salary is better than the current rate in private industry, the appointments will be probational and become permanent on satisfactory completion of the probationary period. The grade is CAF-2, the annual rate \$1,954.

There will be some appointments at CAF-4, said Director James E. Rossell.

Typist Exam Open, Too

Also open is the examination for Typist, CAF-1, at \$1,756, or nearly \$33.70 a week, subject to 5 per cent pension deduction.

The Federal government is filling Typist jobs just as fast as satisfactory applicants show up. The openings for Stenographers, at the moment, exceed the supply of qualified candidates.

Both exams will be closed at the same time. Another Stenographer exam may follow in a few months, but the time to apply is now, when jobs are most plentiful.

Where to Apply

Apply at the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (Manhattan). The Seventh Avenue subway local station is Christopher Street (Sheridan Square).

Data On the Exams

The following data will give candidates a good idea of what to expect in the written test for both jobs, and the separate practical tests for Stenographer and for Typist:

96 Words a Minute

Stenographers must take dictation at 96 words a minute.

Candidates who can produce clean copy at 60 words a minute will have no trouble passing the typing test. One can get by with 55 words. There is a 2½ point deduction for letter errors, 1 point

deduction for omitted or superfluous commas or for skipping. Thus, with a 70 per cent pass mark, a dozen 2½-point errors are the limit, or combination of 2½-point and 1-point errors, not exceeding a deduction of 30. Candidates must bring their own typewriters.

There will be also a written test. Examination dates have not yet been set, but Stenographers are badly needed and Typists also are in demand, so early exam dates are expected.

Apply at U. S. Civil Service Commission, 641 Washington St., New York 7, N. Y.

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THOMAS INDIAN SCHOOL COMMITTEES ARE APPOINTED

Special to The LEADER

IROQUOIS, Jan. 20—The Thomas Indian School Chapter of the Civil Service State Employees Association, Inc., held their first meeting of the year in Brennan Hall. President Michael Brennan, the new President, presided. The other officers are: Miss Celia Latosi, Vice-president; Mrs. Helen Cross, Secretary, and Mrs. Gladys Murrman, Treasurer. The Executive Council Committee is composed of: Dr. H. F. Scoe (honorary), Mr. Brennan, Miss Latosi, Mrs. Helen Cross, Mrs. Gladys Murrman, Denton Vander Poel, Mrs. Joella Clark, Mr. Andrew Samuelson, Mrs. Frances McHenry, Sherman Warner and Mrs. Carrie W. Holliday.

The following are chairmen of committees: Store, Paul Harrington; Membership, Mrs. Kathryn Dutcher; Legislative, Mrs. Joella Clark; Constitution, Miss Latosi; Election, Mr. Harrington; Auditing, Jack Saglimben, Miss Daisy Pattysan; Grievance, Denton Vander Poel; Refreshments, Miss Sarah Manning; Hospitalization, Miss Inez Vall; Gifts, Miss Effie Washburn; Entertainment, Dr. Louis Sklarow; Flower, Mrs. May Hawthorne; Decoration, Miss Florence Roberts, and Publicity, Mrs. Besse Schlitzer.

The Chapter is sending a group to the Western Conference meeting, to be held in Buffalo, January 25, in the Roswell Park Memorial Institute.

Late this fall, Mr. Robert J.

Bruce, one of its engineers, retired at the age of 62, after having been in the State civil service for 44 years. Starting in 1902 as Engineer at Hudson River, he later moved to Utica, Rome, Syracuse, Wassaic State. In these two latter places, he held the position of Chief Engineer. Next he went to Gowanda State and in '41 he joined our group of Engineers. He earned the friendship and esteem of all the staff at Indian School. His many friends wish him well.

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- c. Men's 17 jewel Vlasin Swiss watch. Waterproof, shockproof, anti-magnetic, incaluable stainless steel case, very thin model, radium dial, sweep second hand, unbreakable crystal and high quality leather strap.

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Commissioner Wagner to Discuss Vet Housing on 'Hi! Jinx' Program

Robert F. Wagner, Jr., son of the senior United States Senator from New York State, and recently-appointed Commissioner of Housing and Buildings, will appear on the "Hi! Jinx" radio program Thursday morning, January 23, at 8:30 o'clock over WNBC, as a guest of The Civil Service LEADER.

Commissioner Wagner, who at the age of 36 looks back upon a

long career in public life, will be interviewed by Jinx Falkenburg, actress and model, and her husband, Tex McCrary, formerly Chief Editorial Writer of the New York Daily Mirror and Executive Editor of the American Mercury, co-stars of the radio program. He will discuss housing for vets.

John P. Martin, Assistant Editor of the City Record and the City Directory (Little Green Book), described the make-up of the city's

two publications on the program last Thursday morning, January 16, and also told many unusual things about NYC.

Each Thursday morning The LEADER, by special arrangement, presents a guest on the "Hi! Jinx" program from City, State, or Federal service. Suggestions for future guests should be sent to Herbert M. Friedland, care of The LEADER, 97 Duane Street, New York 7, N. Y.

3 More Fire Companies Will Be Relocated

By H. J. BERNARD

In line with his plan of reallocation of fire engine and hook and ladder companies, to cope with the fire-protection needs of the city, and ultimately to erect some new ones, Fire Commissioner Frank J. Quayle will include in his fire orders, effective March 1, changes directly affecting six companies and indirectly concerning a seventh.

The Three Phases

The proposed changes follow:
1. 49 Truck, at 1079 Nelson Avenue, The Bronx, will be moved into the quarters at 68 Engine, at 1080 Ogden Avenue. The two occupy single houses back to back. There is room in the engine house for the truck. Many thousands of dollars in realty value will be saved by the return of the property to the Real Estate Bureau of the City, and there will be maintenance savings, the Fire Department pointed out.

2. 116 Truck, at 3813 Northern Boulevard, L. I. City, will move into the quarters of 261 Engine Company, at 3720 29th Street, L. I. City, a neighboring house, thus releasing another property.

3. Hook & Ladder 155, at 102-12 Lefferts Boulevard, Richmond Hill, Queens, will move into the quarters of 302 Engine at 143-15 Rockaway Boulevard, South Ozone Park. Now 155 is a "guest" of 308 Engine at the Lefferts Boulevard address. The relocation will be for better distribution of Hook and Ladder companies in the area,

and in this instance alone there will be no return of real estate to the city by the new order.

Previous Changes

The second sections of Engine Companies 76 and 91 and Hook and Ladder 26, Manhattan, were recently reduced to single units, but the second-section men were shifted to other companies in Harlem.

"The number of fires those stations covered did not justify having two companies in one house," the Commissioner asserted. "The Harlem area is not only receiving adequate fire protection, but the response to alarms of fire provided for is far higher than that of other similar residential sections."

To show that Harlem is not being discriminated against, Mr. Quayle noted that six single engine companies in downtown Manhattan had been abandoned completely, in line with the department's reorganizational plan.

He added that about 80 per cent of the department is on the three-platoon system.

Long-Range Program

Commissioner Quayle's program is long-range and is the result of a scientific study of fire protection needs completed a few months ago. A copy of the report was submitted to Mayor O'Dwyer, who approved requests to institute changes necessary to full utilization of a motorized department. Locations had been based on horse-drawn apparatus.

Bargaining Rights In NYC Asked By Citizens Union

The Citizens Union has sent a letter to Mayor O'Dwyer urging adoption throughout the city service of "those features of collective bargaining which are properly applicable under the merit system of civil service."

The letter, signed by Richard S. Childs, Chairman of the Citizens Union, says: "The vital thing is (1) to make known publicly the city's policy that the administration shall meet with representatives of all workers, and (2) to establish means of determining employee representation."

In this connection the Citizens Union believes some means should be worked out for determining authentically in appropriate units which organizations represent most workers—if necessary by elections—and for giving appropriate recognition to such organizations in negotiations, at the same time giving any other group of workers full opportunity to be heard.

No Right to Strike Claimed

The Citizens Union does not believe there is any right to strike against the City, or to demand a closed shop in public employ, but that there is an obligation to make it easy for workers to get proper consideration for requests regarding wages, hours and grievances.

Copies of the letter were sent to the members of the Board of Transportation and the Mayor's Division of Labor Relations.

"No law now requires but no law prevents the holding of elections by employee groups to choose either their representatives or their union affiliations," Mr. Childs wrote.

WHY 66 FIREMEN SWITCHED

(Continued from Page 1)

Frank H. Boehm, Joseph F. Bradley, Calvin J. Bublin, Matthew J. Cawley, Fred D. Cogan, Jr., Vincent A. Conk, John R. Connolly, Lew A. Corbett, Jr., Conrad R. Cuck, Willis E. Davidson, Samuel Dickey, Jeremiah Dilema, James E. Dunbar, Edward V. Fagan, Abe Feldman, Michael J. Filon, Dermot G. Finlay, Martin J. Ford, Peter J. Fox, John T. Frankowitz, Alfred O. Greve, Thomas Haffner, Herman C. Hess, Jr., Bernard J. Hemmes, Anthony S. Hertl, Howard W. Jones, Andrew J. Kerzner, Bernard F. Koch, Joseph Kralovich, Emil A. Kuhling, Joseph G. Landwehrle, Nicholas F. Leibrock, Jr., Edward P. Mahoney, John Maloney, James F. Metz, Frank J. Miale, Edwin G. Mills, Angelo F. Moretti, James J. Murray, Joseph D. McCann, Thomas H. McGrath, Thomas J. McPartland, Maurice J. Nella, Elbert Y. Nelson, Edward J. O'Beid, Lester Okrosy, Francis N. Quigg, James F. Quinn, Gustave A. Reinhold, Jr., Joseph W. Rooney, John P. Ruggles, Jr., Howard H. Ruppert, Arthur J. Schoil, Charles W. Schroeder, Edward J. Sheerin, Harold J. Swanson, Mario J. Swiderski, Jacob N. Widmann and Arthur R. Wood.

Dinette on Wheels Sold to Vets Only

Miniature dining rooms offer an unusual opportunity for veterans to own their own business with minimum capital, a new organization has found. The Legionnaire Dinette Corporation, 10 E. 40 Street, is selling a stainless steel and aluminum dinette on wheels, practically ready for operation. The owner of a vet dinette is given an exclusive franchise territory where he is required to confine his business. The dinettes are sold only to vets and they may be owned in partnership. No previous experience is necessary according to the manufacturers. With a vet dinette the owner may select any location in the area, park his trailer on the spot, and open for business.

Perdue School Gives Beautician Course

Many young women are choosing beauty culture as a career. The Perdue Beauty School, 235 West 125th Street, Manhattan, states that it is fully equipped to give expert and comprehensive attention to new students. It has a complete staff of fully-experienced teachers and turns out capable beauticians at the completion of the course.

American School Gives Home Course

A veteran unable to avail himself of the educational benefits under the GI Bill of Rights because he lacks the high school credits required for college entrance may now make up these credits by either taking the entire high school course or single subjects in spare time at home.

All instruction is individual and progress is rapid. Many complete the entire high school course in two years or less. Graduates have entered more than 500 different colleges and universities.

Veterans desiring to enter colleges under the bill, but lacking the necessary high school credits, may obtain a free booklet with full information by sending their name and address to Dept. C, American School, 130 W. 42nd St.

National Institute Affords Home Studies

The National Institute for Home Study has been instrumental in the development of the Practice Test Technique as the modern means of preparing for Civil Service examinations.

The Institute offers a series of daily tests designed to build confidence in the type of material that will be given on the exam.

DiFalco Bill Held Up Over Vets Of World War I

Joseph T. Sharkey, Vice-Chairman of the Council, announced yesterday that the DiFalco bill is being made ready for a second presentation to the Board of Estimate. He stated that the Board will not get it, however, until the question of inclusion of World War I veterans is settled. The bill passed previously, but was returned by the Board to the Council.

The contention of World War II veterans is that, while they have no objection to including World War I veterans, the benefits are intended for recent candidates, hence would not naturally apply to the World War I veterans.

The bill provides that the veterans of World War II shall have the time served by him in the armed forces counted as service in the position to which he has been appointed from an eligible list or a special eligible list in determining his compensation, promotion, and his retirement and pension credit, if he contributes to the pension system an amount

covering the time served in the armed forces.

It further states that a person who could not complete the physical examination, after having passed the written part of an open-competitive test, because of a call to service, and who has since passed that physical and had his name entered on the eligible list in relative order of rating, shall be entitled to credit for service in the armed forces as if his name had originally been placed on such eligible list and had been reached in the regular order of appointment.

Councilman Sharkey declared that the Council is making every effort to be fair to the World War I veterans. He pointed out that to include them in the benefits of the bill on a par with World War II veterans could be unconstitutional. He also pointed out that since the pension feature introduces complications if applied to World War I veterans.

It is the desire of the Council to resolve these difficulties before the bill is offered again to the Board

PAY SQUEEZE IS CHARGED

(Continued from Page 1)

must be paid the prevailing rate applicable to Bridge Painters so long as they are asked to work and no matter at what they work.

Patterson's Argument

Budget Director Thomas J. Patterson, who recommended to the Board that it ratify the agreement, has argued that men's minds are relieved when they are assured of a full 250 days of work during a year, for they can budget their family expenses accordingly, and moreover they protect their pension rights fully under the agreement.

Union representatives maintain that in getting the men to sign the agreement the city uses as a club the threat of working the men only 180 days, if they don't sign, thus reducing their annual pay to \$2,952, and curtailing their pension benefits, since they must work 200 days or more to get a full year's pension credit, otherwise are penalized with fractional credit, for instance, for 180 days' work, 180/200 of annual credit, or nine-tenths of a year's credit.

Assistant Corporation Counsel Howard W. Fishbach, appearing for Mr. Patterson, to whose office he is assigned, denied that there had been any coercion, and stated that the agreement was fair and equitable and that other representatives of AFL locals, to whom he had spoken, favored it. When the Comptroller asked him if he had any statements from them in writing, to that effect, he answered in the negative, but insisted he was correctly reporting what had

been voluntarily told to him by union men.

Conference With O'Dwyer

After the meeting the Board's action was discussed at the Central Trade and Labor Council (AFL) and it was agreed that an effort would be made to get an interview with Mayor O'Dwyer. It was the consensus that if he had been fully informed of all the implications he would not have voted for ratification of the agreement and would even have attempted to persuade the Board as a whole not to do so.

Two other agreements were ratified by the Board, one covering Asphalt Workers and the other Electricians' Helpers. The unions voiced the same objections to these agreements, and all three will be the subject of discussion at any conference with the Mayor.

There are 135 Bridge Painters, 650 Asphalt Workers and 35 Electricians' Helpers, total 820.

National Technical Institute Expands

The National Technical Institute, which trained thousands of people in machine operation and maintenance for war production, is prepared to give that same training to all interested in a technical career. Special attention is given to the individual's particular aptitude.

The Institute is located at 55 West 42 Street in NYC.

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A THOUGHT FOR THE WEEK.

The mind is hopeful; success is in God's hands.—Plautus.

**Civil Service LEADER**

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TUESDAY, JANUARY 21, 1947

State Pay Raise Must Be Granted

ALL other topics in which State employees are interested are eclipsed by fear lest their salaries remain at the present level for another fiscal year. What has upset them is the fact that Governor Dewey, in his annual message to the Legislature, although he discussed many topics, was silent on the subject of another general increase for State employees. The workers felt that if he had been in favor of such a raise, he would have mentioned it. Moreover, he borrowed too much of the reasoning of the Salary Standardization Board in saying that State pay was comparable to that in private industry and in other public jurisdictions. That indicated lack of interest in the plight of State workers who, if no aid is given them, will have to struggle through the next fiscal year, beginning April 1, under an economic handicap of nearly 20 per cent. That's about how much the cost of living already has gone up since April 1 last.

It must be said in the Governor's behalf that in the past, even when he has not initiated a project, he has been ready to be shown. Thus a heavy responsibility rests upon the Governor when he meets officers and counsel of The Civil Service Employees Association, representing a membership composed of three-quarters of all State employees, who will present a strong case to him. He has promptly and courteously expressed willingness for such a conference and the Association officers have already prepared their powerful ammunition. Whatever the Governor has said, or left unsaid, the way to an increase has been left open, and there is no reason to expect that the Salary Board, presenting comparisons said to be based on last April's cost-of-living index, will contend that the index will be the same next April as last, and for the year to follow. Nobody knows how the next fiscal year's index will fluctuate. An adamant budget salary, frozen for a year during unusually uncertain conditions, constitutes an anomaly.

A sliding scale method must one day be applied, and the power of adjustment conferred on some Board or Commission. The argument that we're all set for a year won't survive many more years. It has grown too old and feeble, employees have become too vocative and alert, and plain justice requires that the pay scales be related with prompt sensitivity to the cost of living. Employees must no longer be left to sweat it out, especially when a half billion dollar surplus is allotted to projects for the bright new world of tomorrow. The idea that for the little fellow tomorrow never comes, died on the beachhead of Iwo Jima, in the deep waters of the South Pacific and in the gaping shellholes of the Bulge.

Teachers' Pay Throughout U. S. Up Only \$25 a Month in Year

Teachers in 19 major cities now get salaries averaging roughly \$25 a month more than they received a year ago, while throughout the U. S. demands are mounting for further teacher pay boosts to meet increased living costs.

The Municipal Finance Officers Association, citing a National Education Association survey, reports that annual teacher pay increases effective on or before January 1 in these 19 cities range

from at least \$150 in Cleveland to \$420 in San Francisco, \$440 in Toledo, and \$450 in Washington, D. C.

Several big cities recently adopted "single-salary" schedules in addition to granting pay raises. The single-salary pay plan put all teachers in the local system on the same salary ladder without regard to whether or not they teach in elementary, junior high or high schools.

According to the National Edu-

Merit Man**JOHN J. LANNER**

John J. Lanner has the distinction of having served with the State Insurance Fund for 32 years. He is now an Associate Underwriter.

Mr. Lanner was born in NYC on June 8, 1880. He was graduated from Cathedral High School and later studied commercial law.

In September, 1899, he began his career in the insurance field with a private concern. He joined the newly organized State Fund in January, 1915. Mr. Lanner is quite proud of the Fund, which was financed by the State during its first nine months, after which such support was unnecessary.

Started as Auditor

"The State paid our expenses for only nine months, and after that we were in business for ourselves," is how Mr. Lanner puts it. "Here is one definite example of a State agency that made its own way."

Our Merit Man's first job with the Fund was as a Payroll Auditor. In 1920 he was promoted to Chief Payroll Auditor, and in 1923 to Chief Underwriter.

He is completely sold on the State Fund. "I am opposed to State Fund monopoly," he admitted. "I believe in freedom of action on the part of the employer in determining where the best interests lie in insurance protection. The success of the Fund is shown in the \$200,000.00 saved by its subscribers in 32 years."

Mr. Lanner has personally interviewed over 20,000 individuals in an effort to help them solve their insurance problems.

Active Life

Mr. Lanner has a remarkable number of interests. He is President of the Twenty-Year Club of the State Fund, a past President of the Insurance Anchor Club and Vice-president of the Hospital Association of the New York Chapter, Knights of Columbus. He retired from the State Military Service in 1945, having served 29 years as a member of the 69th Regiment.

"I have had many opportunities to leave public employ, and earn more money, but declined all of them," he said.

He is a member of the Civil Service Employees Association.

Don't Repeat This!

A NUMBER of employee groups will be forced to drop their publications because of rising printing and paper costs. . . . The new management of The New Republic has funds set aside to stay in business three to four years, no matter what losses the Henry Wallace-edited magazine incurs. . . . Vet preference really works. Everett F. Streit, a non-vet who ranked 20th on the recent Fireman list, has to wait until jobs are offered 1,460 veterans. . . . Watch for a rise in the political fortunes of ex-Col. Frank McCarthy now that Gen. Marshall is taking over the State Dept.

Two years ago a Health Dept. report on filth in the restaurants was suppressed. Department officials thought the findings too horrible. . . . Sydenham Hospital's drive for funds is splitting the Negro community. One group has turned its back on Sydenham's interracial policies, is pushing instead for a new, all-Negro city hospital in Harlem. . . . Library officials say

that copies of The LEADER in the branches are getting more use than ever before. They point to two reasons for the great increase of interest in Civil Service: more public jobs than ever before after the freeze of the war years; drying up of private job opportunities.

Some vets are making a racket out of house-buying. They approach an owner, plead veteran status and desperate need to get a low price, buy the house, set a higher price on it, hold it for speculation. This keeps the house from someone genuinely in need. . . . A profile of Harry Langdon, chief fiscal officer of the Sanitation Dept., runs in the current American City, public administration journal. . . . It isn't hard for the Police Dept. to get permission to tap phone wires. Once the department has convinced a Supreme Court Justice there is a legitimate suspicion of unlawful activities, a Patrolman is permitted to eavesdrop and make stenographic notes.

Comment, Please**U. S. Payroll Economy**

Editor, The LEADER:

We see where Congressman Taber wants to knock a million people from the Federal payroll.

We sincerely hope he will train his sights on Mr. Truman's St. Louis Empire as the No. 1 objective; before it becomes the White House of the West.

JACK ROSNER,**CHAS. L. MURPHY****Full Police Pay in 3 Years**

Editor, The LEADER:

I wish to thank you for the article you published in the Civil Service LEADER about the signatures I got on the police-fire petition for a pay raise. Before the war I was connected with the formation of the Junior Air Cadets with Tex McCrary of the New York Daily Mirror.

I am very much interested in having the full-pay-in-3-years bill passed by the Council and Board of Estimate. The Fire Department has this benefit. I am now a PBA delegate.

RAYMOND J. THORPE,**Traffic C, Manhattan.****Forgotten 10 Per Cent**

Editor, The LEADER:

The McCormick Bill, which gives veterans in the Post Office the grade and salary that they would have had if they weren't in the military service, is a good measure. However, it excludes about 10 per cent of the men.

Some men who were in military service and upon their release from the armed forces took non-competitive examinations for promotions. During the war, almost everyone at home was given the non-competitive examination, and as a result, they are now regular clerks in the Post Office, while the veterans with longer service have to sub at a lower rate of pay.

The McCormick Bill should be amended to include those veterans who were given the non-competitive examination. They should be given the grade they would have received had they not been in the armed forces and their

salary retroactive to August 1, 1946, as required by the present law.

HARRY NEWMAN**Sick-leave Chiselers**

Editor, The LEADER:

Many Congressmen have growled in the past about the absenteeism of Federal employees, especially for sickness. But they never speak of a reward to the ones who never take off, or who do double work when the sick-chiselers take off. The industrious ones never get a reclassification for their extra-hand work, nor do they get any merits or high-ratings for it on the efficiency reports.

No one seems to care a whit about a brilliant attendance record. Meanwhile, the sick taker-offers do so year after year—thus getting a double vacation. Counting one to two months every year, in twenty years they will have been off "sick" about two years total. Nothing happens to them.

Faithful ones should be allowed lump-sum pay for sick-leave untaken. Also these employees should be cited for the Meritorious Award of \$100 per annum increase in pay that law provides.

Many "sick-chiselers" have succeeded in getting these meritorious awards.

JOSEPH M. WARFIELD**Labor Law Volume Issued by State**

A new edition of the New York State Labor Law, brought up to date, includes legislation passed in 1946, with annotations of court decisions.

The editing job was done under James P. Fuscas, Assistant Counsel. The volume serves as a handbook for field workers of the Department. In addition to the State Labor Law, all other pertinent laws are included, as are the Unemployment Insurance Law and the Bedding Law.

Copies are obtainable through the Secretary's Office, State Labor Department, 80 Centre Street, NYC, at \$1.

Question, Please**Police Age Limits**

WHAT IS the age limit for applicants for the NYC Police Department, and how does a veteran advance on the eligible lists?—E. V.

The age limit upon filing application is between 20 and 29. Time spent in military service is deductible from the maximum. Disabled veterans who pass the exam are placed on top of the list in order of their examination score. Non-disabled veterans come next according to score and non-veterans last.

Lower U. S. Grade

CAN A PERSON in the Federal employ accept a position at a lower grade than he presently holds?—J. B. C.

Yes. At the same time he will have to accept the lower pay scale, and is still eligible for employment in his highest grade when vacancies occur.

Transfer to Another State Dept.

I AM A STATE employee and am interested in switching to another department. How can I go about it?—K.

You may request transfer to the department you are interested in through your section chief, if the other department has a vacancy to which it can and is willing to appoint you. Another possibility would be to watch for an open-competitive test that covers position in the department you desire to enter.

Steno and Typist Jobs Open in NYC

The NYC Department of Welfare has openings for Stenographers, Transcribing Typists and Typists. The beginning salary for Stenographers and Transcribing Typists is \$1,920 a year, of which \$660 represents a cost-of-living bonus. Stenographers will be assigned to stenographic positions throughout the Department.

Transcribing Typists are needed to work from Dictaphone records, and the Department is prepared to give training in this work to skilled Typists who are high

school graduates or to other applicants with equivalent qualifications or experience. Salaries for Typists begin at \$1,860 a year, of which \$660 represents a cost-of-living bonus.

There are openings in all boroughs of the City, and the Department attempts so far as it is possible to assign persons to locations convenient to their homes.

Applicants for these jobs should call in person at the Central Office of the Department of Welfare, 902 Broadway, near 23rd Street.

Dr. Cusack Renamed To King's Park Board

Special to The LEADER

ALBANY, Jan. 20—Governor Dewey sent to the Senate for confirmation the reappointment of Dr. Thomas S. Cusack, of Brooklyn, as a member of the Board of Visitors of the Kings Park State Hospital. Dr. Cusack, whose present term expired December 31, 1946, was nominated for a full seven-year term.

U.S. Civil Service Sound-Truman

President Marks 64th Anniversary Of Signing of Merit System Act

Special to The LEADER

WASHINGTON, Jan. 20—The 64th anniversary of the signing of the Federal Civil Service Act was marked by President Truman who, in a letter to Harry B. Mitchell, President, U. S. Civil Service Commission, said:

"It seems to me that it is very appropriate that each year we take note of this anniversary for the purpose of considering the progress which has been made in the development of a civil service system for the federal government, and also for the purpose of thinking through once again the objectives which should be kept in mind in the further development of this system.

"There is no question but that the career service in the Federal government does rest on a very sound foundation. For this fact, we are deeply indebted to those who, over a period of more than 60 years, have fought vigorously for the achievement of such a goal.

"Those of us who are now responsible for the operation of the civil service system must adapt ourselves to conditions which arise out of the fact that our government must discharge complex duties and responsibilities in comparatively short periods of time.

"The only way in which we can respond to this challenge is to make it possible for our operating officials, throughout the government, to become partners with us in the administration of the civil service system. Working together, we have made real progress in the direction of achieving this objective. I feel confident that we will continue to move forward along these lines in the year which lies immediately ahead.

"We have the high privilege of demonstrating that the democratic concept of open competition can be maintained by our government in the midst of a highly complicated world society."

The Swift Courier

"Neither snow, nor rain, nor heat, nor gloom of night stays these couriers from the swift completion of their appointed rounds."

By SOL DROGIN

Secretary, Joint Council of Affiliated Postal Employees

With Senator Langer and Representative Rees as chairmen of the respective Congressional committees on Post Office and Civil Service, the postal personnel feel confident that their problems will receive favorable consideration. Senator Langer will bring to his new position his years of experience and active interest shown as member of the Senate Post Office Committee. Similarly, Representative Rees, who was a member of the previous Civil Service Committee, will find that postal employees have many things in common with other Federal employees.

Senator Langer says: "I want to see the employee, fully capable of doing his job, diligent, well-respected and properly rewarded during the period of active service and in those years when he shall have leisure to enjoy the fruits of his savings in the Retirement Fund." The post office employee, as well as all others, hear the voice of a friend.

In line with the sentiments expressed, President Gibson of the Joint Conference of Affiliated Postal Employees of Greater New York and Vicinity, representing 25,000 A.P. of L. postal employees, has appointed a subcommittee to make a study, to be forwarded to Senator Langer, of the postal situation where "there continues to be much room for improvement."

Recognition of Seniority

As Senator Langer himself says, "Why should not a Postal employee have reasonable assurance that some day he can become a postmaster—or even Postmaster General?"

The assurance would be given, according to the Joint Conference, by the enactment by Congress of legislation making mandatory recognition of seniority in appointments within the service.

Senator Langer has introduced a bill, S. 58, calling for exemption of annuities from taxation. A similar bill was passed by the House in the last session, but died in the Senate. It is hoped that this time the annuitants will receive the measure of relief that this exemption will afford them.

Another bill, which is in the

forefront of the demands of the postal personnel from the viewpoint of equality with other Federal employees, has been introduced by Senator Ferguson, S. 82, calling for 26 days annual, and 15 days, sick leave. Similar bills have been introduced in the House by Representatives Rooney and Rees on exemption of annuities, and by Representative Keogh on equality of annual and sick leave.

Another Opportunity

At present, though bills have been introduced dealing with the longevity problem, tontine deductions, discrimination in overtime rate of compensation, no omnibus bill dealing with the inequities of Public Law No. 134 has, as yet, been introduced. It is hoped, that with the House becoming organized, this bill will be forthcoming, and the legislative process of bills becoming law commence in behalf of postal employees.

Also, as to bills on retirement, no major bill is as yet in the hopper.

President Gibson, in an interview, stated: "If Congress saw fit to allow retirement at age 55, with reduced annuity as of age 62, Congress should now allow that man of 55, with 30 years of service, to retire with full annuity. I say this because that young man who has served his government for 30 years, from the age of 25 to 55, has given the best years of his life to the government, and should not be penalized for such service. I hope that a retirement bill embodying the recommended revisions of the Joint Conference will be introduced."

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Permanent Employees' Firmer Hold on Jobs Subject To Limitations

Special to The LEADER
WASHINGTON, Jan. 20—The new ruling of the U. S. Civil Service Commission, giving employees with permanent classified status a stronger hold against reduction-in-force separations, was explained in greater detail today. A year's leeway is to replace 30 days' notice, but in a limited way.

The ruling provides that if permanent employees cannot be retained, they should be returned to duty as soon as openings occur, or placements for them in other agencies should be made by the displacement of war-service and temporary employees who do not have permanent career appointments.

The new policy, effective in all departments and agencies as of January 15 last, provides:

Any career employee (one with permanent civil-service status) serving in a position subject to the competitive requirements of the Civil Service Act who is reached for separation in a reduction in force will be given 1 year's notice before separation, in lieu of the present minimum of 30 days' notice, if he is in retention sub-group A-1 plus, A-1, or A-2.

[Group A consists of employees who have met all requirements for indefinite retention in their present positions. Sub-group A-1 plus consists of career employees with veteran preference who have not completed their first year of service since returning from military or naval service. Sub-group A-1 consists of career employees with veteran preference whose efficiency ratings are "Good" or better; and sub-group A-2 consists of non-veteran career employees whose efficiency ratings are "Good" or better.]

The 1-year notice period will be composed of at least 30 days in duty and pay status whenever possible, a non-duty period with pay for the duration of any accumulated annual leave, and the remainder of the 1-year period in a furlough status.

No agency is to fill any positions for which furloughed A-1 plus, A-1 and A-2 employees are qualified and available, either by the original appointment of any person or by the promotion, reassign-

Public Speech Taught By Grace U. Coates

Grace Usher Coates, lecturer and teacher, offers an opportunity to learn to speak in public. The course is designed to instill confidence and teach students to speak pleasantly and distinctly. Not everyone can be a great speaker, but all can be good speakers, she says.

Formerly connected with many large business firms as a public speaking adviser, Miss Coates is now interested in working with civil service employees who are anxious to learn to speak well.

Her phone number is PLaza 9-2811.

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TRUMAN ORDERS CASH AWARDS TO EMPLOYEES

Special to The LEADER
WASHINGTON, Jan. 20—President Truman, in an executive order, announced that awards up to \$1,000 will be made to Government employees who save the Government money.

Within-grade salary advancements have in the past been given for such service, but the order, retroactive to August 2, 1946, provides only for cash awards.

ment or transfer of an employee in a lower-retention group, and it will be the responsibility of the agency to determine whether war-service and temporary employees could be displaced to furnish positions for the furloughed career employees.

Canvass of Vacancies In each area where there is a

large concentration of career employees who have been reached in reductions, the Civil Service Commission may ask agencies for information concerning existing vacancies and the number of war-service and temporary employees serving in the types of positions from which the career employees have been furloughed. The Commission will refer the names of furloughed employees to any agency which has appropriate vacancies or positions held by war-service and temporary employees. If positions cannot be found for furloughed career employees in any of these ways, the Commission will take further steps to place them, such as placing their names on registers of eligibles, if appropriate registers exist, or directing the termination of a specified number of temporary or war-service employees in the occupations concerned and in the same geographical locality.

Whom It Hits
The new move lowers the retentivity possibilities of war-service indefinite and temporary employees.

SHOPPING GUIDE

YOU TOO CAN BE THE LIFE of the party—learn to play the accordion—it's easy. There are some wonderful buys to be had at the Federal Accordion Company, 552 Atlantic Ave., Brooklyn.

AND SPEAKING OF PARTIES—did you know you can have keg beer delivered to your home or office—ice cold! It's cheap, too. Call Ridge Beer Distributors for details, Shore Rd. 8-8997.

STOP IN TO SEE J. KIMMEL at 333 7th Avenue if you are considering buying a fur coat. His prices are below wholesale on moutons, muskrats, etc.

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Church Announcements FOR CIVIL SERVICE EMPLOYEES

INFANT OF PRAGUE WEEKLY NOVENA DEVOTIONS. Every Tuesday Midday mass at 12:15 P.M., with Novena exercises, 3:30 P.M., and 8 P.M. Sermon, novena prayers, blessing children of the sick, Prayers for our beloved dead, benediction—of blessed sacrament. Veneration of Relic—House of Loretto.
CHURCH OF OUR LADY OF PERPETUAL HELP, 323 E. 61st Street, N. Y. (nr. Queensboro Bridge). The First Church to introduce the Infant of Prague into the United States.

U.S. Tests Open for Jobs Paying Up To \$7,102

Training Specialists, Junior Administrative Technicians and Psychologists Are Needed

The U. S. Civil Service Commission today announced examinations for probational appointments to the positions of Clinical Psychologist, Training Specialist, and Junior Administrative Technician. James E. Rossell, Regional Director, listed abstracts of the official notices:

Training Specialists, \$3,397 to \$5,905. Positions are located in Washington, D. C., only. The age limits, 18 to 62, are waived for persons entitled to veteran preference. No written test is required. Ratings will be based on the applicant's experience, the amount and kind required varying for each successive grade of the position. For the lower grades, appropriate education may be substituted for part of the required experience. Closing date, Tuesday, February 4.

Junior Administrative Technician, \$2,644. Positions are located in Washington, D. C., and throughout the United States except in the following States: Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, Pennsylvania, Delaware, Louisiana, and Mississippi. Persons who are eligible in this examination will be appointed to such positions as Personnel Assistant, Budget Examiner, Position Classifier, etc., and will usually be given work assignments which will train and develop them for higher grade positions. The age limits, waived for persons entitled to veteran preference, and from 18 to 35 years. A written test is required of all applicants. In addition to passing this test, they must have had either three years of experience in the performance of technical or administrative duties, or 4 years of college education with specialization in appropriate subjects such as business administration, public administration, etc., or a combination of experience and education at the rate of one academic year of study for 9 months of experience. Closing date, Thursday, February 11.

Apply at the Commission's Regional Office, 641 Washington Street, or at first and second-class post offices outside NYC, or U. S. Civil Service Commission, Washington 25, D. C.

Patrolman Study Aid

Following is another installment from the last (1946) NYC Patrolman exam. Study material will be published weekly until just before the written test, tentatively set for Saturday, March 15, for which 20,936 filed.

45. Patrolman J has made 3 times as many arrests as Patrolman L, who has made half as many arrests as Patrolman T. Of the following, the most accurate statement is that: (A) Patrolman T has made three times as many arrests as Patrolman J; (B) Patrolman L has had more arrests than Patrolman J; (C) Patrolman L has made more arrests than Patrolman T; (D) Patrolman L has made one half as many arrests as Patrolman J; (E) Patrolman T has made fewer arrests than Patrolman J.

46. Every candidate who passes this examination is appointed to the New York City Police Department will receive, in addition to his regular salary, a bonus to meet present increased living costs. To determine most accurately the percentage by which his regular salary is increased by the additional bonus, the patrolman should divide: (A) his bonus by his salary and multiply by 100; (B) his salary by his bonus and multiply by 100; (C) 100 by his bonus and multiply by his salary; (D) his bonus by 100 and multiply by his salary; (E) his salary by 100 and multiply by his bonus.

47. "A good index of promotional opportunity for any position is the ratio of such positions to those at the next higher level." On the basis of the above statement, an index of your promotional opportunity as a patrolman in the Police Department is best expressed as the: (A) product of the number of sergeants by the number of patrolmen, divided by two; (B) fraction whose numerator is the number of patrolmen and whose denominator is the number of sergeants; (C) ratio of patrolmen to the population of New York City; (D) reciprocal of the total number of sergeants in the Police Department; (E) the number of sergeants in the Police Department.

48. "Every traffic patrolman

knows that the momentum of a moving vehicle, or the force with which it will strike another vehicle, is equal to the product of the weight of the vehicle times its speed." On the basis of the above statement, the only one of the following changes which would necessarily result in an increase in momentum is: (A) an increase in weight, with a proportionate decrease in speed; (B) an increase in speed, with a proportionate decrease in weight; (C) an increase in weight, with no change in speed; (D) a decrease in speed, with no change in weight; (E) a decrease in speed, with a proportionate decrease in weight.

49. The well-informed patrolman should know that the veterans' preference amendment approved by the people of New York State at the November, 1945 elections: (A) grants ten points preference in civil service tests to disabled veterans and five points preference to non-disabled veterans; (B) provides no preference for veterans in civil service promotion examinations; (C) denies veterans any preference in retention of civil service employment in the event of a reduction of force; (D) provides that a veteran must be a resident of the county in which he seeks a civil service appointment; (E) imposes a time limit on the preference granted in civil service examinations to non-disabled veterans.

50. "The atomic bomb has created a number of problems of profound significance to every one of us." The patrolman with an intelligent understanding of world problems should know that, of the following, the chief issue in current debates concerning the atomic bomb is whether: (A) plants which produced atomic bombs for Germany during the war should be destroyed; (B) the supply of aluminum, which is used in the manufacture of atomic bombs, can be effectively regulated; (C) the United States, the chief source of uranium ores, should prohibit their export to foreign countries; (D) foreign patents for the manufacture of atomic bombs should be recognized in the United States; (E) America's secret methods for the manufacture of atomic bombs should be revealed to other countries.

51. "Although the Axis powers

have surrendered, price ceilings are still maintained by the OPA on many food commodities." Of the following, the chief argument advanced by those in favor of retaining price ceilings is that: (A) price restrictions help prevent the danger of inflation; (B) price ceilings insure a large revenue in the form of taxes for the Federal government; (C) removal of price restrictions would cause a shortage in most food commodities; (D) price restrictions encourage the spread of black markets; (E) government retention of its wartime power over private industry is expensive.

52. The best police officer knows that a grand jury is usually not empowered to: (A) investigate an alleged crime situation; (B) render a verdict in a criminal case; (C) summon police officers to testify before it; (D) return an indictment in a major felony case; (E) hear the testimony of persons not personally acquainted with the accused.

53. "All governmental functions are supported by taxes." The patrolman who is an alert citizen of this City should know that, of the following, the most accurate statement concerning the tax powers of the City of New York is that: (A) no State employee can be taxed by the City; (B) all taxes collected by the City are paid directly to the State; (C) complete autonomy in tax matters is enjoyed by the City; (D) State approval must be secured for certain types of taxes levied by the City; (E) all tax monies collected in the City by the State are returned to the City.

54. The recent increase in the rate of juvenile delinquency in urban areas has been attributed by police officials and welfare workers most basically to: (A) lack of proper parental control during the war years; (B) rapid reconversion from war work to peace time production; (C) rapid fluctuation in the price of rent, food, and basic essentials; (D) a serious shortage of formal educational facilities; (E) the strict requirement of law that souvenir war weapons be rendered mechanically inoperative.

55. E; 46. A; 47. B; 48. C; 49. E; 50. E; 51. A; 52. B; 53. D; 54. A;

55. "Although the Axis powers

List Of Public Exams For Permanent Jobs

U.S.

WHERE TO APPLY FOR PUBLIC JOBS
U. S.—641 Washington Street, New York 14, N. Y. (Manhattan), or at post offices outside of NYC.
State—80 Centre Street, New York 13, N. Y. (Manhattan), or State Office Building, Albany 1, N. Y.
NYC—96 Duane Street, New York 7, N. Y. (Manhattan).
NYC Education—110 Livingston Street, Brooklyn 2, N. Y.
New Jersey—Civil Service Commission, State House, Trenton; 1060 Broad Street, Newark; City Hall, Camden; personnel officers of State agencies.

Stenographer, CAF-2, at \$1,954. (Closes Wednesday, January 22.)
Typist, CAF-1, at \$1,756. (Closes Wednesday, January 22.)
Conservation Aid, U. S. Department of Agriculture, \$1,954, \$2,394 and \$2,644. Closes Tuesday, January 28.

Special Agent (G-Man), Federal Bureau of Investigation; \$4,149.60 to start. Men between 25 and 40 eligible. Applications at FBI, Federal Court Building, Foley Square, NYC, also at the FBI offices in Albany and Buffalo, N. Y., and in Newark, N. J., and Washington, D. C. (Open until further notice.)
Clinical Psychologist, \$4,149 to \$7,102. Jobs in VA throughout U. S. No age limits. No written test. Send filled-in blanks to U. S. Civil Service Commission, Washington 25, D. C. (Open until further notice.)

Training Specialist, \$3,397 to \$5,905. Age limits, 18 to 62, waived for veterans. Jobs in Washington only. No written test. Send filled-in blanks to U. S. Civil Service Commission, Washington 25, D. C. (Closing date, Tuesday, February 4.)

Junior Administrative Technician, \$2,644. Jobs in Washington and throughout U. S., excepting 10 States, but including N. Y. and N. J. Send filled-in blanks to U. S. Civil Service Commission, Washington 25, D. C. (Closing date, Tuesday, February 11.)

Film Editor, CAF-10 to 12, \$4,626 to \$5,905. No written test. (Closing date, Wednesday, January 29.)

First Assistant Film Editor, CAF-7 to 9, \$3,397 to \$4,149. No written test. (Closing date, Wednesday, January 29.)

Second Assistant Film Editor, CAF-4 to 6, \$2,394 to \$3,021. No written test. (Closing date, Wednesday, January 29.)

Quartermaster, \$1.08 to \$1.20 an hour.

Fireman, Marine (Coal Burning), \$1.13 to \$1.25 an hour.
Fireman, Marine (Oil Burning), \$1.13 to \$1.25 an hour.
Oiler, Marine (Diesel), \$1.17 to \$1.30 an hour.
Oiler, Marine (Steam), \$1.17 to \$1.30 an hour.
Water Tender, \$1.17 to \$1.30 an hour.
Dragtender, \$1.22 to \$1.36 an hour.
Inspector (Oil), SP-6, \$2,644 per annum. (Closing date for above eight U. S. exams, Thursday, January 23.)

STATE Promotion

3325. Local Assessment Examiner, Albany Office, Local Assessments Bureau, Department of Taxation and Finance. Usual salary range \$2,400 to \$3,000, plus an

emergency compensation. Application fee \$2. At present, ten vacancies exist. (Closing date, Thursday, January 30.)

324 (Reissued), Supervisor Milk Control Investigator, Department of Agriculture and Markets. Usual salary range \$2,500 to \$3,225, plus an emergency compensation. Application fee \$2. Candidates must be permanently employed in the Department of Agriculture and Markets and must have served on a permanent basis in the competitive class in Service 4, Grade 3, as Milk Control Investigators or as Dairy and Food Inspectors for one year preceding the date of the examination. Each candidate must have a Milk Tester's license issued by the State. (Closing date, Friday, January 31.)

3343. Senior Account Clerk, Department of Civil Service. Usual salary range \$1,600 to \$2,100, plus an emergency compensation. Application fee \$1. At present, one vacancy exists in the Finance Bureau. (Closing date, Friday, January 31.)

3242. Junior Personnel Assistant, Administration Bureau (including the Mail and Supply Unit of the Bureau of Motor Vehicles), Law Bureau, and Research Bureau, Albany Office, Department of Taxation and Finance. Usual salary range \$1,800 to \$2,300, plus an emergency compensation. Application fee \$1. At present, one vacancy exists. (Closing date, Friday, January 31.)

3339. Senior Personnel Technician (Classification), Classification Division, Department of Civil Service. Usual salary range \$3,120 to \$3,870, plus a temporary emer-

gency compensation. Application fee \$3. At present, two vacancies exist in the Classification Division. (Closing date, Friday, January 31.)

3340. Senior Laboratory Technician (Serology), Division of Laboratories and Research, Department of Health. Usual salary range \$1,800 to \$2,300, plus temporary emergency compensation. Application fee \$1. At present, one vacancy exists. (Closing date, Friday, January 31.)

3341. Foreman of Bindery, Bookbinding Division, Kings County Clerk's Office. Usual salary range \$2,641 to \$3,240. Application fee \$2. At present, one vacancy exists. (Closing date, Friday, January 31.)

3344. Supervising Psychiatri- cal Institutions, Department of Mental Hygiene. Usual salary range \$5,000 to \$6,000, plus an emergency compensation. Application fee \$4. Some employees have appealed to be classified as Supervising Psychiatrist. If they have such an appeal still pending, it is suggested that they file application for this examination and compete in it so that if the classification is denied, they may still have an opportunity to obtain the title through promotion, provided you earn a passing mark. Some employees have appealed to have their positions classified as Senior Psychiatrist which, if the appeals are granted, should automatically make them eligible to compete in this examination for Supervising Psychiatrist. If they have such an appeal still pending and wish to file for this examination, the application will be accepted on a conditional basis and

County Promotion

No. 3345. Police Sergeant, Police Department, Town of Harrison Westchester County. Usual salary range \$2,520 to \$2,940. Application fee \$2. (Closing date, Saturday, February 8.)

No. 3346. Supervising Toll Collector, Westchester County. Usual salary range \$2,370 to \$3,090, plus \$435 emergency compensation. Application fee \$2. The eligible filer resulting from this examination will be used for filling vacancies at all stations on the parkways of Westchester County. (Closing date, Saturday, February 8.)

NYC Open-Competitive

Housing Assistant, NYC Housing Authority, \$2,660. (Closing date, Thursday, January 30.)

Junior Architect (reopened), \$3,050. Those who filed previously need not file again. (Closing date, Thursday, January 30.)

Surface Line Operator, Board of Transportation, \$1 to \$1.20 an hour. (Closing date, Thursday, January 30.)

Promotion

Chief of Department (Fire) (reopened); \$11,500 at present. Those who filed previously need not file again. (Closing date, Thursday, January 30.)

Maintainer's Helper, Group A, \$1.05 an hour; B, \$1.05 to \$1.10; C, \$1.05 to \$1.10; D, \$1 to \$1.05. (Closing date, Thursday, January 30.)

Railroad Clerk, 90 cents to \$1 an hour. (Closing date, Thursday, January 30.)

Senior Accountant, \$3,000 and over; Bureau of Excise Taxes, Comptroller's Office. (Closing date, Thursday, January 30.)

Senior Accountant, \$3,000 and over; Fire, Health, Finance, Investigation, Welfare, Housing Authority, Higher Education, Board of Transportation, Audit and Administration Bureaus of Comptroller's Office, Purchase, Public Works, Tax, Hospitals, Marine and Aviation, Teachers' Retirement and Manhattan President. (Closing date, Thursday, January 30.)

Hiring Is Begun In Post Office

Following the receipt of a displacement order from James B. Rossell, Director, Second Civil Service Region, Postmasters began making appointments from the recently-promulgated register for Clerks and Carriers.

Postmaster Albert Goldman is expediting appointments as fast as possible, in view of the quota made necessary by the reconversion that took place a year ago. The Postmasters are glad to see since those men and women, employed on a temporary basis, as the result of war-time hiring, and who failed to pass the test that gave them opportunity for permanency, have been added lit-

tle cheer to the surroundings.

ARMY OFFERS JOBS IN NYC TO CIVILIANS

Examinations for jobs in eight titles were announced yesterday by the Board of U. S. Civil Service Examiners, 120 Wall Street, NYC. There will be no written test for any of them. Candidates will be rated on training and experience. The closing date for receipt of applications is Thursday, January 23.

The exams are for probational appointment of civilians to the War Department, leading to permanency, if probationary period is satisfactorily completed. The titles and hourly pay rates (with one per-annum rate) follow:

- Quartermaster \$1.08-\$1.20
- Fireman, Marine (Coal Burning) \$1.13-\$1.25
- Fireman, Marine (Oil Burning) \$1.13-\$1.25
- Oiler, Marine (Diesel) \$1.17-\$1.30
- Oiler, Marine (Steam) \$1.17-\$1.30
- Watertender \$1.17-\$1.30
- Dragtender \$1.22-\$1.36
- Inspector (Oil), SP-6 \$2,644 p.a.

How to Apply—To apply, get (a) Application Form 57; and (b) Card Form 5001-ABC from the Director, Second U. S. Civil Service Region, Federal Building, 641 Washington Street, New York 14, N. Y., or at any first or second-class post office outside NYC, or from the Executive Secretary of U. S. Civil Service Examiners, U. S. Engineer Office, 120 Wall Street, New York 5, N. Y. Fill them out completely. Be sure to state the title of the examination for which you are ap-

plying, and the lowest salary you are willing to accept.

Where—Applicants must send these forms to the Executive Secretary, Board of U. S. Civil Service Examiners, U. S. Engineer Office, 120 Wall Street, New York 5, N. Y. Send them nowhere else. **When**—Applications must be received not later than Thursday, January 23.

Places of Employment—U. S. Engineer Office, N. Y. Engineer District, 120 Wall Street; and War Department, Supervisor of New York Harbor, 17 Battery Place, for the position of Inspector (Oil).

Fireman, Marine (Coal Burning)—At least six months of experience in firing steam boilers, at least three months of which must have been marine experience burning coal. In describing experience, applicants must furnish detailed information for each period of employment listed in the application form of all marine and stationary firing experience, indicating which was oil burning and which was coal. If necessary, use separate sheets, to be attached to the application form.

Fireman, Marine (Oil Burning)—At least six months of experience in firing steam boilers, at least three months of which must have been marine experience burning fuel oil. Applicants must indicate whether experience was in describing their employment, on board vessels or on stationary engines, and whether engines were single or compound.

Surface Operator Test Open For 3,000 Jobs

Whole Process of Filing Can Be Transacted By Mail—Closing Date is January 30

Applications are now being received for the position of Surface Line Operator, NYC Transit System, open to men only, and with no age limits, although 21 is the minimum appointment age. The war-time practice of hiring women also for this work has been stopped. Apply at the Application Section, Municipal Civil Service Commission, 96 Duane Street, New York, N. Y. (opposite THE LEADER office) until 4 p.m.; Saturdays, 9 to noon.

Applications may be obtained by mail, as well as in person. Ask for blanks for Surface Line Operator, Exam No. 5269, and enclose a 9-inch, self-addressed envelope, with 6 cents stamps affixed for return-mailing. Applications by mail will be accepted if mailed and postmarked up to and including 12 midnight of January 30 and received by the Commission not later than 4 p.m. of the day prior to the date of the first test. The filing fee of \$2, certified check or money order, must accompany the application. Such applications must be stamped at the rate of 3 cents an ounce.

Any person who is in the military service during the regular filing period for this examination, may receive an application and file therefor after the regular filing period, provided he appears at the office of this Commission in person and files an application not later than 3 p.m. on March 8, taking with him at that time proof of his identity and military service together with the prescribed filing and notarial fees. Such applications will be issued and received at the offices of the

Commission from 9 a.m. to 3 p.m. on weekdays, and from 9 a.m. to noon on Saturdays. **Vacancies:** There are over a 1,000 permanent vacancies at present, and 2,000 additional vacancies expected.

Promotion Opportunities: Employees in the title of Surface Line Operator are eligible for promotion to Motorman (subway) salary range \$1.20 to \$1.35 an hour, Surface Line Dispatcher, salary range \$2.881 to and including \$3.900 per annum, Inspector of Service (Surface), salary range \$2.881 to and including \$3.900 per annum. Since the higher titles are generally filled by promotion, persons desiring to enter the service of the New York City Transit System should file for this examination.

Requirements: Applicants must be males not less than 5 feet 6 inches (bare feet) in height. At the time of filing applications, candidates must be citizens of the United States and residents of the State of New York. At the time of appointment, candidates must comply with that section of the Administrative Code which provides that any office or position, compensation for which is payable solely or in part from the funds of the City, shall be filled only by a person who is a bona fide resident and dweller of the City for at least three years immediately preceding appointment. Service in the armed forces does not interrupt residence. At the time of appointment, candidates must be acceptable for bonding. Surface Line Operators are assigned to the operation of either buses or street cars; in order to be assigned to the operation of a bus, the employee must possess a valid New York State chauffeur's license. **Tests:** Written, weight 100, 70 per cent required. All candidates who pass the written test will be required to pass a qualifying physical test prior to certification and will be summoned in the order of their standing on the list in accordance with the needs of the service. In addition, candidates may also be required to pass a qualifying motor ability test prior to certification. No second opportunity will be given to candidates who fail or fail to appear for the qualifying motor ability test until all candidates who passed have been appointed, and then only if the needs of the service require such a second test. The written test will be used to evaluate the candidate's general intelligence and ability to read and follow directions. The qualifying physical test will be designed to test the candidate's strength and agility; in order to qualify, candidates will be required to jump and clear a rope 2 feet 6 inches in height, and lift in succession a 40-pound dumbbell with one hand and a 35-pound dumbbell with the other at full arm's length above the head. **Medical and Physical Requirements:** Candidates may be rejected for any disease, injury or abnormality, which in the opinion of the medical examiner tends to impair health or usefulness, such as: hernia; defects of the heart or lungs; impaired hearing in either ear; defective color vision; vision of less than 20/40 in either eye (eyeglasses allowed); third degree or disabling varicose veins.

Study for Transit Job

The period for the receipt of applications for Surface Line Operator has been reopened. Applications may be obtained and filed in forms filed at the Application Bureau, NYC Civil Service Commission, now and until 4 p.m. on Thursday, January 30, at 97 Duane Street, New York 7, N. Y. In preparation for the written test, set for Tuesday, March 18, the past NYC written test for Conductors is a valuable guide. The continuation of the serial publication of questions and answers from that test follows:

GRAND STREET LOCAL LINE		Weekdays and Sundays	
Train No.	Main Street	High Street	John Street
125...	8:44	8:50	9:02
128...	8:46	8:52	9:04
134...	8:48	8:54	9:06
137...	8:50	8:56	9:08
140...	8:52	8:58	9:10
141...	8:54	9:00	9:12
143...	8:56	9:02	9:14
148...	8:58	9:05	9:16
154...	8:00	8:06	8:18

LIBERTY IRVING		FIFTH	
Train No.	Leaves	Leaves	Leaves
125...	9:12	9:18	9:29
128...	9:14	9:20	9:31
134...	8:16	8:22	8:37
137...	9:18	9:25	9:35
140...	9:20	9:26	9:37
141...	9:22	LU
143...	9:25	9:30	9:41
148...	9:26	9:32	9:43
154...	8:28	8:34	8:45

Explanatory Notes—Each horizontal line line indicates a trip of a Grand Street local train. The letters used in the time table have the following meaning: "P"—denotes a "put-in" and shows that a train is put into service at that station. "S"—denotes a train that does not run on Sundays. "LU"—denotes a "lay-up" and shows that a train is being taken out of service at the station where the letters LU appear. All trains travel at the same average speed and the time required for station stops is the same in all cases.

QUESTIONS

68. When a train stops, the conductor on platform duty must stand: (A) at the car door; (B) behind the passengers; (C) in the center of the station; (D) at the door nearest the train conductor.

69. Before changing the color of the lights at the rear end of the train, a conductor must wait until the train: (A) approaches a terminal; (B) is leaving the last station; (C) approaches a turning track; (D) is brought to a stop at the turning track.

Items 70 to 79 inclusive are based on the time table shown below. When answering these items refer to this time table and the explanatory notes.

Train No.	Place	Street	Street
125...	LU
128...	9:33	9:36	9:45
134...
137...	9:37	9:40	LU
140...	9:39	9:42	9:51
141...
143...	9:43	9:46	9:55
148...	9:45	9:48	9:57

KEY ANSWERS

68. A; 69. D; 70. B; 71. C; 72. B; 73. D.

Federal Conservation Aide Test Remains Open to January 28

The closing date for the U. S. examination for Conservation Aide, Department of Agriculture, is Thursday, January 28. The openings are in three grades: SP-3, \$1,954; SP-5, \$2,394, and P-6, \$2,644. There will be a written exam for which no date has yet been set. Examinations will be held in various States, including New York and New Jersey. Places of examination have been set, though not the examination dates:

- New York: Albany, Binghamton, Brooklyn, Buffalo, Dunkirk, Elmira, Flushing, Glens Falls, Hornell, Ithaca, Jamaica, Jamestown, Kingston, Long Island City, SP-3, \$1,954; SP-5, \$2,394, and P-6, \$2,644. There will be a written exam for which no date has yet been set.
- New Jersey: Atlantic City, Camden, Elizabeth, Newark, New Brunswick, Paterson, Trenton.

The other States in which the Federal jobs will be filled are Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, North Carolina, Pennsylvania, Rhode Island, Vermont, Virginia and West Virginia.

Big Interest in Subway Clerk Job; Filing Period Opens Feb. 10 in NYC

The written examination for the permanent position of Railroad Clerk, open to the public, both men and women, will be held by NYC on April 19, and the period for receipt of applications will open on Monday, February 10, at 9 a.m., and will close on Friday, February 28, at 4 p.m. First news of this coming exam was published exclusively in last week's LEADER and evoked widespread interest. Many wanted to file right away, ignoring the announced dates.

Positions are on the IND, IRT BMT Divisions of the NYC Transit System. Salary Range: 90 cents to and including \$1 an hour, at present. Information on the requirements and conditions will be published next week.

MACHINE OPERATORS OF 'USES' GET AID TO PERMANENCY

Special to The LEADER
 ALBANY, Jan. 20—Employees of the State Department of Labor, who were with the USES in Federal employ for at least three months prior to transfer of the function to the State, in four specialties of the Office Machine Operator title, were given today an opportunity to attain permanency.

The State Civil Service Commission will admit them, until Wednesday, January 29, into the competitive examination, for which the filing period is otherwise closed.
 The exam numbers and the specialties include: 4414, Multigraph; 4145, Multilith; 4146, Photostat; 4417, Tabulating—IEM.

CANDIDATES FOR PATROLMAN

There Is An Important Lesson for YOU in This Chart!

18,115 Men filed applications qualifying them for written examination.

7,095 Candidates received passing marks in the written test.

3,475 Candidates obtained passing averages in all phases of physical examination.

1,694 Or less than 10% achieved combined averages high enough to be placed on the resulting Eligible List.

ANALYSIS OF TYPICAL OFFICIAL TEST FOR PATROLMAN N. Y. CITY POLICE DEPT.

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PROMOTION TO
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 OPENING CLASS TUESDAY, JAN. 21 at 6 P.M.
 Those Interested Are Invited to Attend a Class as Our Guests

POLICEWOMAN
 CLASSES MEET MONDAY, 5:30 & 7:30 P.M.
 Free Medical Exam on FRIDAYS from 5 to 8 P.M.

FIREMAN
 CLASSES NOW MEETING
 NEW EXAMINATION EXPECTED IN SPRING
 Regulations Now Permit Filing by Men 20 Years of Age

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RAILROAD CLERK—N. Y. City Subways
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- STENOGRAPHER - TYPIST
- RAILWAY POSTAL CLERK
- Federal Clerical Positions

PROMOTION TO
CLERK GRADE 5
 CLASS MEETS WEDNESDAYS AT 6 P. M.

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Vets Flock to Schools For Career Preparation

Since VE Day in 1945, veterans by the hundreds of thousands have been discharged from the service to pursue their course of civilian life again. A very high percentage have elected to take advantage of the G. I. Bill to complete interrupted educations. Many others have found job-hunting difficult because of their lack of technical or trade experience, and as a result have turned to trade and technical schools to prepare themselves for an education.

Schools, colleges and trade and technical institutions have enjoyed their largest enrollment in many years and have expanded facilities to accommodate the larger number of students. The discharged veteran has turned to these institutions in an effort to neutralize the years of experience accumulated by non-veterans, and to qualify for positions of a technical or semi-technical nature.

A notable number of these veterans have been preparing for Civil Service careers by attending schools. Examples are candidates for appointment to the Police and Fire Department in NYC and to other positions in the city, State and Federal offices. This factor is definitely advantageous to the

government agencies, in that they examine well-prepared candidates who make better eligibles, hence finally employees.

Allowances Help

Another factor of considerable weight would be that the allowances to veterans for readjustment to civilian life through his period of schooling. Thus he will have completely done away with the feeling of restlessness that almost necessarily follows an extended period in the armed forces. Here, too, the government agency as well as private industry, benefits from the incentive given the ex-G. I. to go back to school.

More importance is being attached to "book larnin'" as a pre-

Job for Electrician Open on Ellis Island

A job is open at U. S. Marine Hospital, Ellis Island, as Electrician, \$2,469.24, but applications close today (Tuesday). No written exam. Get Form 57 at U. S. Civil Service Commission, 641 Washington Street, NYC, fill in and mail to Chief Medical Officer, Marine Hospital, Ellis Island 4, N. Y.

requisite to the final selection of an occupation. It helps him to find his chosen field, and gives him a groundwork on which to build a career through knowledge of his work through experience.

Our veterans are coming back into government and private employ better prepared and better qualified. The fact that the G. I. Bill has opened wider the door of education has resulted in a more fertile source of potential employees.



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BILLS IN LEGISLATURE

Each week that the Legislature is in session The LEADER will publish a tabulation of the civil service bills introduced, besides running separate news stories on the more important bills. This week these stories appear on pages 1, 2 and 3.

In the following list each bill was referred to a committee for report. Progress of bills in committee, on the floor of the Legislature, and before the Governor, will be reported in tabulated form.

"Association bill" mean introduced at the request of the Civil Service Employees Association.

SENATE

57. By Mr. Hammer. Removes fixed 6 per cent interest on loans under NYC Retirement System, substitutes regular interest rate, not to exceed 6 per cent and makes mandatory present optional but inoperative loan insurance.

59. By Mr. Parisi—Raises ordinary disability retirement income 10 per cent in State Retirement System.

93. By Mr. Fine. Competitive employees of State and Civil divisions not to be removed after 10 years' service, except for incompetence or misconduct, on written charges and upon hearing, with right of review.

94. By Mr. Fine. Adds to back pay reasonable counsel fee and costs to removed employees reinstated by court order.

105. By Mr. Fino. Maintenance workers in NYC Transit System to be paid rates of wages prevailing in private industry, under Sec. 220, Labor law.

306. By Mr. Fino. Minimum provides minimum 12 days' sick leave a year in NYC Board of Transportation.

206. By Mr. Anderson. Leave of absence, not to exceed 30 days, to members of the National Guard, Naval Militia or Reserve Corps or force, if on ordered military duty, thus putting them on a par with members of the New York Guard. Same as A.277, by Mr. Ostertag. Association bill.

207. By Mr. Burney. Brings Niagara Frontier Authority employees under Feld-Hamilton Law. Same as A.253 by Mr. Pillion. Association bill.

208. By Mr. Burney. Brings employees of 30 or more public authorities under the Feld-Hamilton

law. Same as A.252 by Mr. Pillion. Association bill.

245. By Mr. Condon. Gives uniformed personnel in State prisons to 25-year retirement plan, same as State Police have. (Same as A.272 by Mr. Fitzpatrick.) Association bill.

259. By Mr. Stokes. Higher pay scales for Forest Rangers, bringing them into the Feld-Hamilton schedules, on par with Game Protectors. Association bill.

ASSEMBLY

10. By Mr. Archinal—Gives State employees additional pay ranging from 30 per cent if pay is less than \$1,500 but not more than \$1,890 to 14 per cent if pay is \$4,000 or more with additional increase of \$600. Increase not to exceed \$1,000; Salary Standardization Board to revise schedules to conform; except legislative and judicial employees.

15. By Mr. Crews—Creates an unemployment insurance fund for classified employees, prescribes waiting period, amount of benefits, contributions by employers and administration by Industrial Commissioner; creates advisory council of nine appointed by Governor to establish rating system for each group; Industrial Commissioner shall establish local employment offices.

17. By Mr. Del Giorno—Provides

that removal or disciplinary proceedings against civil service employees must be instituted within two years after incompetency or misconduct complained of and described in charges except in proceedings involving misappropriation of funds.

278. By Mr. Ostertag. Brings State employees of Public Service Commission, paid from Revolving Fund, under Feld-Hamilton law. Association bill.

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U. S. OPENS TESTS FOR FILM EDITORS

The United States Civil Service Commission announced unwritten examinations for Probationary Appointments to the positions of Film Editor, CAF-10 to CAF-12, \$4,525 to \$5,905 per annum; First Assistant Film Editor, CAF-7 to CAF-9, \$3,397 to \$4,146 per annum and Second Assistant Film Editor, CAF-4 to CAF-6, \$2,394 to \$3,021 per annum.

Federal employees serving in the Signal Corps Photographic Center, L. I. City; the U. S. Department of State, New York, N. Y.; and Headquarters, First Army, Governors Island, in the positions of Film Editor, Supervisor, CAF-12; Film Editor (Adaptation), CAF-12; Film Editor, CAF-10 and CAF-11; First Assistant Film Editor, CAF-7 through CAF-9; Film Editor, CAF-7; and Second Assistant Film Editor, CAF-4 through CAF-6, should apply for examinations if they do not have a classified status and wish to qualify for permanent appointment.

How to Apply

To apply, get (a) Application Form 57; and (b) Card Form 5001-ABC, at first or second-class post offices outside of NYC; from the Executive Secretary, Board of U. S. Civil Service Examiners, Signal Corps Photographic Center, 35-11 35th Avenue, L. I. City 1, N. Y.; from the Executive Secretary, Board of U. S. Civil Service Examiners, Headquarters, First Army, Governors Island, N. Y.; or from the Director, Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y. Fill them out completely. Be sure to state the title of the examination for which you are applying, and the lowest salary you are willing to accept.

Applicants must send these forms by Wednesday, January 29, to the Executive Secretary, Board of U. S. Civil Service Examiners, Signal Corps Photographic Center, 35-11 35th Avenue, Long Island City, N. Y. Do not send filled-in forms elsewhere.

Requirements

Film Editor, CAF-12—Except for the substitution provided for below, applicants must have had at least six years of progressively responsible experience editing film into finished form to produce sound motion pictures. It must be shown that the experience in-

cluded at least three years of sufficiently responsible and important supervisory or administrative experience requiring comprehensive and detailed knowledge of the technical and administrative aspects of film editing to demonstrate clearly the ability of the applicant to perform the duties of the position.

Film Editor, CAF-10 and CAF-11 and First Assistant Film Editor, CAF-7, CAF-8 and CAF-9—Except for the substitution provided below, applicants must have three years of progressively responsible experience editing film into finished motion pictures both sound and silent. In addition, applicants for the CAF-11 grade must have had two years, for the CAF-10 grade 1½ years, for the CAF-9 grade one year and for the CAF-8 grade ½ year of sufficiently responsible and important work requiring comprehensive and detailed knowledge of the technical and administrative aspects of film editing to demonstrate clearly the ability to the applicant to perform the duties of the position.

Second Assistant Film Editor, CAF-4, CAF-5, and CAF-6—Except for the substitution provided for below, applicants must have had for the CAF-6 grade at least four years, and for the CAF-5 grade at least three years, and for the CAF-4 grade at least two years of clerical experience, of which three years for the CAF-6 grade, two years for the CAF-5 grade, and one year for the CAF-4 grade, must have been in positions in which the applicants have become familiar with the handling of motion picture film and the performance of duties such as cataloging, splicing film and sound tracks, cleaning film, inspecting film, developing film, or assisting Film Editors.

Substitution of Education for Experience—Successful completion of a residence course in film editing may be substituted for six months of the general experience.

Applicants must be citizens of or owe allegiance to the United States, or must be citizens of the Republic of the Philippines.

Applicants must have reached their 18th birthday but must not

Civil Service To Help Save Hospital

A Civil Service Committee to Save Sydenham Hospital has been formed. With Henry Feinstein, of the Manhattan Borough President's Office, as Chairman, the committee is emulating postal workers and other groups of public workers who have pitched in to help solve the financial problem of the famed inter-racial hospital, which had been threatened with dissolution.

Contributions in any amount may be sent directly to Ted Zittel, c/o Sydenham Hospital, Manhattan Avenue and 123rd Street, NYC.

have passed their 62nd birthday by January 28, 1947. These age limits do not apply to persons entitled to veterans preference. Age limits will be waived for war service indefinite employees who, on the closing date of this examination, are serving in positions which would be filled from the eligible register resulting from this examination. War Service Indefinite employees for whom age limits are waived may be certified only for appointment to a position of the same or lower grade than that held on the closing date. Non-preference eligibles for whom the age requirements have been waived will be removed from the register if they are separated from the Federal service. However, the eligibility of such persons may be restored upon reemployment in the competitive service under an indefinite appointment.

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1. Notify the nearest adjusting office of the Commercial Casualty Insurance Company when they become disabled.
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STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of LOUISE DRESS CO., 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 13th day of January, 1947.
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 VICOE MERCHANDISING 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 9th day of January, 1947.
Thomas J. Curran, Secretary of State.
By Edward D. Harper, Deputy Secretary of State.

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FIRE LINES

By QUENCH

Under the Helmet

Section 6 of the Fire Rules as promulgated in Circular Order No. 2 of May, 1946 has been amended to allow limited use of F-11, F-12, F-21, F-13 and F-14 in refrigerating systems in hospital private rooms.

Conferences are under way between fire and building departments to try to end the overlapping of jurisdiction and at the same time help landlords and building owners to understand with which agency he must deal in meeting requirements.

As of today (Tuesday), summonses served by members of the Fire Department are returnable as follows: Manhattan, Municipal Term Court on Fridays; Bronx, Municipal Term Court on Tuesdays; Richmond (Staten Island) Court on Thursdays; Brooklyn,

Municipal Term Court on Mondays; and Queens, Municipal Term Court on Tuesdays.

The first month's mind mass for the late Frm. Frank Moorehead of Eng. 93 was held in Our Lady of Mercy Church in Fordham. Celebrant was Chaplain Doyle.

Battalion Chief Max Vallen, Headquarters Staff, assigned to Brooklyn Fire Prevention Bureau, has been designated as Acting Deputy Chief of Department. It was effective January 16.

Chief Fire Marshal Tom Brophy expects to leave Holy Family Hospital this week after his prolonged stay for a foot infection following the Washington Heights collapse last month.

Frm. 1st Grade Richard Cordes, E. 93, who suffered a fractured right arm and leg in the same fire and collapse, left Mother Cabrini Hospital last week and is now convalescing at home.

G.O. No. 1 has been published in book form finally, but one wonders why such a thing of interest to all members has to be printed by an outsider? Why not let the Fire College or WNYF staff do such a job?

Deputy Chief Wittekind, Acting Battalion Chief Beebe and Lieutenant Anton Rada represented the UFQA at the opening of the Legislature Session in Albany this past week.

Holy Name Society
The Fire Department Holy Name Society for Manhattan, Bronx, and Richmond elected the following officers for 1947: Frm. Thomas Cullinan, President; D. C. Nathan Perlman, Vice-president; Frm. Frank Chalmersky, Second Vice-president; Lieutenant Arthur Klonda, Financial Secretary; Frm. William J. Doyle, Treasurer, and Frm. Joseph Fay, Corresponding Secretary.

Meetings
The St. George Association of the FDNY will hold its monthly meetings at the Masonic Temple on W. 23rd Street at 8 p.m. tomorrow (Wednesday) evening, install officers and hold a Ladies Night. Entertainment and dancing will follow.

Abbe Institute Adds Sections to Courses

Helen Marie McGivney, Registrar of Abbe Institute, 1697 Broadway, Manhattan, announced the addition of several sections to the more popular courses being offered by the Institute. It was necessary to add these sections, Miss McGivney explained, because many students who could not take courses last autumn registered at that time for the spring courses.

Included in the subjects which will have additional sections are French, Spanish, Italian and German, as well as Export, Advertising, Bookkeeping, Accounting, Psychology, English, Interior Decoration and Short Story Writing; also Salesmanship, Real Estate, Stock Market, Public Speaking and Photography. In order to make room for these additional sections, the Trustees decided to discontinue the courses usually offered in Portuguese, Chinese, Vocation Guidance, Playwriting, Management, Insurance and several other subjects.

Miss McGivney urged that students intending to take courses at the Institute this Spring should not delay their registration. The Institute office is open from 9 a.m. to 9 p.m. The new term will commence early in February.

Monroe School Opens Vet Registration

The Monroe Secretarial School, East 177th Street and Boston Road, in The Bronx, announces that veterans are being accepted now for the new term that starts on February 10. This school emphasizes that it is the only private business school in The Bronx approved to train veterans under the GI Bill.

Courses are being offered in Secretarial Subjects, Junior Accounting, and Business Administration. Veterans are invited to visit the school to discuss their training with H. Jerome, Veterans' Counsellor.

COLUMBIA ASSN. TO MEET

The Columbia Association, NY-FD, will hold its regular monthly meeting at Manhattan Center tonight (Tuesday). The group is composed of Fire Department members of Italian extraction. Non-members are also invited.

APPLICATIONS BEING RECEIVED FOR 100 NYC HOUSING JOBS

About 100 jobs as Housing Assistant are open in the NYC Housing Authority, and applications are being received for the examination to fill them perman-

ently. The last day for filing is Thursday, January 30, at 4 p.m. Apply at the Application Section, Municipal Civil Service, 96 Duane Street, New York 7, N. Y.

Drake Schools Mark 40th Anniversary

The Drake Business School has occupied the tenth floor of the Tribune Building, 154 Nassau Street, NYC, for 40 years. T. G. O'Brien, President of the Drake Organization, said on the anniversary:

"It was on January 4, 1907, that the first Drake School in New York opened in this building, where it has remained. Since that date, other Drake Schools have been opened in each of the boroughs, as well as a Regents Accredited Academic Division, The Drake High School in the Bronx, and a State Licensed Vocational Division, The Drake School of Drafting, in Manhattan.

"Present aggregate enrollments make the Drake Schools probably the largest chain of business and commercial schools."

Relief-Camp Center To Hold a Dance

The Downtown Relief and Camp Center will sponsor an entertainment and a dance Saturday evening, January 25, at the Lincoln Square Center, 53 West 66th Street, NYC. Funds received will help to purchase a new camp site for underprivileged children.

The idea behind the camp is to keep the children off the streets and thereby decrease the amount of juvenile delinquency, which is presently at the highest peak in the history of the country.

The price of admission to the affair will be \$1 for ladies and \$1.25 for gentlemen. Further information can be obtained from Downtown Relief and Camp Center, 20 Reade Street, NYC.

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of 786 COL. AVE. 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 7th day of October, 1946. 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 APEX CONTAINER 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 31st day of December, 1946. 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 WILSAM GARAGE, 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 9th day of January, 1946. 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 GEIGER-HEINSTEIN, 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 7th day of January, 1947. Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

Notice is hereby given that JOHN GUERNSEY and LILY W. BOWIE engaged in the restaurant business at 58 West 47th Street and 100 East 48th Street, both in the Borough of Manhattan, City and State of New York, under the firm name and style of THE SKIPPER RESTAURANTS, have dissolved their partnership on December 14, 1946, by mutual consent, and that said JOHN GUERNSEY has sold his interest in said business to LILY W. BOWIE, who has assumed to pay all debts and liabilities of said business, and that hereafter said LILY W. BOWIE will carry on said business at the same premises, under the name and style of THE SKIPPER RESTAURANTS. Dated: New York, N. Y., December 14, 1946. (signed) JOHN GUERNSEY (signed) LILY W. BOWIE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of SELWYN COAT CO., 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 31st day of December, 1946. 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 EMBERT 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 14th day of January, 1947. 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 URBAN REALTY CORPORATION 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 14th day of January, 1947. Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

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Exams Will Give Temporaries And W-S-I Chance at Permamency

Special to The LEADER
WASHINGTON, Jan. 20—The U. S. Civil Service Commission

announced competitive examinations are contemplated for all Federal employees who hold Tem-

porary Indefinite or War-Service-Indefinite Appointments. Candidates who successfully pass the

examination, if they can be reached for appointment on a list of eligibles, may be certified to their employing agencies or another Federal agency, and accorded probational status. Upon the successful completion of their probational or trial period, they will be accorded permanent Civil Service status, said the Commission.


Redmond Nominated To Letchworth's Board

Special to The LEADER
ALBANY, Jan. 20 — Governor Dewey sent to the Senate for confirmation the reappointment of T. Fergus Redmond, of Haverstraw, as a member of the Board of Visitors of Letchworth Village.




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