

FIREMAN KEY ANSWERS; PHYSICAL TEST IN SEPT.

State, Local Employees Show Widespread Failure to File Oath

Loss of Job Faces Those Remiss; All Should File at Once

By MAXWELL LEHMAN
Have you taken your oath of office?
If you're an employee of the State, of a county or of a municipality, you had better make certain—very certain—that your oath is on file.
Just in case you didn't know, you're subject to loss of your job if your oath of office isn't on file. And a rapid check by The LEADER reveals that there are probably thousands of employees who don't have their oaths recorded.

Mary Monks Lost Her Job

Look what happened to Mary Monks of Chemung County. A Supreme Court Justice ruled that Miss Monks, who had been case supervisor in the County Welfare Department since January 1, 1947, is not qualified to hold the position. Reason: she had not taken and filed the constitutional oath required by the civil service law.
Miss Monks had previously worked in the Elmira Welfare Department, and had transferred to the county post when there was a merger of welfare services. But the judge found she had not taken the oath while holding the City post.
"Therefore," he ruled, "she was not legally holding a civil service position in the City Welfare Department to make her eligible for"
(Continued on Page 4)

Final Call for Gala Ball

Come one—come all!
It's final call.
For the Gala Ball.
Upstate and down,
To Albany town,
It's a high time for you
On May twenty-two.
The big Building Fund ball of The Civil Service Employees Association is rolling to a brilliant denouement, with employees and officials from all parts of the State planning to be present and participate in the fun.
The ball is the climax of the drive by State employees to create a fund for their own building.

They've succeeded, and on May 22, at the Albany Armory, they'll celebrate the achievement with square dance and rumba, with fun and entertainment, and music, music, music.
The music is Tony Pastor's, and he'll be there with his orchestra, from 9 p.m. until 1 a.m. Stubby Pastor will be with him; so will the Clooney Sisters, and Buddy James.
And you'll want to see who gets the building fund awards — and this is the night the announcement will be made.
Tony Pastor is billed as "America's Foremost Song Stylist" — and his fans say that's the tip.

Because the time left isn't long, Association headquarters urges all who haven't quite made up their minds to attend to make up their minds fast — get your tickets. Man, bring your girl or your wife. And girls — get a date, or come without one, you're sure to have fun.
Come close, lads and gals, and listen while we tell you the price of admission. It's less than the cost of a dinner in town — only \$1.50, plus 30c take in taxes for the Federal government.
So come, boys and girls, we want to see you there. And in addition to huge enjoyment, you'll be helping your Association.

Fireman List Of 4,000 Is Expected

The NYC examination for Fireman, Fire Department, was held on Saturday at nine high schools in the five boroughs. The Civil Service Commission summoned 17,928 candidates. The percentage that failed to show up for the test was much smaller than in previous large examinations.
The official tentative key answers to the 90 questions in the examination are published herewith and enable the candidates to determine how they made out. Each question counts 1 1/10 per cent; the pass mark is 70 per cent.

- ### FIREMAN, FIRE DEPARTMENT
- Examination No. 5551
1.E; 2.C; 3.B; 4.B; 5.A; 6.D; 7.D; 8.A; 9.C; 10.D; 11.A; 12.B; 13.C; 14.E; 15.D; 16.D; 17.B; 18.C; 19.E; 20.A; 21.B; 22.C; 23.A; 24.E; 25.E; 26.D; 27.B; 28.C; 29.A; 30.D; 31.A; 32.A; 33.E; 34.C; 35.C; 36.C; 37.E; 38.B; 39.D; 40.A; 41.E; 42.D; 43.C; 44.B; 45.D; 46.E; 47.B; 48.D; 49.C; 50.E; 51.D; 52.C; 53.B; 54.A; 55.B; 56.E; 57.C; 58.C; 59.D; 60.D; 61.C; 62.B; 63.A; 64.D; 65.E; 66.A; 67.D; 68.B; 69.A; 70.E; 71.C; 72.B; 73.E; 74.D; 75.C; 76.A; 77.B; 78.E; 79.E; 80.C; 81.D; 82.D; 83.C; 84.B; 85.B; 86.C; 87.E; 88.D; 89.A; 90.E.
The last date for filing protests against the tentative key answers with the NYC Civil Service Commission, 299 Broadway, New York 7, N.Y., is Saturday, May 29.
Only those who pass the writ-
(Continued on Page 13)

NYC Commission Sets Its Policy In Veteran Disability Cases

By MORTON YARMON
Veterans with less than 10 per cent disability rating, appointed or promoted on the basis of primary preference, will stay appointed or promoted. These are eligibles who were given jobs from lists prior to a decision about eight months ago, by the Special Term of the Supreme Court, holding that less than 10 per cent disability rating did not entitle a veteran to primary preference. The Appellate Division upheld that decision and the Court of Appeals recently sustained the Ap-

pellate Division. H. Elliot Kaplan was attorney for the successful petitioners.
After the Supreme Court decision, rendered by Justice John E. McGeehan, the NYC Civil Service Commission acted on no claims for primary preference based on a disability rating of less than 10 per cent, the so-called zero per cent disability. The Court of Appeals decision was being awaited meanwhile. When it came down, action was taken — primary preference denied in all such cases. However, the accomplished facts

concerning eligibles previously named to positions remained a problem.
Commission's Stand
The Commission intends to let those appointments and promotions stand, principally because nearly everybody among them would have been reached by this time for appointment or promotion without primary preference for zero per cent disability. Six present Fire Lieutenants, promoted from the same list that was the basis of the case decided in the
(Continued on Page 13)

Major Policy Matters Up for Decision At Meeting of 350 Assn. Delegates

ALBANY, May 17—The Civil Service Employees Association is in process of making final arrangements for a major two-day event, its annual meeting preceded by a meeting of the Board of Directors. Interest in the forthcoming sessions is running high because of the important decisions to be made. Albany headquarters expects 350 delegates to be at the affair, from State and county chapters.
Among the matters which will come up for consideration are these:

Results of the Building Fund Drive.
The proposal to increase membership dues of the Association's State Division.
Amendments to the by-laws of the Association constitution.
A talk on retirement by Comptroller Moore which may affect Association policy on this subject.
The events scheduled during the 2-day confab are these:
Friday, May 21, evening: Meeting of Board of Directors.
Saturday, May 22, a series of events, as follows:
8:30 a.m.—Registration of Dele-

gates and Representatives, Temporary Association Headquarters, Library Room, 3rd Floor, DeWitt Clinton Hotel.
9:00 a.m.—Meeting of County Division Delegates with Pension Committee Canary Room, 3rd Floor, De Witt Clinton Hotel. Presiding: J. Allyn Stearns, 4th Vice President.
10:00 a.m.—Business Meeting Crystal Ballroom, De Witt Clinton Hotel. Presiding: Frank L. Tolman, President. Subject: Amendment to By-laws to increase membership dues of State Division.
12:30 p.m.—Luncheon Meeting.

Crystal Ballroom, De Witt Clinton. Speakers: Frank C. Moore, State Comptroller. Subject: Problems of the Retirement System (Another interesting talk by a prominent State official is being arranged).
2:00 p.m.—Business Meeting — Chancellors Hall, State Education Building. Subject: Continuation of consideration of amendment to By-laws to increase membership dues of State Division and other amendments to Constitution and By-laws.
9:00 p.m.—The Building Fund

Ball State Armory, Washington Ave., Albany.
The meeting is also expected to develop policy trends for a variety of Association activities during the coming year. Interest in such problems as the public employees labor relations bill, fair veteran preference, liberalized retirement, and extension of the Association's own effectiveness, will find expression during the series of meetings.
The occasion also provides an opportunity for exchange of views on employee matters among the delegates coming in from all parts of the State.

STATE AND COUNTY NEWS

Dr. Tolman Writes to All Association Members Urging Increase in Dues

ALBANY, May 17—Dr. Frank L. Tolman last week went directly to members of the Civil Service Employees Association, urging them to OK a proposal for a dues increase.

In a letter to all Association members, the organization's President summarized some of the Association's achievements, and made the point that there is no such thing as an organization's standing still. "If we cease to grow and expand we shall surely deteriorate," he said.

Dr. Tolman's message, arriving

on the eve of the Association's annual meeting in Albany on May 22, urged members to inform their local delegates of their opinion on the dues question.

Dr. Tolman's letter:

"Dear Member:

"I have long wanted to write a personal letter to you and to every member of the Association, first, to tell you how much I value the personal support given my efforts as President to make civil service a bit better, and second, to call to your personal attention the major

problem confronting the Association at this time.

"I have often addressed my column in The LEADER to you. I had you particularly in mind when I wrote about the 'Case for Higher Membership Dues' in the April 20th issue. The Headquarters staff all contributed to a more complete statement distributed to Chapters and published in the issue of Merit which will reach you shortly, entitled 'Dollars Don't Stretch.' Both articles concern your future welfare as a public employee.

"During the past few years prices went up. Salaries, due to our efforts went up and the cost of running your Association went higher and higher. We have tried to struggle along without any increase in dues but have now reached the point where this is no longer possible.

Assn. Is Recognized Voice

"Your Association has accomplished a great deal for its members—the retirement system, the career law, the 40-hour week in institutions, salary increases, overtime pay, longer vacations, sick leaves, reallocations of jobs, to mention only a few. It has become the recognized voice of all public employees in the State. We wish to continue this good work and ask you to give careful consideration to the proposed increase in dues.

"Your continued cooperation and support will give us greater strength to accomplish the many things that remain to be done.

Assn. Chapter In Morrisville

The Board of Directors of the Civil Service Association, Inc. at a recent meeting approved the formation of the Morrisville Chapter of the Association.

The first officers to serve the Chapter are: President, W. D. Kilby; Vice-President, Lois Thomas; Secretary, Royson N. Whipple; Treasurer, Wm. H. Houghton; Ex officio, Dr. M. B. Galbreath.

"The dues you pay to run your Association are the necessary cost of the benefits you receive. We don't like to ask this but every State employee is familiar with conditions and costs existing today, and must realize there is no alternative but to appeal to our membership to give the Association the financial support we need to carry on the good work of our Association as effectively in the future as we have in the past.

Decision on May 22

"If we cease to grow and expand we shall surely deteriorate. The decision must be made by your delegates at the special meeting in Albany, May 22nd, when they vote on the proposed amendment

to the By-laws to increase the dues in the State Division to \$5 a year. Dues in the County Division are already \$6 a year.

"All should bear clearly in mind that the dues proposal has no connection whatever with the Building Fund. The Building Fund will be expended wholly for but one purpose—the supplying of the Association with suitable business quarters to carry on the activities of the Association. The cost of the operation of the Association will always be met through the dues of members.

"Be sure your delegates know your opinion in the matter.

"Sincerely yours,
FRANK L. TOLMAN,
President.

Mid-State Armory Charter Presented by McDonough

UTICA, May 17—The Mid-State Armory Employees Chapter, composed of employees of the armories at Utica, Malone, Mohawk, Ogdensburg, Oneonta, Rome, Saranac Lake, Walton and Watertown, held a business meeting at the Steuben Park Armory, Utica, followed by a dinner in the evening attended by the various delegates.

William F. McDonough, Executive Representative of The Civil Service Employees Association, presented the group's Charter. This is one of newest of the more than 120 chapters of the Association.

George A. Drury, President, and Byron A. Chrisman, Secretary, of the Mid-State Armory Chapter, arranged the meeting and dinner.

Seek Improved Job Practices

Great interest was expressed by the delegates in obtaining application of employment practices in effect generally throughout civil service. Mr. McDonough reviewed the legislative efforts looking toward a fair pay plan and other improvements in employment practices.

"The Association" he said, "is aware of great improvement in employment conditions in State service as compared with those prevailing in 1930. It is conscious,

however, that there is lack of uniformity in applying merit system principles in the case of some important groups of employees.

"Obviously the discrimination which now exists as to civil employees in the military branch of government institutes a problem which the authorities concerned must face and solve fairly.

Should Enjoy More Rights

"The Association believes that Army employees and employees under the Adjutant General who are not a direct part of the active guard should enjoy the rights and privileges as to recruitment, promotion, security of tenure, salaries, hours, leaves, vacations and holidays that apply to civil service employees generally. The Association believes that these employees are so covered in Article 5 of the Constitution of the State. The Association has called upon the State Civil Service Commission to act to apply the constitutional mandate."

"The questions involved are directly related to the establishment and development of a broad, enlightened labor relations policy in State service and in the sub-divisions of State government within the constitutional provisions governing the selection and direction of public personnel."

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TIME AND PLACE OF SALE

The sale will take place at the Auditorium, Police Headquarters, Mineola, Long Island, at 2 P.M. Saturday, May 22, that evening and the following weekday evenings at 7:30 P.M.

Nassau County Dept. of Real Estate

Charles E. Schmidt

Director, Dept. of Real Estate
County Court House
Mineola, Long Island

Eugene R. Hurley

Special Counsel
194 Old Country Road
Mineola, Long Island

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NYSES Duties Increase as Jobs Are Sought for Relief Clients

There's additional work ahead for the N.Y. State Employment Service, because the offices in NYC and Utica will try to return employable relief clients to work. Social Welfare Commissioner Robert E. Lansdale and Industrial Commissioner Edward Corsi made the announcement jointly. The NYSES is under Commissioner Corsi.

Relief clients will not receive preferential treatment from the NYSES, but referrals will be made solely on the basis of how an applicant's ability and work experience match an employer's job requirements.

The Employment Service will make a formal report to the welfare office on the outcome of its interview with employable relief clients, all of whom will be sent periodically to the Employment Service by the welfare authorities.

In NYC, the number of representatives of the NYC Department of Welfare assigned to the larger NYSES offices will be increased.

Local and county welfare departments will have access to the DPUI's wage record files.

If the job-getting plan works well in NYC and Utica it will be extended to other NYSES offices.

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STATE AND COUNTY NEWS



Officers of the Erie County Home and Infirmity Employees, Civil Service Employees Association. Left to right: First row: Thelma E. McCarthy, Recording Secretary; Nicholas J. Giannelli, President; Florence Czechowski, 2d Vice-president. Second Row: John C. Husson, Orator; Paul Zimmer, 1st Vice-president; Grace Winter, Financial Secretary; Gustav Mueller, Treasurer; Rose Barone, Sergeant-at-arms. This unit is the first group of Erie County employees to affiliate with the Association.

The Public Employee

By Dr. Frank L. Tolman
President, The Civil Service Employees Association, Inc., and Member of Employees' Merit Award Board.



Seed Time and Harvest

THESE ARE busy days for the growers of things. To reap in the fall, a long process of plowing, planting, cultivating and spraying is essential. A good harvest does not come by chance but by continued hard work.

This is the planting season for ideas as well as for vegetables. Now is the time to prepare the soil for the harvest time of The Civil Service Employees Association next fall and winter.

Election time is always important to the Association and to each of its members and this year it is a time of unusual importance. The farmer buys tested seed and plants. He does not just plant any old seed. As citizens, we have a privilege and a duty to do our full share in selecting and in electing honest, able and forward-looking men to the State Legislature as well as to Congress and to administrative positions.

Next Legislature of Great Importance

As officers and members of the Association we have an opportunity to cultivate the acquaintance of our Representatives and to lay a firm foundation for future understanding and mutual respect as well as increased knowledge of civil service law and principles.

The next Legislature will have decisions to make that will determine the future of civil service for years to come. Most important are the two veterans preference extension proposals. I do not propose to discuss veteran preference amendments here. It is, I think, clear that the present constitutional provisions and the confused administration of the preference provisions satisfy no one, least of all the veterans in the civil service. The veterans in the Association have a particularly important role in the campaign for the fairest possible solution of this difficult civil service problem.

St. Lawrence County Group Comes Under Pension System

OGDENSBURG, May 17—The Board of Supervisors of St. Lawrence County voted unanimously to adopt the New York State Retirement Plan for county employees. This is welcome news to County employees and particularly to the St. Lawrence County Chapter of The Civil Service Employees Association.

The Association has been active in urging that county workers be given the benefits of the State Retirement Plan and in carrying the facts as to the plan to citizens throughout the County. St. Lawrence is the last among all of the counties of the State to adopt the State Retirement System for the county employees. More than 120,000 state, county, city, town, vil-

lage and district employees throughout the State are members through action of local governments in embracing the plan.

The Benefits

Retirement benefits are obtained through contributions by the employees and by the County. Each present employe will have the opportunity in the near future to exercise the option of joining the system or not. If the employe joins, the required deductions from his salary will be made on current payrolls throughout his employment, and he will be entitled to benefits of ordinary disability, super-annuation, accidental disability, death benefit, and other features of the plan under the regulations governing each.

Future employees will be re-

quired to join the plan as they enter service if they are in the competitive or non-competitive classes of civil service. Employees in the exempt or labor classes will not be required to join the System but will have the option of doing so if they desire.

Charles R. Culyer, Field Representative of the Association, praised the Board of Supervisors for their action in approving the plan. Mr. Culyer stated that he felt the employees of the County would welcome the benefits and the opportunity to contribute with the County to the support of this sound system of provision for old age or disability.

Sergeant Philip L. White, of Ogdensburg, is President of the chapter.

Hudson River Hospital Hears of Assn. Objectives

POUGHKEEPSIE, May 17—Members of the Hudson River State Hospital Chapter, The Civil Service Employees Association, gathered in large number at their annual dinner at the Covered Wagon, Red Oak Mills Road. The dinner is one of the outstanding social events of Poughkeepsie. Officers of the Association are President, Guy deCordova; Vice-president, Kermit Borst; Secretary, Mary Hemp, and Treasurer, Mae E. McCarthy.

Talks were made by President DeCordova, William F. McDonough, Executive Representative of the Association; Frederick J. Walters, Third Vice-president of the Association, and others.

a high school equivalency diploma. He reported progress on efforts to obtain a new arrangement for meal tickets, so that employees will be charged only for meals served to them, and not on a monthly basis. Many employees lose 10 to 12 meals a week because of week-end trips home.

Mr. McDonough Eyes Future

Mr. McDonough spoke briefly about Association activities. "The Association has increased in membership, accomplishment and prestige during each year of its existence," he said. "Today, it is the largest public employee group of its kind in the nation. It is devoted to the most important work in society—the improvement of governmental functioning."

"There are more than 500,000 men and women engaged in the civil service of district, village, town, county, State and national units within New York State. Association hopes eventually to include an even larger percentage of State and local government employees. Chapters have been formed in twelve counties and many improvements have already been made in civil service in these counties."

DeCordova Praises Walters

President DeCordova recounted gains achieved by united action of employees who are Association members and said that the proved methods of the past should guide the future.

Turning to Mr. Walters, President DeCordova said: "Nobody has worked harder than you for the Mental Hygiene employees." This compliment to the guest from Middletown drew enthusiastic applause.

Sick Leave, Pensions, Meals

Mr. Walters blushed at all this commendation. "We must see that a course of conduct is maintained by employees that safeguards present sick leave," said Mr. Walters, who is President of the Mental Hygiene Employees Association. "The small percentage of violators, in all parts of State service, must not be permitted to penalize the vast majority by their abuse of sick leave."

He favored a 30-service-year retirement plan and an age 55 basis for retirement and recommended that employees who do not have a high school diploma, required in many promotion examinations, should take a test for

Program

Mr. McDonough stated that the Association is bending every effort to advance its program for (1) liberalization of the State Retirement System; (2) establishment of a Public Employees Labor Relations Board to deal with the problems of public employment exclusively; (3) the extension of the competitive class of the civil service to include armory, state college and school, public authority and other groups not now covered by civil service laws and regulations; (4) constant attention to maintenance of adequate salary scales to attract and hold the most competent in the service of the people.

NYC Chapter Re-elects Porta

Michael L. Porta, of the Workmen's Compensation Division, Department of Labor, was re-elected President of the NYC Chapter of The Civil Service Employees Association at the combined election and monthly meeting, held last week at the State Office Building, 80 Centre Street. With him were re-elected the other officers. The installation of officers will take place toward the end of June. Time and place have not yet been decided.

The only contest was for the First Vice-presidency. William K. Hopkins, Law Department Representative, received 935 votes and Kenneth A. Valentine, Public Service Commission Representative, 766. The difference is 169. All the other elections were practically unanimous. There were

only about 25 write-in votes for the entire eight offices.

Other Officers Elected

Besides President Porta and First-Vice-president Hopkins, the officers re-elected were Victor J. Paltsits, Banking Department, Second Vice-president; William Teitelbaum, DPUI, Third Vice-president; Joseph J. Byrnes, Public Works, Treasurer; Edith Fruchthendler, Public Service Commission, Recording Secretary; Elvira S. Hart, Housing, Corresponding Secretary, and Mrs. Marie S. Lauro, Banking, Financial Secretary.

Mr. Paltsits is Chairman of the Metropolitan Conference and also Representative of his department on the Board of Directors of the statewide organization. Mr. Valentine is the Public Service Com-

mission Representative on the statewide Board.

President Porta named the delegates to attend the meeting of the Association at Albany on Saturday, May 22: Mrs. Hart, Miss Fruchthendler and Messrs. Hopkins, Byrnes, Teitelbaum, Frank Newman, Edwin C. Hart, Solomon Heifetz, Martin Duignan and himself. The departments are: Mr. Heifetz, Commission Against Discrimination; Mr. Newman, State Labor Relations Board; Mr. Hart, Agriculture and Markets; and Mr. Duignan, DPUI.

A resolution was unanimously adopted praising The LEADER.

Others Present

Others present included Carmelo Ingegneros, Workmen's Compensation, Labor Dept.; Mary V. O'Keeffe, State Department; K. J. Brunjes, Commission for the Blind; Nora F. Auley, Public Works; F. J. Conlon, Engineering and Inspection, Department of Labor; Walter J. Nolan, Appellate Division, Second Department; Gregory T. McAllister, Maritime Academy; Albert Corum, NYSES; Lucy Porcelli, Motion Picture Division, Department of Education; John Woods, Motor Vehicle Bureau; Solomon Bendet, Representative also of the Insurance Department on the statewide Board of Directors; Helena Dickinson, Labor Department; Bernhard C. Riffel, Rehabilitation; Edith P. Lewis, Board of Health Laboratory; Robert J. Nathan, NYSES; Al E. Baumgarten, DPUI; Benjamin Ungarten, DPUI; Martin Vulpis, State Insurance Fund; and Joseph Pittari, Taxation and Finance.

Vet Counselor Suit to Be Reargued In Supreme Court on May 28

The proceeding brought by Veteran Counselors and Senior Veteran Counselors, to void the examinations held for these titles, for which eligible lists already have been promulgated, will be argued before Supreme Court Justice Roscoe V. Elsworth, in Albany, on Friday, May 28. Samuel

Resnicoff, of 280 Broadway, NYC, is attorney for the petitioners.

The proceeding was argued once before, but because of a technicality it was decided to serve a new petition. On the first petition a stay was issued, so that there would be no appointments, nor any dismissals of incumbents. In the new situation an identical stay has been granted, this time by Supreme Court Justice Francis Bergan.

There are 42 petitioners, all of them on the eligible lists, and some of them high up on the lists. The petition charges that the examination was improper, that questions were known in advance by some of the candidates and that the State Civil Service Commission exceeded its legal authority in holding an open-competitive examination for the Senior title and hiring outside help to prepare questions.

The jobs are in the State's Division of Veterans Affairs.

Schenectady Chapter To Elect Officers

SCHENECTADY, May 17—The election of officers of the Schenectady chapter, The Civil Service Employees Association, will be held May 19, at the USO building, 205 Clinton Street, Schenectady. The Board of Canvassers will provide ballots. Polls will be open between 2:30 and 9 p.m.

The Chapter's annual meeting will be held on the same evening, and all members of the chapter are urged to attend.

Social Security Asked For Public Employees

WASHINGTON, May 18—Representative Kean of New Jersey introduced a bill for the extension of Social Security coverage to public employees. The bill was referred to the House Ways and Means Committee for hearings.

STATE AND COUNTY NEWS

More Awards Made by Merit Board

ALBANY, May 17 — A suggestion made by an alert State employee will not only prevent fraud, but will save the State of New York approximately \$1,200.

To minimize fraudulent entries in claimants' insurance booklets, the officials of the Division of Placement and Unemployment Insurance were considering the advisability of procuring special date stamps bearing the State seal, to replace the common one then in use. The initial supply of this special equipment would cost about \$1,600 and of course would necessitate replacement from time to time.

A Better Idea

J. Emery Lees, employed in the New York office of the Division, had a better idea. He proposed that a distinctive color of stamp ink, mixed to certain specifications, be used with the ordinary type daters, thus eliminating the necessity for the rather expensive

new equipment. Claimants intent on dating their own booklets will find it virtually impossible to duplicate the unique ink. Mr. Lees' suggestion has already been adopted by the DPUI.

The Merit Award Board has granted Mr. Lees a cash award of \$25 and a Certificate of Merit for his proposal. This is only one more instance of how the Employees' Suggestion Program stimulates on-the-job thinking leading to increased efficiency and economy in State government.

Other Awards

Other recent awards made by the Board follow:

\$50. to Herman Alpert, Labor Department, for the simplified procedures which he developed in reference to the registration of bedding manufacturers.

\$20. to Alfred A. Delaney, Department of Audit and Control, for his suggested form revision that will insure uniformity in its

State Will Seek to Appeal DeMarco Case in High Court

ALBANY, May 17 — The LEADER learns exclusively that the State of New York will probably seek to appeal the DeMarco decision, in which employees won a major victory. The courts have held that employees whose positions are re-allocated upward are entitled to receive salaries in line with the new grade and title, and the amount of time in State service. The State had contested this view.

The 1947 Legislature had appropriated \$3,000,000 to take care of the upgrading of positions, retroactive to April 1, 1947. Of this amount, the State had actually spent less than \$300,000.

The case went to the courts. The Supreme Court ruled for the employees. The Appellate Division affirmed the decision unanimously. Final appeal is to the Court of Appeals.

In order to appeal the case with a unanimous decision against the State, the Attorney General's Office will have to receive permission of the court. However, The LEADER learns that the State's attorneys are prepared to seek this permission. In addition to the Attorney General's office, Budget Director John Burton will be consulted before an appeal is asked.

John T. DeGraff and John E. Holt-Harris, counsel and assistant counsel for the Civil Service Employees Association, represented Daniel DeMarco, in his behalf and others similarly situated.

Salary Board Schedules June Pay Hearings

The following hearings will be held by the Salary Standardization Board:

Department hearing—June 4, 1948 at 10:00 A.M. in the Board's Office, 25th Floor, State Office Building, Albany, regarding the title of Welfare Publications Editor in the Department of Social Welfare.

Employee hearing—June 11, 1948 at 10:00 A.M. in Hearing Room I, State Office Building, Albany, regarding the titles of Attorney and Senior Attorney in the Labor Relations Board.

Employee hearing—June 18, 1948 at 10:00 A.M. in Hearing Room I, State Office Building, Albany, regarding the titles of Industrial Shop Worker and Head Industrial Shop Worker located in various departments.

Department hearing—June 25, 1948 at 10:00 A.M. in the Board's Office, 25th Floor, State Office Building, Albany, regarding the titles of Social Work Apprentice, Social Worker (Psychiatric), Senior Social Worker (Psychiatric), and Supervisor of Social Work (Psychiatric) in the Department of Mental Hygiene.

Tolman and Cohen

Do Merit Board Job

ALBANY, May 17.—Since Clifford C. Shoro has resigned as Chairman of the State Employees' Merit Award Board because of the increased time required to discharge his duties as Director of Business Administration in the State Department of Health, the two remaining members are doing all the Board work. They are Dr. Frank L. Tolman, President of The Civil Service Employees Association, and Henry A. Cohen, Director of Contracts and Accounts, Department of Public Works. Garson Zausmer is Executive Secretary of the Board.

Oath Must Be Filed

(Continued from Page 1)

transfer to the county department."

So you see what can happen?

What The Law Says

Now let's have a look at what the law says. It isn't difficult reading:

Section 30 of the Civil Service Law, states:

"Every person employed by the state or any of its civil subdivisions and cities, except laborers in the exempt class . . . or in the labor class . . . before he shall be entitled to enter upon the discharge of any of his duties, shall take and file an oath or affirmation in the form and language prescribed by the constitution for executive, legislative and judicial officers . . . The oath of every state employee shall be filed in the office of the secretary of state, of every employee of a municipal corporation with the clerk thereof and of every other officer, if no place be otherwise provided by law, in the office of the clerk of the county in which he shall reside. The failure of such employee to take and file such oath shall terminate his employment until such oath shall be taken and filed . . ."

It's a Misdemeanor

J. Leslie Winnie, a LEADER Merit Man who is representative of the Chemung chapter of the Civil Service Employees Association, looked into this matter a little more deeply. And he located another law (Section 1820 of the Penal Law) which is even tougher. It says: "A person who executes any of the functions of a public office without having taken and duly filed the required oath of office, or without having executed and duly filed the required security, as prescribed by law, is guilty of a misdemeanor." And he found a law case which gave the flat conclusion: "A conviction under this section is followed by removal from office."

Wide Neglect Found

A check-up by The LEADER

West Haverstraw

The annual spring dinner of the N.Y. State Rehabilitation Hospital Chapter, West Haverstraw, will be held at the New Venice, Route 9W, Nyack, on Thursday, May 27, at 7:30 p.m. Entertainment will be provided. Dinner tickets cost \$3 total. Apply to Mrs. Dorothy V. Kennedy, Chairman of the Dinner Committee, or Viola Svensson. Their telephone number is Haverstraw 792.

finds wide ignorance of the oath requirement. There can be no question that a great many employees have been remiss in filing their oaths.

The Secretary of State hasn't any idea if all State employees file, as they are supposed to. The State Comptroller's Office says there is no way of checking whether employees have filed the oath or not, and that there is no check-up on this when payrolls are made up.

Various county clerk offices checked through the State were unable to say whether or not all county employees file. In Richmond, employees of the District Attorney's Office weren't on file in the County Clerk's office. In New York County, the County Clerk could find no record of oaths from employees of the Surrogate Court. Officials of various county and village offices weren't sure whether or not all their employees had filed oaths. The sampling certainly indicates that compliance with the law is spotty.

Do It Now!

Advice to all employees, therefore, is this: **Take your oath of office if you haven't done so, and see that it is properly filed.**

It's easy to get the proper form, from your own department or from the Secretary of State, or from a City or County Clerk. You can swear to the oath before any officer authorized to take an oath, such as a notary public.

If you're a State employee, the oath must be filed with the Secretary of State.

If you're a City employee, with the City Clerk.

If you're a County employee, with the County Clerk.

And if you're not certain, with the Clerk of the County in which you live.

It's wise to do it now.

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use and reduce errors in transcribing the data.

\$20. to Harry J. Lenihan, Department of Taxation and Finance, for a procedure for checking to prevent the issuance of duplicate certificates of registration for motor vehicles in response to fraudulent requests.

\$15. to Rachel Resnick, Division of Placement and Unemployment Insurance, for a form revision that will tend to reduce errors in its use.

Certificates of Merit were issued to the following:

Alice P. Reynolds, Division of Placement and Unemployment Insurance, NYC;

Sadie Leader, Department of Taxation and Finance, Albany;

James J. Walsh, Department of Correction, Albany;

T. J. Di Bernardo, Division of Placement and Unemployment Insurance, NYC;

Charles W. Carter, Department of Labor, Binghamton;

William L. Edwards, Gowanda

State Hospital, Helmuth.

Now Permanent

Governor Dewey recently signed a bill making the Merit Award Board a permanent agency within the Department of Civil Service. This legislation affords every employee a further opportunity to participate in the operation of the government of our State and may well become a landmark in progressive public personnel administration.

Just as New York was the first State in the United States to institute Civil Service back in 1883, it again becomes a pioneer in establishing a continuing, year-round Employees' Suggestion Program.

Booklet Free

The Suggestion Plan has been published in concise pamphlet form. It explains how to submit your suggestion and shows exactly how it is processed. Copies of the Plan may be had by writing to the Merit Award Board, State Office Building, Albany, New York.

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STATE AND COUNTY NEWS

NEWS OF STATE AND LOCAL EMPLOYEES

Rochester

Fifty members attended a dinner and general meeting of the Rochester Chapter held at The Flower City Post. President Ray Munroe presided. Following the business meeting, E. Kenneth Stahl, Chairman of the Capital Conference, reviewed the Retirement System. Glenn Huggins showed colored movies of "New York State Vacation Land." A buffet lunch completed an educational and recreational evening.

Other news items:
Bureau of Employment: Frederick G. Bell, Employment Manager, returned to his post May 2 following severe illness. Betty Cameron and Antoinette Izzo are spending the month in California. . . This office was host to the Rochester District I.A.P.E.S. recently at a buffet supper at which Harry Smith, Personal Director was speaker.

Unemployment Insurance: Congratulations to Morris Gardner, recently promoted to the position of Hearing Representative for the Rochester. . . Eleanor Gleason has been transferred to Batavia as Insurance Manager.

Insurance Fund: Sayde Berman is absent due to illness. . . Betty Flaherty recently announced her engagement to Albert Weber. They are planning a June wedding.

Dept. of Labor: The Divisions of Industrial Relations and Safety Service report 100 percent membership in the local chapter of the Association. Agnes Pellegrino, secretary to Mr. Asart, recently announced her engagement to Glenn Mix. . . William E. Erskine, supervisor of Division of Industrial Safety Service, recently married. . . Marie Fitzgerald completed twenty-five years service with the department on May 4.

Health: Miss Orpah Cable, orthopedic nurse, has left this department to take a job as physiotherapist in Erie County Health Dept. in Buffalo. . . Two summer additions to the office are Lewis Cohen and Richard Clemens, Camp sanitary aides who also served in this department last year.

Metro Armories

The Armory Employees Chapter, Metropolitan Area, reports the improvement of James A. Deuchar, former Vice-president of the NYC Chapter and former President of the Armory Employees Association, N. Y. He is at the Veterans Hospital 81, The Bronx.

The Metropolitan Chapter of the Armory Employees, will send as delegates to the meeting of The Civil Service Employees Association at Albany on May 22 Frank Gonsalves, President, and Frank E. Wallace, Executive Secretary. The Metropolitan group will hold its next meeting at the Jacob Ruppert Brewery in NYC.

The State Conference of Armory Employees will hold its meeting on July 22 and 23 at the State Armory, New Scotland Avenue, Albany. All Armories sending delegates to the Conference may address the State Secretary, Clifford Asmuth, at 900 East Main Street, Rochester, or the President of the State Conference, George Fisher,

Assn. Wins Higher Pay For Ogdensburg Worker

George Brossoie, a World War II veteran who took the job of City Hall custodian in Ogdensburg at one salary and then found he was paid another, will get the rate of pay he thought he was entitled to when he came into the job.

This is the decision of the Supreme Court.

Brossoie fought his case with the aid of the St. Lawrence county chapter of The Civil Service Employees Association, which enlisted the services of John E. Holt-Harris, associate counsel of the organization.

Brossoie was appointed to the position on March 5, 1947, at \$1,800 a year. On January 2, 1947, the Common Council had voted a 20 percent pay increase for all City employees, with a few listed exceptions. Custodians was not among the exceptions. Brossoie contended that he was entitled to \$1,800 plus that of 20 percent increase.

102nd Engineers Armory, 168th Street and Fort Washington Avenue, Bronx, N. Y.

St. Lawrence Hospital

The St. Lawrence State Hospital Chapter held its annual dinner at Rose Manor. Ninety persons attended. The management of the club provided an excellent dinner. Everybody enjoyed the event.

Dinner was followed by music by the Rhythmettes, a local musical organization, and dancing.

Several former employees, now working in other institutions, attended. Among them were Mr. and Mrs. Robert Patchin, of Syracuse State School, formerly of the St. Lawrence Hospital office staff.

Morris Pierce, Chapter President, acted as toastmaster. One of the highlights was the annual presentation of the Past President's Pin to Ernest Richardson. Many compliments were paid him for the work he has done in the Chapter.

Irene Cunningham, a member of the Executive Council, reported on the store fund.

Eight bowling trophies won by the hospital's teams at Syracuse, in the Mental Hygiene League, were displayed. Eldred Edgerton explained what they represented and whom the honored.

Sing Sing

Voting to hold the event annually, one, employees of Sing Sing Prison held their first annual communion breakfast May 2d. Mass was said at St. Ann's Church, where the communicants received Holy Communion. Breakfast was served at the Club One-O-Five, 105 Main Street.

The Rev. Arthur Tomaso, pastor of St. Ann's Church, was guest speaker at the breakfast. He stressed the importance of good self-government in outward

Killers Let Loose Slay Patrolmen, Keresman Declares

KINGSTON, May 17 — More care must be exercised by administrators not to let dangerous criminals loose, said Peter Keresman, Executive Secretary of the N.Y. State Police Conference. He added that the Conference favors parole, but also extra care about not letting potential killers go free.

Mr. Keresman charged that in almost every case where a policeman is killed, it is through attempted arrest of second, third and even fourth offenders released from confinement on parole.

"They are more dangerous to arrest with each succeeding parole," he said, "and the Annual Bulletin of FBI, recently released by Chief J. Edgar Hoover, shows that 55 per cent of persons convicted last year had previous arrests. The public should note this, and realize their policemen daily are engaged in a highly dangerous job, for which the administration of parole is largely responsible."

The City, however, claimed that since Brossoie was appointed after the bonus resolution had been passed, he was not entitled to the bonus. The City refused to pay him the higher salary, and the chapter took the matter to court.

Entitled To It
Court discounted the City's claim, saying that if it were really the intention to deny Brossoie the 20 percent bonus, it could have been done in the resolution appointing him. "It is therefore the conclusion of the Court that the petitioner is entitled to the additional compensation provided for in the resolution of January 2, 1947."

The court held that Brossoie's salary for the year 1947 should be \$2,100. He will receive about \$300 in back pay. City employees earned an additional 10 percent increase this year, and this will go to Brossoie, bringing his pay up to \$2,310 as of April 7, 1948.

things, and the necessity for having recourse to God in the dangers and trails of life.

The committee in charge of arrangements comprised Thomas W. Wilson, George Muller, James Reddy and Robert Reddy.

Walkkill

The employees of Walkkill State Prison held their annual corporate Communion at the Church of the Most Precious Blood, Walden. The Mass was celebrated by the Rev. James Murphy, of the Redemptarist Seminary, Esopus.

Following the Mass a breakfast was held at Lorraine Inn. Guests at the breakfast included Dr. Walter M. Wallach, Warden of Walkkill Prison, and Dr. J. Donovan, Chief Surgeon of the prison.

Father Murphy, principal speaker of the breakfast, described his work as missionary in Paraguay and elsewhere in South America.

The Chairman of the breakfast was William Ahearn, Steward of Walkkill Prison. The Rev. George F. Mc Kinney, Chaplain at Walkkill, acted as toastmaster.

Dannemora

The institution will soon lose another Attendant. David Nisoff, Jr., has completed plans to fly to Australia where he intends to take up residence with his wife and two children. Mrs. Nisoff is from Australia.

Mrs. Margaret Douglas is back at her desk after being on a leave of absence.

Albert Foster will represent this Chapter at the Association's Building Fund Ball on May 22.

Carlton Gilroy has been appointed news reporter for the Chapter.

Chemung

The annual meeting and election of officers of the Chemung Chapter, was held at the Court House, Elmira. The following officers were elected:

President, Clyde E. Paull; 1st Vice-president, James Moylan; 2nd Vice-president, Francis Jurusik; 3rd Vice-president, Mrs. Marion Bryan; Secretary, Josephine M. Williams; Treasurer, Mrs. Marion Goldsmith and Chapter Representative, J. Leslie Winnie.

Mr. Paull announced his plans for the ensuing year. Meetings will be enlivened by parties and will be followed by buffet suppers. Mr. Paull also announced that a family picnic will be held at Harrie Hill on Saturday, July 17. He appointed the following committee on arrangements: Ruth May, Mrs. Mary Sarcene, James Donahue, Francis Kelley and Gordon Lyke.

Mr. Winnie announced the grand ball to be held by the Association at the State Armory in Albany on Saturday, May 22, with music by Tony Paster's Orchestra, and urged that reservations be made immediately.

Dongan Guild Dinner To Wind Up Season

Daniel Farnan, President of the Dongan Guild of New York State Employees, has announced that the speaker for the First Friday dinner in June will be the Rev. James W. Assip, Assistant Director of the Propagation of the Faith. The dinner will be held on the night of June 4 in the upper dining room of Childs Restaurant, 196 Broadway.

The Dongan Guild, an association of Catholic State employees banded together for Catholic Action, is now in its tenth anniversary year. It is expected that more than 500 members and friends will attend this June event, which closes a season of activities.

Secretary of State Thomas J. Curran will be the toastmaster and the Rev. Bernard J. Fleming, the Spiritual Director of the Guild, will head those on the dais.

The committee in charge is under the leadership of William J. Peterson, former President of the Guild. Tickets are obtainable from Mary Gavin, State Liquor Authority, 270 Broadway. The telephone number is Barclay 7-5000, Ext. 36.

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Progress Report On State Exams

Promotion

- 5128 Senior Stenographer, Social Welfare.—WP.
- 5173 Senior Stenographer, Taxation and Finance.—WP.
- 52C Typist, Mental Hygiene.—WP.
- 5332 Senior Typist, Labor, New York Office.—WP.
- 5017 Assistant Underwriters, S.I.F.—WP.
- 5001 Senior Underwriter, S.I.F.—WP.
- 5199 Associate Architect, Public Works.—WP.
- 5200 Senior Architect, Public Works.—WP.
- 5065 Senior Audit Clerk, Audit and Control, Audits Office.—RSP.
- 5369 Senior Claims Engineer.—WP.
- 5205 Senior Clerk (Compensation) W.C.B.—WP.
- 5191 Senior Clerk (Fingerprinting); Correction.—WP.

- 5186 Senior Clerk (Underriting), S.I.F.—WP.
- 5377 Assistant Compensation Claims Examiner, S.I.F.—WP.
- 5376 Corporal (Park Patrol)—V.
- 5357 Assistant Examiner of Methods and Procedures.—WP.
- 5174 Senior Special Tax Investigator.—WP.
- 5375 Chief Stationary Engineer, Mental Hygiene.—WP.
- 5333 Principal Stenographer, Labor—WC, TEP.
- 5091 Principal Stenographer, Taxation and Finance.—WC, TEP.
- 5204 Head Compensation Clerk.—WP.
- 5819 Principal Stenographer, DPUI.—WP.
- 5817 Principal Clerk, DPUI — WP.

(The April 27 issue of The LEADER gave the progress report of all other State exams, except those listed above).

'Transparent Device' Used To By-Pass Civil Service Law

The significant Conboy case (discussed in an editorial in this issue) is of huge importance in protecting the promotion rights of Civil Service employees.

While the case was handled by H. Eliot Kaplan of the Civil Service Reform Association, John T. DeGraff had submitted a brief for the Civil Service Employees Association to the Court of Appeals.

The matter concerned the position of Chief Medical Examiner in New City — but the principle of protecting promotion rights concerned every public employee of the State.

The Chief Medical Examiner's job had been in the NYC competitive class since 1924. Upon the death of the previous incumbent in 1942, Dr. Conboy was appointed to fill the vacancy as a provisionally limited position. Dr. Conboy continued to occupy the position until 1946.

Abolished?
Then the Board of Education abolished the position of Chief Medical Examiner, restored Dr. Conboy to his former position of Examining Physician, Grade 4, and immediately assigned him to be in charge of the medical staff at the same salary he had been receiving as Chief Medical Examiner.

The lower courts found that the

duties of the position of Chief Medical Examiner "were the same as those now performed by Dr. Conboy." The Civil Service Commission conceded that competitive examination for the position of Chief Medical Examiner was practicable, and asserted that it would have held an exam for the position if it hadn't been abolished by the Board of Education.

Transparent Device
"On these conceded facts," Mr. DeGraff argued, "it seems clear that the action taken by the Board of Education is nothing more than an extremely transparent device to avoid the requirements of the Constitution and the Civil Service Law."

It was pointed out that the Board or Education's justification for doing what it did was based largely on an obsolete system of grades.

"But," the legal brief argued, "the continuance of an obsolete and antiquated system of grades does not confer power upon the Board of Education to treat all positions above \$3,000 per annum as being on the same level under the Civil Service Law."

Doubled Salary

The word "promotion" has always had two well-understood meanings: (1) an increase in salary which brings the position into a higher grade, or (2) the performance of more responsible duties. In Dr. Conboy's case, it was shown that he actually was assigned to more responsible duties, which were reflected in his new salary—almost double what he had formerly received.

The brief of the Civil Service Employees Association in this case has been called remarkable for its simple, succinct presentation of the subject.

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A THOUGHT FOR THE WEEK

It is vain to be always looking toward the future and never acting toward it. — J. F. Boyes.

Civil Service LEADER

Ninth Year America's Largest Weekly for Public Employees Member of Audit Bureau of Circulations Published every Tuesday by LEADER ENTERPRISES, Inc. 97 Duane Street, New York 7, N. Y. BEekman 3-6010 Jerry Finkelstein, Publisher Morton Yarmon, General Manager Maxwell Lehman, Editor H. J. Bernard, Executive Editor N. H. Mager, Business Manager

TUESDAY, MAY 18, 1948

Court Deals a Blow To Promotion Favoritism

THE DECISION of the Court of Appeals, in the case involving the assignment of one of the Medical Examiners of the NYC Board of Education to "be in charge of the medical staff of the Board," has far-reaching implications in its relation to promotions in the civil service. It is the first time since adoption of the civil service constitutional provision of 1894, providing for appointments and promotions on a basis of merit and fitness after competitive examination, that the highest court of the State has ruled on what constitutes a "promotion" outside of the regular graded positions.

In 1942, the Board of Education established the position of Chief Medical Examiner and both the Board and the Civil Service Commission agreed to fill it after competitive examination. Because of war conditions the examination was postponed and Dr. Conboy, who had been serving as an Examining Physician at \$4,000, was designated to serve provisionally (temporarily) as Chief Medical Examiner at \$7,500. He served as such until June, 1946, when the Board, confronted with the requirement for filling the position permanently through a competitive examination, purported to abolish the position of Chief Medical Examiner. The Board reinstated Dr. Conboy to his old position of Examining Physician at \$4,000. On the same day it assigned him to be in charge of the medical staff of the Board, to perform the identical duties he had been performing as Chief Medical Examiner, and at the same salary of \$7,500.

Effect Is to Prevent Evasions

The appointment was attacked by the Civil Service Reform Association as an evasion of the State Constitution and the civil service law. The Court of Appeals, overruling the lower courts, held that where a position involves an "advance in income and in professional responsibility and prestige, it is certainly a 'promotion' in every fair sense of that word" as contemplated by the constitution and the civil service law. The Civil Service Employees Association had submitted a brief to the Court of Appeals illustrating the "transparent" nature of the action by the Board of Education.

The ultimate effect of the decision in the Conboy case is to prevent evasions of competition, either open-competitive or promotion, in the higher professional, scientific, technical and administrative positions where there is no maximum salary limit (ungraded position). The practice of assigning some favored employee to assume the duties of a higher position with increased salary to avoid competitive promotion will now be subject to judicial scrutiny.

For example, had the recent proposed bill in the Legislature to authorize the NYC Fire Commissioner to select any Deputy Fire Chief to act as Chief of Department, without regard to the civil service rules, been adopted, the law would have been unconstitutional under the terms of the Court of Appeals decision in the Conboy case.

The LEADER in an editorial, when the Appellate Division rendered a decision upholding the Board of Education's action, pointed out the danger to the merit system and the inconsistency with the constitution and emphasized the soundness of Justice Bernard Shientag's dissenting opinion.

How Valuable Is Employee Organization?

JUST HOW valuable is organization of public employees? An excellent capsule case history is that of the employees in St. Lawrence County. That county has long been behind most other counties of the State in the treatment of employees.

Then they organized into The Civil Service Employees Association.

Within a relatively few months, they —

- 1. Achieved a raise in pay;
2. Gained entrance into the State Retirement System;
3. Won a legal case bringing up the salary of an employee who had been short-changed by the city of Ogdensburg.

The lesson to all unorganized public workers is clear.

Don't Repeat This! Grover Whalen's close friends are talking about him as the successor to NYC's Mayor William O'Dwyer. Only they're whispering (and it's a very big if) the Golden Jubilee is a huge success. . . . Organization control is with the Mayor, of course. In the event he doesn't seek re-election, leading contender for that support is B'klyn Borough President John Cashmore. . . . Col. John Bennett, Council President Vincent Impelleri, and Comptroller Lazarus Joseph remain in the running, too. . . . Charles Silver, a millionaire textile executive and friend of Jim Farley and O'Dwyer, stands strong in business and political circles. . . . And certainly don't count out Surrogate William Collins if he wants the job. . . .

The Manhattan Surrogate Court nomination battle is hot. Supreme Court Justice Valenti can be seen with Tammany leaders daily after leaving chambers, planning his campaign. . . . Friends of James Cox are completely organized, as well as the backers of Supreme Court Justice Lloyd Church. . . . Other candidates: Municipal Court Judge Benjamin Shalleck, whose friends insist he'll fight through the primary with a tremendous amount of financial backing from members of the Young Men's Philanthropic League. . . . Other possibilities: Supreme Court Justice Thomas Corcoran; William O'Shea; Col. Tom Boyle of the Democratic State Committee; Supreme Court Justice Benedict Drneen. Only one who can secure ALP support—which would insure victory—is Supreme Court Justice James McNally. There'll be lots of scrapping and maneuvering between now and the middle of July. And Mayor O'Dwyer will be right in the maneuvering. . . .

Secretary of State Tom Curran is sitting back hoping the Democrats will embitter each other, knock each other out in a primary, and thus let a GOP man win the victory. In that case Curran will take the nomination himself. Also active for the GOP nomination is ex-Supreme Court Justice George Frankenthaler. . . . Herbert C. Gerlach, Westchester County Executive, being talked about as prospective gubernatorial candidate—if and when there's a vacancy. Talk began after the dinner given him by Westchester County employees week before last.

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Merit Man

WILLIAM A. Paterno, Chairman of the Pension Committee, Uniformed Personnel, State Department of Correction, feels deep pride in his work as a Prison Guard. He was appointed to the Napanoch Institution on April 3, 1939.



WILLIAM A. PATERNO

Mr. Paterno is at his best when debating the pros and cons of civil service, especially 25-year retirement for Prison Guards. He became interested in civil service in 1944 when he was elected President of the NYC Forum, Council 93, at Napanoch. Re-elected in 1945, Mr. Paterno foresaw the futility of two organizations at his institution divided against each other and took his membership of Prison Guards over to the Association of State Civil Service Employees, as the present Civil Service Employees Association was then called. In 1947, he was elected President of the local chapter. During his tenure of office the membership grew steadily from 67 to 120. He is at present the delegate for his chapter, which now has more than 150 members.

Objective of Pension Committee

May 15, 1945 saw the formation of an organization at Napanoch known as the Pension Committee, Uniformed Personnel, State Department of Correction. Mr. Paterno was immediately elected Chairman. The main objective of this organization, which is now statewide, is to further 25-year-service retirement for Prison Officers. He has worked tirelessly to achieve this aim.

"We have sent out 3,000 letters to every State in the union and to some of the provinces of Canada to learn what sort of retirement system they have, in comparison to our own," he said. "We have conferred with many State officials, from the Governor's Secretary down. We have made many trips to various parts of the State, attended meetings at the Retirement Bureau, spoken with the Comptroller, and with his advice had a survey made to determine the cost of this legislation to the State and to the employee."

Best-trained Prison Officers

"As yet, we have been unsuccessful, but we have done much to arouse the rest of the State into recognizing the inequalities of our retirement system, which is unjust and sorely in need of liberalization. Our fight for earlier retirement is a MUST for the prison officer, whose job is more hazardous, abnormal and nerve-racking than that of any other law enforcement body—barring none. The New York State Department of Correction has the finest program of inmate rehabilitation and the best trained Prison Officers in the country, or perhaps in the world. The public can be justly proud of the splendid job being done in

the penal institutions of the State today."

Of the Association building drive now in progress, Bill says, "Napanoch will come out on top, which is typical of the personnel here."

Words of Praise

Mr. Paterno, proud of the fact that he was born in Brooklyn, was graduated from Our Lady of Good Counsel school in that borough of NYC. In 1925, at 17, he joined the Navy and served three years at sea and one year in Nicaragua, for which he volunteered in the second Nicaraguan campaign. He is a member of the Edgar S. Taylor Post 1455, Veterans of Foreign Wars, of Ellenville, where he now lives. He has a daughter, Dolores.

Looking back over his years of service, Bill says, "State employees are a grand group of people."

Pay Gain Is Sought By Patrolmen Under State Military Law

A committee has been organized to prosecute claims of Patrolmen (P.D.), to gain the benefit of additional pay through retroactive seniority. NYC has been respecting the seniority credit in promotion examinations, but not in grade or pay advancement.

The committee consists of Thomas F. Mulligan, Valentine Carley, Leonard Krashefski, and Louis Groman. The pay is claimed under the State Military Law.

More than 450 Patrolmen, of 1,400 involved, have already filed claims with the committee, which has retained Paul Windels, former Corporation counsel, to file the claimswith Comptroller Lazarus Joseph and to take such other action as is necessary.

WHAT EMPLOYEES SHOULD KNOW

By THEODORE BECKER

SUPERVISORS have a continual obligation, in the public service, to make periodic estimates of the value of their subordinates' services, sometimes known as service record ratings. It has been suggested that such supervisors are themselves subject to appraisal by their own supervisors, hence it would not be unbecoming for them to engage in a bit of self-evaluation. Such a process, if wholly subjective, might easily result in a deceptively high rating. Accordingly, when a set of standards, in the form of a checklist, is prepared by a civil service agency, as is true of the Civil Service Commission of Flint, Mich., supervisors should welcome an opportunity to measure themselves against the standards.

Below are 23 of these items, slightly paraphrased, which can be answered either Yes or No by encircling the Y or the N. The rating schedule appears at the end of the column. Give yourself an honest answer. You'll be correcting your own paper and, possibly, pointing up some of your characteristics that might be improved.

The questions follow: 1. Are you inclined to try to evade unpleasant phases of your work? Y N

- 2. Do you make careless remarks about people? Y N
3. Do you have a tendency to initiate new methods and ideas? Y N
4. Do you have the courage to admit your own mistakes? Y N
5. Do you have a good memory of names and faces? Y N
6. Do you have a tendency to stand up for what you believe? Y N
7. Do you put a loud individual in his place with a sarcastic remark? Y N
8. Do you have a tendency to make many friends outside of business? Y N
9. Are you teaching some responsible worker how to handle your job? Y N
10. Do you tell poor workers when their work isn't measuring up to what it should be? Y N
11. Do you think the nature of a supervisor's job makes it necessary for him to be unpopular with his workers? Y N
12. Do you have a willingness to change your mind when new facts show that your original opinion was wrong? Y N

- 13. Do you believe that what the worker does during his "off-hours" should be of no concern to his supervisor? Y N
14. Do you give much attention to small details? Y N
15. Do you regularly follow-up instructions to see that they have been carried out? Y N
16. Do you believe that the only important requirement of a good supervisor is a complete understanding of the job he is to supervise? Y N
17. Do your fellow-supervisors frequently ask your advice on important matters? Y N
18. Do you believe that the ability to handle workers is inborn and not learned? Y N
19. Do you read magazine articles or books so as to be better informed in your field? Y N
20. Do you believe that rapid learners are usually quick forgetters? Y N
21. Do you honestly believe that your subordinates enjoy working under your supervision? Y N
22. Do you believe that most workers appreciate candid criticism of their work? Y N
23. Do you think that your general efficiency as a supervisor is reflected by your workers? Y N

KEY ANSWERS

The answers follow: 1.N; 2.N; 3.Y; 4.Y; 5.Y; 6.Y; 7.N; 8.Y; 9.Y; 10.Y; 11.N; 12.Y; 13.N; 14.Y; 15.Y; 16.N; 17.Y; 18.N; 19.Y; 20.N; 21.Y; 22.N; 23.Y.

STATE AND COUNTY NEWS

Card Party Held By Erie County Employee Group

On Monday, May 17, at 8 p.m., the Erie County Home and Industry Employees' Civil Service Association sponsored a card party and dance at St. John's School Hall, Wende and Westwood Rds., Alden, N. Y. Bridge, pedro, pinochle and rummy will be played. There was modern and square dancing to music by the St. George Orchestra.

After cards, guests participated in games and entertainment. Refreshments will be served.

The following on the committees:

General Chairman, Cyrus Kocher; co-chairman, Anna May Root. Tickets: Albert Hansen, Ida B. Castren, Leon Rydza. Publicity: John C. Husson, Clarence A. Finn, Mary E. O'Brien. Reception: Marion E. Schaad, Fayette Sutton, Irene Chennell, Mary C. McKinney, Alvina A. Stenzel. Prizes: Louise Richard, Sadie Bichel.

Cards: Catherine Bachman, Fred Paul, Mary Anderson, Mildred Cummings, Catherine Curtis, Jean A. Heist, Esther Husson, Lulu B. Henning, Jennie Kaczmark, Thelma McCarthy, Frances Roach, Ruth Thompson, Marie Trautman. Music: Charles St. George, James A. Finn.

Kitchen: Beula Hoelle, Pearl McDonald, Catherine Fies, Anna Fuller, Rose Dippold, Millie Hammond, Roby Lund, Mildred Marshall, Lillian Morf, Kathryn Nichols, Ida Lindstedt, Edna Paulson.

Bar: Ray Tiffany, Al Glaeser, Ben Bartoszewski, Norman Clavert, William Charnock, Louis Steinmetz, John Foster Thomas Grieco, Edward Hausser.

Wardrobe: Florence Czechowski, Catherine F. Henry, Rose Barone, Terry Bielat, Lena Gillig, Dolores Kopinski, Thelma McCarthy, Frances Roach, Rita Raffel, Mary B. Roll, Geraldine Smith, Bessie Vine.

Door: William Charnock, Norman Clavert.

State Eligible Lists Open for Inspection

The following eligible lists resulting from open-competitive examinations have been issued by the State Department of Civil Service: Associate Economist (Social Research), State Commission against Discrimination; Senior Stores Clerk, State and County Departments and Institutions; Medical Record Clerk, Westchester County; Office Machine Operator (Photo copying), County Clerk's Office, Rockland County; Case Worker, Public Welfare, Sullivan County; Janitor, Lakewood, Chautauqua County; Occupational Institutions; Recreation Director, Therapist, State Department and Pelham, Westchester County; Junior Stenographer, Scarsdale, Westchester County; Junior Stenographer, Mamaroneck, Westchester County; Junior File Clerk, Westchester County; Intermediate Stenographer, Port Chester, Westchester County; Ship Building Foreman, Operations and Maintenance (Canals), Public Works; Assistant Architect, Public Works; Senior Case Worker (Public Assistance), Public Welfare, Chautauqua County; Case Worker, Public Welfare, Chautauqua County.

The lists may be inspected at the LEADER office, 97 Duane Street, just west of Broadway and two blocks north of City Hall Park.

Sells Tries Experiment With a Newsletter

ALBANY, May 17—An interesting experiment in bringing employees and management closer together is being tried by Charles H. Sells, Superintendent of Public Works.

It's the issuance of a newsletter containing information of specific interest to employees of the department.

A long departure from the old-time attitude that the less the employees know about policy the better, Superintendent Sells says: "It is my sincere belief that each of you should be kept fully advised as to the plans, policies, and procedures of this department as they may affect you and your work."

How Well Do You Supervise? Find Out in One Easy Lesson

How good a supervisor are you if you are one, that is? How would you make out as a supervisor?

Here's a chance to make a personal evaluation of yourself as a supervisor. Below you'll find a series of questions. Next to each one, write one of the following words: Always; Usually, Often; Seldom; Never.

The interesting test was prepared by the State Personnel Council. At the end of it, we'll tell you how to score yourself:

The Questions

- Do you "orient" a new employee by:
 - introducing him to your group?
 - providing him with a companion for the first few lunch periods?
 - having more experienced workers help him get used to his new duties?
 - giving his questions your prompt attention?
 - telling him where his work comes from, what he does to it, where it goes, when it may be considered well done, and why it is important?
- Do you get the complete picture of an employee's problem before suggesting action?
- Can your employees come to you freely to discuss their working problems?
- Do you go to your employees to talk things over?
- When an employee makes a mistake, do you:
 - allow him to give his reasons?
 - avoid discussing mistakes in the presence of his fellow workers?
 - give him suggestions for self-improvement?
- Do you avoid playing favorites?
- Do you encourage your employees to make suggestions for the improvement of forms, methods or procedures?
- Are your employees' suggestions given prompt and thoughtful consideration?
- Do you hold meetings with your employees to discuss the work of your group, thus giving them a feeling of "belonging"?
- Do you show your employees your confidence in them by allowing them to follow their assignments through without close checking?
- Are you able to get and keep the respect of your employees by:
 - keeping the promises you make as a supervisor?
 - taking their part when you believe their grievances justified?
 - giving credit where credit is due?
- When an employee is quitting, do you try to discover his reason for doing so, what he thinks

of the department and your unit, and how he thinks conditions can be improved?

Scoring
For each Always; give yourself five points; for each Usually, three points; for each Often, two points; for each Seldom, one point.

If your total score is:
100—you may safely recommend yourself for promotion.
80 to 99—keep up the good work.
60 to 79—better brush up.
59 or below—do you think supervision is the right job for you?

Shorthand Reporters To Meet on May 21

Robert Prado, Philadelphia reporter and authority on machine shorthand, will address the next meeting of the Metropolitan New York Chapter of the Associated Stenotypists of America which will be held on Friday, May 21, at Public School No. 17, 328 West 48 Street, Manhattan in Room 214 at 7:45 p.m. The meeting is open to the public.

Shopping Guide

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STATE AND COUNTY NEWS

Professional Assistant Eligible Lists Analyzed

The State eligible lists for Professional and Technical Assistant have been released by the State Civil Service Commission. There are 129 on the list for Administration. The high mark of 89.9 was received by Frances B. Locke, a non-veteran, of Albany. The pass mark of 75 was received by nine. There are eight disabled veterans, 68 non-disabled veterans, and 53 non-veterans.

79 On Engineering List

The Engineering list has 79 eligibles. The high mark of 88.25 for Civil Engineering was received by James E. Morgan, a non-veteran, of Troy. In Electrical Engineering, the high mark of 90.3 was received by William Fishbein, a non-veteran, of Brooklyn. In Mechanical Engineering, the high mark of 92.45 was received by Stanley J. Becker, a non-disabled veteran, of the Bronx. The high mark of 93.25 was received by Irving Levy of NYC for Chemical Engineering. 83.20 was the high mark for Sanitary Engineering received by James P. Sheehy of NYC, a non-veteran. Donald W. Auten of Rochester is the only one on the Architectural Engineering list.

46 Statistics Eligibles

The Statistics list contains 46 names. One is a veteran, 17 are non-disabled veterans, and 28 are non-veterans. The high mark of 91.58 was received by Daniel Finkler, a non-veteran, of Brooklyn. One person received the pass mark of 75. Economics, Chemistry and Others Economics was passed by 79. Of these three are disabled veterans, 36 are non-disabled veterans, and 40 are non-veterans. The high mark of 89.93 was received by Frances B. Locke, a non-veteran, of Albany. Fifteen candidates received the pass mark of 75. The Chemistry eligible list contains 38 names. Of these, two are disabled veterans, 20 are non-disabled veterans, and 16 are non-veterans. The high mark of 91.35 was received by Kelvin Domovs, a

Watertown Public Workers to Submit New Wage Scale

WATER TOWN, May 17—A compensation plan adopted by the City Council of Watertown came under detailed discussion when Charles Culyer, Field Representative of the Civil Service Employees Association, met with a group of City employees. Outcome of the meeting was appointment of the following committee to study present pay rates and make recommendations: Chester Hoyt, City Assessor's office, chairman; Mrs. Claude Gilchrist, City Assessor's office; Fred O'Brien, City Engineer; John Butler, Auditor; Floyd Bresnahan, Purchasing Agent; George Daniels, Public Works; Mrs. Mareta Lewis, Water Dept.; Mrs. Mildred Steinhofner, Court Stenographer; Thomas Tyldesley, Water Dept.; John Patterson, Recreation Dept.; Harold Dwyer, Water Dept.; Dr. L. R. Smith, Health Dept.

The committee has been empowered to draft a petition to the Watertown City Council for a salary increase. At Mr. Culyer's request, a meeting was scheduled with Mayor Hudson, the City Council, and City Manager Woods. Mr. Culyer made the request that the chapter be allowed to submit suggestions and recommendations on the compensation plan.

Police and Firemen Earlier that day, Culyer had met with representatives of police and firemen, who are now joining in with other Jefferson County employees as members of the Civil Service Employees Association.

Chemung County Notables Discuss Plans for New Objective



At a recent meeting of the Chemung County chapter of The Civil Service Employees Association, left to right, Charles R. Culyer, Association Field Representative; Senator Chauncey B. Hammond; Dr. John B. Winnie, Chemung County chapter representative, and Assemblyman Harry J. Tiff, County group showing an enterprising initiative in lining up local legislators in their corner.

Assn. Reports on Laws Enacted by 1948 Legislature

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Civil Service Bills Extremely significant developments in the veterans preference field began during the past session. The Association at the time was proposed, vigorously opposed the move. After a long campaign, the preference was carried by the slim margin of some 34,000 votes. This year the first attempts to modify the present preferences were made. The ultimate outcome of these proposals will affect the future of every civil service worker.

Mitchell-Van Duzer Bill The Association has always contended that the present absolute preference in appointment, promotion and retention is inequitable and gravely jeopardizes the entire merit system. We have always contended that a percentage preference is the only fair way to acknowledge the fact that veterans lost valuable experience in State service during the war and, at the same time, provide an opportunity for qualified non-veterans to compete. The Mitchell-Van Duzer Bill abolishes the present absolute preferences and substitutes a percentage preference plan. Under the plan a disabled veteran receives 10 points credit in addition to the mark which he has attained on the examination for original entrance into service. A non-disabled veteran receives a 5-point credit for original entrance. On promotion exams, a disabled veteran is credited with 5 points and a non-disabled veteran receives a 2 1/2 point credit. The preference in retention is abolished. The preference granted under the bill may only be used only until the veteran has either entered service or secured one promotion by using his percentage credits.

Condon-Austin Bill This second proposal with respect to the preference retains the disabled veterans' preference and the preference in retention without change. It also proposes to extend the non-disabled veterans' preference for original appointment beyond the present expiration date for an additional five year period. In short, the only modification of the present preference which this bill provides is the abolition of the promotion preference for non-disabled veterans at the time when the termination date in the present law is reached.

990. Assistant Library Director \$3,900 to \$4,500 total. One vacancy in Yorkers Public Library. Fee: Open to residents of any State in the United States. Must be either (a) six years experience in library work, two of which as department head or classification in library of appropriate size and facilities, and college graduation plus one year in library school; or (b) four years experience in library work, one of which as department head or classification in library of appropriate size and facilities, and college graduation plus two years in library school; or (c) equivalent to (a) or (b) by other means.

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New Honor Roll Issued By Assn. Building Fund



The service record won medals for Agatha Gottschalk, Emily Sowa, Frances Horton and Jessie Stults (front row) and for Harry Strain, Edsell Grizzell, Joseph Stults and Frank Priolo (rear row) at a meeting of the Warwick Chapter of the Civil Service Employees Association of which Francis A. MacDonald is President.

ALBANY, May 17.—Forty-five chapters made the page 15 Honor Roll in the Building Fund drive of The Civil Service Employees Association. New Hampton finished first, maintaining the lead it had established early. The chapters were allotted quotas based on membership. The percentages assigned in the table below indicate to what extent the quota was exceeded by 44 chapters. The forty-sixth, Hudson River Hospital, got just 100 percent.

HONOR ROLL table listing chapters and their percentages, such as New Hampton (634%), Orange County P.W. (550%), Dutchess County group (417%), Hudson Valley Ann. (249%), Coxsackie (236%), Central Unit Barge Canal (220%), Napanoch (219%), Ulster County (209%), Public Service M.V. Insp. (205%), Albion (202%), E. Central, Barge Canal (187%), Geneva (180%), Great Meadows (139%), Fort Stanwix (Rome) (129%), Syracuse State School: Gladys Holmquist, Mary Potter, Rosemond O'Neill, Helen Jackson, Helen Herriman, Wilhelmina Miller, Roy Forard, Catherine Egan, Evelyn Tiernan, Irma Tomey, Florence Goulet, Edna Twomey, Florence Goulet, Edna Zube, Charles J. Ecker. Wassaic State School: Herbert Nelson, Thomas Ahearn, Frank Barnish, Rangwald Brusie, Helen Sweeney, Mary Yegella, Thelma Carl, Margaret Grogan, Edna Barth, Clarence Crawford, Madeline Davis, Beatrice Harrison, Ethel West, Jack Dempsey, Adelaide Tripp, Stella Warren, Alice McCrystal, Charlotte Burke, Annie Wilson, Laura Remsberger, William Shaeffer, Alvin Sedore, Ruvener Ward, Ludwig Haferkamp, Edwin Hammond, Gilbert Smith, Rose White, Carl Sabo, Margaret Flanagan, Minnie Andrews, Mildred Doty, Jaude Mino-guet, Adeline Foley, Nellie Innocent, Dorothy MacDonald. Public Works Dist. No. 2: John R. Roszykiewicz, Edward W. Perry, Lillian H. Peckham, L. Lavern Cheney, Walter T. Hayes. Ulster: Rosemary Jones, Edwin Wetterhahn, Thomas Hart, William F. Miller, Harry Seitz, Harry Sweeney.

Miscellaneous Bills The first of our bills under this heading provides that employees in institutions may be paid for loss or damage to personal property resulting from damage by inmates or by fire upon simple certification by the Comptroller and approval by the Superintendent of the institution. Payments authorized under the bill are limited to \$150 and its provisions are retroactive to March 1, 1947. The bill is designed to eliminate the present necessity for filing of complicated claims and the occasional necessity of recourse to the Court of Claims to recover small amounts. It was also necessary to make its provisions retroactive to include employees whose claims had been cut off by the Statute of limitations. On Election Day last year at one State institution the employees were informed that they would not be accorded time to vote during working hours. Employees in private industry and in political subdivisions of the State were accorded this right by Sec. 200 of the Election Law. Our bill, which successfully passed, now guarantees to all public employees an allowance of two hours during the working day to permit them to go to the polls to vote. Still another bill on our program extends the competitive class to employment in County Probation departments. The endorsement of this bill was in line with our continuing program to insure that the public service whenever such extension is feasible. A third measure vetoed by the Governor provided that the service record of a veteran who does not return to State service, and whose position was held by a substitute during his absence, shall be endorsed to indicate that he was separated from State service without fault or delinquency on the part of the employee. Examined in retrospect the Association's legislative year was an extremely successful one. A greater number of our bills passed than in any previous year. Far more important than this, is the fact that significant precedents have been created. The passage of the Mitchell-Van Duzer bill should be regarded by all civil servants as one of the most important pieces of Civil Service legislation since the enactment of the Feld-Hamilton Law. All told, the membership has every reason to congratulate itself for its untiring efforts to improve the Merit System and in so doing to improve working conditions for every public employee.

Armory Employees The legislature passed the Association bill which provides that Armory employees should have the same vacation and sick leave allowances now granted to employees in the departmental services. For 20 years these employees who are required to work a 7 day week throughout the year have only been accorded a 14 day vacation under the Military Law. We have already pointed out elsewhere that we feel that they are not in the Military service, but in the Classified service of the State and are therefore entitled to the same benefits as their fellow employees. Unfortunately, full recognition of that principal has not yet arrived because the Governor has vetoed this legislation.

Other Civil Service Bills Six other Association program bills affecting Civil Service were passed by the legislature. One repealed certain obsolete provisions relating to promotion in the City police forces. Years ago a bill obviously designed to make one person eligible for promotion in a city police force passed the legislature and was signed by the Governor. It resulted in a law which was in complete derogation of our Civil Service administration. Our bill has wiped this measure from the books. Two other bills endorsed by the Association make simple changes in the form of Sections 14 and 16 of the Civil Service Law relating

to examinations, eligible lists and promotions. No substantive changes are made but the law is now a great deal more readily understood by those who read it.

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Career Men To Enlarge County Library Service

ALBANY, May 17 — Raymond E. Williams of Elmira, President of the New York Library Association, has been named to direct the State Library's regional library service center, which will operate in Jefferson, St. Lawrence and Lewis counties.

The regional library service center, approved by the State Board of Regents April 9th, is expected soon to start its operations to improve library facilities in these counties.

Directed Chemung Library Mr. Williams, a native of Elmira, has been director of the Steele Memorial Library in Elmira and librarian of the Chemung County Library for the past two and one-half years. A graduate of Lehigh University, he received his library training at the Syracuse University School of Library Science. He also worked in the Rochester Public Library and served as assistant director of the Hartford, Connecticut, Public Library. He is a member of the American Library Association, the Southern Tier Library Club, the Torch Club and the Rotary International.

During the war, Mr. Williams was an officer aboard the aircraft carrier U. S. S. Hornet when it was lost in the South Pacific. For the last two years of his four-year career as a naval officer, he was chief quartermaster and torpedo officer on the submarine U. S. S. Tambor in Japanese waters.

The State Librarian is Dr. Charles Gosnell.

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FEDERAL NEWS

Action Pledged On U.S. Raises

By CHARLES SULLIVAN

WASHINGTON, May 17—U. S. employees are disappointed and worried over the lack of action on Federal pay increase bills. However, Republican leaders have explained that pressure of urgent bills involving national preparedness and foreign aid necessitated postponement of action, but without injuriously affecting the likelihood of enactment.

Joseph W. Martin, Jr., Speaker of the House, said that Congress may sit during the period between the end of the Republican national convention and the opening of the Democratic convention, to cope with the jam of bills, including those that would raise pay. He said that a priority rating is being given to the pay bills.

Moving Laboratory To Washington Opposed By 5 Representatives

Five Representatives from NYC have announced their intention of opposing the announced move of the Computation Laboratory (formerly the Mathematical Tables Project) of the National Bureau of Standards from New York to Washington. They are Celler, Heffernan, Javits, Multer, and Rooney.

Dr. J. H. Curtiss, Chief of Division 11 of the NBS, was quoted in a memorandum as saying: "It is understood to be the wish of the Director of the Bureau and of all persons concerned with the administration of Division 11 that these machines (electronic computing machines) should be placed at or near the Bureau grounds for public relations considerations."

New Pension Law Makes 4 Big Changes

The new Federal retirement Law, the Langer Chavez-Stevenson Act, makes four principal changes:

1. To qualify for an annuity, a minimum of five years of Federal civil service is required; no military service substitution permitted.
2. Deductions from pay are 6 per cent instead of 5.
3. Widow and dependent children receive an annuity, in the event of the insured's death.
3. Employees retired previous to the effective date (April 1, 1946) get pension increase of \$300 or 25 per cent, whichever is smaller.

The U.S. Civil Service Commission has made an analysis of the new law. Instalments were published in the March 16, 23 and 30 issues. The chart herewith completes The LEADER's publication of the analysis.

Promotions Granted

WASHINGTON, May 17—Temporary indefinite employees appointed to Federal positions in March, 1946, will be made eligible for Ramspeck in-grade promotions.

Employees classified up to including CAF-12 and P-3, whose efficiency ratings are Good or better, and who have served for one year or more with a change of salary, and employees in CAF-11 and P-4 and above who have served satisfactorily for eighteen months or more, will be eligible for small pay raises, as the result of a Civil Service Commission action.

ENROLL NOW!

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Special Physical Classes for FIREMAN

Few can pass the physical tests with a creditable mark without specialized training. Thousands have filed for these positions... NOT MORE THAN 20% CAN HOPE TO BE APPOINTED.

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Starting \$60.50 Annual Salary a wk. To \$80 At End Of 3 Yrs. A Week Increases \$80
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No Educational Requirements
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U. S. Examination for New York Area CLERKS CAF-5 and CAF-6
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• VISION 20/30 EACH EYE—GLASSES PERMITTED
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MANHATTAN: 120 West 42nd Street (Times Square)
JAMAICA: 90-14 Sutphin Boulevard

Visit, Write or Phone for full information. Catalogs mailed upon request. Day and Evening Classes to suit the convenience of the student. Moderate rates—payable in installments. Most of our courses are available under the provisions of the G.I. BILL. Consult our advisory staff.

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OFFICE HOURS: Mon. to Fri. 9:30 a.m. to 9:30 p.m. Sat. 9:30 to 3:00 p.m.

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New Class Tuesday, 6:15 P.M. One evening per week for 30 weeks. Total tuition \$60, payable monthly. No experience required.

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Personalized Individual Instruction for Civil Service Physical Exams, Specializing in Weight Lifting Technique, Weight Gaining and Reducing Courses, Body Building.
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Business and Foreign Service

LATIN AMERICAN INSTITUTE—11 West 42nd St. All secretarial and business jobs in English, Spanish, Portuguese. Special course in international administration and foreign service. LA. 4-2335.

Drafting

COLUMBUS TECHNICAL SCHOOL, 130 W. 20th bet. 6th & 7th Aves. draftsman training for careers in the architectural and mechanical fields. Immediate enrollment. Vets eligible. Day-even. WA. 9-6625.

NATIONAL TECHNICAL INSTITUTE—Mechanical, Architectural, job estimating. Manhattan, 55 W. 42nd Street. LA 4-2929, in Brooklyn, 60 Clinton St. Ham. TE 5-1911. In New Jersey, 116 Newark Ave. BERgen 4-2350.

Investigation

THE BOLAN ACADEMY, Empire State Bldg.—JAMES S. BOLAN, FORMER POLICE COMMISSIONER OF N.Y. offers men and women an attractive opportunity prepare for a future in Investigation and Criminology by Comprehensive Home Study Course. Free placement service assists graduates to obtain jobs. Approved G.I. Bill of Rights. Send for Booklet L.

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NEW YORK CITY NEWS

3 Tickets in Field for PBA Election

The following are the three tickets in the Patrolmen's Benevolent Association election. The Finest ticket represents incumbents. Precincts are stated.

FINEST	HARNEDY	COPS
President John E. Carton	Patrick W. Harnedy, Pen.	Raymond A. Donovan, 68
1st Vice-president Mario Biaggi, 24	Wheeler Bowden, 72	Charles F. Brennan, 102
2d Vice-president Richard J. Sullivan, 114	John Simcox, 9	Edward L. Phelan, 76
Treasurer John C. Lang, 10	Vincent L. Butler, Mid. Sq.	Emmett O'Brien, Det. Div.
Recording Secretary ... John F. Harnig, Traffic 1	Thomas F. Dugan, Tr. O.	John Viking, 88
Financial Secretaries .. Edward Rogers, 5	Walter M. Smith, 4	Raymond Thorpe, Tr. C.
Bart J. Egan, Emerg.	Walter R. Pensa, 66	William Ferguson, 100
Ray Quinn, 108.	Ralph C. Rispoli, 32	Charles Zuria, 30
Walter Gorman, Traffic F	John J. McSweeney, Tr. A.	James Scott, 73
Arthur F. Jones, 103	Theodore Dusold, P.A.	John Haggerty, 23
Trustees Patrick. H. Fitzpatrick,	William K. Raphael, Tel.	Jos. A. Healy, 41
Bronx, 52	William J. Farrell, 81	Stanley Olsen, 68
Walter A. Asklund,	Bernhard J. Zurell, 22	Irvin Fendel
Brooklyn, 62	None	Leander Hamilton, 105
Martin J. McDonnell,	Alfred A. Fugazzi, 120	Al Ugasi, 120
Manhattan, 34	Walter A. Casey, 87	Thos. Hamilton, Mt'd Tr. A.
Vincent J. Stein,		
Queens, 109		
James Keating, Lower		
Man., Richmond, 5		
Sergeant-at-arms Barton T. Wilson, 78		

Platforms Given by PBA Candidates

Three slates are contesting for the Patrolmen's Benevolent Association. The incumbent President, John E. Carton, is running again, with a full administrative slate, on the Finest ticket. Former Presidents are giving a contest—Raymond A. Donovan and Patrick W. Harnedy, with full slates. All three have their platforms.

Carton's Claims

Carton's Finest ticket makes these claims: 24 achievements in 10 months, a record. Groundwork firmly laid for 40-hour week for the uniformed force, through the 5-day, 40-hour basis accomplished for day men and the traffic men's 13-hour system. Full pay in three years, instead of five, at \$4,150 for top, of which \$3,400 is base salary. \$750 is cost-of-living bonus. Hour-for-hour time. Safeguarding Patrolmen from excessive legislation. Goals include \$4,500 base pay, top of grade; 5-day, 40-hour week; full pay for widows whose husbands were killed in performance of police duties; 6 percent pension system for entrants since 1940 (Article II men on same basis as Article I men); City to pay 75 percent of retirement allowance; optional 15-service-years retirement.

Donovan's Claims

Mr. Donovan, in seeking return to office, cites the record of his administration, including the following: 1. Eleven Squad chart, 48 hour week, effective May 5, 1947. An additional \$400 bonus effective January 1, 1947. 2. Forty-five-minute meal period. 3. Free legal counsel to PBA members. 4. Longer vacation. 5. Initiated full pay in three years.

Harnedy's Points

Mr. Harnedy is seeking election on a five-point program: 1. Salary increase—\$4,500 per cent salary for 1st grade patrolmen. 2. Article 2 Pension—City to assume 70 per cent of cost. 3. Enactment of three-year full pay. 4. 48 hour swing for all patrolmen after 5 tours of duty. 5. \$1,000 widow's pension for all members.

EXAM NOTICE AMENDED

Announcement No. 97, Marketing Specialist, of the U.S. Civil Service Commission has been amended to add grades CAF-13 and CAF-14 (\$7,102 and \$8,179) Option D, Fats and Oils, Production and Distribution. Applicants for these grades must meet requirements as outlined in the announcement.

Ozanam Guild Holds Luncheon

The Rev. Joseph Cantillon, S.J., Assistant Dean of St. Peter's College, Jersey City, was the guest speaker at the First Friday Luncheon sponsored by the Ozanam Guild of the Department of Welfare, and held at St. Vincent DePaul Church. John Patrick Power of Woodside is the Chairman of the Luncheon Committee; Mrs. Daniel Diamond and Joseph Hellman are Co-Chairmen. The Rev. Henry J. Pregenser, of St. Rose of Lima Church, Manhattan, is Chaplain of the Guild and Anthony C. Russo is President.

IRT Holy Name Group To Receive Communion

On Sunday, May 23, the IRT Division Holy Name Society will hold its tenth annual Communion Mass and breakfast. Mass will be celebrated at 8:00 a.m. at the Church of St. John, 210 West 31 Street. There will be a parade to the Hotel Pennsylvania, where breakfast will be served. The Rev. Joseph F. Hammond and William J. Drohan will be the guest speakers.

PENSIONERS TO BE GUESTS

The Old-Timers, composed of retired employees of the New York Post Office, will be the guests of Postmaster Albert Goldman, representing present employees, at the annual dinner, Sunday, May 23 at the Hotel McAlpin. The Post Office Players of the New York Post Office will entertain.

SEWAGE WORKER LIST SOON

Investigation of applicants for Sewage Treatment Worker is now being conducted by the Municipal Civil Service Commission. The list may be promulgated in about two weeks.

CLERK GRADE 2 RATING SOON

The open - competitive Clerk Grade 2 written examination will probably be rated by the Municipal Civil Service Commission within a month.

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Vet Denied Preference Takes Case to Court

Robert H. Schaffer, former Acting Corporation Counsel, personally served on President Joseph A. McNamara, of the NYC Civil Service Commission, a petition in a proceeding to test the constitutionality of a State law that bars from war veteran preference those drafted, or ho volunteered, who began service in the armed forces after September 2, 1945. The test case is in the name of Irving Cahan, as representative petitioner. He is a Sanitation Man, Class B, and on the eligible list for promotion to Assistant Foreman in his department. The petition is returnable June 1 in Special Term, Part II.

Mr. Cahan passed a special military examination for the promotion. If he gets veteran preference, he stands assured of promotion; if he doesn't his chances are "below zero," he fears. He has a disability, so he's doubly interested.

Meeting Set for May 24

He was denied preference by the Commission, which cited the statute, setting the 1945 date (Section 21-b of the Civil Service law). Mr. Cahan, through Mr. Schaffer, his attorney, contends that the earliest possible date at which exclusion from veteran preference could be constitutionally set is December 31, 1946, which President Truman established as the date of the end of hostilities.

The petition charges that Section 21-b is unconstitutional, because the State constitution grants preference to those who served in time of war, and by no possible construction could the war be deemed to be over before hostilities were declared ended, particularly since only Federal authority can declare war or its cessation. A meeting of eligibles and candidates similarly situated, whether disabled or not, was held at Ganser's restaurant, 96 Duane street, and veterans described their overseas experience and told other facts which they said certainly put them in the war veteran class. Mr. Schaffer addressed the meeting. Another session will be held at the same place on Monday, May 24, at 6:30 p.m., open to all.

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Eligibles Total 3,151 on List For Conductor

The Municipal Civil Service Commission has published the eligible list for Conductor. The list is subject to the establishment of veterans' claims for preference, investigation, and qualifying physical and medical tests. There are 3,151 on the list. Of these, 298 are disabled veterans, 2,162 are non-disabled veterans, and 691 are non-veterans. The high mark of 98.3 was received by Joseph E. Jacobs, a non-veteran, of Brooklyn. The pass mark was 70. The complete list may be inspected in the office of The LEADER, 97 Duane Street, Manhattan, just west of Broadway and two block north of City Hall Park.

DEPUTY CHIEF (F.D.) LIST

The Deputy Chief (Fire Department) eligible list is to be released by the Municipal Civil Service Commission today (Tuesday).

MEN NEEDED
Many good jobs at high pay now open for men properly trained in these two profitable trades:
REFRIGERATION DOMESTIC AND COMMERCIAL
and
OIL BURNER INSTALLATION & SERVICING DAY CLASSES
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These practical, intensive courses can be completed in 5 TO 10 WEEKS
APPROVED FOR VETERANS
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MATH. Arithmetic, Algebra, Geometry Trig., Calculus, Physics, Coach Engineering Colleges.
LICENSES Prof. Engr., Architect, Surveyor, Electrician, Station'ry, Refrigeration, Oil Burner.
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PREPARES Term Opens July 6 for all Regents Credit for College, Day-Eve. Co-educational. Expert Faculty.
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Although not Government sponsored, this can be the first step toward getting a Civil Service Job.

See how you can prepare immediately at leisure in your own home for a big pay Government job.

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Gentlemen:
Please send me absolutely free and without obligation: (1) Your list of big-pay Government jobs. (2) Details on how I can get a permanent U. S. Government job. (3) Samples of the tests given for these jobs. (4) Ideas on preparing myself for a good future in the U. S. Government.

NAME.....
STREET.....
CITY..... ZONE..... STATE.....

NEW YORK CITY NEWS

NYC Fireman Exam Schedule

(Continued from Page 1)
ten test will be called for the medical and physical tests.

Physicals Probably in September
The dates for the medical and physical tests have not been set, but the Medical-Physical Bureau, of which Paul M. Brennan is Director, expects the medicals to start the week of August 8 and the physicals to be held in September. This is based on the assumption that the medical and physical tests for the combined examination for Transit Patrolman, Bridge and Tunnel Officer and Correction Officer will be held ahead of those for Fireman.

(The official medical and physical rules were published in the March 2 and 9 issues).

The written test has a weight of 50, and so has the physical test, in which the pass mark is also 70 per cent. The equal weights mean that the written and the physical count equally, that the marks are averaged to produce the final result, but a minimum of 70 percent is required in each. For instance, a mark of 68 percent in the written test can not be averaged with 72 percent or higher in the physical test, to produce a minimum of 70 percent. The candidate, not having attained 70 percent in the written, is not permitted to take the physical, and even if by error he were so permitted, he would be ruled out later.

The medical test is qualifying only—no percentage marks. The candidate is marked Qualified or Not Qualified.

List of About 4,000

From the nature of the examination it is expected that the eligible list will consist of about 4,000 names. These will be published, in due course, by the Commission in the order of relative standing by percentages, but not in the appointment order. The LEADER makes a practice of

publishing NYC eligible lists in the prospective appointment order, by rearranging the list itself, putting disabled veterans in the top group, non-disabled veterans next and non-veterans last. The eligibles in each group are placed in the order of their final average percentages among themselves.

The veteran preference law will afford primary preference to veterans with a disability rating of 10 percent or more. Veterans with zero percent disability rating, i.e., less than 10 percent, will be included among the non-disabled veterans. Those who served in the armed forces during war are granted preference, if they also meet residence requirements. Those who enlisted or were drafted after September 2, 1945 are not granted veteran preference, because of a State law, which so provides, but the law is being disputed on constitutional grounds in connection with other lists. Whatever result will accrue from that test will apply to other examinations, including the Fireman test.

Reservations Specified

The official notice of examination set forth the following concerning the medical and physical tests:

"The competitive physical tests will be designed to test competitively the strength, agility, stamina and endurance of candidates. . . . Medical examination may be required prior to the physical test and the Commission reserves the right to exclude from the physical test any candidate who is found medically unfit."

The medical test, in general, relates to the condition of the organs of the body. The physical test is addressed to strength, agility, etc., as stated in the quotation from the examination notice, above. One of the medical requirements is 20/20 Snellen vision for each eye, separately, without glasses.

The reservations could have an effect in veteran disability cases, as it sometimes happens that the very disability on which a veteran depends for getting high on the list, is of a nature that excludes him from the examination for either medical or physical reasons.

The following high schools were used for holding the examination,

Looking Inside at the Budget Office

By H. J. BERNARD

A policy on equivalent increments, granted to provisional employees, whereby they will keep the increments when and if they're appointed permanently from an eligible list, has been agreed on by the NYC administration. The decision was made by Mayor William O'Dwyer after conferences with Budget Director Thomas J. Patterson.

The loudest outcry against any possible denial of the benefit of the increments earned through two years or more of City service came from provisional Social Investigators in the Department of Welfare. The fact that they would keep their increments was published several weeks ago in The LEADER, when Mr. Patterson said there never was any contrary intention. Now the added news is that the same policy applicable to them will be made general.

New Entrants Problem

The question of whether or not prospective City job entrants will receive the \$250 raise has not been definitely settled yet, but the Budget Director's office sees no present probability of the raise being granted to them. The City's finan-

cial needs are cited by the Budget Director's office. If, after the provisionals' equivalent increments are included, and all voted raises met, there's any money left, the raise would be given to new entrants in City service—those not yet appointed.

Mr. Patterson smiled on reading reports that the raises would be granted and that the decision had been made. His recommendations are likely to be to the contrary, on the ground of necessity, not choice, one of his friends said.

"It's hard to tell, until we have made a canvass of all vacant jobs, and find out what has to be done to amend the civil service grades," Mr. Patterson declared. "In the meantime I would be inclined to say No to the raises being granted to prospective entrants."

Will Go the Limit

Mr. Patterson said that the increments would be retained for provisionals who get appointed from eligible lists if they have a minimum service record of two years. He said that the policy of recognizing the worth of the provisionals' experience and the fact that they had filled a gap when the City sorely needed their ser-

Secretary Frank A. Schaefer announced.

Manhattan: Seward Park, George Washington.

Brooklyn: Abraham Lincoln, Franklin K. Lane, Samuel J. Tilden.

Bronx: DeWitt Clinton.

Queens: John Adams, Grover Cleveland.

Richmond: Curtis.

Excerpts From Notice

Excerpts from the examination notice, still of importance, follow.

Ages: The Administrative Code provides that to qualify for membership in the Fire Department a person shall have passed his 20th, but not his 29th, birthday on the date of the filing of his application.

However, Local Law 51 for the year 1945 provides as follows: Any person who heretofore and subsequent to July 1, 1940, entered or hereafter, in time of war, shall enter the active military or naval service of the United States, or the active service of the women's army corps, the women's reserve of the naval reserve or any similar organization authorized by the United States to serve with the army or navy, shall be deemed to meet such maximum age requirement if his actual age, less the period of such service, would meet such maximum age requirements.

Also Chapter 590 of the laws of 1946, provides as follows: If maximum age requirements are established by law, or rule or by action of a civil service commission for examination for, or for appointment or promotion to, any position in the public service, the period of military duty as hereinbefore defined of a candidate eligible shall not be included in computing the age of such candidate or eligible for the purposes of such examination or appointment or promotion.

At the time of investigation, applicants will be required to submit proof of date of birth by transcript of record of the Bureau of Vital Statistics or other satisfactory evidence. Any wilful material misstatement will be cause for disqualification.

At the date 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 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, com-

pensation 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.

Proof of good character will be an absolute prerequisite to appointment. In accordance with the provisions of the Administrative Code, persons convicted of a felony are not eligible for positions in the Uniformed Forces of the Fire Department.

Applicants must be not less than 5 feet 6 1/2 inches (bare feet) in height and must approximate normal weight for height.

Required vision—20/20 for each eye, separately, without glasses.

Subjects and Weights: Written test, weight 50, 70% required.

The competitive physical tests will be designed to test competitively the strength, agility, stamina, and endurance of candidates. Candidates will take the physical tests at their own risk of injury, although the Commission will make every effort to safeguard them. Medical examination may be required prior to the physical test and the Commission reserves the right to exclude from the physical test any candidate who is found medically unfit.

Medical and physical requirements as posted on the Commission's Bulletin Board must be met. Physical tests will be conducted chiefly outdoors or in an adequate indoor space. Specific tests will be announced in The City Record as soon as finally determined.

Candidates may be rejected for any deficiency, abnormality or disease that tends to impair health or usefulness, such as defective vision, heart and lung diseases, hernia, paralysis and defective hearing. Persons must be free from such physical or personal abnormalities or deformities as would render their admission to the service undesirable. Candidates are warned to have teeth in perfect condition at the time of the medical examination. Defective teeth are cause for rejection. Examination by a qualified dentist is a wise precaution in advance of this examination. Candidates rejected medically will receive only two opportunities for re-examination thereafter. All remediable defects must be cleared not later than six months from the date of the publication of the list.

vices, would be respected the possible limit.

He revealed that an approval of \$10,000, to permit Civil Service Commission clerks, typists and others, move stagnated tests, has given, and that the form approval could be taken for

Patrolman Top Grade

Regarding the top grade Patrolman, to be attained three years, instead of five, was recently enacted, reporting appropriation in the get, Mr. Patterson said the or O'Dwyer had been in that from the start. The could not see any reason for reporting a discrepancy, since men attain top grade and three years. Mr. Patterson was in favor of splitting it into two years—four years three next—evidently to a financial burden on the City the Mayor said No, and he Mayor, what he said went.

"He made the decision Mr. Patterson of the Mayor was stated in The LEADER week, that the Fire Dept. promotions would be made June 16 in connection with ceremonies, and would be as of that date, not as of before which time no other appointments and promotions would be effective. July 1 date that the 1948-9 budget into effect.

"It only required a few sand dollars," commented Patterson, in one of his moments, "as there were many men involved, so it was accomplished."

112 Lieutenants A Head

Incidentally, Fire Commissioner Frank J. Quayle has asked for storage of 112 Lieutenants, eliminated from his mental estimate, hence not budget as it went to the Mayor. The Mayor is in favor of ing these positions but the question has arisen concerning possibility of adding posts to the budget after it has been the Council, which can reduce not increase, the budget. Examples have been cited of tions added between budget past years and in past administrations and the Uniformed Fire Officers Association hopes the Fire Commissioner that the edent will prevail.

Patrolmen Soon

As for Patrolman and man appointments, there be none until before July 1. The wait-for-the-new rule strictly applied to the as to the promotions, with ception of the Fire Dept. promotions for June 16. Mr. Patterson right now is studying possibilities, so that a consistent batch of Patrolman appointments can be made possibly on day, July 1. He did not say anything about Fireman appointments, but some of these were assured because of step-ladder vacancies created by promotions.

Grade 4 and Grade 5 promotions, particularly Grade 4, being studied by Mr. Patterson and there will be news of soon.

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NEW YORK CITY NEWS

KEY ANSWERS

ASSISTANT STATION SUPERVISOR
 Examination, No. 5492,
 NYC Transit System

1. C; 2. A; 3. A; 4. B; 5. A;
 6. D; 7. C; 8. C; 9. A; 10. A;
 11. A; 12. D; 13. B; 14. B; 15. C;
 16. C; 17. C; 18. C; 19. C; 20. D;
 21. B; 22. C; 23. A; 24. A; 25. D;
 26. D; 27. B; 28. B; 29. D; 30. A;
 31. C; 32. B; 33. B; 34. B; 35. D;
 36. D; 37. D; 38. D; 39. M; 40. H;
 41. A; 42. B; 43. B; 44. A; 45. G;
 46. S; 47. D; 48. D; 49. C; 50. B;
 51. A; 52. B; 53. B; 54. B; 55. B;
 56. D; 57. D; 58. D; 59. B; 60. D;
 61. D; 62. D; 63. A; 64. D; 65. D;
 66. C; 67. A; 68. A; 69. A; 70. C;
 71. A; 72. A; 73. A; 74. C; 75. D;
 76. B; 77. C; 78. D; 79. C; 80. B.

date for filing protests with
 NYC Civil Service Commis-
 sion, Broadway, New York 7,
 Tuesday, May 25.

Medical Physical Progress Report

The medical and qualifying physical examinations for Railroad Clerk have been completed. The examination was finally passed by 3,316 candidates. More than 1,100 applicants were absent from the examinations and 179 were rejected. The largest cause for rejection was defective vision for which 130 candidates were disqualified, said Director Paul M. Brennan, of the NYC Physical-

Medical Bureau.
 On Thursday, May 20, applicants for four different positions will be given medicals. There will be 49 applicants for Dietitian, 47 for Office Appliance Operator, 30 for Junior Statistician, and 16 for Statistician.

Conductor Exam

Conductor medical and qualifying physicals will begin on Monday, May 24. There will be 304 candidates on May 24, 420 on May 25, 420 on May 26, 420 on May 27, 420 on May 28, 435 on June 1, 435 on June 2, and 140 on June 3. Candidates for Conductor will be rejected who are not at least 5'6" in bare feet; who are deaf in either ear (no hearing aid allowed); who have amputations of a hand, arm, leg, or foot; who have a hernia (no truss allowed); extensive varicose veins; nervous ailments of any kind; abnormal heart conditions; defective color vision; far vision of less than 20/30 in each eye separately (eye glasses allowed); etc.

The Conductor written papers were rescaled, to produce enough eligibles, now 3,151.

Cleaner (Male) Exam

The medicals and qualifying physicals and literacy tests for Cleaner (Men) were begun on Monday, May 10. Three hundred and seventy-two were called on May 10, 375 on May 11, and 375 on May 14. Three hundred and seventy-five candidates are being called today, Tuesday and 375 Wednesday, May 19.

Transit Patrolman

The medicals and physicals for Transit Patrolman, Bridge and Tunnel Officer and Correction Officer, a combined examination, are expected to start around the end of June and wind up by August 1. The Fireman medicals and physicals would follow, physicals probably in September.

The combined exam had run into budget troubles — no money for rating papers, so the rating hasn't begun — but the Board of Transportation came through with a lift and the money is reported to be fully in sight.

Study Aid Offered In House Painter Test

The Municipal Reference Library has study material for the forthcoming civil service examination for House Painter. Applications for this examination will be accepted by the NYC Civil Service Commission until Tuesday, May 25.

The Library has a complete collection of previous examination question papers and answers for study. The library is open from 9 to 5 on weekdays and from 9 to 1 on Saturdays, in Room 2230 Municipal Building, Manhattan.

DISCAPPED GET HURT LESS

According to a study by the U.S. Bureau of Labor Statistics, handicapped employees, when properly trained, were slightly superior to other employees on efficiency ratings and on attendance. The study also showed that handicapped workers had fewer disabilities than non-handi-

Preference Policy Is Set

Continued from Page 1)

of Appeals, were zero per cent. These are believed to be only zero per cent disabled veterans or appointees.

The Commission feels that it is required "to pull their shields and even if all would not be reached by now, would be by June 16, when the Fire Department promotion are expected. Thus the only preference would be in regard to the seniority, and not one of the principle applied in one of the promotion cases.

Therefore, in letting the preference acquisition of positions is being applied generally, the absence of any judicial dictum to the contrary.

Emergency Means in a Year point stressed by the courts that the veteran must be discharged at the time of appointment promotion, and so certified by the V.A. In this regard the question of how recent a certificate was obtained from the V.A. is being decided. If the V.A. has made recent examination of the candidate, the earliest certificate would be normally expected to be dated as far back as a year. That is being accepted by the Commission as the substantial equivalent of meeting the requirement of recency, as the courts do not compel the performance of the impossible.

Veterans with 10 per cent or more disability rating whose physical or physical condition may have improved since their V.A. medical examination was given, find themselves disappointed because no more certificate is obtainable. It proved to be a case of how

far the V.A. can go to adjust its affairs to comply with the requirements of State law, which is more or less voluntary compliance on its part.

One Man Didn't Need Aid
 The V.A. says that it can not guarantee certificates of greater recency than one year ago. In some instances, of course, and always where a later medical or physical examination was given, the certificate does not turn out to be that old.

An oddity is that No. 21 on the Lieutenant promotion list would be promoted on merit, regardless of the aid of primary preference he got.

State May Do the Same
 ALBANY, May 17 — While the State Civil Service Commission has not yet decided what policy it will follow in regard to veterans with zero per cent disability rating who were appointed or promoted prior to the Court of Appeals decision, it was indicated that the same policy would be followed that the NYC Civil Service Commission will use.

The State's situation is a little different than the NYC one, because for eight months NYC had not been honoring zero per cent disability as entitling a veteran to primary preference, while the State had been doing so up to the time of the Court of Appeals decision. The State had a reason — there was a court order against it to that same effect in another case.

The Commission will meet on May 25, 26 and 27 and is expected to take action on the preference policy. If not, the final decision will be made the following week.

Business School Presses Job Training

With so many new opportunities in employment created in the wake of the U.N., State Department and commercial firms, the Poza Business School, 33 West 42d Street, is very active preparing students and producing graduates for these positions.

The methods of instruction employed by the school reduce the amount of preparation of the student to a few months. The program in charge of the Spanish department were born and educated in Spain and South America while the English teachers are natives of England and the United States.

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- *100. Jr. Accountant..... \$2.50
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NEW YORK CITY NEWS

ANSWERS PROTESTED IN ANNOUNCER EXAM

By F. X. CLANCY

The written examination for Announcer, Grade 1, presented vexing judgment questions. The tentative key answers to some of these have stirred candidates to protest. Tight situations were devised by the examiner who prepared the questions.

Horse players got a jolt from a key answer that recommended the description by an announcer, unversed in the improvement of the breed, of a race which an expert was supposed to broadcast but couldn't, because his throat suddenly went bad. The race hadn't started, so it was not a case of jitters arising from a horse, on which the announcer bet, having been left at the post.

The question concerned a general oral portrayal of the scene—the post parade, the railbirds, the clubhouse aristocrats, the ladies' fashions, the crowd reactions and

the tense atmosphere—all by necessary implication. This kind of stuff is known in the broadcasting trade as "color."

Best Bet is Among Four

The question: "22. As an announcer, you are doing color on a horse race broadcast. Your job is to set the scene, and introduce an expert who will call the race. Shortly after he takes the air, the expert develops throat difficulties and cannot continue. You yourself are not well versed in horse racing. Under the circumstances, the procedure you should adopt is to (A) direct your technician to pick up the public address announcer's description of the events; (B) fill with general color material, not including the race, on the chance that your expert will recover sufficiently to continue; (C) make an appropriate apology and return to the studio for a musical fill; (D) make the most of a bad situation and describe the events yourself. The tentative key answer for

question 22, on the official list of the NYC Civil Service Commission, is D.

Objection Flashes on Board

Objection is flashed on the tote board by candidates who bet on (A).

The Commission is told by these candidates that an announcer "not well versed in horse racing" shouldn't attempt to substitute for an expert, when the listeners have been led to expect horse news from a man who knows the horses, their sires, dams, jockeys, weights, odds and past performances. The race is over in a jiffy, even on a sloppy track, yet is the feature that the audience wants most to hear about, and in dramatic, accurate detail. Why disappoint the audience, when it can be well served by the calls of the track announcer, picked up from the public address system, of the horses' positions at the poles, and the incidental, staccato description that accompanies the shifts of relative positions? And the drive down the back stretch, on which decision often hangs—how can the novice at racing cope with the informed requirement of such a tense situation? So goes the protest.

Another Plight

The throat trouble suddenly suffered by the racing expert was as nothing compared to the dilemma that marked the intended broadcasting of a recorded eye-witness description of the assassination of Ghandi. What ill luck overtook that program, do you suppose? It was of a type as sudden and surprising as the sorrowful twists of a soap opera, but, fortunately not

interminable, like the others. Read on:

"35. You are announcing a special news broadcast, which is to feature a recording of an eye-witness description of the assassination of Mahatma Ghandi. Your introductory remarks point up the importance of this recording. While you are reading the introduction, you see the engineer in the control-room waving frantically. If, as you continue your introduction, you see the engineer holding up bits of a broken record, you should (A) announce that this recording is expected momentarily and that, until such time as it is available, you will continue with news copy; later in the broadcast, apologize for not having the record and say that it will not be available because of technical difficulties; (B) apologize for the accident, explain it could happen to anyone and then add your own description of the assassination with as much drama as possible, based on your knowledge of what the eye-witness reporter saw; (C) stop where you are and ask your listeners' indulgence while you confer with the engineer to verify the unavailability of the recording and quickly make a decision on the best way to continue the program; (D) stop where you are, explain what has happened and apologize accordingly; then fill out the period with news copy concerning Ghandi; if copy is not at hand, announce a recorded interlude while you dash out for copy."

Key answer, D.

Protesting candidates think A is the right answer, because an announcer just can't go rushing around in blind search for pertinent substitute material. There's no likelihood of its existence in the studio. Even if he found some, he'd have lost his breath and couldn't announce properly. Also the audience that expected a news broadcast would be disappointed to hear music instead.

Objections are made principally to those key answers and 11 more relating principally to judgment.

12 NYC Exams

The Municipal Civil Service Commission is accepting applications for four open-composition examinations until Tuesday, May 25. These are: Carriage Upholster; Door Stop Maintainer; Repairer; and House Painter. Promotion examinations will be held until Tuesday, May 25, for positions of Marine & Aviation; Mason, Board of Higher Education; Examiner, Grade 5, Department of Marine, Ferry, and Aviation; and Quartermaster, Department of Marine and Aviation. The following promotion examinations will be open until Tuesday, May 27: Senior Supervisor (Child Welfare); Assistant Supervisor (Child Welfare); and Supervisors (Child Welfare). The examinations are restricted to employees of the Department of Public Welfare.

Contrived situations abound in their solution is sought from candidates. Four options are presented in each case. The candidate makes his choice.

'Gobo' Disputed

Question 28 on the dispute poses the meaning of "gob" word in the jargon of the radio. "An isolation screen" key answer (C). In rebuttal, candidates say, in effect, the radio parlance a "gobo" is of the four choices listed. McGill, network director and producer, in his book "Radio Dialect" refers to "gobo" as an "absorbing screen" or a "screen," says one protest, "is not referred to as being synonymous with a character in a dramatization of a Shakespeare play (not Launcelot Gobbo); a filter booth, an isolation screen or the technical name an echo chamber. That's why objection is and the Commission must decide all the issues."

List of All Key Answers Here are the official key answers in full:

ANNOUNCER KEY

- 1.D; 2.A; 3.D; 4.C; 5.B; 7.C; 8.B; 9.D; 10.D; 11.B; 13.B; 14.D; 15.C; 16.C; 17.B; 19.A; 20.A; 21.B; 22.D; 23.A; 25.C; 26.B; 27.C; 28.C; 29.A; 31.A; 32.C; 33.B; 34.D; 35.D; 37.A; 38.B; 39.B; 40.C; 41.C; 43.C; 44.D; 45.D; 46.C; 47.B; 49.A; 50.D; 51.D; 52.D; 53.A; 55.A; 56.B; 57.D; 58.C; 59.A; 61.B; 62.D; 63.B; 64.D; 65.C; 67.B; 68.D; 69.A; 70.D; 71.B; 73.C; 74.B; 75.D; 76.C; 77.D; 79.C; 80.D; 81.C; 82.C; 83.D; 85.B; 86.B; 87.C; 88.C; 89.B; 91.C; 92.A; 93.B; 94.A; 95.A; 97.B; 98.B; 99.A; 100.D.

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LEGAL NOTICE
STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of PANTRY QUEEN FOOD PRODUCTS 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)
Thomas J. Curran, Secretary of State, by Edward D. Harper, Deputy Secretary of State.

SARDI, ETTA LINDSAY. Citation. — P 616, 1948. — The People of the State of New York, by the grace of God free and independent, to Lizabeth E. Rhein, and to the distributees, next of kin and heirs at law of Etta Lindsay Sardy, deceased, if living, and if any of them be dead, to their respective next of kin, heirs at law, distributees, legatees, executors and administrators, and successors in interest, who and whose addresses are unknown and cannot be ascertained after due diligence, send greeting.

Whereas Philip E. Moreton, who resides at 124 West 55th Street, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing relating to both real and personal property, duly proved as the last will and testament of Etta Lindsay Sardy, deceased, who was at the time of her death a resident of 124 West 55th Street, the County of New York;

Therefore you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records, in the County of New York, on the 22nd day of June, one thousand nine hundred and forty-eight, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable William T. Collins, Surrogate of our said County of New York, at said county, the 13th day of May, in the year of our Lord one thousand nine hundred and forty-eight.

(L.S.) GEORGE LOESCH, Clerk of the Surrogate's Court.

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NYC NEWS

FIRE LINES

Company Commanders have ordered to instruct all inspectors when making inspections of oil selling stations, and the like, to investigate the use of inflammable undercoating paint as rust preventive, another new fire hazard.

The current appropriation for fire service will not be sufficient, because of the increased calls for fire because of the storms of the past winter, the Department urges that every effort be made to reduce outgoing telephone calls to a minimum by the performance of the telephone number of the Fire Bureau has been changed from Walker 5-6393 to ALGONQUIN 5-0236.

from Walker 5-1510 to ALGONQUIN 5-0747; and the 5th Battalion from Walker 5-2337 to ALGONQUIN 5-0236.

During the Daylight Saving Period this year the Time Signal (1-1) will be transmitted at noon daily, Daylight Saving Time.

Commanding officers have been directed to examine all one quart vaporizing fire extinguishers in their possession to determine if they are functioning properly.

Lieutenant Charles V. Keogan and Firemen John Bannon and Bernard Brunet were overcome by a combination of illuminating gas and smoke at the two-bagger that destroyed Columbia Hall, a Richmond Hill landmark for over fifty years.

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A list of eligible for Social Insurance was planned for release (Tuesday) by the Municipal Service Commission.

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Exams for Permanent Public Jobs

STATE Promotion

7080. Assistant Historian, Department of Public Welfare, Westchester, (Prom.), \$2,580 to \$3,180 total. Must be permanently employed in Department of Public Welfare, Westchester County and must have served for six months preceding examination in competitive class and must have either three years stenographic and clerical experience one of which must have been in supervisory capacity in hospital clinic or physician's office and high school graduation or equivalent. (Closes Tuesday, June 1).

7803. Assistant Director of Unemployment Insurance Claims, Division of Placement and Unemployment Insurance, Department of Labor (Prom.), \$6,280 total. Five annual increases of \$240. Fee, \$5. Must be permanently employed in Division of Placement and Unemployment Insurance and must have served as Administrative Supervisor of Unemployment Insurance Records for one year preceding examination. (Closes Saturday, May 22).

7079. Office Manager, Department of Health, Tompkins County, (Prom.), \$2,100 to \$2,400. Fee, \$2. One vacancy. Must be permanently employed in Tompkins County Department of Health and must have served for one year preceding examination with minimum base salary of \$1,500 or higher and must have four years office experience of which one year was in supervisory capacity and high

school graduation or equivalent. (Closes Tuesday, June 1).

7085. Associate Director of Mental Hospital, Department of Mental Hygiene, (Prom.), \$8,800 total. Five annual increases of \$300. Fee, \$5. Two vacancies, one at Pilgrim State Hospital and one at Rockland State Hospital. Must possess a license to practice medicine in New York State. Must be permanently employed in Department of Mental Hygiene and must have served as Assistant Director of Mental Hospital, State School or Craig Colony, or equivalent, for two years preceding examination. (Closes Friday, June 4).

7012. Chief Clerk, Grade J, Probation Department, Court of General Sessions, New York County, (Prom.), \$3,400. Fee, \$3. Must be permanently employed in Probation Department of Department of New York County Court of General Sessions and must have served for one year preceding examination on stenographic and clerical staff and must have either four years of office experience and high school graduation or equivalent. (Closes Friday, May 28).

7072. Senior Payroll Auditor, Upstate Offices, The State Insurance Fund, (Prom.), \$3,450 total. Fee, \$2. Vacancy in Syracuse. Must be permanently employed in an upstate office of The State Insurance Fund and must have one year as Payroll Auditor or other accounting position at G-8 or higher and must have four years in field auditing of payrolls for Workmen's Compensation Carrier. (Closes Wednesday, May 26).

7073. Senior Stenographer Di-

vision of Housing, Executive Department, (Prom.), \$2,346 total. Five annual increases of \$120. Fee, \$2. Two vacancies. Must be permanently employed in Division of Housing, Executive Department and must have served for one year preceding examination as clerks, stenographers, typists, or machine operators in grade G-2 or higher and must have one year stenographic experience. (Closes Wednesday, May 26).

7075. Supervisor of Mental Hygiene Physical Training, Department of Mental Hygiene, \$4,638 total. Five annual increases of \$180. Fee, \$4. Vacancy in central office of Department. Must be permanently employed in Department of Mental Hygiene or in Institution under Department of Mental Hygiene and must have served as Recreation Instructor for one year. Must have certification by the New York State Department of Education to teach physical education. (Closes Wednesday, May 26).

7076. Hospital Business Management Advisor, Department of Health, including Institutions, but excluding Division of Laboratories and Research. \$6,700 total. Five annual increases of \$275. Two vacancies in Albany. Fee, \$5. Must be permanently employed in Department of Health, including Institutions, but excluding Division of Laboratories and Research and must have served for one year preceding examination at G-22 and must have eight years experience in business administration of which five must have been in

Where to Apply for Tests

The following are the places at which to apply for Federal, County and NYC government jobs, unless otherwise directed:
U. S.—641 Washington Street, New York 14, N. Y. (Manhattan) or at post offices outside of New York, N. Y.

State—Room 2301 at 270 Broadway, New York 7, N. Y., State Office Building, Albany 1, N. Y. Same applies to examination for county jobs.

NYC—96 Duane Street, New York 7, N. Y. (Manhattan) or at the State Office Building, Albany 1, N. Y.

NYC Education—110 Livingston Street, Brooklyn 2, N. Y.
New Jersey—Civil Service Commission, State House, Trenton, N. J. 1060 Broad Street, Newark; City Hall, Camden; personnel office in other State agencies.

Promotion exams are open only to those already in government employ, usually in particular departments, as specified.

NYC does not receive or issue applications by mail. New York State both issues and receives applications by mail and requires all applications be post-marked before midnight of the closing date. The U. S. also issues and receives applications by mail, but requires that applications be actually on file by the closing date; a postmark of that date is not sufficient. No return postage is required for an application from the U. S. Civil Service Commission but a 6-cent stamped, addressed envelope, 3 7/8 x 9 inches or larger should be enclosed with the letter requesting application blanks for the State.

The NYC and State commissions are open every day, except Sundays and holidays, from 9 a. m. to 4 p. m. and on Saturdays from 9 a. m. to noon. The U. S. Commission is open every day from 8:30 a. m. to 5 p. m., except Saturdays, Sundays and holidays.

supervisory or executive capacity in hospital business management. (Closes Wednesday, May 26).

7077. Examination Clerk, County Clerk's Office, Erie County, (Prom.), \$2,900 to \$3,200 total. Fee, \$2. One vacancy. Must be permanently employed in office of County Clerk (Registrar) or in office of County Clerk (Clerk of Courts) and must have served for six months preceding examination in a position with salary from \$2,400 to \$2,700. (Closes Tuesday, June 1).

7078. Principal Clerk, Highway Department, Erie County, (Prom.), Fee, \$2. One vacancy. \$2,300 total. Must be permanently employed in Erie County Highway Department and must have served for six months preceding examination in positions with salary range of \$1,800 to \$2,100. Must have either (a) seven years office experience, or (b) three years office experience and high school graduation, or (c) equivalent combination. (Closes Tuesday, June 1).

7064. Junior Civil Engineer (Design), Public Works, (Prom.), \$3,450 total. Five annual increases of \$132. Fee, \$2. Vacancies in Public Works. Must be permanently employed in Department of Public Works and must be high school graduate with nine years Engineering experience of which at least eight must have been as Junior Engineering Aide, or Junior Draftsman or equivalent.

7068. Assistant Civil Engineer, Public Works, (Prom.), \$4,242 total. Five annual increases of \$180. Fee, \$3. Must be permanently employed in Department of Public Works and must have served for two years preceding date of examination as Junior Civil Engineer G 14. (Closes Friday, May 21).

7069. Assistant Civil Engineer, Public Works, (Prom.), \$4,242 total. Five annual increases of \$180. Fee, \$3. Must be permanently employed in Department of Public Works and must have eleven years engineering experience of which at least eight years, preceding date of examination, must have been as Senior Engineering Aide or Senior Draftsman. (Closes Friday, May 21).

7070. Assistant Civil Engineer (Design), Public Works, (Prom.), \$4,242 total. Five annual increases of \$180. Fee, \$3. Vacancies in Albany. Must be permanently employed in Department of Public Works and must have served for two years preceding date of examination as Junior Civil Engineer (Design). (Closes Friday, May 21).

7071. Assistant Civil Engineer (Design), Public Works, (Prom.), \$4,242 total. Five annual increases of \$180. Fee, \$3. Vacancies in Albany. Must be permanently employed in Department of Public Works and must have eleven years engineering experience of which at least eight years preceding date of examination must have been as Senior Engineering Aide or Senior Draftsman. (Closes Friday, May 21).

NYC Promotion

5549. Assistant Supervisor (Child Welfare), (Prom.), (Open only to employees of Department of Welfare. \$2,520 to \$3,000. \$2. Vacancies from time to time. Must be employed as Social Investigator, Grade 1; Social Investigator, Grade 2. (Closes Tuesday, May 27).

5590. Supervisor (Child Welfare), (Prom.), (Open only to employees of Department of Welfare. \$3,120 to \$3,600. Fee, \$3. Vacancies from time to time. Must be employed as Assistant Supervisor, Home Economist; Medical Worker, Grade 2. (Closes Tuesday, May 27).

5543. Senior Supervisor (Child Welfare), (Prom.), (Open only to employees of Department of Welfare. \$3,720 to \$4,200. Fee, \$3. Vacancies from time to time. Must be employed as supervisor. (Closes Thursday, May 27).

5531. Examiner (Law Department), Grade 4 (Prom.), \$3,800 and over. Fee, \$2. Vacancies from time to time. Open to permanent employees of Law Department employed in Grade 3 or 4 of Legal Service (except Examining Law Department, Grade 4. (Closes Tuesday, May 25).

5543. Senior Supervisor (Child Welfare), (Prom.), \$3,720 to \$4,200. Open only to employees of Department of Welfare. Vacancies occur from time to time. Must be permanent employee in Department of Welfare in position of Supervisor. Must have had not less than two years experience in social case work in child welfare field. Written examination. (Closes Saturday, October 30. (Closes Tuesday, May 25).

U.S.

4-34-2. Chemist — Engineer Metallurgist — Physicist — Mathematician, \$3,397 to \$5,905. — duty in Washington, D.C., and vicinity. Requirements: Graduate study or technical experience, plus professional experience in the appropriate field. Graduate study may be substituted for part of the experience. No written test. File application with the Executive Secretariat, Board of U.S. Civil Service Examiners for Scientific and Technical Personnel of the Potomac, Building 30, Naval Research Laboratory, Washington 20, D.C. (No closing date).

100. Printer (Monotype Board Operator and Slug Machine Operator), \$2.12 an hour. — duty in Government Printing Office, Washington D.C. Requirements: Five years experience in operating Monotype keyboard operator. Must be able to set 4,999 ems per hour, slug machine operator. 4,249 ems per hour, after 1948 period. No written test. (No closing date).

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