

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. 7—No. 8 Tuesday, October 30, 1945 Price Five Cents

NYC Service Ratings Criticized in Report

See Page 3

NYC Civil Service Head Says: START TO PREPARE NOW FOR BOTH FIRE AND POLICE EXAMS

15% Rise In U. S. Pay Expected

By HAL MILLER
Special to The LEADER

WASHINGTON, October 30.—The Administration is showing more sympathy to a higher pay policy advocated by Chairman Sheridan Downey of the Senate Civil Service Committee. His bill to increase Federal salaries 20 per cent was to be aired at hearings starting Monday.

It is predicted that a 15 per cent general pay raise has a good chance of approval.

A big sticker on the whole Federal pay question is the Administration's delay in setting a wage, price and tax policy, a situation which President Truman's wage policy declaration should clear up.

Pay bill sponsors have mapped out a careful strategy to emphasize most effectively at the hearings why the pay of classified workers, especially those in the lower brackets, should be increased to meeting heavy increases in the cost of living.

Line of Attack

A three-fold attack is already indicated. This includes presentation of actual hardship cases.

(Continued on Page 2)

Promotions Are Widened In Transportation Board



JESSE D. McFARLAND, elected First Vice-president of the Association of State Civil Service Employees, has been active in formulating the Association's liberalized retirement program. See page 8 for all resolutions adopted at the Association's annual meeting.

Promotional opportunities for many NYC Board of Transportation workers were improved today when the Municipal Civil Service Commission announced that 27 departmental promotion lists had been merged. This will make interchangeable promotions possible between the IRT, BMT and Independent Systems.

The lists which were affected are:

Foreman (Lighting); Assistant Foreman (Track); Fireman (Telephones); Ventilation and Drainage Maintainer; Light Maintainer; Telephone Maintainer; Signal Maintainer; Foreman (Elevators and Escalators); Foreman (Track); Signal Maintainer Group A; Assistant Foreman (Power Distribution); Structure Maintainer, Group A; Group B; Group C; Group D; Group E; Foreman (Signals); Foreman (Structures); Foreman (Structures), Group A; Group B; Group C; Group D; Group E; Group F; Assistant Supervisor (Telephones).

Civil Service Installs Man To Aid Vets

Special to The LEADER

ALBANY, Oct. 30—A Veterans Service Officer has been installed by the State Civil Service Commission in its Albany office, to aid vets who seek to enter State service or who have questions concerning their rights as State employees or eligibles.

The post is held by Guy Graves, a graduate of Harvard Law School and himself a veteran of World War II.

Veterans may go in to see Mr. Graves personally in his Albany office, which is the Commission's headquarters, or may write him care of the State Civil Service Department, State Office Building, Albany, N. Y.

ries for Wiremen and established the following scale for payment of back pay claims:

November 11, 1939 to July 31, 1941, \$1.43 an hour.

August 1, 1941 to May 31, 1943, \$1.55.

June 1, 1943 to June 29, 1945, \$1.60 (to be set as the present rate of pay).

This order was issued on October 5, 1945.

Then the Corporation Counsel, (Continued on Page 3).

Job in View On 'Finest' For 10,000



LEONARD V. HARRISON, NYC Commissioner of Welfare, has revised the Saturday work rules in his department. Duty on every alternate Saturday will end at 12:30 p.m. See story on page 4.

The advice of President Harry W. Marsh of the Municipal NYC Civil Service Commission is: Start now to prepare for the Fireman (F.D.) and Patrolman (P.D.) examinations.

The first of these to be held will be the Fireman exam, as the eligible list expires this year. The Patrolman exam is on the cards for later next year. But the prospective candidate for either or both exams can not start too soon to prepare, says President Marsh.

The Patrolman exam came into the spotlight, despite the chronological precedence of the Fireman test, because of a talk given by ex-Police Commissioner Lewis J. Valentine.

(Continued on Page 3)

McGoldrick Faces Suit by Wilkinson

A legal battle is imminent between Comptroller McGoldrick and Corporation Counsel Wilkinson. The argument started when the Corporation Counsel served notice on the Comptroller that the City demanded the reopening of recent determinations in the Labor Law appeals of Wiremen.

The Wireman had contended that they were being paid less than the prevailing rate for their work. The Comptroller's office made a survey of the outside sala-

ries for Wiremen and established the following scale for payment of back pay claims:

November 11, 1939 to July 31, 1941, \$1.43 an hour.

August 1, 1941 to May 31, 1943, \$1.55.

June 1, 1943 to June 29, 1945, \$1.60 (to be set as the present rate of pay).

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NEWS ABOUT STATE EMPLOYEES

Rally to Be Held By NYC Chapter

By H. J. BERNARD

Executive Editor, The LEADER
The NYC Chapter of the State Association of State Civil Service Employees will resume meetings open to the entire membership, with a Town Hall type session to be held in December. Neither the exact date, nor the place, has been decided, but efforts will be made to obtain the use of the large auditorium of Stuyvesant High School, 345 East 15th Street. In-

ability to get a large enough hall had hampered the holding of membership meetings.

Experts on various aspects of civil service and correlated sub-

(Continued on Page 12)

More State News
Pp. 6, 7, 8, 9, 10, 11, 16

Disabled Vets Aided By Truman

By CHARLES SULLIVAN

Special to The LEADER

WASHINGTON, Oct. 30—An executive order authorizing the U. S. Civil Service Commission to confer a competitive classified civil service status upon disabled veterans employed in a civilian capacity in the Federal Government has been signed by President Truman Saturday.

The order permits veterans who establish the present existence of service-connected disabilities adjudged by the Veterans Administration to be not less than 10 per cent, and who are now satisfactorily serving under war-service indefinite appointments, to acquire a competitive classified civil-service status and be retained in the service.

The order permits veterans who establish the present existence of service-connected disabilities adjudged by the Veterans Administration to be not less than 10 per cent, and who are now satisfactorily serving under war-service indefinite appointments, to acquire a competitive classified civil-service status and be retained in the service.

The order also provides that, during the period the Commission is operating under the War Service Regulations, veterans who establish the present existence of service-connected disabilities adjudged by the Veterans Administration to be not less than 10 per cent, and who are selected from the Commission's lists of eligibles, shall be given probational appointments leading to permanent status.

Insecurity Overcome

Persons appointed under the Commission's War Service Regulations, in effect since March 16, 1942, have not received a competitive classified civil service status; their employment may not extend beyond the duration of the war, as legally fixed, and six months thereafter. In addition, they are among the first to be released in reductions in force.

Disabled veterans who have been appointed since March 16, 1942, are war-service appointees. The order operates to retain these veterans in their present or similar jobs; it gives them permanent status, and avoids the duplication which would be involved in rectifying and reappointing them after the Commission returns to the practice of holding examinations from which probational, rather than war-service, appointments are made.

The duplication would come about in this way: The names of disabled veterans who qualify in civil-service examinations are placed at the top of most civil service lists of eligibles. Thus, disabled veterans now serving under war-service appointments, upon qualifying in the examinations to be held in the future, would be the first to be certified for probational appointments leading to permanent status.

TIME LIMITATION ON APPOINTMENT	RETENTION GROUP	EFFICIENCY RATING GROUP	VETERAN PREFERENCE	CIVIL-SERVICE STATUS	RETENTION SUB GROUPS
WITHOUT A	A	GOOD OR BETTER	YES	WITH	A-1+
					A-1
					A-1
					A-2
					A-2
					A-3
					A-3
					A-4
					A-4
					A-4
					A-4
					A-4
WITH OVER 1 YEAR B	B	GOOD OR BETTER	YES	WITH	B-1
					B-2
					B-2
					B-3
					B-3
					B-4
					B-4
					B-4
					B-4
					B-4
					B-4
					WITH 1 YEAR OR LESS C
C-2					
C-2					
C-3					
C-3					
C-4					
C-4					
C-4					
C-4					
C-4					
C-4					

With each of the Sub-Groups, employees with the largest number of retention credits will be retained the longest.

This chart simplifies the complicated reduction-in-force formula used by the Federal Government. The type of appointment, efficiency rating group, veteran preference and civil service status all determine the "Retention Order," which determines who is dropped last. Find your place on the chart, figuring these factors. The last column shows how you stand. A-1 plus, at the top, is the last to go; C-4 at the bottom is first. The chart was prepared by the Foreign Economic Administration Office of Personnel.

TEXT OF PRESIDENT'S ORDER

Special to The LEADER

WASHINGTON, Oct. 30 — The text of the executive order issued by President Truman, authorizing the Civil Service Commission to confer a competitive classified civil service status upon certain disabled veterans, follows:

By virtue of the authority vested in me by section 1753 of the Revised Statutes of the United States (5 U.S.C. 631), and by section 2 of the Civil Service Act (22 Stat. 403), it is hereby ordered as follows:

Section 1. The Civil Service Commission is authorized to confer a competitive classified civil-service status or a probational status upon any veteran serving under a war-service indefinite appointment who establishes the present existence of a service-connected disability of not less than ten per cent, subject to the following conditions:

(a) If such veteran has completed a trial period of one year he may be given a competitive classified civil-service status upon certification to the Civil Service Commission by the head of the agency connected that the veteran has completed a trial period of one year and that his services have been satisfactory.

(b) If such veteran has not completed a trial period of one year he may be given a proba-

tional status upon certification to the Civil Service Commission by the head of the agency concerned that the employee was given an indefinite war-service appointment and has been serving satisfactorily during his trial period. Any person given a probational status under this sub-section shall be required to complete satisfactorily a one-year trial period beginning the date he entered on duty under a war-service indefinite appointment.

Section 2. During the period the Civil Service Commission is operating under the War Service Regulations prescribed pursuant to Executive Order No. 9063 of February 16, 1942, probational appointment shall be given to any disabled veteran who establishes the present existence of a service-connected disability of not less than ten per cent and who is selected for appointment from a certification of eligibles issued by the Commission. Any person given a probational appointment under this section shall be required to complete satisfactorily a one-year trial period.

Section 3. The Civil Service Commission shall prescribe regulations necessary for the administration of this order.

HARRY S. TRUMAN
The White House.

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V. A. Starts Progress Report on Hospital Job Drive

Special to The LEADER

WASHINGTON, Oct. 30—A big recruiting drive is on in Veterans Administration to staff hospitals and other facilities.

The U. S. Civil Service Commission is co-operating in the V. A.'s effort to enlist large numbers of specially qualified personnel.

The demands included 5,000 registered nurses, with staff nurse at P-1 ratings, \$2,320 base pay, through P-4, chief nurse, at \$5,180.

Social workers, both medical and psychiatric, will be paid from \$2,980 to \$5,180. An earn while you learn feature is offered junior dietitians, who may take 12 month courses, with pay at the rate of \$1,704 for the first six months and \$1,902 for the second half. Those successfully completing training will be appointed dietitians at \$2,320.

In other professional brackets: Dentists, \$3,640 to \$6,020; medical officers, \$3,450 to \$4,750; physical therapy technicians, \$2,330 to \$4,300; occupational therapists, \$1,704 to \$4,300, and librarians, \$2,320 to \$4,300.

Applications for these positions may be made to either the U. S. Civil Service Commission or the Veterans Administration.

GOLDMAN AIDS XMAS SEALS

Postmaster Albert Goldman has accepted chairmanship of the Citizens' Sponsoring Committee for the 39th annual Christmas Seal campaign of the New York Tuberculosis and Health Association.

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Special to The LEADER

WASHINGTON, Oct. 30—Status of present Federal retirement legislation affecting civil servants is reported as follows:

S. 405—To provide credit for military service without deductions from basic military pay. Passed the Senate on September 14th and has been referred to his Civil Service Committee of the House of Representatives.

S. 1036—To provide for a cash settlement of accrued leave earned in the armed forces, thus making it possible for postal employees to return to work prior to the expiration of such military leave without loss of either postal or military pay. Passed the Senate September 14th and has been referred to the Civil Service Committee of the House of Representatives.

H.R. 2948—To exempt from income tax annuities of \$1,440.00 or less. Passed the House on September 27th and has been referred to the Senate Finance Committee.

H.R. 3256—To protect the retirement rights of employees who leave or have left the service to enter the armed forces. Passed the House of Representatives on July 3, and passed in the Senate on September 14th with an amendment. Now before the House for concurrence with the Senate amendment.

[See page 1 for report on increased pay bill.—Editor.]

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15 P. C. Pay Rise Expected

(Continued from Page 1)

demonstration of the decline in "real" wages, and a restatement of labor's argument that national wages must increase to stave off deflation.

Biggest hardship has resulted from the disappearance of overtime pay, and the fact that outside jobs, such as driving taxis, clerking, or private typing work, are much harder to find with veterans—male and female—now starting to re-enter the labor picture.

With evidences on every hand of a trend toward inflation, the lowered income of the classified Federal worker is a source of real hardship.

A classified CAF-3 civil servant is taken as a typical example. The \$1,902 base is approximately the average for all Federal workers. In 1941, he earned \$1,620, but

today he gets \$1,902. But retirement deductions are up to \$95.10 from \$57, taxes rose to \$258 from \$81 for a single person, and to \$57.60 from nothing, for a married person with two dependents. The net pay for a single man increased only to \$1,548.90 from \$1,482, while the cost of living is 30 per cent higher, by official Government estimate.

The CIO and AFL claim the cost of living is actually up 45 per cent. Under the 30 per cent increase, it takes 130 of the CAF-3 workers dollars to buy what 100 did before, and in actual purchasing power, his salary today is only \$1,191 for a single person, and \$1,346, with a family.

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CIVIL SERVICE LEADER

Published every Tuesday by
CIVIL SERVICE PUBLICATIONS, Inc.
97 Duane St., New York 7, N. Y.

Entered as second-class matter October 2, 1935, at the post office at New York, N. Y., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.

Subscription Price \$2 per Year
Individual Copies, 5c

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Fire Jobs Held Up By Budget

By ARTHUR LIEBERS

Official confirmation of the fact that a shortage of funds prevents making appointments to the Fire Department came today when a LEADER reporter found in the records of the Municipal Civil Service Commission a statement to this effect by Harry W. Marsh, President of the Commission.

In a report to the Commission, Mr. Marsh stated:

"The Investigation Bureau was notified to submit to the Certification Bureau the names of cases then pending (on the Fireman eligible list) who were waiting for nothing but the FBI fingerprint reports."

Lack of Funds

The Certification Bureau was also notified to draw up a complete list of all the names on the Fire List ready for certification to the Fire Commissioner pending supplementary medical and character investigation. There were some 150 names on the list. Prior to that time a certification had been made to the Fire Department, 40 of whom were veterans who had been subjected to a supplementary medical.

"Since then it has been made clear that the Fire Commissioner cannot make any appointments due to lack of any certificate from the Budget Director and the Budget Director has not submitted a certificate to the Fire Commissioner because of lack of funds in the Fire Department Budget. On the basis of this situation, I took the responsibility of withdrawing from the Fire Department the existing certification of 50 names and have advised the Certification Bureau to make no further certifications pending further decision by the Commission. This also is on request of the Fire Commissioner not to make any certifications until he has authority from the Budget Director to make appointments."

UFOA Briefs

Members of the Uniformed Fire Officers Association are ready for their big meeting on November 8 at the Hotel Pennsylvania.

Lieutenants John Dalton, 63 Engine, and Henry C. Fehling, H and L 146, secretaries, report a good response to the membership drive among officers.

President Captain Winford L. Beebe is tackling the local housing shortage. He's been commissioned by the Executive Board to locate headquarters for the UFOA somewhere in a convenient location in Manhattan.

UFOA officers attended the F.D. Holy Name Society dance last Friday evening in full force (except for those who had to work). A floral presentation from the UFOA helped to dress up the hall.

From the sick bay comes a report that Captain Albert P. Whittely, Engine 33, is recovering satisfactorily from an operation. He's at the Lenox Hill Hospital.

The UFOA is wholeheartedly working behind the drive of the Uniformed Firemen's Association for the \$420 bonus as a permanent raise.

Exam Called Stymied By Pointless Dispute

The City Districts Council, American Federation of State, County and Municipal Employees (AFL) is meeting with Budget Director Thomas J. Patterson to discuss some Health Department problems.

On the agenda is the status of the promotion list to Health Inspector, Grade 4, which contains 24 names and hasn't been used, although it was promulgated six months ago.

Another question is the pending promotion examination to Health Inspector, Grade 3. The Union



Four leaders of the dynamic Fire Wives Association which is still waging a heated campaign for shorter hours for NYC firemen are, left to right: Mrs. Frank Mott, Recording Secretary; Mrs. Sidney Graetz, President; Mrs. Frederick Glasser, Vice-president, and Mrs. Tom Barry, Financial Secretary. The Fire Wives wrote all Board of Estimate members asking a permanent Firemen's bonus.

Bridge Men's Higher Pay Is Achieved

Hiring of Bridge Tenders to work as Bridge Operators at the Operator's higher rate of pay (\$160 a month, \$190 with bonus) was approved by the Municipal Civil Service Commission today.

In a letter to the Commission, asking permission to do this, Frank P. Clements, Director of Administration of the Public Works Department said:

"The number of Bridge Operators allowed in the budget of the department provides for our minimum requirements. Consequently when a Bridge Operator is absent from duty, it is necessary to assign a Bridge Tender as substitute. Heretofore the Bridge Tender serving as a substitute Bridge Operator received compensation at his regular rate of pay for Bridge Tender. It is proposed to correct this situation by making temporary promotions as required from day to day; a report of these changes to be transmitted to your Commission weekly."

Wilkinson Acts

(Continued from Page 1) acting on a letter from Budget Director Thomas J. Patterson, served legal papers on Comptroller McGoldrick, protesting the rate as too high and demanding the re-opening of the matter. This the Comptroller refused to do, and the next step is an appeal to the Courts by the Corporate Counsel. The Comptroller will be a respondent.

The Corporation Counsel, as a party in the proceedings, can't also represent the Comptroller, whom he would be opposing. The Comptroller has lawyers in his office, one of whom is expected to be his attorney of record.

HEALTH CLERK RAISED

Leonore Hager, Grade 4 Clerk in the Bureau of Preventable Diseases of the NYC Health Department, received a \$180 increase in salary from \$2,750 to \$2,930.

Report Asks Change In Service Rating

The final report of the Mayor's Committee on Simplification of Procedures was in the hands of the Municipal Civil Service Commission today. It has been brought up to date. A preliminary copy had been received months ago at the Commission's office, but due to the tentative nature of the document, it was not officially considered by the commission. Now the definitive report is being used in conjunction with plans for increasing the weight of seniority in promotion exams.

No copy of the report, in either form, has been released for publication. The Commission does admit receipt of the final report, but is not releasing it, as it feels that this would have to be done by Mayor LaGuardia or the Investigation Commissioner. The report discusses service ratings, which has few defenders, among more than a score of major topics. Changes in service rating methods are recommended.

Edgar J. Bromberger, then Commissioner of Investigation, was chairman of the committee. Since he has become Chief City Magistrate, the completion work was taken over by Louis Yavner, his successor as Commissioner of Investigation.

One of the more important subjects on the agenda of the Civil Service Commission is a revamping of the method of granting credit on promotion examinations for service and seniority. These factors make up 50 per cent of the mark on a promotion test.

The studies of the Committee into the service rating setup are being considered carefully by the Commissioners. Meanwhile, City employees are still being rated by the method adopted in 1936, when the Service Rating Bureau was organized. It is now headed by Thomas J. Frey.

The following is the present method of computation of record and seniority in all promotion exams excepting Police and Fire:

Starting with a basic rating of 70 per cent there shall be added or subtracted all service ratings received while the employee was in continuous service in an eligible title or titles up to and including the last completed rating period immediately preceding the first part of the mental examination; but in no case shall more than 15 years in an eligible title be considered in computing the rating for record and seniority, and these years shall be the 15 immediately preceding the examination.

Ratings up to and including 100 per cent may be given on record and seniority.

In computing the rating for record and seniority, service ratings received prior to a continuous separation from the permanent service for more than one year shall not be credited.

In computing the rating for record and seniority, credit shall

also be given for continuous service in an eligible title in the labor class. The rating of service in the labor class shall be governed in the case of each examination by such requirements as the Commission on the recommendation of the Examining Division shall establish.

Under no circumstances shall service rating credit be given for service in the non-competitive class. Non-competitive employees shall receive a record and seniority rating of 70 per cent in any promotion examination to which they may be admitted.

In addition to the rating obtained by the method indicated above, a seniority increment shall be added to the service ratings in all examinations held subsequent to November 15, 1939.

Such increment shall be computed in the following manner:

For each year of active and continuous service in the labor and competitive classes of the Municipal Civil Service prior to the date of the first part of the mental exami-

nation, one-half point shall be added to the service rating. A residual fractional period of nine months or more shall be considered as one year. A residual fraction of from three to nine months shall be considered as a half year and 1/4 per cent shall be added for this period. The seniority increment shall in no case exceed 5 per cent.

Seniority to be Stressed

Plans of the Commission are to give more weight to seniority, less to the service rating, as revealed last week exclusively in The LEADER.

Since then the Board of Examiners has rendered a report, but the contents are being kept confidential until the Commission has had an opportunity to study the report.

Only the uniformed forces of the Police and Fire Departments are excluded from these credits on promotion tests because for those two departments different formulas are used in computing service-seniority credits.

Marsh Says, Start To Prepare Now

(Continued from Page 1)

He recommended that the uniformed force be brought up to 25,000 for proper manning of the department. William O'Dwyer, Mayoralty candidate, followed with the statement in a speech that if 25,000 are needed, a way must be found to provide them.

10,000 Possible Jobs

The significance of this possibility of increasing the numerical strength of the Police Department's uniformed forces lies in the fact that at present there are 12,821 Patrolmen on the rolls, including 805 on military leave, or 12,016 Patrolmen on police duty, thus indicating more than 10,000 possible vacancies.

The entire uniformed force consists of 14,864, all ranks, of whom 832 are on military leave, and 14,032 are on police duty.

If the numerical strength of the uniformed force is to be increased it will have to be done solely at the Patrolman level. For a 25,000 total, 10,136 new Patrolmen would have to be appointed. This would constitute the greatest number of

Patrolman jobs ever open to candidates, in fact, the biggest number of job opportunities in a single title ever offered by the city. It would also involve the largest exam, or series of exams, ever held by the city.

Promotions Would Increase

The proportion of Sergeants, Lieutenants and Captains is set in the Administrative Code. The large accession of Patrolmen would result in promotion exams for Patrolmen to Sergeant, for Sergeants to Lieutenant and for present Lieutenants to Captain, and offer opportunities to more Captains to be designated to higher ranks. The men in the department, and service men who expect to be back in uniform soon, were keenly interested in the greatly heightened promotion possibilities involved in the prospect of a much larger police force.

As for the Fire Department, Commissioner Patrick Walsh says that under the 3-platoon system, which he desires restored as soon as practicable, he had a sufficient number of men, and in returning to that state would not require more men, except as new fire stations are needed.



Patrick Walsh

Welfare Work Rules Clarified by Harrison

To clarify the recent order of the NYC Welfare Department setting up an alternate Saturday work schedule and in the interest of uniformity, Commissioner Leonard V. Harrison today added a supplement to that order. The new order provides:

Absent Saturday

If a staff member is scheduled to work on Saturday, absence on such Saturday is to be charged as a half day against credits; or if without pay, as one day, provided he is present on Friday and Monday.

Absent Friday

If a staff member is absent Friday; with or without pay, and is not scheduled to work on Saturday, he is not to be charged for Saturday, provided he is present on Monday. If a staff member is absent on Friday and Saturday 1 1/2 days against credits, or two days without pay, provided he is present on Monday.

Absent Saturday and Monday

If a staff member is absent on Saturday and Monday, with or without pay, and is not scheduled to work on Saturday, he is not to be charged for Saturday, provided he is present on Friday. If a staff member is absent on Saturday and Monday and is scheduled to work on Saturday, he is to be charged 1 1/2 days against credits, or three days without pay,

provided he is present on Friday.

If a staff member is absent on Friday and Monday with pay and is not scheduled to work on Saturday, he is not to be charged for Saturday. If a staff member is absent Friday through Monday without pay and is or is not scheduled to work on Saturday, four days' pay is to be deducted. If a staff member is absent on Friday through Monday with pay and is scheduled to work on Saturday, he is to be charged with 2 1/2 days against credits.

If a legal holiday falls on a Saturday, there shall be no schedule planned for that Saturday.

Holiday Rule

If a legal holiday falls on Friday and the staff member is absent Thursday through Monday without pay, a charge of five days shall be made whether or not the staff member was scheduled to work on Saturday. A similar absence with pay if the staff member is scheduled to work on Saturday, will be charged 2 1/2 days against credits; and if the staff member is not scheduled to work on Saturday, two days will be charged against credits. If a legal holiday falls on Friday and the staff member is absent Thursday through Saturday and was not scheduled to work on Saturday, a charge with or without pay shall be made for Thursday only. If a legal holiday falls on Friday and the staff member is absent Thursday through Saturday and was scheduled to work on Saturday, a

charge of 1 1/2 days against credits shall be made, and if without pay, three days.

If a legal holiday falls on Monday and the staff member is absent Saturday through Tuesday but was not scheduled to work on Saturday, a charge of one day shall be made with or without pay for Tuesday. If a legal holiday falls on Monday and the staff member is absent Saturday through Tuesday and was scheduled to work on Saturday, a charge of 1 1/2 days against credits or four days without pay shall be made. If a legal holiday falls on Monday and the staff member was scheduled to work on Saturday, an absence from Friday through Tuesday is to be charged five days without pay and 2 1/2 days against credits. In a similar situation where the staff member is not scheduled to work on Saturday, the absence shall be charged as two days against credits, or five days without pay.

An absence of one calendar week shall be charged as 5 1/2 days against credits, or six days without pay, regardless of whether or not the staff member was scheduled to work on the Saturday within that week. A full week's absence, not a calendar week, without pay shall be charged seven days; with pay as 5 1/2 days against credits. Absence for a longer period without pay will result in loss of pay from the first working day of the absence up to and including the day preceding the return to work. This would include loss of pay for Sundays and legal holidays. An absence for more than a week with pay shall include a charge for Saturday, whether or not the staff member was scheduled to work on a Saturday within this period.

WELFARE DEPARTMENT BRIEFS

BUREAU OF CHILD WELFARE

The Bureau of Child Welfare has many new staff members, transfer-ins from various Welfare Centers: Miss Ruth Saravis, Miss Bertha Schneider, Miss Beatrice Reisch, Miss Theresa Stich, Miss Rita Hines, Mr. Julius Rosbach, Mr. Sam E. Rosen and Mr. Fritz Ruesch, all coming to join the Case Work Staff. Miss Mary Berman is new Grade 2 Stenographer formerly with the Division of Social Service. Mr. Julius Rosbach was formerly in Welfare Center 41, but more recently on loan with the Civil Service Commission, Bureau of Investigations.

Irving Solomon, a veteran just released from the Army, and for-

merly of Medical Accounting, is new Assistant Office Manager (Grade 3 list), Assistant to Thomas J. Fitzgerald, Office Manager. T/5 Irving Solomon served in the Infantry in the States for some 21 months at Camp McCaine, Miss., Ft. Jackson, S. C., and at Camp Wheeler, Ga. He is mighty glad to get back to Welfare as he would rather carry a typewriter than a 60 lb. pack on his back, but wouldn't have missed the experience.

Benjamin Solomon, also a veteran, formerly of W. C. 32, is new Resource Consultant replacing Mr. Dinnerstein who resigned to go into business. P.F.C. Solomon served with the Infantry Regiment, 8th Division, on the European Battlefront at Hurtgen Forest, Germany and also in the Battle of Brest. He raves about his three days in Paris and thinks the Parisian girls can teach the American girls much about the art of make-up. He sports two battle stars and a good conduct medal.

Fritz Ruesch, another veteran, formerly with W. C. 32, served as an Army Sergeant in the States at Vigo Plant, Terre Haute, Ind., as Information and Education Specialist. He had also been at Indianola, Neb., and at the University of Washington, Seattle, where he had specialized in the Chinese language. As a former instructor in Corporation and Public Finance in China, Mr. Ruesch was glad to take advantage of further training in the Chinese language. Although Mr. Ruesch gave his courses in English, he had acquired a knowledge of Chinese in China where English is also generally spoken.

Sam E. Rosen, formerly of W. C. 73, was more recently a Director with the American Red Cross in Newfoundland, where he and his staff handled financial and personal problems of the G.I. stationed in Newfoundland. They acted as liaison officers between the Military and the Home Front, and verified the need for emergency furloughs for Army Personnel. Another activity was in the field of recreation for the G.I.

Leaves: Miss Mary Rogers, Assistant Supervisor, to attend the Fordham School of Social Work; Mrs. Beatrice Frankel, Assistant Supervisor, to attend the Pennsylvania School of Social Work; Mr. Bernard Loeb, Assistant Supervisor, resigned to go to the New York School.

Scholarships — half rate — to: Miss Kathleen Brennan, Miss Mary O'Connor, Miss Josephine McGuinness, Miss Margaret Maley to Fordham School of Social Work; Miss Catherine Gordon, Miss Fannie Abrams, Miss Clara Apfel, Miss Judith Moseowitz to New York School of Social Work.

WAC Cpl. Rosa Kudisch, on leave from the Bureau of Child Welfare, paid us a visit recently. She is stationed in Washington and is right smack in the midst of

the hottest news the American public is gulping up to-day. She is secretary to the Senate Military Affairs Committee. To give the Congressmen a break, she eats dinner in the House of Representatives.

Recent letters received from B.C.W. Staff-In-Service inform us that Cpl. Irving J. Siegel is in Northern Bavaria where at present he is working as a clerk in the Information and Education Service; that Sgt. Myron Wassell is in the Philippines working as a Classification Specialist processing men for assignment both on entering and leaving the theatre; that Sgt. Joseph C. Kocarnik has been shipped way out to Santa Anna, California, and is glad of an opportunity to see the West Coast; that P.F.C. Morris Gewirtz recently returned from overseas wearing three battle stars and the Fourragere of the Croix de Guerre and has been sent to Camp Swift, Texas, where he is again in training; that Cpl. E. F. Caifa paid a visit to Paris, and in accordance with the Army I & E Program is attending the University of Nancy; that T/4 Max West also enjoyed a visit to Paris; that P.F.C. Albert Kaplan is working in the Information and Education Section of the Special Service Department of the 32d General Hospital in Aachen, Germany; that P.F.C. Ephraim Chavkin wrote a very poetic letter about his trip to Venice; that Staff Sergeant Frederick Weitzen wrote a paper in conjunction with his superior, a Major, which has been accepted by the American Journal of Psychiatry; Sgt. Joseph C. Kocarnik sent a gleeful card from Santa Anna, California, where he had been temporarily sent, enabling him incidentally to see the West Coast, to the effect that he is about to be discharged and "I'll be seeing you." Sgt. Hyman Sokol is no longer a Sergeant but an Honorably Discharged Veteran and visited "Children's" on his way back to check in to Welfare again. He was discharged on September 17th from Ft. Dix and had spent most of his stay in the Army on Staten Island. T/5 Samuel E. Lane wrote from the Capital of Korea that they have taken over the Jap Radio Station, and that Kyo looks more like a Western than an oriental city with its brick buildings, widely paved streets, trolley cars and electric lighting.

Mrs. Esther Bankoff, former Assistant Case Supervisor in Child Welfare, on leave to UNRRA is now located at Innsbruck, Austria, a one-time fashionable resort. As one of the Directors at Camp Landeck, she is in charge of a large group of displaced people. It is her responsibility to see that these people are properly housed and adequately fed. She also handles the operation of schools and kindergartens and actually is in charge of complete community organization, attending weddings, settling disputes between individuals and among groups, and conferring with delegates of foreign countries.

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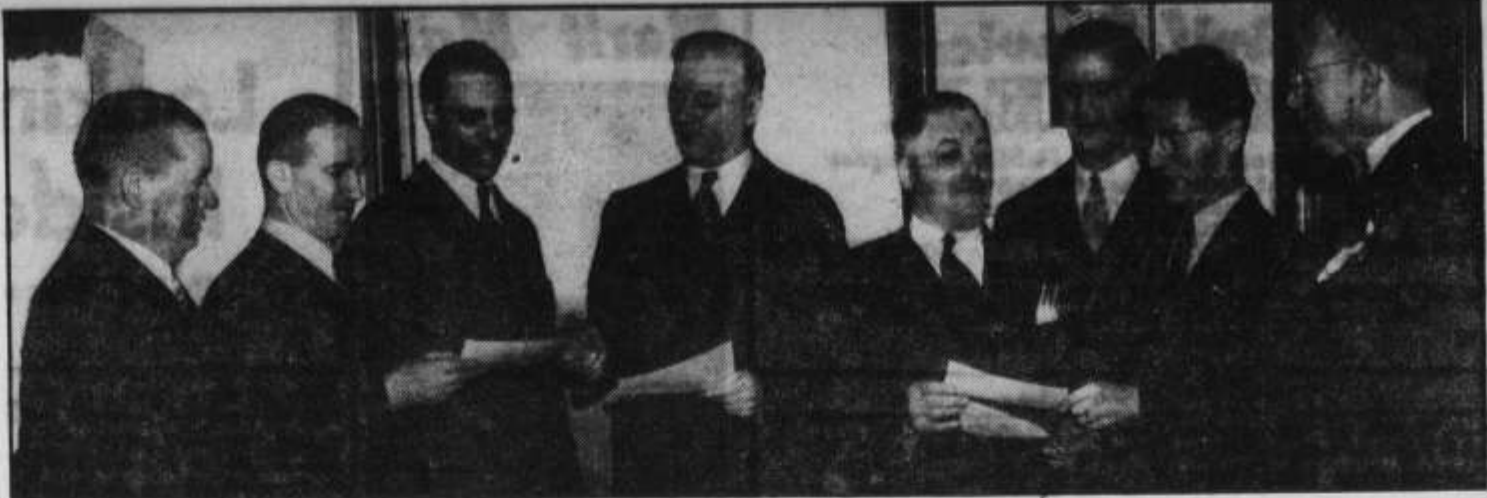
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Five More Tests Due

The Municipal Civil Service Commission today announced that work is to begin on two open competitive and three promotion examinations. However, the actual preparation of the examination announcements awaits approval of the Budget Bureau.

The open-competitive tests are Instructor (Soap Making) and Inspector of Masonry and Carpentry, Grade 3, Department of Housing and Buildings.

Promotion examinations: Assistant Electrical Engineer, Board of Transportation; Telephone Operator, Grade 2, Department of Hospitals; Captain (Women), Department of Correction.



Shown here are 2 winners of the NYC Department of Sanitation's Tall Story Contest with members of the Committee who selected the top entries. Left to right: John J. DeLury and Elis Shapiro, AFL; Private William Hart, contest winner; Harry R. Langdon, Department Administrator and Committee Chairman; Anthony Grego and John J. Steiler, AFL; Seaman First Class Mannie King, contest winner; and James J. Dugan, AFL. The contest was open to department members in the armed forces.

PATROLMAN Study Material

One main purpose of the written portion of the examination for NYC Patrolman is to test the alertness, judgment and comprehension of the candidate. To help prepare LEADER readers for this examination, study material for the test will be carried weekly. Answers for the following questions will appear next week, along with more study material.

1. A person is not criminally responsible for the criminal acts of his agent unless he has previously authorized or directed the agent to commit the crime, or has approved of the commission of the crime upon the suggestion of the agent by permitting the agent to continue as his agent. This is true when the agent commits the criminal act in the course of lawful employment or enterprise. However, if the employment is unlawful in itself, the person is guilty of the acts of his agent within the course of the unlawful enterprise.

According to this paragraph, it follows most logically that—

A. An employer may not be deemed guilty of his agent's crime unless he himself is an accomplice to its execution.

B. An agent, committing a criminal act while he is in another person's employ, is guilty only if such person directed him in his misdeed.

C. If a person unlawfully employs an agent, the employer is more liable than the agent, if the latter commits a criminal act.

D. An agent committing a crim-

inal act without the knowledge or consent of his employer would not involve the latter in criminal liability for the act.

E. Where an employer illegally engages an agent and the latter commits an illegal act, only the former is criminally liable.

2. Private citizens are authorized to make an arrest only in such cases where they have actual knowledge that a felony has been committed. They may make an arrest of an individual upon suspicion if they have good and reasonable cause to believe that the person arrested is guilty of a felony. Their cause for the arrest must rest upon known facts.

According to this information, it is most logical to assume that—

A. A private person making an arrest where no felony has been committed would be acting without authority.

B. Where a felony has been committed and a private citizen has been a witness to the act it is incumbent upon the latter to make an arrest forthwith.

C. In the same manner as is the right of a patrolman, a private citizen may arrest a man if the latter is under suspicion of having committed a felony.

D. No person may be arrested by a private person on suspicion of felony unless the latter person was an actual witness to the act.

E. If a private person is convinced that another has committed a felony, he has a full and legal right to make an arrest, using force if necessary.

5 Teams Tied For First Among Women Bowlers

Five teams are tied for first place in the Women's Municipal Bowling League, according to figures released today by Kay Mahoney of Public Works, president of the League.

Following is the standing of the sixteen teams:

	Won	Lost
1. Finance	11	4
2. Board of Estimate ..	11	4
3. Public Works "A" ..	11	4
4. Comptroller "B" ..	11	4
5. Comptroller "A" ..	11	4
6. Purchase "A"	10	5
7. Education "B"	8	7
8. Public Works "B" ..	8	7
9. Purchase "B"	7	8
10. Education "A"	6	9
11. Transportation	6	9
12. Corporation Counsel	6	9
13. Civil Service Com. .	4	11
14. Police Department .	4	10
(1 tie game)		
15. Housing & Buildings	3	11
(1 tie game)		
16. Sanitation	2	13

7 Over-Age Men Get Job Extension

Seven oldsters on the NYC payroll were kept on the job, although they have reached or passed the retirement age of 70. In each case the head of the department certified to the Board of Estimate that the services of the employee were indispensable. Those over 70 have previously been given extensions which were carried for another year.

The employees: Charles L. Mielenz, Custodian, Supreme Court, First Department, 78; Charles D. McGuire, Court Attendant, Municipal Court, 75; Edwin G. Davis, Assistant Superintendent, Board of Transportation, 71; Julius Wolff, Assistant Supervisor, Board of Transportation, 71; Elwood Russell Pike, Assistant Superintendent, Board of Transportation, 70; Charles H. Van Pelt, Deckhand, Marine and Aviation, 70; and Walter M. Hahn, Assistant Architect, Public Works, 70.

formed force of the Fire Department are evaluated as—

A. G divided by the sum of A plus D plus E.

B. The sum of D plus E plus 3 divided by the number of firemen.

C. A divided by the sum of D plus E plus G.

D. The sum of A plus D divided by the sum of E plus G.

E. A fraction about which it is only known that the numerator is greater than the denominator.

3. The fireman who is discreet in his behavior is—

A. Discourteous.

B. Disinterested.

C. Prudent.

D. Uninterested.

E. Determined.

Answers to last week's questions: 1. B; 2. E; 3. A; 4. A; 5. A; 6. D.

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Exam for Fireman Early Next Year, Patterson's View

NO BIG ADDITION TO POLICE FORCE LIKELY BEFORE JULY 1

The certainty that the open-competitive examination for Fireman (F.D.) would be held soon was confirmed today when NYC Budget Director Thomas J. Patterson gave his opinion that the examination would be held early next year.

He said that the test might have been held sooner, except that it was deemed advisable to afford greater opportunity to returning veterans.

"By January or February there should be a goodly number of them back," he explained. As to the condition of the city's budget, he said that the Police Department could make its intended Patrolman appointments, and had already received a budget certificate for 100 appointments, but that the hitch there is to get a sufficient number of eligibles to permit certification of a substantial number. The Police Department doesn't want to put too small a number through the Police Academy.

Tighter Fire Budget

With the Fire Department, it was intimated, the budget condition is somewhat tighter, but nevertheless, if enough eligibles can be obtained, the appointments could be made. It would require some studious budget efficiency, but it could be done.

"In the Fire Department the principal obstacle, I would say, is to get enough men who passed the written test to qualify in the special military physical test," Mr. Patterson declared. "When this is done the appointments can go right on. At the present rate the appointments in both departments could be made just as fast as the eligible lists can be certified. That goes until the first of the year, anyway."

As for making appointments to

the Fire Department, as the result of the open-competitive examinations in these titles that are to be held next year, these will have to wait until the next budget goes into effect on July 1 next.

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Sample Questions for FIREMAN EXAM

Following is the seventh of The LEADER's series of study material for the coming examination for Fireman, NYC Fire Department. The announcement of the test is expected in the near future according to the NYC Civil Service Commission. Answers to this week's questions are at the end of next week's issue. Answers to last week's questions are at the end of this article.

QUESTIONS

1. Suppose that a ladder consists of four sections, each R feet in length. When the ladder is extended, adjacent sections overlap for a distance of S feet to

strengthen the interlocking. The total overall length of the ladder, when fully opened, is—

A. 4 R feet.

B. 4 R minus 3 S feet.

C. 4 R minus 4 S feet.

D. 4 R minus 6 S feet.

E. None of the foregoing.

2. In the NYC Fire Department there are A Firemen, D Lieutenants, E Captains and G Chiefs of various grades. Suppose that, for comparative purposes, promotional opportunities are evaluated as the ratio of the number of promotional positions to the number of positions at the entrance level. In accordance with this method, promotional opportunities in the uni-

HIGHEST NUMBERS CERTIFIED OR APPOINTED IN NYC

Here is the Municipal Civil Service Commission's latest report on the standing of the larger eligible lists:

Title of List	Last Name	
	Certified	Appointed
BOOKKEEPER		
For permanent appointment.....	417	417
For temporary appointment.....	Exhausted	
As Clerk, Grade 2.....	413	410
CLERK, GRADE 1.....	4,825	4,835
CONDUCTOR		
Now used for conductor only.....	5,994	5,924
	(Reconvenased to 2,000)	
CORRECTION OFFICER (MEN)		
For permanent appointment inside City.	90	60
For permanent appointment outside City.	343	276
As Investigator (Indefinite).....	288	144
CORRECTION OFFICER (WOMEN)		
For permanent appointment.....	77	62
For temporary appointment.....	127	104
PUBLIC HEALTH NURSE.....	130	153
TYPIST, GRADE 1.....	3,484	1,055
MOTORMAN, BMT.....	130	113

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Published every Tuesday by

CIVIL SERVICE PUBLICATIONS, Inc.

97 Duane Street, New York 7, N. Y.

COrtlandt 7-5665

Jerry Finkelstein, Publisher

Maxwell Lehman, Editor

H. J. Bernard, Executive Editor

Brig. Gen. John J. Bradley (Ret.), Military Editor

N. H. Mager, Business Manager

OCTOBER 30, 1945

GRATITUDE DUE TO SHORO FOR FINE ADMINISTRATION

CLIFFORD C. SHORO, who on October 16 left office as President of the Association of State Civil Service Employees, performed in that capacity with distinction. Even though his duties as Fiscal Officer of the State Health Department demanded many more than the official hours in his office, he yet made himself available at all times for the duties of his job as Association President and gave personal attention to every problem of State employees.



The answer to these efforts appears in the results which Mr. Shoro and his associates achieved. Under difficult wartime conditions, it was a "good" year for State employees. They did not attain all they sought, but they did achieve a good deal. How much, is revealed in the excellent report which Mr. Shoro prepared upon his departure from office, and which appeared in full in last week's LEADER.

As Dr. Frank L. Tolman takes over the reins of the State Association, he finds himself the head of an organization which is stronger than it was a year ago; he finds a smooth-running mechanism which is on the way to even greater accomplishments, on the firm base already laid; he finds himself leading the largest organization of public employees in the United States.

To Cliff Shoro goes the gratitude of the employees for having striven with such diligence to advance their interests and maintain the concept of the merit system.

Dr. Tolman Discusses The Six Amendments

Special to The LEADER

ALBANY, Oct. 30—"Good government demands full participation of every citizen in reaching important decisions. There is no excuse for the too common practice of self-disfranchisement. The strength of the Association of State Civil Service Employees rests in large part on each member taking his full responsibility as a full partner in the State."

So said Dr. Frank L. Tolman, President of the Association, in a statement issued today.

Dr. Tolman's statement with reference to the various amendments to be voted upon by citizens at the election on November 6 follows:

"We are in the last stretch of the election campaign. I wish to urge every one to vote not only for the best qualified candidates but on the six proposed amendments and on the Housing proposition.

"State employees are most concerned with the Veterans Preference Amendment, No. on the ballot.

AMENDMENT NO. 6
"The influential New York Times," on its editorial page, under date of October 26, writes as follows:

"This is the Veterans' Preference Amendment. It would greatly extend the substantial preferences already granted to veterans in the civil service of the State and all its municipalities (1) by continuing to give disabled veterans priority in all appointments and promotions, but taking away the State's right to determine disability and substituting a Federal classification; (2) by giving non-disabled veterans absolute priority over all non-veterans, and (3) by giving veterans a preferred position in the matter of lay-offs, even at the expense of non-veteran civil service employees of long standing.

Even on the narrow ground of preferment for veterans the amendment is unfair, since it excludes merchant seamen, Red Cross workers and others. Moreover, practically all women including the wives of veterans killed in action, would be excluded from the civil service. On the broad ground of the public interest the effect of the amendment would be harmful even for the great mass of the veterans themselves, since competence would cease to be the

primary test for appointment to the civil service. Vote No."

"AMENDMENT NO. 1
"This is a proposal to amend the State Constitution so as to require the voters to vote for Governor and Lieutenant Governor by a single combined vote.

"The proposition is complicated and needs redrafting. Delay will do no harm.

"AMENDMENT NO. 2
"This amendment proposes to dispense with a State-wide election called merely to fill a vacancy in the office of Lieut. Governor (unless there is also a vacancy in the office of Governor). The amendment further provides that the Temporary President of the Senate perform the duties of Lt. Governor, chiefly that of presiding over the Senate and serving as Governor in the absence of the Chief Executive.

"AMENDMENT NO. 3
"This amendment permits voters to move from one election district to another within the county within 30 days before election without losing their vote. Applies only to cities and villages under 5,000. The proposition is manifestly discriminatory.

"AMENDMENT NO. 4
"Limited to Nassau County and authorizes what is believed to be a fairer basis of apportionment in the Legislature.

"AMENDMENT NO. 5
"Modifies County Home Rule provisions to permit county legislative bodies to request of the Legislature, enactment of special or local laws by two-thirds vote without concurrence of chief executive.

"PROPOSITION NO. 1
"We again quote the New York Times: 'This is a proposal to increase from \$5,000,000 to \$6,250,000 the annual State subsidy for aid to housing, under the constitutional amendment adopted by a large popular vote in 1938. The sum involved is too small to work a miracle, but it will help solve the problem of substandard housing. Vote Yes.'

THE LEADER COMMENDED
The Civil Service LEADER is doing a grand job in supporting the Uniformed Firemen's Association campaign to make their \$420 temporary bonus permanent. Did YOU write your letter to your Borough President, today, to help your Firemen?—"N. Y. Letter Carrier Outlook."

Merit Man



ANDREW J. SEIDLER

Son of a NYC Policeman, former aide of NYC County District Attorney Frank S. Hogan, and a World War II veteran with a brilliant record, Andrew J. Seidler, as the new Executive Assistant in the State Division of Veterans' Affairs at \$7,000, is sharing his time between the NYC and Albany offices. He is helping Director Edward J. Neary to make things hum. And why not? It's all relatively quiet, compared to what he went through in 46 missions with the 449th Bombardment Group of the 5th Air Force. He was a gunner.

He holds the Air Medal with three clusters, the Distinguished Unit Badge with one cluster, and the European - African - Middle Eastern campaign ribbon with seven battle stars.

He was born in Brooklyn, N. Y., June 1, 1904, the son of Mary A. and the late August G. Seidler, a NYC Patrolman. He was graduated from Brooklyn Law School in 1926 and from 1927 to 1930 engaged in the private practice of law.

Reporter and Publicist

In 1930 he became a member of the editorial staff of the "Wall Street News" and its affiliate, the New York News Bureau. He specialized in transit unification, public utility rate cases, bus franchises and municipal finances. He also was assigned to cover City Hall. From 1934 to 1938 he served as editor of the Department of Public Utilities of the New York News Bureau.

In 1937 he became Director of Public Relations for the Petroleum Industry's Exhibition at the New York World's Fair. In 1940 he became a member of the staff of the New York City News Association, where he covered City Hall and politics, as well as the Selective Service operations in the City of New York.

In February, 1942, he was appointed confidential secretary to Mr. Hogan and in November of that same year was inducted in the armed forces.

While flying 21 combat missions as a waist gunner with his crew, he studied aerial photography and subsequently became an aerial photographer with the grade of Technical Sergeant. As an aerial photographer he flew 25 combat missions and was promoted to Chief Aerial Photographer of his Bombardment Group.

Mr. Seidler is a member of the Veterans of Foreign Wars and Delta Theta Phi. He also is a member and former secretary of the Inner Circle.

Comment, Please

Editor, The LEADER:

In last week's issue you presented the NYC Patrolman's chart of tours. How about a plug for the Police Captains?

As it stands, we are subject to call 24 hours a day. We would like to have a system whereby there would be a Captain on duty at night and another in the daytime; one from 8 a.m. to 6 p.m. and the other from 6 p.m. to 8 a.m.

We don't think that's asking too much. After all, we have had the same system for Captains since the Police Department was formed in 1866.

DOWNTOWN OFFICER

CATHERINE McMANUS A MOTHER

Sanitation employees last week were sending congratulations to Catherine McManus, one of Commissioner Carey's secretaries, on the birth of a daughter. Her husband, Army Lieutenant Thomas McManus, is now on his way to Japan.

Looking Inside

By H. J. Bernard



Civil Service Conditions In NYC in Need of Remedies

THERE ARE conditions in the NYC civil service admitted to be in need of improvement, yet time goes on and on and practically nothing is done about them.

The most outstanding need is for reclassification. This important function has a forbidding name. The association of such a long, technical word with anything so basic as a living wage, equal pay for equal work, opportunities to climb a promotion ladder, and elimination of much of the remaining favoritism that is a residue of the spoils system, seems remote. Actually, it is so close to be synonymous.

A man doing manual labor in NYC employ can take promotional examinations leading to a \$4,000 position, yet a scientist in the Health Department, basic entrance pay \$1,680, notices that no promotion examinations are held for which his title is eligible.

The low entrance pay of positions requiring scientific skill, including college degrees as a matter of course, is notorious. It might be a good idea to suggest that the State prevailing rate law be amended to include scientists.

WHAT RECLASSIFICATION IS

These and many other absurdities can and should be corrected. It is not a job that can be done piecemeal. Efforts of that nature have been made in the past. The remedy has sometimes appeared to be worse than the ailment.

The whole mosaic of the civil service is affected by reclassification, which is the standardization of titles and duties. In general, employees doing the same work should have the same title, receive the same pay and have the same promotional opportunities. Ungraded employees, left wholly without promotion outlets, should be put into the graded service as fast and as numerous as possible. Employees working under a given title and performing duties 100 per cent different from what that title calls for should be known by what they do or do that by which they are known.

SERVICE RATING UNPOPULAR

The service rating system is the second in importance that must be rectified. At present there is general dissatisfaction with the results, not only among employees but among top administrators. Supervisors may have to utter a kind word for the system as a token of loyalty, whatever may be their private opinions.

There has been remedial pecking at the service rating system, but to no avail. Now that the report of the Mayor's Committee on Simplification of Procedures has finally been submitted, although not yet published, it may act as an incentive toward improvement of the service rating system. The report is said to contain passages critical of the present system. It might well contain long and lusty passages of such criticism.

These are civil service matters proper. Related to them are pay problems. Over these the Board of Estimate, directly and through its Director of the Budget, has jurisdiction.

Employees may assume in haste that pay is the primary consideration, and that reclassification is unrelated. But from the viewpoint of civil service reform, the reclassification necessity in paramount, and besides, it necessarily includes equalization of pay. When identical duties are identically titled, then there remains scant excuse for large discrepancies in pay.

Don't Repeat This!

The editors of "The Cornell Sun," university newspaper, sent letters to prominent Republicans all over the country informing them of the forthcoming celebrations honoring the 100th anniversary of the birth of Hugo N. Frye, "founder of the Republican Party in New York State." Replies were received from all those addressed, including leaders of the party, with lengthy praises of the career and virtues of the deceased patriot. The pious editors of the paper printed in full the replies, together with the pertinent fact that "Hugo N. Frye" was a figment of their imaginations. The GOP dignitaries had uttered encomiums about one whose name phonetically read: "You go and fry."

Members of New York City Police Post No. 460, American Legion, had cause to congratulate one of their members recently.

Brother Arthur W. Wallander, new Police Commissioner, is the first Post member to attain the top job in the Department.

If WNYC's broadcasts of the Navy Day ceremonies had an authentic touch, it was largely due to Harold Halpern of the Chief Clerk's office. He had just been discharged from the Navy, and had seen action in the Pacific with many of the fleet units which passed in review.

Mrs. Mary (Decorato) Vegara, on leave to the United Seamen's Service, writes from Honolulu that it is a busy fascinating place, beauty of mountains, valleys and ocean. She is moving on to Manila where the picture is gloomy and the picture desperate—many seamen, ex-prisoners of Japan stranded for transportation. She works in NYC Welfare.

Question, Please

Readers should address letters to Editor, The LEADER, 97 Duane Street, New York 7, N. Y.

1-Year Security for Vets

Please give details of the 1-year security granted under the Selective Service law to veterans returning to industrial jobs.—A. C.

The period of 1 year following reinstatement, during which a veteran may not be discharged without cause, commences with the date on which the employer actually makes reemployment available to the veteran. The veteran is entitled to be restored to work without unnecessary delay after making his application. His right to be continued in employment for 1 year thereafter is conditioned only upon his satisfactory compliance with the ordinary ac-

cepted standards of personal conduct and work performance required of other employees.

A veteran reinstated in his former position is entitled to any automatic pay increases given solely on the basis of length of service with the employer, including time spent in military service. This rule holds whenever length of service is one of the considerations for pay increase, regardless of whether or not the rules of the employer provide that time spent on furloughs or leaves of absence may be so counted. And it also applies concerning a veteran's eligibility to participate in vacation or vacation-pay privileges.

Kaplan Discusses Preference Peril

Special to The LEADER
ALBANY, Oct. 30—Letters and telephone calls have been reaching the Association of State Civil Service Employees, praising the speech made at its annual meeting by H. Eliot Kaplan in opposition to the veteran preference amendment. Mr. Kaplan is executive secretary of the Civil Service Reform Association. Excerpts from his speech follow:

"Constitutional Amendment No. 6, the veteran preference proposal, is the most sweeping amendment for preferences yet submitted to the voters anywhere. It is no exaggeration to state that should the amendment be adopted it would virtually nullify the merit system in the New York civil service. For all practical purposes the avenues of opportunity for appointment and promotion will be closed to other than veterans for the next ten to fifteen years. To those already in the civil service competition for promotion will be virtually futile.

"But the issue on Amendment No. 6 is not between the veterans and the civil service employees. The real issue that the people will vote on is whether they want a real merit system or not—whether they wish an effective, highly competent public service, or just a mediocre one.

Justice to Veterans

"The impulse to do our utmost for returning war veterans may prompt many to vote blindly for any and every proposal for veterans. We must temper this natural impulse with good sense and justice. In doing justice to the veteran we should not do a grave injustice to the non-veterans. It goes without saying that the state must share in paying the debt which the entire nation owes those who defended us in time of war. The least it can do is to aid veterans to get a start in their chosen civilian careers. Every reasonable plan toward that end must be encouraged. There are, however, right ways of aiding veterans in this direction—and there are wrong ways. Amendment No. 6 is the wrong way to do it.

"It is so unfair, so inequitable among the veterans themselves, and will so demoralize the public service, that to oppose its adoption by the people requires no apology from its critics—least of all from civil service employees who will be the principal victims of the proposal. Many veterans, including the American Veterans Committee (New York Chapter) composed of veterans of World War II, have publicly announced their opposition to the amendment as too sweeping and unfair, not only to non-veterans but unfair even as among veterans. It is one thing to give veterans special privileges which require all citizens to make equal sacrifices for them. It is another when political statesmen, cavalier-like, would grant veterans preferences in the competitive civil service at no sacrifice to the political statesmen. They are willing enough to make the civil service employees and prospective seekers for careers in the public service on a basis of merit and fitness the sacrificial lambs.

"These same politicians shy off from any plan to give veterans special consideration in non-competitive or labor class positions (particularly outside of NYC) where the politicians might have to sacrifice some of their own patronage. It is always easy to give away something at the expense of the other fellow.

Disabled Not Helped More

"Amendment No. 6 is not designed primarily to help the disabled veterans, as many statements of its sponsors would lead voters to believe. Actually, it is less advantageous to disabled veterans than is the present law, for now the civil service commissions can and do protect the really disabled veteran from unfair competition with only nominally disabled veterans. The latter can after medical examination by the Commission, when they are found to have no existing disability (in spite of the Veterans' Administration "recognition") deny them preference, and thus keep these dubious cases from competing with the really disabled.

"Under the proposed Downey-Sherman amendment, however, the civil service commissions—and for that matter even the legislature—will be unable to keep out of competition with the really disabled veterans those nominally "disabled" veterans with slight infirmities to which nearly all of us

are heir at one time or another. The mere "recognition" by the U. S. Veterans' Administration—no matter how minor the "disability" claimed—would give the veteran the same right to preference in appointment, promotion and retention as would be granted to a seriously injured combat veteran. Unfortunately, the really disabled veteran who would need the preference most would be subjected to unfair competition from hundreds of thousands of nominally "disabled" veterans.

"So would the non-disabled veteran be under a similarly unfair disadvantage. The veteran who went through the tribulations of Okinawa and Iwo Jima or survived the holocaust in Africa and Europe would have little chance to compete for appointment or promotion with the nominally "disabled" veteran who never left home barracks. These inequities among veterans themselves under Amendment No. 6 could be multiplied.

Widows Considered

"For example, where do the widows, sons and daughters of veterans killed in battle come into the picture? What happens to the wives and children of war incapacitated veterans who themselves are so physically handicapped that they cannot work? These become as much the victims of the unfair preferences to be accorded by Amendment No. 6 as 10 millions of other citizens. The Red Cross worker under fire and the Merchant Marine disabled while doing his part in the war has to compete on unequal terms with the war veteran who is not disabled and never left our shores.

"The real purpose of Amendment No. 6 is to give the non-disabled veterans the same privileges of absolute preference in appointment and promotion as is now accorded only to disabled veterans. True, non-disabled veterans would have this privilege only after disabled veterans on the list are first appointed; but what assurance is there that non-disabled veterans will not get the short end of the stick, particularly in promotions? What assurance is there that able-bodied veterans won't gobble up most of the promotions before the more seriously disabled veterans are able to compete with them.

Patent Unfairness

"It is patently unfair that a non-veteran who has served the city for twenty years should be laid off to keep a veteran only one year in the public service—as Amendment No. 6 would permit. But how can we subscribe to the proposition that a non-disabled veteran must be retained in preference to a disabled veteran when lay-offs become necessary? Yet, that is just what Amendment No. 6 would require under its peculiar provisions.

"Sponsors of the proposal claim that non-disabled veterans would be granted preferences in appointments and promotions for a period of only 5 years. This is not correct. The amendment provides that the right to preferences for non-disabled veterans shall be for "not less than five years" after their discharge. This means that the legislature can extend such preference lines for non-disabled veterans for ten years, twenty years, or forever.

"It means that non-disabled veterans (as is the case with disabled veterans) will be able to get the preference not only in original appointment, but in every promotion examination that they might take hereafter.

"Indeed, in every examination for which they might qualify they would get the same preference—not once but possibly 3 or 4 times. Non-veterans in the civil service will, if Amendment No. 6 is adopted, find their opportunities for careers in the civil service virtually at an end. It is quite possible that even non-disabled veterans will for many years find their chances for promotion blocked for there will be so many nominally "disabled" veterans claiming priority over them.

"Indefensible"

"It is not without significance that the Legion and V. F. W. in Rhode Island and Connecticut refused to support proposals in their own legislatures to grant absolute preference in appointments and promotions in their civil services along the lines of the Downey-Sherman proposal. They believed that their present system of a 5-point credit for non-disabled veterans and a 10-point credit for disabled veterans—as the Citizens'



H. ELIOT KAPLAN

Text of Law If Preference Amendment Wins

The provisions of Article V, Section 6 of the State constitution, exactly as they would read if the veterans' preference amendment is ratified at the polls next Tuesday, follows:

Section 1. Resolved (if the Senate concur), That section six of article five of the constitution be amended to read as follows:

§ 6. Appointments and promotions in the civil service of the state and all of the civil divisions thereof, including cities and villages, shall be made according to merit and fitness to be ascertained, as far as practicable, by examination, which, as far as practicable, shall be competitive; provided, however, that any member of the armed forces of the United States who served therein in time of war, who is a citizen and resident of this state and was a resident at the time of his or her entrance into the armed forces of the United States and was honorably discharged or released under honorable circumstances from such service, and who was disabled therein to an extent certified by the United States veterans administration, and whose disability is certified by the United States veterans administration to be in existence at the time of his or her application for appointment or promotion, shall be entitled to preference and shall be appointed or promoted before any other appointments or promotions are made, without regard to his or her standing on any list from which such appointment or promotion may be made. Until December thirty-first, nineteen hundred fifty, but in no event for a period less than five years next following the honorable discharge or release under honorable circumstances of a member of the armed forces of the United States who served therein in time of war, who is a citizen and resident of this state and was a resident at the time of his or her entrance into the armed forces of the United States, he or she shall be entitled, after such disabled members of the armed forces shall have been first preferred, to similar preference in appointment and promotion. Upon the abolition or elimination of positions in the civil service, to which the foregoing preferences are applicable, any such member of the armed forces shall be entitled to preference in the retention of any position held by him or her, in inverse order of the preference as provided in this section. Laws shall be enacted to provide for the enforcement of this section.

§ 2. Resolved (if the Senate concur) That the foregoing amendment be submitted to the people for approval at the general election to be held in the year nineteen hundred forty-five, in accordance with the provisions of the election law.

Committee on Veterans Preference urged in the Wicks-Mitchell bill in the New York Legislature—was fair and all the veterans could justifiably seek.

"It is not insignificant that the National Legion and National V. F. W. agreed not to extend absolute preferences even for disabled veterans for professional, scientific and technical positions in the Federal service paying over \$3,000. They likewise declined to support a proposal to extend such preferences to promotion in the federal civil service.

"Amendment No. 6 is the most sweeping and indefensible veteran preference proposal made anywhere in this country."

The State Employee

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



Veterans Preference Unfair to Veterans

AN INSPIRING address by H. Eliot Kaplan at the annual conference of the State Civil Service Association called for every member of the State Association to volunteer for service beyond the call of duty to preserve the merit system.

Mr. Kaplan showed how the proposed Amendment 6 was unfair to the disabled veteran, to the children of veterans and non-veterans alike, and to the public service, and to efficient government itself.

It is not the Civil Service Association alone that opposes the amendment. Civic groups including many of the leading public organizations are definitely in opposition and many of these oppose any preference for veterans while the Association favors a 5-point credit for veterans and a 10-point credit for disabled veterans, in competitive examinations.

Many veterans, particularly disabled veterans, oppose the measure. It is believed that a larger proportion of veterans, in order to preserve their self respect, will vote against the amendment than will their more uninformed civilian brothers and sisters.

FINDS DEFEAT OF BILL POSSIBLE

The upshot of the matter is this: The amendment can be defeated, but only by a most vigorous battle in which no quarter is given to selfishness or ignorance.

The chief motive back of the supporters of the amendment appears to be to increase the membership of their organization. The chief result, should the amendment prevail, would be the blotting out of the merit system for a generation at least. Certainly, no selfish motive should ever govern in a Constitutional matter which concerns the fundamental rights of all citizens.

It is my earnest hope that each employee will make clear the real facts involved in the bill to his friends, his neighbors, to small groups, to large groups, to returned veterans, to war workers, and to all others. We will have only ourselves to blame if good government is stabbed in the back in the name of patriotism.

What State Employees Should Know

By THEODORE BECKER

Falsification of Criminal Record Is Held Ground For Loss of Job

THAT a civil service application should be filled out with extreme care should not need repeated emphasis. Not only are the statements contained in an application the basis for determining the eligibility of the candidate to compete, but they are also used in rating training and experience. Civil service applications caution candidates to answer all questions fully and accurately, yet some candidates fail to comply. Sometimes this leads to removal.

If eligibility has been obtained through the false statement of a material fact upon which the Civil Service Commission relies, then fraud has occurred and the subsequent appointment can be voided.

Hard Cases Make Bad Law.

An illustration of this situation is the case of a Patrolman in an upstate city who was dropped after ten years of apparently satisfactory service. He was a World War I veteran, had a wife and three children, and his case was such that the court, was moved to state that "if there were any way of affording relief to this petitioner, doubtless the courts would bend every effort to that end, even though a necessary but undesirable by-product of such effort would be a little bad law." The court, of course, was referring to the legal maxim that hard cases make bad law. It concluded, however, that the facts were such that no relief could be granted to the former employee.

Facts in the Case

Some years back, the petitioner pleaded guilty to a charge of forgery in another State and was sentenced to prison. After having served a portion of the term, he was pardoned by the Governor of that State.

About five years later the employee applied for the position of Patrolman in the upstate city. In answer to a question on the application: "Have you ever been complained of, arrested, indicted for or committed for any violation of law?" he answered "No."

The city's civil service rules provided that a Patrolman was ineligible if convicted of any crime punishable by imprisonment in a state prison. On the basis of these facts, the employee was removed by the City Manager after a hearing. The employee thereupon brought suit for reinstatement.

Employee's Contentions

The employee contended (1) that he had been fully pardoned by the Governor of the other state and, therefore, his answer to the question was a true one, and (2) that as a veteran he could be removed only for incompetency or misconduct, with which he had

not been charged.

The court disposed of the employee's arguments, ruling first that while the pardon may have had the effect of wiping out the disabilities attendant upon conviction of the crime, it did not alter the fact that the employee had actually been committed to a prison for a crime. It quoted with approval a statement by a Federal court that "a pardon or amnesty secures against the consequences of one's acts, and not against the acts themselves; it involves forgiveness, not forgetfulness."

The State court denied that the employee's veteran status benefited him, in view of the facts in the case, under Section 22 of the Civil Service Law to an extent that prevented his removal except for incompetency or misconduct.

"This system," said the court, "applies only after a legal appointment has been made, and does not protect one who has procured his appointment through fraud. It limits the power to remove for inefficiency or neglect and relates to removals which are predicated upon personal conduct, but not to original appointments."

Good Cause for Removal

The court pointed out that the employee's prior conviction was only indirectly the cause of his dismissal, the direct and immediate cause being his intentional false statement on the application. Under the city's rules such an act is one of the "good causes for removal of the eligible from service after his appointment." (Eberhart vs. Robbins.)

This is similar to the State's Rule IX, subdivision 4, which provides:

"The commission may refuse to examine an applicant, or after examination to certify an eligible who is found to lack any of the established preliminary requirements for the examination or position for which he applies; or who is physically so disabled as to be rendered unfit for the performance of the duties of the position to which he seeks appointment; or who is addicted to the habitual use of intoxicating beverages to excess; or who has been guilty of a crime or infamous or notoriously disgraceful conduct; or who has been dismissed from the service for delinquency or misconduct; or who, by any of the means forbidden by section twelve-a of the civil service law, advocates the doctrine that the government of the United States or of any state of any political subdivision thereof should be overthrown or overturned by force or violence of any unlawful means; or who has intentionally made a false statement in any material fact, or practiced or attempted to practice, any deception or fraud in his application."

STATE ASSN. ADOPTS RESOLUTIONS IN BROAD PROGRAM OF REFORM

Special to The LEADER
ALBANY, Oct. 30—Substantial improvements in pay, liberalized retirement provisions, additional increments after each 5 years of service, time-and-a-half for overtime, are among the items in a far-reaching program of reform voted by delegates of the Association of State Civil Service Employees. These delegates, representing more than 28,000 State employees, approved 64 resolutions which will constitute the planks of the Association's platform for the coming year.

The organization, largest of its kind in the United States, will endeavor to effectuate its program by means of legislation, changes in regulations, conferences with officials, improvements in local offices and institutions, utilization of the various boards and commissions available for improving the conditions of employees.

Delegates Well Satisfied
 General comment among the delegates indicated strong satisfaction with the program, which they said would provide a greater measure of justice for employees, iron out various inequalities, provide an improved civil service, and strengthen the Association. The program was adopted after full discussion of proposed resolutions submitted by chapters and individual members through the committee of which John Cromie is chairman.

Association dues were raised to \$3 a year, and it was pointed out that the services rendered by the Association are so important that even this figure is a small one. An Opportunity Committee was created to study promotion possibilities and promote in-service training.

THE RESOLUTIONS

The resolutions adopted follow below, in full:

Cost-of-living Pay

RESOLVED, That this Association urge upon the Governor and the Legislature that the basic career service scales of pay shall be increased to the extent of the percentage of increase in living costs over the 1935-39 index of 100, and that in addition current salaries paid throughout each quarterly period shall be kept in adjustment with living costs above the basic scales by an emergency appropriation.

True Overtime Pay

RESOLVED, That the Association urge time and one-half pay for overtime work.

Longevity Pay Plan

RESOLVED, That the Association urge upon the Governor and the Legislature amendment to the Career Service Law to provide for the payment of a single increment in the case of each employee who has served at the present maximum rate without salary promotion for five years and that similar increases be granted at each future five year period of like service up to twenty years.

25-Year Retirement

RESOLVED, That the Association urge approval by the Legislature and the Governor of a measure providing that any State employee with 25 years or more service may elect to retire on at least one-half of their annual salary with the same contributions and on the same basis as now in effect for State Police.

Vet Preference Amendment

RESOLVED, That this Association urge upon its members and upon all citizens the desirability of defeating the proposed amendment No. 6 to the State Constitution which would give unlimited

preference to all veterans in civil service, and that it seek the approval at a later date of a form of veteran preference which would be helpful to the veteran and protective of the merit system.

Pension Contributions

RESOLVED, That the Association urge upon the Governor and the Legislature appropriation of funds adequate to pay the sum of employee contributions required to obtain time credit in the State Retirement System for all periods of absence in the armed services of the United States since 1940 in the case of all State employees absent on such military duty.

Unemployment Insurance

RESOLVED, That the Association again urge legislation to provide for the payment of unemployment insurance benefits to employees of the State who may become unemployed and that such insurance benefits be made available without contribution by the employee.

40-Hour, 5-Day Week

RESOLVED, That the Association urge upon the Governor and the Legislature the immediate adoption of a maximum forty-hour, five-day week for all State employees.

Equality of Employee Benefits

RESOLVED, That the Association continue to urge upon the Civil Service Commission that it exercise the powers conferred upon it by the Legislature and establish promptly equitable hours of work for all employees not now covered by special acts, to insure fairness as between groups doing like work under like title in the various departments and institutions of the State, and also that the Commission establish promptly definite and equitable sick leave, vacation and holiday time including time for religious observance alike to all workers throughout the state service.

8-Hour Day

RESOLVED, That the Association urge upon the Governor and the Legislature full observance of the maximum eight-hour day where provision for such maximum day now applies and that provision be made where there is any failure to observe an eight-hour day schedule that the employee be paid at the rate of time and one-half for any time worked beyond the eight-hour day.

4-Week Vacations

RESOLVED, That the Association urge upon the Civil Service Commission the reestablishment of the four-week vacation period long prevailing in State service and partially relinquished as a contribution to the war effort.

Hours in Farm Institutions

RESOLVED, That the Association sponsor legislation to establish a maximum day not to exceed eight hours for chauffeurs, and farm employees in State institutions and, **BE IT FURTHER RESOLVED**, if an eight-hour day is not deemed possible, the Association shall sponsor legislation so that said employees shall be compensated, either by extra time off, or by time and one-half pay for overtime.

Safeguarding Competition

RESOLVED, That the Association urge upon the Civil Service Commission a complete study of all positions not now included in the competitive class and that the Commission take prompt action to include all but strictly policy-forming positions in State service in the competitive class.

Extra Pay for Hazardous Work

RESOLVED, That the Association urge prompt action by the Director of the Budget to grant additional pay for hazardous or arduous employment and that he make known the results of his studies regarding all such cases and invite and permit appeals in all cases where employees are performing the hazardous and arduous duties referred to in the statute but are not paid in accord therewith, and

BE IT FURTHER RESOLVED

That the Association urge that additional pay of at least 10 percent

of the basic salary be granted for hazardous or arduous employment

State Hospital Employees

RESOLVED, That the Association continue determined efforts to secure prison pay scales for the officers and attendants at Matteawan and Dannemora State Hospitals.

Unjust Dismissals

RESOLVED, That the Association seek prompt amendment of the provisions of the civil service law applying to dismissals to assure that where the charges are not sustained, the employee is returned to the position from which dismissed and that such employee receive pay for any period of suspension.

Out-of-title Work

RESOLVED, That the Association urge upon the State Classification Board the need for continuous and prompt attention to assure that employees are not required to work out of title.

Widened Career Service

RESOLVED, That the Association urge approval of inclusion in the Career Service Law and salary scales of the revolving fund employees of the Department of Public Service.

Sex Discrimination

RESOLVED, That there shall be no discrimination in the application of the civil service law and rules because of sex, and that if examinations are open to both sexes that both shall be considered equally as to rights of appointment to positions in the State service.

Fees in Promotion Exams

RESOLVED, That the Association urge amendment to the civil service law to provide that all persons entitled to compete in a promotion examination in State service may do so without the payment of an examination fee of any kind.

Professional Nurses

RESOLVED, That all registered professional nurses in state service be raised to full professional status in the competitive class with appropriate salary allocations.

Peace Officers

RESOLVED, That the Association of State Civil Service Employees of the State of New York cause to have included in laws of the State and insert into Section 154 of the Penal Code of the State of New York that all Institutional Patrolmen of the Department of Mental Hygiene shall be made peace officers of the State.

\$1,200 Minimum Retirement

RESOLVED, That the Association urge upon the Governor and the Legislature amendment to Retirement Law permitting the following members of the State Retirement System to retire at not less than \$1,200 per annum but not exceeding salary at time of retirement:

Members who have reached age 55 with 30 years service.

Members who have reached age 60 with 25 years service.

Death Benefit

RESOLVED, That the Association urge upon the Governor and the Legislature amendment to the Retirement Law that the maximum ordinary death benefit be fixed at 12 months salary based on one month's salary for each year of service.

Albion State School Teachers

RESOLVED, That teachers in Albion State School be granted a

5-day week, 7 hours per day and 4 weeks vacation.

Pay for Matrons at Albion

RESOLVED, That the work of Matrons who guard the inmates in Albion State Training School and Westfield State Farm be granted prison guard pay.

Increments on Permanency

RESOLVED, That the Association urge upon the Governor and the Legislature that Section 41 of the Civil Service Law be amended to credit provisional promotion employees with increments earned in their provisional positions upon permanent promotion to the same or similar position.

Forest Rangers' Pay Schedule

RESOLVED, That the Association urge upon the Governor and the Legislature the justice of including within career service salary schedules the forest rangers of the State.

Free Living Quarters

RESOLVED, That the Association urge that living quarters be furnished without charge to all employees who are required to live on institution grounds and to be within their quarters each night except on pass days beyond the eight hour period of daily work by reason of their responsibility to the patients or wards, and responsibility for buildings or property of the State.

Fire Observers' Pay

RESOLVED, That the Association urge upon the Salary Standardization Board a study of salaries paid to Fire Observers in the Conservation Department and the establishment of adequate wage scales for this position.

Attendants' Pay

RESOLVED, That the Association continue to urge upon the Salary Standardization Board that they reallocate Attendants to a salary scale of \$1,500-\$1,900, and Staff Attendants to a salary scale of \$1,700-\$2,100.

Maximum Grade in 5 Years

RESOLVED, That the Association urge amendment of the Career Service Law to provide that where an employee has served for five years or more in the position to which classified and allocated, he shall receive the maximum of the grade.

Allowance for Autos

RESOLVED, That the Association urge upon the Governor and the Legislature the need for additional allowance for the operation of personally owned cars used on State work and that employees be allowed also to charge for garage when used away from their homes which charge is not

now permitted under rules of the State Comptroller.

Flags for Institutions

RESOLVED, That the Association urge upon the appropriating authorities the desirability of supplying to each institution a national flag and a State flag which may be used at various celebrations, parades, etc., in which the employees participate.

Unfair Salaries at Geneva

RESOLVED, That because of gross unfairness in the payment of salaries at the New York State Agricultural Experiment Station at Geneva, now under the administration of Cornell University, the Association do what it can to have the recently enacted Cornell University Salary Law—an amendment to Education Law of New York, Chapter 376—amended to require the payment of increments as provided in the aforesaid Salary Law, with the difference that the payment of an increment each

(Continued on Page 10)

Albany Shopping Guide

Schools

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DPUI Thousands Due In State Jobs Again

Thousands of State employees who had been taken into the Federal Civil Service when the Division of Placement and Unemployment Insurance of the State Department of Labor was federalized may soon return to State employment.

The very strong indication is that Congress will pass a bill to return these functions to the States, although President Truman wanted such return delayed.

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Gen. William O'Dwyer's Program for Civil Service Employees

Where General O'Dwyer Stands

I have received various questionnaires from some groups of City employees regarding their specific problems. In answer to these questionnaires and to those who have not called upon me or who are inarticulate about their grievances, I desire to assure them that I realize that there are inequalities in wage scales and in working conditions among our City employees. I know that many salaries paid are not in line with the present cost of living.

These inequalities and inequities must be corrected. I believe that the City's treatment of its employees should be fair and reasonable and a model for all employers.

With that in view I shall appoint a Commission to study and recommend the necessary and essential adjustments to be made. The employees of the various departments will have full opportunity to present their problems by representatives of their own choosing.



WHERE CIVIL SERVICE EMPLOYEES STAND

WHEREAS:

The people of New York City will elect a Mayor on November 6, 1945, and,

We realize that the man chosen for that high post directly influences policy and government, not only within the confines of this greatest of municipalities, but throughout the world, and,

A man so placed must possess experience enabling him to understand the problems of the common man, and be faithfully devoted to the interests of labor, and,

It is imperative that the candidate elected should be thoroughly familiar with the needs and aspirations of the working man, and have a special knowledge of the rights and fair practices which should obtain for those who are employed in state, county, and municipal positions, and,

William O'Dwyer, through long experience in ordinary laboring work, service as a municipal employee, in the Police Department of New York, manifold duties as a magistrate, honorable record as a county judge, fearless but just prosecutor of the most dangerous criminal combine our city has ever known, splendid record in the cause of democracy in World War No 2 in which he rose to the rank of Brigadier General, and most of all for his humanitarian services to the stricken peoples of war-torn Europe, and,

The unimpeachable character and inspiring career of William O'Dwyer exemplifies true democracy in action and indicates promise of loyal service to the just hope of the working people of our city and elsewhere, be it

RESOLVED that all civil service employees, their families and their friends hereby declare that the next mayor of this great city should be General William O'Dwyer and in pursuance of this determination we pledge ourselves to work unceasingly for his election on November 6.

Let's Go

for

'BILL' O'DWYER

As a practical token of their belief in the abilities and character of General William O'Dwyer the workers in City, County and State offices have organized this Civil Service committee to work for O'Dwyer, Joseph and Impellitteri.

All recognized civil service organizations in city county and state offices are represented by this committee.
We know that the welfare and security of the 190,000 municipal employees will be one of his first concerns.
Give O'Dwyer full support in The Board of Estimate.

- Vote for Mayor WILLIAM O'DWYER
Comptroller LAZARUS JOSEPH
Pres. Council J. IMPELLITTERI
- Borough Presidents
- Manhattan HUGO E. ROGERS
Brooklyn JOHN CASHMORE
Queens JAMES A. BURKE
Bronx JAMES LYONS
Richmond JOHN A. LYNCH

City-wide Civil Service Committee

For the Election

of

O'DWYER JOSEPH and IMPELLITTERI

HENRY FEINSTEIN, Chairman
JESSE KRAUSS, Secretary

Room 762, Commodore Hotel

MU 3-4311—Ext. 60

Civil Service employees whose salary is paid in whole or part by Federal funds are prohibited from participation in this committee under Federal law.

Work and Vote For O'DWYER

Listen in Civil Service on Parade WOR

Thursday Evening, November 1, 1945, 8-8:15 P. M.

State Assn. Resolutions

(Continued from Page 8)
 year be made mandatory unless it has been established that the services during the year immediately preceding are found to be inefficient and unsatisfactory, such decisions being subject to review by an impartial appeals board to be set up by the Legislature. The first of these mandatory payments shall be added to the salary of each worker at the above institution as of April 1, 1945, and any individuals not receiving an increment on this date shall be given back pay to the extent necessary for the fulfillment of the provisions of this amendment.

Salary Appeals at Geneva
 WHEREAS, Some employees of the New York State Agricultural Experiment Station at Geneva are still being paid salaries lower than the minimum provided in the Cornell University Salary Law—and amendment to Education Law of New York, chapter 376—it is requested that the Association seek legislation which would require that, beginning as of April 1, 1945, each employee of the above institution be paid for his services the full minimum salary for his classification, and that any back pay due the individuals now being paid less than their minimum be paid them.

RESOLVED, That the Association urge an amendment to the Cornell University Salary Law—amendment to Education Law, chapter 376—which amendment will create an impartial Classification Appeals Board acceptable to the said employees. This Board to be empowered to: (1) hear all appeals of said employees; (2) render decisions; (3) reclassify justifiable cases; (4) adjust salaries in reclassified cases.

Cost of Moving or Transfer
RESOLVED, That the Association again urge legislation to provide adequate funds to pay for the cost of transferring an employee, his family and effects to a new situation in the event that a permanent employee is transferred from his present area to a new location.

Subsistence and Travel Pay
RESOLVED, That the Association appeal immediately to the Personnel Council for the establishment of uniformly fair practices with regard to subsistence, travel and time allowances for all State workers.

Condition of Rented Buildings
RESOLVED, That the Association

tion urge upon the Governor that a plan be adopted under which in the rental of buildings to be used for State business and in which State employees will be permanently employed that consideration be given through proper officials of the Department of Health or the Department of Labor to assurance that the buildings rented are suitable for workers from the standpoints of conditions and facilities deemed essential for the safeguarding of health of employees.

Non-Competitive Jobs
 WHEREAS, The present appointments at Dannemora and Matteawan State Hospitals and at Albion State Training School and Westfield State Farm are on a non-competitive basis, and

WHEREAS, This is contrary to good personnel administration,
THEREFORE, BE IT RESOLVED, That the Association urges upon the Civil Service Commission the inclusion of these employees in the competitive class.

State Parks Employees
RESOLVED, That the Association urges the immediate placing under Field-Hamilton class and grade all employees of State Parks and Authorities and commissions throughout the State not now so covered.

Prompt Overtime Pay
RESOLVED, That the Association urge adoption of a plan whereby all persons entitled to receive overtime pay shall receive such pay within thirty days of the final day of period for which due.

Freedom of Place of Abode
RESOLVED, That the Association again urge upon executive and administrative authorities that employees of the State wherever located be allowed the full cash salary attaching to their position and that they be allowed to live and take their meals where they wish subject to reasonable time schedules within the institutions or schools.

Subsistence Level of Pensions
RESOLVED, That this Association urge upon the Governor and the Legislature the need for an adjustment of retirement allowances by the addition of a bonus sufficient to permit proper care of health and sound living conditions of retired employees who are members of the State Employees Retirement System or other State supported systems, and

Pension Tax Exemption
BE IT FURTHER RESOLVED, That the Association urge upon the President and the Congress of the United States that action be taken to exempt retirement allowances paid by the Nation and by the States and their subdivisions from Federal income taxes, thus

aiding retired workers to maintain proper standards of living.

Disability Retirement
RESOLVED, That the Association urge that in the case of disability retirement the member shall receive 100 per cent of the allowance after twenty-five years of service instead of 90 per cent as now provided.

Correction Dept. Death Benefit
RESOLVED, That the Association urge upon the Governor and the Legislature the approval of a measure to grant to beneficiaries of the Correction Department Retirement System a death benefit equal to that provided for members of the State Retirement System.

Prison Guard Pensions
RESOLVED, That the Association urge upon the Governor and the Legislature amendment of Chapter 470 of the Correction Law to provide that widows of prison guards or employees of Correction Department which guards or employees were members of the Correction Department Retirement System, shall receive a pension of \$600 per year as provided in Assembly Bill, Introductory 1005, passed by both houses of the Legislature in 1945 but vetoed by the Governor.

55-Year Optional Retirement
RESOLVED, That the Association urge amendment to the State Retirement Law providing for optional retirement at age 55 at the same proportional rates of employee contributions and employee pensions or annuities as now apply at age 60.

Interest on Loans
RESOLVED, That the Association urge upon the Governor and the Legislature the desirability of reducing the interest on loans obtained by the employee as a member of the State Retirement System from the funds contributed by him to that system.

Transfer of Teachers
RESOLVED, That legislation be initiated by the Association to permit Teachers or Instructors employed in institutional teaching or instructing who were former members of the State Teachers Retirement System to transfer to the State Employees Retirement System.

Wage and Employment Data
RESOLVED, That the officers of the Association are directed to establish and maintain necessary facilities for the preparation of wage and employment data for use directly in conferences with the Governor, Legislature and administrative agencies, and that such data be available to chapter officers and association representatives and members for use in promoting employee welfare.

Opportunity Committee
RESOLVED, That the officers of the Association are hereby directed to establish an opportunity committee to promote in-service training and to investigate and report upon probable vacancies which should be filled by promotion in all departments and institutions throughout the service.

Formation of Chapters
RESOLVED, That the Association urge upon the individual departments in Albany which are not affiliated with any present chapter that they form chapters within their departments and aid in developing and extending the many services open to employees through the Association.

Computing Retirement Contributions
RESOLVED, That the Association urge upon the Legislature and the Governor that State employees be permitted to pay contributions to the Retirement System on the basis of total gross compensation.

State to Purchase Supplies
RESOLVED, That the State purchasing agency purchases all supplies for Club Stores and Employee Exchanges with the intent of selling all sundry articles available to employees and patients at reduced or lowered prices.

Uniforms Without Cost
RESOLVED, That the Association urge upon the Governor and the Legislature that provision be made to supply to guards, attendants, nurses and all other employees of institutions, who are required to possess special uniforms for the discharge of their duties, such uniforms as are so required without cost to employees.

Unsuitable Uniforms
WHEREAS, The uniforms required by the Department of Mental Hygiene for male attend-

Schechter Tells Of Gains by Law

ALBANY, Oct. 30—"Keeping Up on Civil Service Law and Rules," the topic discussed by Joseph Schechter, Counsel, State Civil Service Department, at the meeting of the State Association, really is a task that requires legal advice, he easily proved in his discussion. The listeners were very alert to every word he uttered, because they were being brought up to date on the changes in the law and in the rules, especially the statutes affecting Feld-Hamilton positions, which affected so many of them.

He divided his talk into two subdivisions: 1, promotions and salaries in Feld-Hamilton positions and 2, termination of services through layoff or abolition of position.

Inequalities Remedied
 He went into detail, and gave examples, of inequalities under the Feld-Hamilton law which have since been corrected by statute, such as overlapping grades, and the benefits formerly confined to those in lower salaries now being made to include those of equal

salaries, so that promotions in grade need not be accompanied by loss of increment and indeed reduction in pay.

"Temporary promotions have caused much confusion," he admitted.

Only recently, he went on, all temporary employees were made eligible for increments, and so were provisionals. Formerly temporary employees would lose 2 or 3 increments on receiving a permanent appointment. Temporary employees now get the same salary as before when made permanent, but this does not apply to provisionals.

Rule on Layoffs
 "It is not discretionary with the appointing officer to grant or deny an increase," he said. "An officer has to abide by State law or State policy. If you have grievances about increases, please consult with your supervisor or your appointing officer."

As to layoffs, the inverse seniority rule is applied, and the original date of appointment is the reference point, but that means, he said, the date when work was begun.

ants in State hospitals and State schools are in design unsanitary, impractical and expensive, and

WHEREAS, The appearance of the uniforms has an unfavorable reaction on patients, and

WHEREAS, The cleaning and maintenance of the uniform is a large item of expense,

RESOLVED, That the Association request the Department of Mental Hygiene to approve a uniform that is more practical than the one presently worn by the male attendants in State hospitals and institutions.

Meal Cards
RESOLVED, That this Association recommend that meal cards be made available to employees in institutions wherever meals are served employees, at the present meal rate, and that such cards be punched by the dining room attendant only when the employee takes a meal.

Employee Purchase of Food
RESOLVED, That this Association urge such action as is required to allow all employees in State institutions to purchase foods and supplies at hospital stores.

Fining of Employees
RESOLVED, That this Association urge amendment of the Civil Service Law to rescind the power of the appointing officers to impose a fine, and further amend to allow all civil service employees regardless of their civilian status to have counsel to represent them before the appointing officer.

Leaves Beyond One Year
RESOLVED, That the Association urge upon the Civil Service Commission the desirability and the fairness of amending the rule to provide that leaves of absence because disability incurred in the performance of duty, or illness, may be extended for periods beyond one year, as the physical condition may require.

Augmentation on Retirement
RESOLVED, That the Association urge legislation to provide for the granting on retirement of full pay for any accumulated sick and/or vacation leave.

RESOLVED, That the Association urge upon the Governor and the Legislature that the regular payroll allowance of the deceased covering all sick leave, vacation, holiday and pass time accumulated but not used by the deceased up to the time of his death shall be a proper claim of the beneficiary against the State.

Appointment and Removal
WHEREAS, Article 1, Section 3 of the Public Service Law delegates powers of appointment and removal of all officers, clerks, inspectors, experts, and employees of the department or any division thereof to the chairman of the Commission or his designated

deputy during his absence or disability, and

WHEREAS, These powers have been employed to supersede the requests of the Department of Civil Service to which body these powers properly belong,

BE IT RESOLVED, That that part of the section reading: "The appointment or removal of all officers, clerks, inspectors, experts and employees of the department or of any division thereof, shall be subject to his approval" be qualified by the addition of the following: "except those officers, clerks, inspectors, and employees who are in the competitive civil service classifications of the Field-Hamilton Law. These employees to be subject only to the provisions of appointment or removal as specified in the Civil Service Law."

As amendments to the constitution, the following resolutions must be approved again by delegates at a meeting of the Association, before they become effective:

Extended Right to Vote
RESOLVED, That Article III of the constitution of the Association be revised to give the right to vote to labor and exempt class employees, and this article be changed to read as follows:

ARTICLE III Membership
 "All employees in the civil service of the State of New York shall be eligible for membership."

Eligibility in Cities and Villages
RESOLVED, That Article III of the constitution of the Association be revised to give the right to vote to labor and exempt class employees, and this article be changed to read as follows:

ARTICLE III Membership
 "All employees in the civil service of the State of New York and its civil divisions including cities and villages, shall be eligible for membership."

Association Dues
 As an amendment to the by-laws, the following resolutions become effective immediately:

RESOLVED, That Section 1 of Article 3 of the By-Laws of the Association be changed to read as follows:

ARTICLE III Dues
 "Section 1. The dues of the Association shall be \$3.00 per annum payable in advance on the first day of October each year, except as hereinafter provided."

Payment to Chapters
RESOLVED, That Article 2, Section 4 of the By-Laws of the Association be amended to provide that each chapter shall receive an annual payment of \$1.00 for each member based upon paid membership in the chapter on the 30th day of September of each year.

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 4. our Porto Rican Missions
DATES: November 4, 5, 6
PLACE: 3 to 6 p.m. and 7 to 10 p.m.
TIME: D. C. H. S. Auditorium
 89th Avenue and 161st Street
 Jamaica

Church Announcements

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 DAILY MASSES—5, 4, 4:30, 7, 8, 8:30, 9, 10, 11:15
 (1) Tuesday, 12:15
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Mary G. Krone Puts Pep Into Personnel Talk

Special to The LEADER
 ALBANY, Oct. 30.—The impression left by Miss Mary Goode Krone, Chairman of the State Personnel Council, after addressing the meeting of the State Association on personnel problems, was more that of an employee. In friendly, chatty fashion, she gave her hearers the emphatic impression that she was on their side.

She didn't say that the difficult would be done today, and the impossible would take a little time, but did voice expectation that in due course there would be redress of grievances. But she warned that the Council could not be the immediate point of solution for all personnel problems. The major operation was to settle differences and obtain rectification locally, i.e., within the department, through the appointing officer, the personnel officer or the personnel representative on the Council, whichever way it was worked in a particular department.

Excellent Platform Manner

With gracious bearing and splendid platform presence, she not only caught and held the ears of the men and women in the audience, but the steady eye of all the men.

Before she mounted the platform she walked right up to a table near the dais, occupied exclusively by men, and asked one man—the only one in the group whom she knew personally—"Who are all these nice men?" Introductions followed. After that, she was the friend for life of this particular group, or at least until they have a personnel problem that doesn't come out as they think it should.

"Public employees are not a commodity to be purchased for so many dollars," she said in her speech.

She read it, although with extemporaneous injections, and with the animation that only skilled oral readers can put into a read speech. Vocal inflections, great

communicativeness through ranging eye contact, and easy, expressive gestures helped to make her speech remarkable. Some of what she said had been heard by her listeners before, and probably will be heard by all of them again, but she spoke and comported herself with such charm and skill that many looked forward to hearing her again, even if she has to say about the same thing the next time.

Limitations Stated

She said that in the effort to solve personnel problems at no time must there be recrimination. The Council must not be viewed as the court of last resort for all matters of personnel administration. Only where a department or agency finds solution practically hopeless, or where the proposed solution is obviously contrary to established general policy, or there is no machinery in existence for rectification of personnel grievances, could the Council act.

She was very glad to report that more and more employees were stopping her in the street, now that she was increasing the circle that know her by sight, because she then gets first-hand views she finds invaluable. No, she doesn't mind the buttonholing. She didn't say what would go on in the case of a heavy date, but the audience could imagine.

Strong Finish

She got away fast after her speech, but only to dress for the evening performance, at which she was strictly a part of the audience, but enjoyed this even more. She waved to friends with the enthusiasm of a schoolgirl and with animated dignity was the life of the party at her table in the center of the crystal ballroom of the DeWitt Clinton Hotel. And after the long session she didn't appear a wee bit tired, but seemed as if she could stand another five or six hours of listening, eating, talking and merriment, only, alas, she had to go home because breakfast is punctual where she lives.—H. J. B.

State Promotion Examinations

The following promotion examinations have been announced by the State Civil Service Commission. For full details and application forms write to the State Civil Service Commission, State Office Building, Albany, or at 80 Centre Street, New York City. Refer to the title and number given below. Enclose a large, self-addressed, stamped envelope.

1163. Principal Statistics Clerk, New York Office Banking Department. Salary \$2,100 to \$2,600 plus bonus. Closes Nov. 9.

1164. Senior Statistics Clerk, New York Office Banking Department. Salary \$1,600 to \$2,100. Closes Nov. 9.

1165. Senior Clerk, New York Office, Workmen's Compensation Board. Salary \$1,600 to \$2,100. Closes Nov. 9.

Hollister's Itinerary

The itinerary of Laurence J. Hollister, Field Representative of the State Association, follows:

Monday, October 29—Newark State School.

Thursday, Nov. 1—Rome State School.

Friday, Nov. 2—Auburn Prison. Week of Nov. 5 to 10—Vicinity of Ogdensburg, Potsdam, Canton and Malone.

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Hearings To Be Held For Attendants

Special to The LEADER
 ALBANY, Oct. 30.—Louis Luigi, secretary of the State Salary Standardization Board, announces that the Board will hold hearings on November 13 on appeals of attendants in the Mental Hygiene Department. These hearings will take place in Hearing Room 1, State Office Building, Albany. Attendants will be heard at 10 a.m.;

staff attendants at 1 p.m.; and supervising attendants at 3 p.m. Officers of the Association of State Civil Service Employees will be present, including William F. McDonough, Executive Representative; Leo Gurry, vice-president; and Gordon Carlile, executive board representative of the Mental Hygiene Department.

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NEWS ABOUT STATE EMPLOYEES

(Continued from page 1)

jects will address the meeting. Questions from Chapter members are to be answered by the speakers. Insurance features of Association membership and other advantages will be explained. Arrangements will be made for members to bring guests.

The decision to resume membership gatherings was made at a meeting of representatives of the Chapter membership, held in the State Building at 80 Center Street.

Also it was decided to hold an entertainment and dance sometime after the discussion meeting. Charles Culyer, president of the Chapter, appointed a temporary committee. Michael H. Porta of the Workmen's Compensation Board as chairman, but noted that all the representatives actually will be committee members, and expected to do their share of the work.

The other members of the temporary committee are William Hopkins, Elizabeth M. Eastman, Joseph J. Byrnes, Eva K. Heller, Kenneth A. Valentine, Rose M. Burns, James Deuchar, William H. Steinman, William Teitelbaum, John F. Powers, Edith Fruchthender, Lillian Marcus, Mae Frazer and Joseph Pittari.

The representatives also discussed the resolutions adopted by the Association at the annual meeting at Albany held on Oct. 16. Delegates gave first-hand impressions of events that had taken place and there was general discussion.

President Culyer said that he just did not have the facilities to supply a copy to each representative prior to the Chapter executives' meeting. He said it would be valuable if THE LEADER published these resolutions. A representative of THE LEADER

assured the gathering that the resolutions would appear in the Oct. 30 issue. President Culyer expressed appreciation.

There was discussion about the increase in dues voted by the delegates at the Albany convention. The new dues of \$3 are double the former amount, but carry with them a \$1 refund to each Chapter for each \$3 thus paid in.

Mr. Deuchar of the Armory Employees said that the members would be glad to pay even \$5 annual dues, if the results warrant it.

The resolution to broaden the eligibility base of membership, to include employees of cities, town and village, as adopted at the Albany session, was discussed from the floor by Mr. Porta and by William Teitelbaum of the DPUL.

Mr. Porta, of Workmen's Compensation, 1st Vice-president of the Chapter, thought that the resolution should be studied, so that if it ever comes up again, it can be considered in connection with retention of the present name of the Association. President Culyer said that "State Civil Service" includes cities, towns and villages, as the basic law covering the various classifications is a State law, and that broadening the eligibility did not make the present name of the Association a misnomer.

Mr. Teitelbaum remarked that as for NYC, the Police and Fire Departments are efficiently organized, as are the teachers, so that any expectation of considerable increase in membership in the Association because of the new resolution would have to occur generally in towns and villages.

Mr. Culyer is to report recommendations to the representatives. The representatives agreed that there was no objection to Psy-

How Veterans Should Protect Their Insurance

State employees returning from military duty to active State service can have their Group Life Insurance Policy, obtained through the Association of State Civil Service Employees, which was in force when they entered military service, reinstated without medical examination.

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All that is necessary is to apply to the Association within 90 days of return to State service.

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chiatric Institute forming an Association chapter of its own.

The membership of the NYC chapter was reported as 3,350 by President Culyer. The membership increase since July 1 last was given as 47.

Mr. Teitelbaum paid tribute to Dr. Frank L. Tolman, the newly-elected President of the Association.

"Dr. Tolman impressed me as a man we should back to the hilt during the next year," said Mr. Teitelbaum. "He is a man of experience and discretion, alert and aggressive. He has the opportunity to accomplish things that will make the payment of \$3 a year in dues seem small indeed. We'd pay \$6 or \$12 willingly—there's no limit—depending on what is accomplished, and I repeat that Dr. Tolman is a man who can accomplish much."

Mr. Byrnes, of Public Works, Treasurer, read a financial report. Other officers present were Miss Eastman of Education, 2d Vice-president; Miss Heller, Housing, Recording Secretary, and Mr. Valentine, Public Service Commission, Financial Secretary. Mr. Valentine, one of the convention delegates, joined with others who attended the convention in reporting sidelights of that session.

The other representatives at the Chapter meeting were Foster A. French, Parole Division; Ed. Bozek, State Insurance Fund; Sarah L. Oram, Social Welfare; Mae A. Frazer, Commission for

NO DATE YET FOR LISTS IN 2 IMPORTANT EXAMS

ALBANY, Oct. 30.—The State Civil Service Commission today stated that no definite date could yet be given concerning the results of the two examinations for the positions of Classification Director and Assistant Administrative Director for the Civil Service Department. The post of Classification Director is now held by J. Earl Kelly, and that of Assistant Administrative Director by J. Palmer Harcourt.

Gurry and Looney Tell Of Ford and Hour Needs

ALBANY, Oct. 23.—Leo F. Gurry feels that the problem of food of one of the big problems with which employees in State institutions are faced. Mr. Gurry, speaking at the annual meeting of the Association of State Civil Service Employees, pointed out that the movement toward employee cafeterias was halted by the war, and should be meal tickets should be prepared resumed. He also suggested that for purchase by employees.

Talking about the work-week of institutional employees, Mr. Gurry said that a 40-hour week in a Mental Hygiene Hospital is the equivalent of a 60-hour week in private industry. It is completely unjustifiable, he said, that clerical employees in hospitals should work a 44- and 48-hour week while clerical employees in other departments work a 37-hour week. The same schedule should prevail in the institutions as in Albany, he insisted.

Pension Transfer Asked

Mr. Gurry called for an end in delay to extra pay for hazardous work.

One of the suggestions about

which more is likely to be heard was that for a low-rental housing project. "Such a project is urgent for our employees," he stated.

He asked for the transfer of all employees in the old pension system to the State Retirement System. There are only 230 employees involved, and Mr. Gurry said he couldn't see why this should not be done immediately.

Other suggestions made by Mr. Gurry; pay for unused vacation time prior to April 1, 1944; circular letter should be more specific, so they can't be misinterpreted; a uniform schedule of days off should be established; the minimum pay of attendants and staff attendants should be increased. "The pay for stenographers is ridiculous," Gurry said, "and nurses should obviously be placed in the professional class. He also asked for an additional increment to all State employees after five years of service.

Edward J. Looney, speaking of problems in the Correction Department, called for a 40-hour, 5-day week, and pointed out that the use of guards for clerical work resulted in a shortage of guards,

the Blind; N. F. McAuley, Public Works; Catherine Dunn, Agriculture & Markets; Marie Band, Health; James A. Puccio, Public Service Commission; C. Ingegner, Workmen's Compensation Board; Edith Fruchthender, Public Service Commission; Victor J. Paltrits, Banking; Joseph Pittari, Tax; Harry Kisver, State Liquor Authority, and L. Marcus, Education.

Mr. Culyer reported the death of Carrie Arger of DPUL, Brooklyn, and Mary Armstrong of the State Liquor Authority.

Victor J. Paltrits of the State Banking Department was welcomed as a new representative.

The representatives decided to wage a strong, wind-up campaign against the veteran preference amendment.

The next meeting of the Chapter representatives will be held on Nov. 29 at 5:30 p.m. in Room 1 at 80 Center Street.

(The following reports were sent in by Chapter correspondents:)

MIDDLETOWN HOSPITAL

The Middletown State Hospital Employees Association elected the following officers: President, Howard Shumake; Vice-presidents, Thomas D. Stevens and Bertha Johnson; Secretary-Treasurer, Fred J. Walter; Delegates, Fred J. Walters and Howard Shumake; Alternate Delegates, Carl Misner and Thomas Stevens.

Middletown continues to welcome its ex-servicemen home. Recent arrivals include Vinny Brown, Hank Murphy, Eddie Allen, Leo Berry, Carl Misner, Bill Sannwald and John McDonald. Welcome home fellows! Here's hoping for a speedy return more than 100 more of your pals still serving in the armed forces. By the way, a committee, headed by Director Dr. W. A. Schmitz, and the Supt. of Nurses, Mrs. Ethel VanKeuran, and including the members of the Training School, are trying to provide a Christmas package for everyone of our institution's boys still overseas.

Wedding bells continue to ring at the Hospital. Miss Walker of the Training school traded her old name for that of Mrs. Arnold Sperl. The husband is a fellow hospital employee. Agnes Sargellis traded in her old name for Mrs. George Bella. Mrs. Sargellis is a Head Nurse and George Bella an electrician at the Hospital Staff.

Major Benjamin A. Schantz was a visitor. It's rumored he'll be a Colonel soon.

Stan Boyer returned to duty from the armed forces, promptly transferred to Brooklyn so that he could continue to work and at the same time take advantage of the G.I. Bill of Rights. Middletown's loss is definitely Brooklyn's gain.

It will soon be Papa Myers.

The Ken Martins have a new addition to the family and grandpa Joe keeps a smiling.

Everybody is pulling for Dr. Moody's son, Billie, who recently underwent an operation in a Pennsylvania Hospital.

Dr. Faivre's a-hunting. He'll probably call at a taxidermist's, perhaps to buy or bring back a trophy.

Middletown's Jim Gibbons was number one on that Principal Stationary Engineer Promotional Exam.

Jimmy Hall, ex-gob, was a visitor.

Allen Elwood, who brought back a souvenir from the Philippines imbedded in one of his ankles, was around on crutches recently. He was seen trying to make a go of it with a cane. He grins as he says, "I'll be O.K. in less than six months."

Dr. Max Unger was seen in town. He's a Major on leave from our armed forces in Germany.

Word is that popular Walt Cooley will be home for Turkey.

Jack Holland and Bob VanLoan are other returned ex-service men. Bruce Coger, too. So is Roy Shunk, who has accepted a position at Napenoch.

MANHATTAN STATE HOSPITAL

A chapter meeting will be held in the Lecture Hall at 5:30 p.m. on Oct. 31. Election of officers for the coming year will be in order. John F. Powers, Vice-president of the Association, and former President of the New York City Chapter, and H. J. Bernard, Editor of THE CIVIL SERVICE LEADER, will be guest speakers.

William Fitzgerald has returned to his former position in the paint shop. He was three years and six

months with the U. S. Engineers. He helped in the success of hazardous engineering jobs in Europe and Africa.

Gerald Griffin has returned to State service after being honorably discharged. He was in the Army for 4 years, most of which was spent travelling to and from Europe and Asia for convoy duty. He was wounded while on one of these trips.

RAY BROOK

Miss Mabel C. French and James O'Rourke were married at St. Bernard's Church, Saranac Lake. The Rev. Patrick O'Connor officiated. Miss Alma Fournier was maid of honor, Emmett Durr best man. Mr. and Mrs. James O'Rourke are making their home in Saranac Lake, N. Y.

Mr. and Mrs. Herbert Marsh are the parents of a baby girl (Lois Ann; 8 lbs. 10 ounces) born at the General Hospital, Saranac Lake.

Ray Brook welcomes back Ernest Stringham, who has received an honorable discharge from the U. S. Army after more than four years of service.

The Ray Brook Chapter will hold a Halloween Party on Tuesday, October 30 at the Hotel Saranac, Saranac Lake.

Emmett Durr, President of the Ray Brook Chapter, and Albert McClay, Secretary, were the delegates from Ray Brook who attended the Annual State Civil Service convention in Albany.

Ray Brook favors the defeat of the Downey-Sherman Bill, according to a recent poll taken at the institution.

LETCORTH VILLAGE

The Letcorth Village Chapter of the Association of State Civil Service Employees is inviting speakers from all organizations, veteran and civic, and any others who may be interested, to take part in a discussion of veteran preference, namely, the Wicks-Mitchell Bill that was lost in the last session and the Downey-Sherman Bill that will be voted on at the polls next Tuesday. Wm. F. McDonough, Executive Representative of the Association headquarters in Albany, will present the Association's viewpoint, sponsoring the Wicks-Mitchell Bill. The Citizens Committee on Veteran Preference will send a speaker, probably H. Elliot Kaplan, of the Civil Service Reform Association. A letter has been sent to Henry Reisman, Rockland County Commander of the American Legion, Sparkhill, N. Y., inviting the American Legion to participate.

The event will be in the form of a town meeting, Nov. 2 at 8 p.m. at Kirkbride Hall, Letcorth Village, Thiells, N. Y.

It is desirable to have both bills represented by sponsors, so that the public may hear both sides of the discussion, and so be able to judge for themselves which bill serves the veterans best.

Hiram Phillips is President of Letcorth Village Chapter.

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(Continued on Page 16)

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STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of BECAVE DAIRY & LUNCHEONETTE, INC.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 17th day of September, 1945.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of SHEEHAN'S BAR & GRILL, INC.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 10th day of October, 1945.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of CHAS. FINK & J. KRUEGER, INC.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 4th day of October, 1945.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of LENNY'S MUSIC SHOP, INC.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 2nd day of October, 1945.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of BEHRELL REALTY CORPORATION

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 5th day of October, 1945.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of 440 KNICKERBOCKER AVE. CORP.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 14th day of August, 1945.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of WILGOROCK REALTY CORP.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 15th day of October, 1945.



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STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of AVENUE J REALTY CORP., INC.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 15th day of October, 1945.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of GOELET-RECTOR CORP.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 8th day of October, 1945.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of GOELET-LEXINGTON CORP.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 17th day of October, 1945.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of J. B. ROHRER & CO., INC.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 19th day of October, 1945.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of ELAINE NOVELTY CORP.

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 17th day of October, 1945.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of

has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 17th day of October, 1945.

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SUPREME COURT OF THE STATE OF NEW YORK, NEW YORK COUNTY. Margaret C. Farrar, also known as Margaret C. Ferraro, plaintiff, against Thomas Farrar, also known as Tommaso Ferraro, defendant. Plaintiff designates New York County as the place of trial. - Summons with notice. - Action to annul a marriage.

You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the plaintiff's attorney within 20 days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint.

Dated September 20th, 1945. SAMUEL E. FRIEDMAN, Attorney for Plaintiff. Office and Post Office address, 305 Broadway, New York City.

The foregoing summons is served upon you by publication pursuant to an order of Hon. Bernard L. Shientag, a Justice of the Supreme Court of the State of New York, dated the 18th day of October, 1945, and filed with the complaint in the office of the Clerk of the County of New York, at the County Court House, in the Borough of Manhattan, City, County and State of New York.

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A BABY SMOOTH SKIN is yours! Remove ugly hair forever by foremost expert electrologist. Sterility, hygiene by registered nurse. New rapid method used. Perfect results guaranteed. BELLA GALSKEY, R.N., 175 5th Ave. (23rd) GR 7-0449. 333 W. 57th St. CI 6-1826.

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New Health Working Schedule

A new schedule of working hours for the NYC Department of Health is due within the next few weeks. Department officials are working on a plan to change the present 9-5 daily and 9-4 on alternate Saturday program, a 38-hour week.

The new schedule which is favored by the Department would call for work from 9 to 5:15 daily; then 9 to 12:30 on alternate Saturdays. The work-week would still be 38 hours, but the Saturday work would be reduced.

Clerk Grade 2 Key Answers

The Municipal Civil Service Commission today released the tentative key answers for the Clerk, Grade 2 Promotion examination held on October 20. With the test was combined a Special Military examination for candidates who missed the test held in July, 1942, because they were in military service.

Candidates have until November 5, 1945, to file written protests against any of the tentative key answers listed below.

- The key answers: 1.C; 2.A; 3.C; 4.D; 5.B; 6.D; 7.A; 8.D; 9.C; 10.A; 11.A; 12.B; 13.C; 14.B; 15.D; 16.D; 17.B; 18.C; 19.A; 20.B. 21.D; 22.D; 23.C; 24.D; 25.C; 26.A; 27.B; 28.C; 29.B; 30.D; 31.A; 32.D; 33.B; 34.C; 35.C; 36.D; 37.B; 38.D; 39.A; 40.B. 41.C; 42.A; 43.A; 44.C; 45.D; 46.B; 47.C; 48.B; 49.D; 50.A; 51.B; 52.D; 53.C; 54.B; 55.A; 56.C; 57.D; 58.G; 59.H; 60.E. 61.C; 62.D; 63.A; 64.C; 65.A; 66.D; 67.B; 68. yourself-you; 69. me-my; 70. who-whom; 71. strongest-stronger; 72. correct; 73. had-would; 74. their-his; 75. correct; 76.B; 78.D; 79.C; 80.B.

Board Acts on 2 Preference Cases

A NYC Patrolman eligible and a Fireman eligible came before the NYC Civil Service Commission with claims for veteran preference, but both had their claims denied for their uniformed force jobs and were approved for other lower-paid posts.

The Commission today announced the following decisions: Joseph P. Acer, Patrolman, P.D. list, was denied preference for the Police Department but approved for Court Attendant, Investigator, Messenger, Watchman, Process Server, and Claim Examiner.

Fireman eligible William I. Deeley was turned down for the P.D. job but approved for Conductor and Railroad Clerk.

APPOINTMENTS, PROMOTIONS AND REINSTATEMENTS IN NYC

Here are the latest appointments, promotions and reinstatements in the NYC Civil Service under a new system of expediting this news, anticipating the City Record by about a month.

Code: A—a new appointee; M—promotion; N—reinstatement from a preferred list; ML—military list; SML—special military list; MS—in military service.

CORRECTION

A Correction Officer (Women), McGetrick, Dorothy; Pimble, Hattie R.; Gannatasio, Virginia M. A Junior Psychologist, Graham, Gladys P.

HOSPITALS

M Clerk Gr. 3, Grady, Elizabeth R.; Blau, Benjamin; Geiger, Roy S.; Schwartz, Rose; Schmall, Amy; Kaplan, Ruth M.; Buckley, Marie L.

A Typist Gr. 1, Jones, Gwendolyn A.; Muhrad, Rose. M Asst. Physicist, Seilmar, Frederick.

M Maintenance Man, Pantozzi, Stephen.

A Plumber, Cohen, Louis. A Technician (X-Ray), Suarez, Ernest; Dunn, William T.; Valenzo, Joseph M.

A Typist Gr. 1, Kirschenbaum, Belle.

SANITATION

M Stationary Engineer, Murray, William; McMahon, Patrick; McLaughlin, John S., Jr.

M Clerk Gr. 4, Torre, George, DeiCasino, Frank T.

M Foreman of Mechanics (Motor Vehicles), Elliot, John F.; Lamberr, Harold S.; prom. to RForeman of Auto, Miller, Ernest; Machinist appropriate, Brown, George E.

A Auto Machinist, Bennett, Robert.

N Stationary Fireman, Cunningham, William J.

WELFARE

M Supervisor Gr. 3, Home Relief Division, Lisle, Edna; Bolden, Gertrude M.; Hechter, Sidney; Simon, Mildred C.; Behrman, Beatrice; Murphy, Jean L.; Wol-sky, Celia; Feldsher, Evelyn; Wainerdi, Harold R.; Hills, Dorothy; Goldstein, Bernard; Richards, O. L.; Phillips, Edward; Luft, Magda R.; Kaplan, David.

M Asst. Supervisor Gr. 2, Home Relief Division, Schwager, Hyman; LoSecco, Anthony J.; Morsell, John A.; O'Hare, Catherine F.; Kasowitz, Walter; Robinson, Dorothy M.

N Auto Engineman, Fyfe, Charles M.

A Typist Gr. 1, Glaseman, Anne M.

M Asst. Supervisor (Child Welfare), Moskowitz, Judith.

M Senior Pharmacist, Silver, Morris; Michaels, Jacob; Green, Alex; Segal, Norman.

W. S. G. & E.

A Clerk Gr. 1, Rabinowitz, Harry.

A Laborer (Outside NYC) From Asst. Gardener (Outside NYC),

Howell, Lawrence D.; Crane, James B., Jr. A Insp. Water Consumption, Ballner, Charles W.

PUBLIC WORKS

A Bridge Painter, Messano, Andrew J. A Typist Gr. 1, Shartsis, Esther.

LICENSES

A Clerk Gr. 1, Alper, Anne; Greenberg, Molly.

DOMESTIC RELATIONS

A Telephone Operator Gr. 1, Bayer, Elizabeth E.

SPECIAL SESSIONS

A Court Stenographer, Shalli, Robert N.

HEALTH

M Clerk Gr. 4, Giacalone, Vito J.

HOUSING AUTHORITY

A Title Examiner Gr. 2, Lynch, James P.; Greenspan, Harry.

Political Advertisement

CAREY BACK TO WORK

Commissioner William F. Carey of Sanitation, who recently returned to work after a long illness was honored at the regular weekly luncheon of the NYC Commission-

ers on Wednesday afternoon at 125 Worth Street.

Thirty-one department heads attended the luncheon. Also present was Newbold Morris, Council President and Mayoral candidate.

Political Advertisement

Political Advertisement

ELECT EDWARD A. CUNNINGHAM COUNCILMAN

Regular Democratic Candidate for Bronx County Write Figure "1" in Box, Before His Name on Paper Ballot

EDWARD A. CUNNINGHAM DEMOCRAT

Graduate of Holy Cross College and Fordham Law School. A Lawyer, educational training and experience to properly represent us in the City Council.

[BUY VICTORY BONDS]

HERE'S THE RECORD OF YOUR ALL-YEAR ROUND COUNCILMAN

MICHAEL J. QUILL

He has worked tirelessly in and out of City Hall on behalf of N.Y.C. employees for the past 12 years. In the legislative field he has introduced the following bills for Civil Service workers:

- Providing for overtime pay for all work over 40 hours in all departments. Providing that the City pay for uniforms required in Police, Fire, Sanitation, Correction and other departments. Providing for a permanent cost of living adjustment to city employees. Overtime pay for all Firemen working in excess of hours required under the 3-platoon system. Salary increases and increments for Dept. of Correction. Mandatory increments for all employees earning less than \$4,000 per annum. Supporting Congressional legislation for Postal and other Federal employes.



HIS PROGRAM FOR CIVIL SERVICE: Genuine Collective Bargaining — Minimum starting wage of \$1,600 in all classifications — City to pay pension contributions for all employees — More frequent examinations, appointments and promotions.

Re-elect Michael J. Quill. He deserves the support of all Civil Service Employees, their family and friends.

Mark No. 1 on Your Ballot for MICHAEL J. QUILL FOR CITY COUNCIL

VOTE ROW C — ALP

O'DWYER • JOSEPH • IMPELLITTERI • ISAGSON

Independent Citizens Committee TO Re-elect MICHAEL J. QUILL 1 East Fordham Road, Bronx, New York



General Bradley's Column

By Brigadier General John J. Bradley (Ret.)

Bill Allows Pay to Officers Entering U. S. Civil Service

The House of Representatives will likely give consideration this week to the bill to make lump-sum payments to Army and Navy officers for terminal leave. It was passed by the House Civil Service Committee with amendments which are expected to hasten return of such officers to Federal civilian service.

War and Navy Departments are ordered in the measure to make lump-sum payments to officers planning to enter the U. S. Civil Service. An amendment was added by the committee allowing payment of back salaries to former officers who served voluntarily in civilian jobs while on terminal leave.

Ordinarily, these persons would have had to forfeit the leave when they went on the civilian payroll. The bill is to be retroactive so that those who did not sign a waiver would be paid for terminal leave. The dual compensation law forbids payments of salary by two Federal agencies.

Another amendment allows lump-sum payments to those officers who plan to go into municipal and state jobs. Representative Robert Ramspeck, chairman of the House Civil Service Committee, indicates the bill would be called up this week.

VETERANS CAN STILL REGISTER

Veterans who returned to civilian life after registration week are still entitled to register so they can vote in the elections next Tuesday.

Rulings from the State War Ballot Commission and the New York City Board of Elections have confirmed this.

Any veteran discharged after October 3 may register at the Board of Elections Office in his borough on or before noon of Saturday. The sole requirement is that prior to induction the veteran shall have lived in the State one year, in the city four months, in the election district 30 days.

WEAR DISCHARGE PATCH

Wearing of the uniform on ceremonial occasions of patriotic nature after the veteran has again

become a civilian is governed by Federal law. These ceremonies include the usual public activities such as July 4, Memorial Day, Flag Day, Army and Navy Days, and military funerals. However, when Army and Marine Corps veterans wear their uniforms on such public occasions they must wear the new discharge patch at a point one inch above the center of the top seam of the right breast pocket.

NAVY ENLISTMENT BILL

A bill now before the Senate (S. 438) would add inducements to attract men into the Navy. Under the proposed changes, the way to commissions would be eased by allowing Chief Petty officers to qualify for Commissions by taking an examination. Men below the rank of C.P.O. would be eligible to take an examination for a commission after a four-year naval service. Study courses given by the Navy would enable the men to prepare for the examinations.

In addition, increased pension allowances would make the service more attractive to young men. For instance, it is pointed out that under the proposed bill, a boy entering the service at 18 and advancing to C.P.O. by age 38 could retire on a lifetime pension of \$100.40 a month.

Another provision grants men who re-enlist within 24 hours after expiration of their current enlistment—double enlistment allowances. Reenlistment pay would range up to \$600.

Parks Catholic Guild To Dance on Nov. 2

The sixth annual entertainment and dance of the Catholic Guild of Park Department Employees of NYC will be held on Friday evening, November 2, in the grand ballroom of Hotel Commodore.

Music will be furnished by Bob Cronin and his NBC orchestra, with continuous dancing until 2 a.m. Entertainment will start promptly at 8:40 p.m. Lee Mains will be the master of ceremonies. Proceeds from the dance will go in full to the Welfare and Scholarship fund.

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BRONX, NEW YORK
DAyton 3-9473 Prudence Black, Mgr.



Civil Service organizations are among the employee groups which have endorsed the candidacy of Charles N. Cohen for Justice of the Sixth District Municipal Court, Brooklyn. Mr. Cohen for 18 years was in the Kings County District Attorney's Office. He is running on the Democratic and ALP tickets.

More Benefits Asked For War Veterans

A campaign to enact State civil service laws to benefit veterans will be waged by the State, County and Municipal Workers of America (CIO), James V. King, President of the New York District of the Union, said today. A mass meeting of all veterans in the Union in NYC has been held at Union Headquarters, 13 Astor Pl.

The legislative program calls for enactment of laws to provide for repayment of pension contributions, a State bonus for all veterans, whether of civil service status or not; mandatory promotions while on military leave and extension of salary, seniority and leave rights.

A Veterans Committee, headed by Sam Finestone, an overseas veteran, is providing services to veterans who are union members.

St. Josephs K.C. To Dance Nov. 30

Members of St. Joseph's Council, Knights of Columbus, are now commemorating their 45th year as a member council of the New York Chapter of Knights of Columbus. St. Joseph's council, located on West 207th Street, in the Inwood section of NYC, has been one of the most active in New York. It has a membership of 540.

The Annual Ball will be held on November 30 in the Henry Hudson Hotel. The reception committee will include William H. Swain and ten past grand knights of the council. Also on hand will be the council's Chaplain, the Rev. William C. Ryder, pastor of Our Lady Queen of Martyrs Church, Inwood.

RADIO CITY MUSIC HALL

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ROCKEFELLER CENTER

"Thoroughly Entertaining."—Cameron News

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Ginger Rogers Lane Turner
Walter Pidgeon Van Johnson

"WEEK-END AT THE WALDORF"
Edward Arnold Phyllis Thaxter
Kennan Wynn Robert Benchley
Directed by Robert Z. Leonard
Produced by Arthur Hornblow, Jr.
An M-G-M Picture

ON THE GREAT STAGE

"GOLDEN HARVEST"—Spectacular revue produced by Leonidoff, settings by Brun Maine... with the Rockettes, Corps de Ballet, Glee Club and Symphony Orchestra.
Reserved Seats May be Purchased IN ADVANCE by Mail or at the Box Office

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Week-End Honeymoon

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372 Beach Street
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On Long Island Sound
PHONE NEW HAVEN 9-2340
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OPEN THE YEAR ROUND
(Special Winter Rates)
For Reservations write or
Phone New Haven 9-2340

COME IN AND PARTAKE OF OUR DAILY SPECIALS. Delicious Chow Mein, tasty sandwiches, appealing salads. Tea Leaf Readings on entertainment future.

Alma's TEA ROOM
773 Lexington Ave. N. Y. C.

Amusement

By J. RICHARD L.

Scoring a tremendous hit at the Hollywood Theatre is the Warner Bros. all-star musical, which is now in its eighteenth consecutive week "Rhapsody in Blue." Based on the life and music of George Gershwin, the film stars Robert Alda as Gershwin, with prominent roles portrayed by Alexis Smith, Joan Leslie and a host of stars.

"Mildred Pierce," co-starring Joan Crawford, Jack Carson and Zachary Scott, the Strand film, is a not very pretty screen drama, but does grip you. "It All Came True" a popular Warner Bros. revival, starring Ann Sheridan, Humphrey Bogart, and Jeffrey Lynn is in its second week at the Victoria Theatre, which should make Ann's numerous fans happy. The popular screen star who has settled contract difficulties with Warner's will soon be seen in a new dramatic film.

The Paramount super-party, "Duffy's Tavern" is a holdover at the Paramount Theatre, with host, Ed Gardner, to welcome you in the screen version of the popular radio feature.

"We Accuse" is the title of the new documentary film depicting the Kharkov war guilt trials prosecuted by the Russians. The full-length feature film is being shown at the Stanley Theatre.

The new film at the Capitol



ALEXIS SMITH

Theatre is the Shirley Temple starrer, "Kiss and Tell" with Shirley as Corliss Archer.

Continuing at the Music Hall is the lush comedy-romance, "Week-End at the Waldorf" starring Ginger Rogers, Lana Turner, Walter Pidgeon and Van Johnson.

Rogers' Employee Policy Described

The Presidents of the various boroughs are members of the Board of Estimate. As such, they exercise wide powers over the pay and working conditions of civil service employees.

A spokesman for Capt. Hugo Rogers, Democratic and ALP candidate for Manhattan Borough President stated that Capt. Rogers, if elected, would try to alter the "anti-employee" approach which has often been considered a characteristic of the Board.

"Mr. Rogers," he said, "has formulated a careful program of improvement in civil service conditions. His plans include: (1) upward revision of pay schedules to meet current living costs; (2) increased promotional opportunities; (3) all promotions to carry a pay increase; (4) no out-of-title work at the expense of other employees; (5) a series of incentive plans, including increments after five, ten and fifteen years of service; (6) a commission to study inequities and equalities in the service, and to make necessary recommendations for improvements; (7) a modern grievance and hearing procedure in every department.

H. J. Fischer Heads State War Veterans

The New York War Veterans in Civil Service, open to all honorably discharged veterans in State, city, county or village positions today announced newly elected officers for 1946:

Henry J. Fischer, State Chairman; Michael Sisti, Financial Secretary; Jacob H. Webber, Recording Secretary; Dennis M. Hurley, Counsel, and William M. Teves, Treasurer.

The County chairmen are: John P. Allen, New York; John Deitch, Bronx; John J. O'Connor, Kings; James Somers, Queens, and Edward Hanlon, Richmond.

The Sergeant-at-Arms is George P. Sims.

The Executive Committee consists of Martin Bernstein, Frank E. Bormel, Ralph E. Boyce, Eugene Boylan, Milton Chapman, Edward Dros, Lester L. Eastman, Henry Egan, Frank Gormley, Thomas J. Haley, Martin Heneghan, John G. Hungerford, Jr., William Lamb, Frank McCormack, John R. O'Neill, Carlton A. Pickett, Frank A. Presto, William Spivack, Peter P. Tagie and Harry Welsing.

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INSTITUTION FIREMEN PLACED IN COMPETITIVE CLASS

Special to The LEADER
ALBANY, Oct. 30—An important civil service advance has been achieved by the placement of Steam Firemen into the competitive class. The State Civil Service Commission and the Governor have acted favorably on the recommendation, after it had been urged by the Association of State Civil Service Employees. Included are firemen in these departments and institutions:

Department of Health: State Institute for the Study of Malignant Diseases; State Reconstruction Home in West Haverstraw.

Department of Mental Hygiene: All hospitals and schools.

Department of Social Welfare: All institutions.

Department of Correction: Dannemora and Matteawan.

Department of Education: State School for the Blind in Batavia. **Permanent Incumbents Covered In**

Firemen in these institutions are now considered as in the competitive class, and do not need to take examinations. There is one exception: temporary employees who are serving under war emergency temporary appointments. Such employees cannot qualify for permanent competitive status under the law, and will have to take examinations in order to obtain competitive class status.

The State Association had long been prodding the administration to cover the firemen into the competitive class, since promotion opportunities and far greater security and rights accrue to the employee in this class.

Letter from DeGraff

On April 10, John T. DeGraff, counsel for the Association, wrote to J. Edward Conway, President of the Civil Service Commission, saying:

"At present, some firemen in our State institutions are classified in the competitive class and others are in the exempt or non-competitive class. This creates a very chaotic condition, particular-

ly in respect to promotions. If a fireman happens to be in the competitive class he is eligible for promotion to stationary engineer. If he does not happen to be in this class, he is often excluded from promotion examinations. These positions are sometimes filled by promotion and sometimes by open competitive examination.

"In the past, firemen have often been recruited from attendants and are paid a higher scale of pay than attendants. We now have the incongruous situation where attendants are in the competitive class, but an attendant who is moved up to be a fireman is deprived of normal opportunity for advancement by promotion.

Urged Speed

"It is my understanding that the Commission is considering a possibility of placing firemen in the competitive class, but that it is inclined to defer this action until the war is over and a competitive examination can be held.

"I am writing this letter to urge that this step be taken now and not deferred until the close of the war. After all, there is no real necessity of waiting until an examination can be held because positions can be filled on a war duration basis if employees are covered in to the competitive class at this time. Immediate action would, moreover, relieve the situation with reference to promotion which will recur from time to time before the war ends."

Who's Who On State Assn. Executive Board

The following are brief sketches of the careers of the members of the Executive Committee recently elected by the State Association:

Mildred O. Meskil, representing the Department of Agriculture and Markets, is a dairy and food inspector. Her investigative work has won State-wide commendation. She is known as an authority on her work. She comes from an Albany family, and has done a tremendous variety of things in her career, including the teaching of English to foreigners and working in a factory, before she came to civil service. She is the mother of three children.

Jesse B. McFarland, representing the Social Welfare Department, has been active in helping to formulate the State Association's liberalized retirement program. He holds the title of Senior Claims Examiner and has been acting secretary of the State Board of Social Welfare. He has proceeded upward rapidly via the civil service route. Originally from Michigan, Mr. McFarland has had a tremendous variety of experience in his time, including work on a railroad and playing the drums in a theatre. During the war, he devoted much time to teaching life-saving for the Red Cross.

Charles H. Foster, representing the Executive, came into the State service on the heels of a Harvard fellowship. The fellowship called for the selection of a working project, and Foster selected the New York State government. He entered the Budget Director's office, and he's been there ever since. He holds the title of Senior Budget Examiner. He has a reputation for high intelligence and of extraordinary ability to get to the core of a problem. He was recently appointed to serve on the newly-created State Personnel Council. Charlie's smiles are one of the best-known facts about the capitol building.

Earl P. Pfannebecker, Treasurer of the State Association, is now serving his eighth term in that role. He is field auditor and investigator in the State Tax Department. He has worked as steward in the Middletown State Hospital, for Fox Films, and once operated his own aviation service. He is a native of Hudson, N. Y.

Kenneth A. Valentine represents employees of the Public Service Commission on the new State Association executive board. He is a Junior Electrical Engineer with the Commission, and has been one of the most active members of the New York Chapter of the State Association. Mr. Valentine has many definite ideas about the manner in which local chapters should operate. His wife, Marguerite Valentine, works in the same office with him—in the Woolworth Building.

[Next week's issue will carry short biographical sketches of the remaining members of the new Executive Board of the State Association.]

New State Rules On Time-off Due

Special to The LEADER
ALBANY, Oct. 30—New time-off regulations for employees in State institutions will be made public in less than a month, it was indicated today by an official of the State Civil Service Department. These regulations will affect holidays, vacation, sick leave, overtime.

This official indicated that the regulations as finally released will contain changes suggested by employee representatives.

The delay in publication of these regulations has caused much concern among employees, since there exists today variations in these regulations, and institutional workers have often complained that injustices are present which must be ironed out.

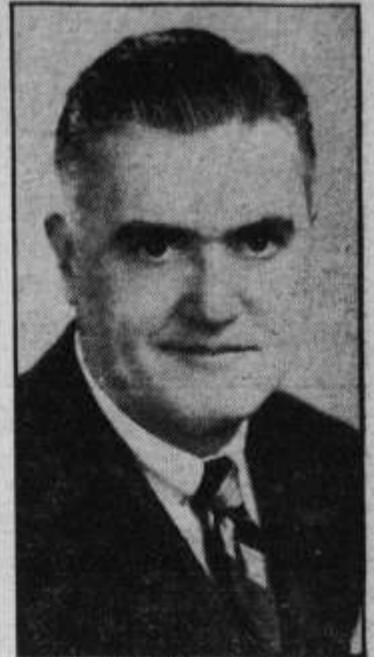
What Shoro Said

Clifford C. Shoro, former head of the Association of State Civil Service Employees, in his Presidential Report issued upon his departure from office, strongly attacked the delay. Said Mr. Shoro:

"The President of the Civil Service Commission, in spite of many promises to me personally to promulgate rules and regulations on vacations, sick leaves, hours of work and other matters of conditions of employment, has

failed to put such rules into effect. I am frank to confess that I know no reason for such procrastination. Several officers of our Association, including the chairman of our committee on this subject, sat in conference at least three times with Judge Conway and members of his staff to discuss the contents of such rules. We were given to understand that at least those relating to institutions were in form for submission to the Governor for approval. That was months ago. Where these regulations are now, and when they will be promulgated is a question that I cannot answer."

The immediately forthcoming regulations will affect only institutions. Still to be prepared are regulations affecting other State departments.



CHRISTOPHER J. FEE

Central Conference, Newly-Formed, Plans Dinner in Syracuse

ALBANY, Oct. 30—Plans have been set in motion to have the first regular dinner meeting of the Central New York Conference of State Civil Service Employees, Inc., in the Syracuse Hotel, Syracuse, on Saturday, November 17, at 7 p.m. J. G. Moyer is in charge of the arrangements.

The organizational meeting of the Conference was held in the Canary Room of the De Witt Clinton Hotel, Albany, N. Y. on October 15. Clarence W. F. Stott, President of Binghamton Chapter, presided.

The purpose of the regional conference idea and the steps leading to its development were outlined by Robert D. Silverman, St. Lawrence Chapter; Harry B. Schwartz, President of Buffalo State Hospital Chapter, and Christopher J. Fee, Chairman of the State Regional Organization Committee.

Temporary Officers

Guy de Cordova, President of Hudson River State Hospital Chapter, expressed his views on regional organization and Captain Edward R. Brown of Binghamton Chapter pointed out a practical instance of recent date wherein

the services of a regional organization would have been invaluable.

The chairman then gave a talk on the desirability of the regional conference, emphasizing its usefulness as a factor in promoting unity among the member chapters by breaking down geographical and psychological isolation and eliminating provincialism of thought in the approach to the common problems confronting all chapters.

This was followed by an interesting talk by Robert R. Hopkins, President of Buffalo Chapter, showing the factors contributing to the success of the Western New York Conference.

A general discussion ensued resulting in a unanimous vote cast in favor of the regional organization of chapters in Central New York.

Officers elected pro tem were: President, Clarence W. F. Stott; Vice-president, Harry M. Dillon; and Treasurer, Emmett J. Durr. The office of Secretary was left vacant for the time being.

A constitutional committee was then appointed, composed of Mr. Silverman, Chairman; Mrs. Janet Brainard and Albert D. McClay.

Engineers Concerned Over Impending Exam

Special to The LEADER
ALBANY, Oct. 30—A promotion examination is expected to be held soon for Assistant Engineer. Employees are hoping that there will be a reclassification that will eradicate some of the causes of dissatisfaction over both the promotion title and the otherwise probable eligibility requirements before the notice of examination is issued.

Most of those who feel they should be accepted as candidates are performing electrical inspection work and consider the engineering title inappropriate, especially as an engineering license would not then be required.

Two vacancies in the present

promotion title will have to be filled in the Public Service Commission in the Woolworth Building, NYC, because of one death and a prospective promotion, and others will exist upstate.

Dissatisfaction Up-State

The up-State situation is considered particularly bad, with electrical inspectors at \$2,400-\$3,000, a grade below the Assistant Electrical Engineer at \$3,125-\$3,875, doing the same inspection work that Assistant Electrical Engineers perform in other parts of the State. The Albany office Junior Engineers are most concerned. They feel that they deserve a break.

17 TITLES OPEN TO NON-VETS

Seventeen titles offer Federal jobs to veterans and non-veterans. The 17 represent the only examinations open to non-veterans. A disabled veteran gets a 10-point preference, a non-disabled veteran 5 points. There are no written tests for these positions and all appointments are war-service.

All applicants will be accepted until the needs of the service have been met.

The titles follow:

Revenue Agent, \$2,980 up.

Personnel Officer, \$3,640 and \$4,300.

Pharmacist, \$2,980 up.

Staff Dietician, \$2,000 and \$2,320.

Stenographer, \$1,704 and \$1,902.

Typist, \$1,704 and \$1,902.

Radio and Radar Instructor, to \$4,300.

Laborer, 53 to 81 cents an hour.

Hospital Attendant, \$1,620.

Mess Attendant, \$1,500.

Accountant and Auditor, \$3,163-

\$7,128.

Auditor (Contract Terminations) \$7,128, \$6,228 and \$5,228.

Internal Revenue Agent, \$3,828 and \$3,163.

Special Agent, \$4,463 and \$3,874.

Substitute Mail Handler, \$1,500.

Laundry Worker, 62c an hour.

Training Officer, \$3,640 a year.

Candidates for Stenographer or Typist should apply to the U. S. Civil Service Commission, Room 214, at 641 Washington Street, Manhattan.

All candidates, except for Stenographer and Typist, should apply in Room 119.

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