Civil Service EADER

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Tuesday, April 30, 1946

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State Exams Close May 20 for Clerk, Steno and Typist

See Page 8

NYC FIREMAN EXAM WILL OPEN MONDAY; REQUIREMENTS

Broader State Assn. **Up Again**

ALBANY, April 30 .- The proposal to invite employees of counties and most cities of the State to enjoy the benefits of some form of relationship to the Association of State Civil Service Employees will be considered at the meeting the Association's Executive

Committee on Friday.

John T. DeGraff, Counsel to
the Association, made the principal speech in support of such a
project at the meeting of the Association on February 28 last. He will attend Friday's meeting. The question, described as the

most momentous one to confront the Association in a decade, somewhat differing viewpoints at

the February meeting.

Different Approaches

That meeting committed the subject to the Executive Commit-

tee for exploration.
At its meeting on Friday the Committee may act upon a pro-posal to call a special meeting of Association Representatives to decide the issue.

One suggestion is that a parallel system should be instituted, consisting of the present State Association intact, with county and municipal workers co-operatively organized, with a single Board of Directors on which both groups would be represented. This was projected by Mr. DeGraff. A com-mittee headed by Jesse McFarland of the Social Welfare Department reported at the same time in favor of affiliation of county and municipal groups with the State Association, rather than unity by

Carlisle's Condition Reported Improved

ALBANY, April 30-The condition of Charles A. Carlisle is re-ported improved. The popular insurance representative, known to employees all over the State, has been in Albany Hospital for two

His condition is "not 100 per cent," it was stated, and he is receiving no visitors, but it is expected that a long rest, after he leaves the hospital, will put him in fine fettle.

OSTERMANN BACK AT JOB Employees of the NYC Health Department last week were wel-coming the return of popular Chief Clerk George Ostermann, ock at his desk after an absence almost four months because of



Fireman Ralph Moody, 8 Engine, hands out blanks to entrants in the Uniformed Firemen's Association's contest to select Miss Firefighter to reign at the UFA Ball on May 28. Left to right, Patricia Turbridy, F.D.; Muriel Strong, Real Estate; Adele Farrell, F.D.; Edna Fitzgerald, Finance; Margin Mangin, Finance; Ruth Birnham, Real Estate; Evelyn Pesek, F.D.; Molly Eichel, Real Estate; Terry Weisgermer, Finance; Fay Samolowitz, Finance; Marie Binetti, Real Estate, Mary Morsa, Real Estate; and Ann Donohue, Mayor's Office. [Story on p. 16.]

Exams to Be Rushed by U

By BERNARD K. JOHNPOLL

WASHINGTON, April 29-The Civil Service Commission plans to announce within the next thirty days examinations for Statisticians and Librarians, it was learned

today. The examinations will fol- | ernment departments, especially low immediately upon the conclusion of the clerical work connected with the Stenographer and Typist exams, naw being completed throughout the nation. At the request of several Gov-

Commerce, the Civil Service Commission decided to place the Statistician examinations on the top of the list of those slated for the near future. The Librarian Exam (Continued on Page 8)

Gov. Dewey Weighs Saturdays Off And Liberalized Departmental Rules

By CORNELIUS ASHFORD

ALBANY, April 30—The Association of State Civil Service Employees has appealed to Governor Dewey for a "re-examina-tion of its proposal for Saturday time off." Dr. Frank L. Tolman,

ing also that the proposed draft

More State News PP. 2, 3, 4, 5, 6, 8, 9, 13

President of the Association, of rules on hours, sick leave wrote the Governor a letter ask-vacation, etc., for departmental vacation, etc., for departmental employees be liberalized. Governor

Dewey weighed the proposals. Dr. Tolman said that the recent directive of J. Edward Conway,

(Continued on Page 4)

1,000 Jobs **Offered** At \$2,500

Filing Period Ends May 21—Written Test to Be Held in July Will Pass 4,000 and Final Eligible List Will Consist of 1,500

The NYC Civil Service Commission announced today that applications for the Fireman (F.D.) examination will be issued and received from Monday, May 6 until Tuesday, May 21, at offices of the City Collector.

One thousand appointare expected to be made from the list during the fiscal year, July 1, 1946 to June 30, 1947. The passmark in the written examination will be made by the candidate who is 4,000th on the test. Only those who pass it may compete in the physicals. The final list after the exam is completed will contain 1,500 names.

Candidates are advised by the Commission to have their teeth in perfect condition and also it is a wise precaution to visit a qualified dentist before appearing for the physical test. Normal vision

(Continued on Page 9)

Langdon Decorated

Special to The LEADER WASHINGTON, April

The U. S. Treasury Department has announced the award of a silver medal to Harry R. Langdon, Administrator, NYC Department of Sanitation, for his civilian services during the war.

The citation mentioned his ef-forts between 1941 and 1945 on Bond Drives; his editorship of The Spectator, Sanitation department newspaper to servicemen; and the War Trophy exhibit which he arranged to spur bond sales in that department.

\$2,000 Income Tax **Exemption of Pensions** Pressed by Employees

· STATE NEWS

Special to The LEADER

ALBANY, April 30-The Association of State Civil Service Employees is following up its pleas to Congress to enact legislation which will free from Federal income tax a substantial portion of pensions received by retired State, County and Municipal em-

Representative William Byrne (D., Albany) has intro-duced in Congress a measure to relieve retirement annuities and ensions of State, County and Municipal employees from Federal income taxation up to an amount not exceeding \$2,000. The bill is H.R. 6140, introduced in the Mouse on April 15.

The officers of the State Association expressed satisfaction with the measure and gave high praise to Congressman Byrne for intro-ducing it. The Association is greatly encouraged by the action of Congressman Byrne and the matter will be followed through continuously until favorable action is obtained from Congress.

During the last session of the State legislature, Senator Seymour Halpern (R., Queens) introduced, at the request of the Association, a resolution urging Congress to great such called

Congress to grant such relief.

The resolution emphasized the rapid increase in the cost of the necessities of life has seriously threatened the physical well-being of thousands of citizens who subsist upon fixed pensions paid

to them by various public retirement systems. It also set forth that workers throughout industry have received increases in income the increased cost of living, while retired public em-ployees on pension have had and will receive no income adjustment of any kind to assist them to meet the ever-increasing rise in the cost of living.

The complete resolution was inserted in the Congressional Record by Representative Daniel A. Reed (R., Dunkirk).

Maltbie's Doings

Civil Service Department rec-ords disclose that Chairman Milo R. Maltbie of the Public Service Commission has appointed the following Board to pass upon appeals from the fulings of the heads of bureaus and divisions on matters covered by the Service Record Rating rules of the Department:

Chairman of the Department of Public Service, Milo R. Malt-bie; Secretary to the Public Service Commission, Murray G. Tanner; Mr. R. H. Nexsen, Chief Power Engineer.

The State Association appealed to Mr. Maltbie and to the Civil Service Commission to correct the situation which had existed for a long time, under which employ-ees of the Public Service Commission were not represented on this important Board, as required by the Civil Service rules

Goldstein Rules On Salaries of

Special to The LEADER

ALBANY, April 30—Attorney-General Nathaniel L. Goldstein has rendered an opinion to the State Depratment of Labor, holding that Industrial Homework Investigator jobs in that department are properly allocated under the Salary Standardization sched-ules, and not subject to Section 18-b of the Labor Law. This supplements an opinion rendered on December 3, 1945, in response to a request from the Salary Standardization Board.

Investigator Jobs Different

The Attorney-General holds that Section 18-b, establishing salaries for Homework Inspectors, enacted in 1936, has no application to po-sitions, first authorized by the budget act passed at the same session of the Legislature, under the title of Industrial Homework Investigator at different rates of compensation, which were allo-cated under the salary standardization provisions of the following year and for which appropriations or segregations have been made on the basis of such allo-cation ever since, including the current appropriation act.

Wells is Appointed Conservation Secv.

Special to The LEADER

ALBANY, April 30 — Appointment of Robert A. Wells of Waterfown, Vice-President of the New York State Conservation Council and for years active in fish and wildlife work, as Secretary of the State Conservation Department, was announced by Conservation Commissioner Perry Conservation Commissioner Perry B. Duryea. Mr. Wells succeeds James J. Mahoney, a former aide to Governors Smith, Roosevelt and Lehman, who retired from State service last month.

Mr. Wells, past president of the Jefferson County Sportsmen's Federation and an organizer of the Northeastern Waterfowl Association, has been State editor of the Watertown Daily Times since 1933. He also conducted a rod and gun column. He was a member of the Advisory Commit-tees for both the late John A. White and Commission Duryea.

BARGE CANAL

Jack Holt-Harris and Laurence Hollister spoke at the annual dinner of the Champlain Unit of the Barge Canal Chapter on Saturday night, April 20th, at the Schuylerville Hotel.

A few moments of silence in memory of Jim Jarrard, Tim Connors and James Gillespie, were followed by a quartet singing 'Auld Lang Syne.

George Perkins introduced the Ralph Bailey, Secretary of Unit was toastmaster. Mr. Bailey also recited several poems. The song leader was Roll Fisher; accompanist, Stanley Grainger; quartet, Ralph Thomas, William quartet, Raiph Thomas, William Roberts, Richard Roberts and Sparky Johnson. The quartet sang "Lucky James," "Son of the Jolly Roger," "When You and I Were Young Maggie," "Tavern in the Town," 'Vive L'Amour' and a "Little Close Harmony," Ralph Thomas sang "Ah Sweet Mystery of Life"—tenor solo. Ralph Fisher of Life"—tenor solo. Ralph Fisher sang "Little Irish Girl"—baritone solo, and Bill Roberts sang "The Big Base Viol"-bass solo.

The following were called on for short remarks: Harry Hale, Sr., Civil Engineer, retired; Fred Holmes, Section Superintendent, retired; Doc Watson, Section Superintendent, retired; Ed Foster, the present Section Superintendent, D.L. Ostrander; Superintend-ent of Operation, Public Works Department, Fred Lindsley, Assistant Superintendent of Operation and Maintenance, Public Works Department, John Bryan; Traffic Agent, Andy Scanlon from the District Engineer's Office, Clyde Pizer, the new President of the Unit.

The following were guests: Wil-

R. Conklin, Mr. Kennedy, of Lock No. 4: George Werner, J. Ryan, of Lock No. 6.

NEWS ABOUT STATE EMPLOYEES

Jack Holt-Harris spoke on the functions of the Salary Standard-ization Board, and told of plans for the coming Hearing for the Barge Canal employees, and also on Legislation.

Larry Hollister gave a brief outline of the Association work, and coming activities.

ITHACA

The regular monthly meeting of the chapter was held Monday, April 15, in the Seminar Room, Plant Science Building, with about 40 members sitting down to dinner at 6 P.M.

The President, Clarence Dickens called the meeting to order after a resume of the work that had been accomplished by the chapter and discussion of various bills passed by the Legislature.

Professor Winsor was introduced and gave a talk on the work of the Grievance Committee. He said that no grievance that had been presented to them had been rjected and there had been several changes in classification of employees.

The general committee on Field Day sponsored by Biggs Hospital Chapter and the State College Chapter are reporting satisfactory progress with a tentative date set for August 11th. They are hoping that within a few weeks to announc a permanent date.

The membership committee is reporting many new members signing up with the State Asso-ciation and chapter.

Dickens is reporting a catch of perch at Cayuta Lake recently. He says he is ready to liam Waterson, President of the take on all comers in defense of Eastern Unit; Wes Neary, Ralph his crown as champion fisherman. Clark, of the Waterford Shops; Levi Bacon, our electrician and

Martin Potter are challenging his right as champion of our chapter and are out to take his title away from him. We would like to know Carl, when you are going to launch your new boat. We will all be there to help you christen and launch it in the waters of Blue Cayuga.

Mrs. Florence Krejca is home from the hospital where she recently underwent an operation. She is reported doing nicely.

Howard Snyder is in the hospital at Sayre, Pa.

BROOKLYN STATE HOSPITAL

The Chapter extends sympathy

to Mrs. Edward Mamberger on the recent death of her sister. Emily Torres, R.N., is confined to the infirmary. Best wishes for

a speedy recovery.

We are happy to see our Chapter president, Bill Farrell, about the hospital again.

The employees on the evening shift recently gave a party to Bridget Moore, who has completed 25 years of State service. Mrs. Moore received several gifts from fellow workers.

Lillie Harte, R.N., Association Representative, reception building, was feted at a bridal shower at the home of Katherine Dun-leavy, R.N. Miss Harte received many gifts. Best wishes from us all, Lil!

all, Lil!

Larry Hollister, Field Representative, was a recent visitor.

The Brooklyn State Hospital Veterans Association is holding a dance on May 4. There will also be a special meeting of the Veterans on May 1, at 4 p.m. All members are urged to attend.

INDUSTRY

Our former fellow employees, Mr. and Mrs. Ed Sweeney, and Mr. and Mrs. Floyd We Mett, sent greetings to several of us from Florida, where they were vacationing

Miss Grace McFarlane vaca-tioned in Washington, D. C. Mrs. Lawrence Stebbins was home visiting her folks.

Mrs. Herbert Olson is in Utica. The residence of James Surridge has been redecorated. Ralph Offen has been doing things in the Print Shop. With his advice and encouragement the boys have turned out a monthly

newspaper.

New Chapter Is Hailed Labor Dept. Jobs By Sells at a Dinner

crowd attended the first dinnerdance of the newly-organized Public Works District 2 Chapter of the Association of State Civil Service Employees.

Among the speakers was Charles S. Sells, State Super-intendent of Public Works, who outlined the post-war program of highway construction, praised the work of the Association and hailed the formation of the local chap-

ter. William F. McDonough, Executive Representative of the Association, came from Albany to review the achievements of the Associa-He defined the primary tion. function of the Association as 'service to the employees of the State."

Charter Presented

The new chapter's charter was presented by Laurence J. Hollister, Field Representative of the Assoclation, and was accepted by Marhlon G. Dapson, Chapter President.

The dinner honored Lacy Ketchum, District Engineer, and Ivan A. Farquhar, Assistant District Engineer, as well as employ-ees who had retired within the last 10 years. Retired employees who spoke included Chester J. Meyers, former Assistant District Engineer, and Sidney Deming.

UTICA, April 30-A capacity Gerald M. Fenner was toastmaster.

Members attending represented the six counties of the district, Oneida, Herkimer, Montgomery Fulton, Madison and Hamilton. Ted Jones' Orchestra played for

dancing. Mrs. Rosemary Betourney headed the host and hostess group.

Officers and Committees

The officers of the chapter are Mr. Dapson, President; James E. Chamberlain, Vice - president: Evelyn F. Bell, Secretary and Lavern L. Cheney, Treasurer.

The committee membership fol-

Social-Rosemary V. Betourney. Edward A. Geraty, Janet M. Price, Lucille Staudt, Ward T. Marriott, Rocco A. Perretta, and Frederick

Mordhorst, Sr. Legislative—George W. Carlow. Marguerite G. Hannon, G. Wm, Griffin and Edmund J. Zabava. Audit—Leo E. Houlihan, Charles

White, Harry F. McQuade and

Amy C. Kelley.
Publicity—Gerald M. Fenner,
Lillian H. Peckham and Mary L.

Grievance-Robert L. McVoy and Arthur M. Barnum.

By-laws-Frank E. Misner, Evelyn B. Cole, Harry H. Brown and Ezekiel McCleary.

STATE APPOINTEES PROTECTED UNDER USES TRANSFER LAW

USES employees who have been Insurance of the Department of appointed since the NY State Em- | Labor who, on or after January 1. ployment Service of the DPUI was federalized in 1942, from regular State lists and in conformance with the regular State procedure, will have the same status as other federalized employees of the federalized employees of the DPUI upon return of the employment service to the DPUI. This is provided in the Condon bill recently signed by Governor Dewey.

The section covering these are

The section covering these employees reads as follows:

"Such non-federalized employas are found by the State Civil Service Commission to have been appointed from lists prepared the State Civil Service Commission in accordance with prac-tices and standards equivalent to used in the State services, to positions in the United States Employment Service, shall be retained on a permanent basis in such positions without further examination with all the rights and privileges pertaining to such positions from the date of such appointment, and shall have the same rights and privileges as are provided for federalized employees under this section."

A federalized employee is de-fined by the bill as "any person employed by the State of New York in the competitive class on a permanent basis in the Division of Placement and Unemployment

Wanted War Veterans

N.Y. War Vets in Civil Service Inc. 1 Maiden Lane, N. Y. 7, N. Y.

Civil Service

to organize up-

state counties.

Labor who, on or after January 1, 1942, shall have been or shall be separated from the State Service as a result of the federalization of any functions of such Division, or as a result of resignation, and inducted thereupon into the inducted thereupon into the United States Employment Serv-

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Mental Hygiene to Hold Conference on Therapy For the first time in the history

of State Occupational Therapy, the Mental Hygiene Department will hold a conference, according to Frank Rogers, New York State Occupational Instructor and

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Therapist Organization. This information was included in a letter to Mr. Rogers from Dr. Arthur W. Pense, Deputy Commissioner, However, no date and place have

of Middletown and Joseph Shaler of Letchworth met with Mr. Rogers to plan the group's future. Improvements of working con-

The-Association, according to Mr. Rogers, is planning a program of expansion and will elect new officers shortly. Howard Shumake

ditions for the Therapists and Instructors and salary reclassifica-tions are on the organization's program.

The State **Employee**

President, The Association of State Civil Service Employees



Employee Organization in the Public Service

EVERY CITIZEN is interested in such questions as: Should public employees strike for better wages or working conditions? Should they have a closed shop? Or a written contract? Should they have bargaining rights? In short, should they be considered as typical labor unions, using all legitimate methods of industrial strife and labor warfare?

Every member of the Association of State Civil Service Employees is interested in an impartial inquiry into this problem by a Committee of the National Civil Service League. H. Eliot Kaplan in the introduction states the reason for the study:

"During the past two years, the League has observed with increas-"During the past two years, the League has observed with increasing concern the tendency of organized Civil Service employees to seek to transplant to the public service from private service certain employer-employee arrangements, which are neither necessary nor desirable in the public service. The League recognizes that public employees have their grievances—sometimes real and sometimes fancied, and that it is the responsibility of government to establish machinery to assure that they have justice."

The report in general aims to suggest civil service procedures and organizations that should secure full hearings and justice to public employees through their own organizations, and representatives of their own choosing

RIGHT TO ORGANIZE

"Should public employees be allowed to organize?" The answer is obviously "yes." The committee wisely insists that high public officials should go beyond mere non-interference and should give employee organizations "open-minded friendly cooperation."

Should outside affiliations of employee organizations be forbidden? The answer is not easy. The committee would not abridge any legal right now observed. It stresses the dangers of dominance or leadership by persons or groups outside the public service, but it would prohibit outside affiliation "solely when the danger of partisanship or impaired public confidence is real."

One or several organizations? "One main association representing all the various groups is considered best by the Committee. That form of organization is justified which is best for the efficient opera-tion of the public service." The representative organization should be chosen chiefly on that basis.

NO RIGIDLY BINDING CONTRACT

Should the majority in the appropriate unit be given exclusive jurisdiction? "The head of a public agency must at all times be free to accept petitions from any source, says the Committee, but he should reserve any "agreements" for conference with the group representing the majority.

Should a government unit make a formal contract with an employee organization? Not a rigid binding contract, says the committee, but a cooperative understanding which may be kept in good faith by both parties. This should represent a group judgment in which the administrator joins, not a technical instrument regarded as binding the government for a stated period.

Should a government agency require employees to be members of an association? No pressure by a government on an employee to join a certain association is justifiable, writes the committee.

Should government employees have the right to strike? "It is the duty to avoid unfavorable conditions of public employment and provide adequate machinery for the prevention and removal of employment problems at their source. But when the State falls in that duty, it still remains the obligation of public employees to limit the presentation of their case to peaceable methods."

GRIEVANCE MACHINERY

How should grievances be handled? The committee suggest that officials should establish Divisions of Personnel Management to work

with employee representatives.

How may employee cooperation in the improvement of government operations be maintained? The answer of the committee here, in my judgment, is not definite or adequate. Legislatures, says the committee, must offer courageous resistance to lobbies. Public administrators must administer. Employee association should recognize the importance of managerial initiative and responsibility. Government officials who are good leaders should be able to give employee associations a constructive place in the continuing improvement of the public service. What that constructive place is on the public planning process is not indicated.

Should disputed issues be submitted to arbitration? Only as an impartial advisory judgment, not as a binding decision, says the

Should organizations of government employees be restricted in political activities? The answer of the committee is: not by Hatch Laws but in proper standards and codes of professional conduct. Devotion to good government and sound civil service administration is supreme and sometimes requires broad political activity from employee associations

STATE ASSOCIATION'S POSITION

Measuring the Association of State Civil Service Employees by the standards set by the Committee, the verdict is, "Well done thou good and faithful servant," on all points. The Association has avoided the pitfalls of trade union tactics. Its heart is in the right place; in the ideals of good government and the development of Civil Service procedures and practices. The Association believes it has an essential part to play in the service of the State to every citizen.

The report makes a somewhat hard and fast distinction between management and the employees in the public service.

management and the employees in the public service.

The statement tends to look on employee organizations as safety valves rather than as essential parts of the operating machinery of society. A good association is no spare tire, it helps drive the entire

mechanism. It helps both as to speed and direction of social progress.

The statement says less about the interest of the consumer of public services than is needed. To make the trinity—management, employees, citizens—one, or a unity in interest and in ideals, is the highest aim of government and for the Association.

Mental Hygiene Bowlers Will Dine on May 18

ALBANY, April 30—Over 200 and Troy, Bowling will start at State employees and their friends are expected to attend the annual a program of dancing and dinner tournament and dinner of the Mental Hygiene Bowling League

at the De Witt Clinton Hotel.
Albany. Extra tickets for the
affair may be obtained from Leo
Gurry. President of the league. The big affair will be held at Gurry. President of the league, the Menands Recreation Center, at Marcy State Hospital, and are Menands, N. Y., between Albany priced at \$3.25.

Message by Moore Asks **Employee Action Under** Pension-on-Bonus Law

ALBANY, April 30 — State Comptroller Frank C. Moore today urged all State employees who are members of the State Retirement System, and who received war emergency compensation dur-ing 1943, 1944 or 1945, to file blanks if they want to make con-tributions on the basis of the bonus, to increase their retirement

Members of the System have Members of the System have until June 30, next, to file an "election" or choice of manner of payment for back period, if they decide to contribute, but the Comptroller advised immediate action. He circulated an "important message" to this effect and enclosed a blank for employees to fill out.

Law Makes It Final

The inclusion of the bonus for pension purposes is now com-pletely effectuated as Governor Dewey has signed the bill for this employee gain. The benefit for pension purposes attaches regard-less of whether the employee elects to contribute. The pension is that part of the total retirement allowance provided by the State from budgetary appropriation. The part the employee pays for is the annuity, but the State al-ways more than matches any employee contribution. The advantage of making annuity contribu-tions is beyond debate, especially as no insurance company provides as generous an annuity for the amount of member contribution, regardless of the allowable amount, effective April 1, last, but

Deductions from saalry now and hereafter include the extra amount, effective 9pril 1, last, but the election applies to the period back to 1943, when the first bonus



FRANK C. MOORE

was granted. It is exclusively to the member's benefit, not the State's, to make the extra contribution.

The Comptroller in his message to member, said:

"In his budget message Governor recommended that the War Emergency Compensation paid to State employees since May 1, 1943, he regarded as salary or compensation for all the purposes of the Retirement System. become Chapter 222 of the Laws of 1946.

"Under this act:

"Effective April 1, 1946 regular retirement contributions will be deducted on the member's gross salary including "War Emergency Compensation."

"(b) In the calculation of any benefits payable from the System, 'War Emergency Compensation' received after May 1, 1943 will be considered in determining 'Final Average Salary.' This will be done WHETHER OR NOT the member elects to pay contribution on the 'War Emergency Compensation' received prior to April 1, 1946.

"(c) The member MAY elect to deposit in his contribution account the contributions on the 'War Emergency Compensation' received between May 1, 1943 and April 1, 1946. This additional contribution will increase the amount available for the purchase of an available for the purchase of an-nuity at the time of retirement.

"The pension portion of any re-tirement allowance will be based, in any event, on the increased

salary.
"If you desire to deposit these additional moneys in your contribution account, it is necessary that you file a notice of election before June 30, 1946, and the form for this purpose may be procured from your payroll clerk."

Plans for Payment

The back period may be paid

for in lump sum or by payroll de-ductions, at the member's option. Installment payments shall not be less than \$1 and the maximum number of payments shall not exceed the number of payroll periods during which emergency compensation was recived.

WHAT EVERY STATE EMPLOYEE SHOULD KNOW

New Law Relating to GI Bill of Rights Training Courses

By THEODORE BECKER

Last month these columns carried a report of the promulgation by the State Civil Service Commission of a new rule, which provided that a veteran holding a position under the State rules (competitive, non-competitive or exempt) could be granted successive one-year leaves of absence to take GI Bill of Rights training courses for which he was eligible. Such leaves could be renewed an-nually, for the period of his study courses, without the necessity of the veteran returning to his job.

However, the granting of the leave of absence was left discre-tionary with the appointing officer, who could grant or withhold such leave as he saw fit.

Law Makes Leave Mandatory

The discretionary aspect of the rule was destined to be short-lived. Under a new law, signed by the Governor last week the granting of such a leave of absence is made mandatory. The McGowan Bill, which became Chapter 935 cm. April 22 provides that every April 22, provides that every public officer or employee who was in active military or naval 1940, and prior to the termina-tion of hostilities in World War who is eligible under the GI Bill of Rights Law to continue the pursuit of studies or to take a refresher or retraining course shall be granted a leave of absence from his position for the period of such course of study, not to exceed four years.

The law also provides that such public officer or employee must be reinstated to his position provided makes application for such reinstatement within sixty days after the termination of such coures of study.

Effect of the Law

The new law, by covering all officers and employees, apparently authorizes mandatory leaves for officers who are not in the competitive, non-competitive and exempt classes as well as for those who are.

Other aspects of the new law that deserve attention are these: 1. Unlike application for reinstatement after military leave, which can be made within the 90-day period following termination of military duty, application for

Nor is there authority for discretionary reinstatement afte such 60-day period has expired.

2. The law does not provide for salary increments or other privileges accorded to an employee while on military leave. Therefore, his reinstatement will be at his old salary and he will have no right to demand promotion examinations comparable to those he may have missed while away.

3. The new law does not require that the employee taking the training courses be considered for appointment from an eligible list upon which his name appears; nor does it grant him special eli-gible list status in the event that his name is skipped for appoint-

In short, the type of leave of absence mandated by the Mc-Gowan Law is no different, except as to its mandatory features and duration, from the ordinary, discretionary one-year leave of absence authorized under the Civil Service Rules.

Temporary Appointments GI Bill of Rights training course leaves of absence is the rule recently promulgated by the State Civil Service Commission that vet-erans may be given temporary appointments, not exceeding four

reinstatement after training must years in length, in connection with be made within 60 days. a State training program for vet-erans approved by the State Department of Labor.

It is conceivable, that a veteran, presently employed by the State, who is eligible for and receives such a temporary appointment, will be entitled to a mandatory leave of absence from his regular job for the duration of his temporary job, which could last four years.

The rule under which the new type of appointment is permitted is known as Rule VIII-D and appointments thereunder are called veteran trainee appointments

Kusnetz Succeeds Turk On Compensation Bd.

ALBANY, April 30 — Governor Dewey appointed David Kusnetz of Queens to the New York State Workmen's Compensation Board to succeed Harold L. Turk, of Brooklyn, resigned. Mr. Kusnetz' term runs until May 1, 1950. Since 1941 Mr. Kusnetz has been an Assistant Counsel to the

New York State Joint Legislative Committee on Industrial and Labor Conditions. He was born in NYC in 1911. He was graduated from St. John's Law School in

May 10 Last Filing Date For Shorthand Reporter

The State Board of Examiners cessfully completed four years' of Certified Shorthand Reporters work in a high school recognized has announced the semi-annual by the Board of Regents, or the examination of shorthand and stenotype reporters for the C. S. R. certificate, to be held at the New York County Courthouse, No. 60 Centre Street, New York, N. Y. on Saturday, May 25, at 9:30 a.m. Application must be filed with the State Education Department, Albany, N. Y., no later than Friday, May 10.

An applicant must be over 21 years of age, a citizen of the United States, a resident of the State of New York; have suc-

work in a high school recognized by the Board of Regents, or the equivalent thereof; have had equivalent thereof; have had technical training in verbatim reporting of matters involving law. medicine and science, and produce proof showing five years' experi-ence in stenographic work. Candidates certified by the State

Education Department to take the tests will be examined in reporting of court proceedings at speeds not exceeding 200 words per minute, and in matters involving ele-mentary law and legal procedure. The passing mark is 95 per cent.

Date

Held

6-10-44

Saturday Work Plan Is Weighed by Dewey

STATE NEWS

(Continued from Page 1)

President of the State Civil Service Commission, on summer work schedules, in effect abrogates the rule that gave department heads the authority to fix working hours. Hence, departmental employees who were on a 5-day week, won't be any more, because of President Conway's directive, in Dr. Tolman's opinion.

Dr. Tolman's Letter Dr. Tolman's letter to the Governor follows:

"On behalf of the 30,000 mem-bers of the Association I wish to express our deep appreciation of your directive restoring the four weeks vacation period for all State employees. I have been State employees. I have been glad to give the press a brief statement on our appreciation.

"The Association has, for the last two years, been in conference with the Civil Service Department in reference to the new Department rules for employees. The first drafts contained definite provisions as to hours, sick leave, vacation, etc. The draft now under consideration has whittled away these provisions until little is left except the authorization for the Department Head to make what regulations he desires. The present draft contains the following rule relating to the working

"The Department Head, subject to such labor laws as are controlling shall establish the working week. He shall also establish the time of beginning and ending of working hours, and the time off for meals. Copies of schedules . . . shall be filed with the State Civil Service Commission.

"This proposed rule is in effect abrogated by the recent directive of Judge Conway, in reference to

summer work schedules. There has been no opportunity for con-ference, and the Association's proposal has been, in our opinion, grossly misrepresented.

Saturday Closing Not Asked "The employees have never and do not now suggest that offices be

closed on Saturday or any other week day. They do not request a shorter work week. In fact, they offered and expect to work an extra half hour under their pro-

"The Association believes that a reexamination of its proposal is following important for the reasons.

"Our members are vitally interested in this matter and we have the burden of explaining to them the reasons for this decision. We cannot explain what we can-

not understand.
"The employees have this summer a patriotic duty to help feed the starving world by growing food in their home gardens.

Nothing Revolutionary
"The proposal is that all offices
be kept open to the public during the usual hours with competent and sufficient staff on duty at all imes; that the work week be the same as at present except as follows:

"Department heads who sched-ule extra working hours for certain employees during the week, shall allow such employees equiv-alent time off, preferably on Saturday morning, as far as satisfactory service to the public makes practical.

"This is no revolutionary or novel proposal. This practice has heretofore operated satisfactorily both to the public and the em-ployees in several departments. We hope it may receive your considered judgment."

A reply from the Governor was

State Officials Talk On Welfare Prospects

Special to The LEADER WATERLOO, April 30 — The new patterns of public welfare, public health and youth services in New York State and the problem of alcoholism were discussed at the regional meeting of the York State Conference New York State Conterence on Social Work at the Court House. Mrs. Alice Spinney Webster of Waterloo was chairman of the regional committee sponsoring the meeting. Speakers included James T.

Speakers included James T. Cosgrove, Field Representative of the State Youth Commission; Mrs. Dorothy Butz, District State Supervising Nurse, State Depart-ment of Health; and Byron Hipple. Assistant to the Commis-sioner, State Department of So-cial Welfare. The Rev. Joseph B. Toomey, Diocesan Director of Catholic Charities, Syracuse Dio-cese, and President of the Con-ference, talked on "Highways in ference, talke Social Work."

New Law Extends Workman Benefits

ALBANY, April 30—Governor Dewey signed the Shaw bill, amending the Workmen's Compensation law, in relation to the coverage of employees in State-supported educational institu-

tions.
The measure provides that orkmen's comp to employees of State colleges, schools and experiment stations administered by Cornell, and Alfred Universities, shall be paid from the State Insurance Fund. Payments for premiums are to be made from general fund moneys deposited to the credit of the public service fund.

School License Bill Is Vetoed by Dewey

Special to The LEADER
ALBANY, April 30 — Governor
Dewey vetoed the McGivern bill
which would have provided that private civil service schools could not be operated without securing license from the New York State Board of Regents through the Vocational Education Division of the State Education Department. It would have fixed a maximum fee of \$100 for cost of inspection and an anual renewal fee of \$50, and would have provided that the State Education Commissioner could suspend or revoke a license State for non-compliance or regulations It would have excepted private business schools, dancing schools, music schools and those schools training exclusively handicapped persons. physically

In vetoing the measure Gover-nor Deway said: "Insufficient ma-terial has been submitted to me to explain the scope of regulation contemplated by this bill or the reasons that occasioned its introduction. The State Department of Education is opposed to the

Hospital Expense Bill Is Vetoed by Dewey

Special to The LEADER
ALBANY, April 30 — Governor
Dewey vetoed the Clancy bill
which would have provided hospital care for NYC officers and employees injured or who became ill as a result of the performance of duty at the usual private or semi-private rates.

In his veto memorandum the Governor sadi Mayor William O'Dwyer of New York City, opposed the measure.

NEW WESTCHESTER MEMBERS

The Westchester County Civil | drew G. Doros, Anthony Machin, Service Employees Association has welcomed the following 55 members in the current drive.

Public Welfare — Grasslands: Loretta H. Anderson, Thyra T. Loretta H. Anderson, Thyra T. Arntsen, Rose D. Barton, Walter Bell, Elizabeth A. Campbell, Joseph Denardis, Dorothy E. Draper, Carleton M. Este, Neil F. Fenaughty, Isabelle Ferneding, Almira H. Hemstead, Betty Henr, Jean C. Keily, Olive J. Leslie, Isabelle Montesano, Lulu Mae Rice, Fanny Martine, Marian Milewski, Maria D. Rose, Frances Selino, Martha Sypher, Jennie M. Wade, Grace Sypher, Jennie M. Wade, Grace H. Weiss, Cecile A. Wingate, Eve-lyn Lauer — rejoiner. County

Dora Putz, Stephen R. Reynolds, Foster C. See, Central Garage: Charles J. Van Wagner, Family & Child: Ruth Q. Adams, Car-mela M. Amedeo, Jacqueline Morant, Marian L. O'Connell Agnes K. Osborne.

Park Commission: Clarence Barret, George D. Beardsley, Michael J. Bernardo, Frederick Mooney, Bernardo, Frederick Joseph Mooney. Park Authority: John E. Hanlon. Park Playland: Leo J. Maloy. Public Works: John J. Benya, Fred Conklin George W. Jackson, Theodore Price, Jr., An-thony J. Taversano, Joseph Vassallo. Purchase: Laurence Fagan, William F. Kemp. Auto Bureau: Jane E. Schmitt. Education: Dor-Home: Michael C. Canonico, An- othy E. Ing. Fince: Rose Pichi.

Fete Held By Oxford

OXFORD, April 30—The Ox-ford Chapter of the Association of State Civil Service Employees held its first annual dinner. It was attended by about 70 em-ployees of the Women's Relief ployees of the Women's Relief Corps Home and their friends. Music was furnished by Mr. Pariany, violinist, and Mrs. Mc-Nitt, accompanist. Jack Wallace sang several solos accompanied by Dorothy Wasson.

Mrs. Margaret Dutcher is President of the Chapter.

Walter Vadney, Superintendent of the Institution, was the toast-master. Mr. Vadney introduced Frank Gilday, Steward, who presented a floor lamp to John Sweenburg, who is retiring on May 1.

No. 9020

May 1. Why He Didn't Do It

Mr. Vadney then told an amusing incident about Mr. Sweenburg who was Night Watchman at the Institution:

"On checking the clock one morning Mr. Sweenburg was found to have missed a ring in the barn in the midlle of the night. He was called on the carpet. The explanation was that under the clock station in the barn had been placed a saucer of milk for the kittens to drink during the night. When John went isto ring his clock, he found a large skunk lapping contentedly out of the saucer of milk."

Mr. Vadney then introduced Larry Hollister, Pield Representa-tive, who presented the Charter to the membership. Mr. Hollister said:

"It is always a pleasure to welcome a new Chapter into the Association. We realize that the Chapters are the backbone of the Association, and that the stronger Association will be. It gives me great pleasure on behalf of the officers of the Association to present this charter to you employees, members of the Oxford Chenter With this charter goes Chapter. With this charter goes the promise of 100 per cent cooperation of the Association officers and employees. To you, Mrs. Dutcher, may I extend my heartfelt thanks and congratulations for the wonderful work you have done in building up this Chapter to its present strength."

Acceptance by Mrs. Dutcher Mrs Dutcher in reply said: "We thank you, Mr. Hollister, for the charter you have given us tonight. In accepting it, we hope that we employees through Divine guidance and providence, may better ourselves in service to the State and to the Nation."

The new officers of the Chapter are: President, Mrs. Dutcher; Vice-president, Reba Claire; Secretary, John Wallace; Treasurer, John Carney, and Representative, Floyd Flabon Floyd Elsbee.

The Executive Committee consists of Frank Becker, Stewart Holdridge, Catherine Race and

After the dinner the members played cards.

Kaitz and Robertson **Appointed Deputies** In Liquor Authority

John F. O'Connell. Chairm of the New York State Liquor Authority, announced the ap-pointment of Joseph Kaitz, pointment of Joseph Kaitz, LEADER Merit Man, and Arthur F. Robertson as Deputy Commissioners.

Mr. Kaitz, who recently joined the Authority after serving four years in the Navy, retired from military service with the rank of Lieutenant Commander. formerly associated with the Dis-trict Attorney's Office of New York county. Commissioner Kaitz will work in Albany.

Mr. Robertson, a veteran of the Mr. Robertson, a veteran of the first World War, was formerly associated with the offices of the District Attorney of New York County. Commissioner Robertson has been assigned to the New York Office of the Authority. Prior to April 1. Commissioner Robertson served as Executive Assistant to Chairman O'Connell, and will continue to perform duties as Executive Assistant as well as those of Deputy Commis-

H. C. SIMONS TO RETIRE Henry Clay Simons, Chief Clerk NYC Tax Department and LEAD-ER Merit Man, is retiring.

1st Annual Promotion Exams Open To Vet State Workers

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

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

Taxation and Finance

Title Division or Burcau
Tax Administrative Supv. (Corp.)—Whole Dept......

9038 Clerk—Open to whole Department........... 6-24-44

9043	Off. Mach. Operator (Graphotype)—Albany Office, Admin. Law or Research, or Mail & Supply (B.M.V.) 10-17-44
9059	Prin, File Clerk-Albany Off., Inc. Tax Bureau 9-23-44
9075	Prin. Hearing Stenographer-Open to whole Dept 10-28-44
9076	Sr. Clerk (Estate Tax Appraisal) - Buffalo Dist. Office 8-26-44
9080	Stenographer (Law)—Brooklyn, incl. Jamaica or New
0000	
9086	Dictating Mach. Transcriber—Albany Office, B.M.V 9-26-44
9095	
	Senior Stenographer—Open to whole Department, 9-9-44
9096	File Clerk—Albany Office, Income Tax Bureau10-28-44
9107	Prin. Tax Inv. Accountant—Spec. Investig. Bur Cancelled
9108	Typist-Opent to whole Dept
9109	Off. Mach. Operator (Calc. Key Drive)—Albany ooff.
	Alle, Ada Articolu estas
9110	Sr. Stock Transfer Tax Examiner—New York Office
	(Except Spec. Inv. Bur., and B. M. V.)
9116	Off. Mach. Operator (K.P.) -Albany Off., B. M. V10-20-44
9124	Sr. Estate Tax Examiner-Open to whole Dept10-28-44
9127	Asst. Manhattan Dis. Supv.—Open to whole DeptCancelled (N. C. P.)
9139	Sr. Hearing Stenographer-N.Y.O. incl. B.M.V. and
	B. M. V. Files
9158	Off. Mach. Opr. (Addressograph)—Albany Office in (Admin., Law, Res., or Mail and Supply) BMVCancelled
9159	Tax Research Secretary-Albany Office11- 9-44
9160	Supv. Estate Tax Examiner-Open to whole Dept Cancelled
9179	Prin. Clerk-Buffalo District Office11-18-44
9211	Prin, Clerk (Sec. App.) -N. Y. Off. (excl. of B.M.V.) 12-16-44
9218	File Clerk-Brooklyn Dist. Office (inclusive Jamaica,
	Jamaica, B.M.V., or N.Y.O.)
9227	Stenographer (3-1b)—Open to whole Dept 1-20-45
9228	Sr. Tax Collector-N.Y. or Bklyn incl. Jam. B.M.V 4-21-45
9264	Off. Mach. Operator (Calc Key-Drive) . Albany Office,
3204	
9265	Inc Tax Bureau
	Diet Machine Transcriber Albert Office
9266	Dict. Machine Transcriber—Albany Office 3-24-45
9294	Prin. Corp. Tax Clerk (General—Albany Office., Corp.

Transfer and Estate Tax Bureau; Div. of Treasury;
Unemp. Ins. Benefit Sect. of Div. of Treasury)... 9-15-45
Supv. Motor Vehicle Referee—Open to whole Dept.. Unwritten
Sr. Stenographer—Buffalo District Office.... 9-15-45
Sr. Account Clerk—Albany Offit Promotion Unit F. 10-27-45
Prin. Clerk—Albany Office, Income Tax Bureau... 10-27-45 1124 1149 8nd Asst. Guardianship Clerk-Surrogate's Court,

Queens County 10-27-45 2nd Asst. Probate Clerk, Surrogate's Court Queens Cty. 10-27-45

Teacher Bill Vetoed

ALBANY, April 30 - Governor Dewey has vetoed a bill which would have prevented the NYC Board of Education from placing any teacher in an "excess" cate-gory within five years after the termination of military duty.

The Governor felt the measure would have infringed upon the administrative discretion of the Board of Education.

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Dannemora — Matteawan Higher Pay Pleas to Get Ear of Salary Board

ALBANY, April 30-The prospects appeared good today that the Salary Standardization Board would consider soon the appeal of Attendants in hospitals for the oriminal insane for reallocation to higher salary brackets.

The Classification Board unanimously turned down the appeal, after hearings, for reclassification of Attendants to Prison Guard titles. It held that the duties of such Attendants are not similar those of Prison Guards, but added that the appeal for salary reallocation, made about the same time as the classification appeal, indicated "a device to force higher salary allocations" by pleading inappropriate titles.

The Classification Board held that to grant the appeal "would constitute a transgression upon the well-defined field of the Salary Standardization Board."

The hearings were granted to

employees of Dannemora Matteawan State Hospitals.

Earl Kelly, Chairman, and Arthur ployees directly

F. Maloy and Robert G. Blabey, members.

Fight Still Goes On

William A. McCarroll, Repre-sentative of the Matteawan State Hospital Employees Association in the State Association, declared:

"We will continue to fight for what we believe is just. We have not given up.

Harry Phillips, President of the Employees Association, said: "We are going to keep on fight-

The report gave no indication that the Classification Board favored any adjustment in position classification or wages for Matteawan and Dannemora em-

The State Association is back-ing the fight for higher allocations as well as for position re-classification of Attendants. Mr. Kelly said that the Classi-

fication Board did not pass on pay schedules, a function of the Sal-ary Board, but merely on reclassi-The report was signed by J. fication, and reported to the em-

Champlain Unit of Canal Employees Holds a Dinner



At banquet of Champlain Unit of Barge Canal Employees at Schuylerville were: left to right, first row, E. J. Foster, V. L. Ostrander, Fred Lindsey, R. C. Bailey, John Holt-Harris, Clyde Pizer, Larry Hollister, Mike McDermott and Fred Holmes. Se cond row Ray Conklin, Lyman Barringer, Ross Minckler, Wm. Waterman, A. J. Dougan, Dick Obie, Geo. W. Perkins, Ralph Clark, R. B. Juenger, J. W. Moore, L. Martin, Joe Stewart, Bill Sheehan, C. Hoskins, Roll Fisher and Geo. Rock. Third row, Chas. Dyer, Mr. Hunter, Henry Bruso, Doc Watson, Jim LaClaire, A. S. Bailey and Clarence Humiston.

ATTENDANTS' APPEAL TEXT OF DECISION IN

Attendants in criminal insane hospitals follows:

STATE OF NEW YORK BEFORE THE STATE CLASSI-

FICATION BOARD In the matter of the application of certain employees of the DANNEMORA and MATTEAWAN STATE HOSPITALS for the reclassifications of their positions

Criminal Hospital Attendant to Prison Guard,

Criminal Hospital Senior At-

tendant to Prison Guard, Criminal Hospital Charge Attendant to Sergeant.

Criminal Hospital Supervising Attendant to Lieutenant, Criminal Hospital Chief At-tendant to Captain.

DECISION

On April 1, 1944, standard class titles were applied to all positions in Dannemora and Matteawan State Hospitals. Within the time fixed by the Classification Board for the filing of appeals for reclassification, petitions were re-ceived by the Board from nearly all of the ward employees of both institutions requesting tit le changes as above set forth. Owing to the pendency of more than four thousand appeals at the time of such filing, these petitions could not be reached for hearing until December, 1945 at Dannemora State Hospital and February, 1946 at Matteawan State Hospital. In all some four hundred employees have joined in these appeals. These employees were heard in groups ranging in size from 12 to Each group was allowed one hour in which to present their reasons in support of the appeal. In this manner each individual appellant, if he so desired, had opportunity to describe the duties and responsibilities of his position and to compare it with positions in the class to which he sought reclassification. The hearings, which extended over several days, were preceded by the Board's inspection of the wards in both in-stitutions. The inquiry has been comprehensive and thorough. It has provided us with a knowledge of the duties and responsibilities of the positions under review, second only to that possessed by the employees who actually per-

form the work. An analysis of the appeal of the Criminal Hospital Attendants for the reclassification of their posi-tions to Prison Guards will prothe Board's reasoning and conclusions with respect to the parallel appeals of the Senior Attendants, Charge Attendants, Supervising Attendants, and Chief Attendants. Specific treatment of the appeal of the Senior Attendants is hereinafter made as to aspects not common to the other

Accepted Practice Explained

Position classification is that process of analysis and comparison by which similar positions are grouped into classes under com-mon titles. The duties and responsibilities of the positions the basis upon which classes defined. The determination ther or not positions are

ALBANY, April 30—The decision in fact sufficiently similar is the are quite divergent. Prisons are ing necessary disciplinary superbe possessed by candidates for the Classification Board on keynote of position classification. penal institutions established not vision; According to accepted position only for judicial punishment, but classification standards, there are also for the rehabilitation of four concurrent conditions which govern the making of this deci-sion. When positions are sufficlently similar in duties and responsibilities that (a) the same descriptive title may be used with clarity to designate each position allocated to the class, (b) that the same requirements as to education, training and experi-ence should be required of the incumbents, (c) that the same tests of fitness may be used to choose qualified employees, and (d) that the same schedule of and compensation can be made to apply with equity under the same or substantially the same employment conditions, then and then only are they properly allocable to the same class (title). If any one of the conditions is not met, they belong in different classes. In this proceeding we are asked

and responsibilities to Prison Guards that they should be re-allocated to that class. From our study of positions in these classes we must conclude that the first three enumerated conditions are not common to both.

Divergent Functions Alleged

May the title Prison Guard be used with true descriptiveness and clarity to designate the posi-tions of the Criminal Hospital Attendants? We think not. Prisons and hospitals for the criminal insane are maintained, among other purposes, for the custody and detention of the inmates com-

offenders through education, industry, and a readjustment of attitudes in such a manner as to prepare them for desirable social living upon release. Criminal hospitals are established and maintained for the reception and treatment of mentally ill offend-Through recognized psychiatric methods the efforts of the medical and ward staffs are dedicated to the treatment and cure of patients. It is contrary to universal standards, as distinguished from the technical refinements of position classi-fication, to hold that Prison Guards should be used to staff the wards of hospitals for the criminal insane. It is more in accord with ordinary experience to refer to ward personnel as nurses or attendants. Consequentants to find that their positions true descriptiveness and with and responsibilities to Date Clarity, to the positions clarity, to the positions under re-view so that the average person would conclude from the title by itself that the employees holding it were performing ward duties in a mental hospital for the criminal insane.

The same requirements as to education, training and experi-ence cannot be required of the incumbents of these positions as are required of Prison Guards. The minimum qualification re-quirements fixed by the Classi-fication Board for Prison Guard

are as follows Training and Experience

(a) Three years of satisfactory mitted to them. Except for this full-time experience in the super-common objective their functions vision of a group of men, includ-

OR.

(b) Graduation from a stand-ard senior high school, and two years of experience as described under (a);

OR

(c) A satisfactory equivalent of the foregoing education and experience.

Physical

Minimum height, 5 feet, 9 inches; minimum weight, 155 pounds; sound physical condition as evidenced by a stringent physical examination.

Desirable Qualifications Bearing, personality, and tem-perament to command respect and obedience from prisoners; understanding sympathetic human nature; good moral habits; courage, physical strength, coolness in emergencies, resourcefulness, alertness and good judg-ment; knowledge of the "Rules and Regulations for Officers and Employees."

From our study and review of the duties and responsibilities of Criminal Hospital Attendants, we find that the minimum qualification requirements which should

Training and Experience
(a) Two years of satisfactory

full-time experience in the supervision of a group of men, includ-ing necessary disciplinary supervision, supplemented by one year of satisfactory experience in the care, treatment and custody of patients in a mental hospital; OR

(b) Graduation from a stand-

ard senior high school, and two years of experience as described under (a), one year of which must have involved satisfactory experience in the care, treatment and custody of patients in a mental hospital; OR.

(c) A satisfactory equivalent of the foregoing education and experience.

Physical

Minimum height, 5 feet. inches; minimum weight, 155 pounds; sound physical condition as evidenced by a stringent physical examination.

Desirable Qualifications
Bearing, personality, and tem-(Continued on Page 13)

Church Announcements

FOR CIVIL SERVICE EMPLOYEES

Holy Innocents NEW YORK CITY DAILY MASSES — 7, 7:30, 8, 0:30, 9, 12:15, 12:45
SUNDAY MASSES — 2:20, 6, 7, 8, 9, 10, 11, 12, 12:45
DAILY SERVICES — 11:50, 1:15, 3, 5:15, 5:45, 7:30
SUNDAY SERVICES (P. M.) — 5:30 and 7:30
CONFESSIONS — At all times.

St. Francis of Assisi Monal Shrine of St. Anthony 885 WEST 31st STREET NEW YORK CITY

SUNDAY MASSES—2:30, 2:45, 5, 6, 7, 8, 7, 10, 11, 11:80, 12, 12:30, 12:45

[For Members of Armad Forces Only: 3 P.M.]

DAILY MASSES—5, 6, 6:30, 7, 8, 8:30, 7, 10, 11:85

(11 Tissaday), 12:15

CONFESSIONS— Every day of the year from 6:30 A.M., to 10 P.M.

St. Jude Thaddeus Spring Novena

Dominican Church of St. Catherine of Siena

Thursday, May 2 to Friday Evening, May 10

NOVENA MASSES (With Short Instruction)

9:00 Daily-Solemn High Mass 12:10 Weekdays-Low Mass 12:50 Sunday-Low Mass

NOVENA SERVICES

5:30 P.M.—Special Services 8:00 P.M.—Principal Evening Services with Sermon

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WASHINGTON BUREAU: 1203 Trenton Place, S.E.; Tel. Atlantic 1624 Bernard K. Johnpoll, Director

TUESDAY, APRIL 30, 1946

Dannemora—Matteawan **Decision Ducks Realities**

THE CLASSIFICATION BOARD has finally released its decision on the appeals of employees in the State Hospitals for insane criminals at Dannemora and Matteawan.

The Board is to be commended for publicly setting forth the reasons for its decision. Although the Association of State Civil Service Employees has long urged that a full statement of the findings of the Classification Board and the Salary Board should be issued to accompany their decisions, this is the first public statement of reasons that has been handed down by either Board. We hope that both Boards will continue to follow that prece-

An examination of the opinion reveals the confusion that exists between the social purpose of the institutions and the various duties of the personnel. In a prison or reformatory, a few Teachers (not Guards) do the educational work of reconstruction. In Dannemora and Matteawan, a very limited medical and psychiatric staff does the curative work of the institution. The Attendants at Dannemora and Matteawan and the Guards in our State prisons are both primarily engaged in safeguarding society by the detention of criminals. The core of both jobs is admittedly the same—the "custoday and detention of the inmates.'

The Opinion of an Expert

Dr. B. R. Webster, for 25 years Director of Danne-

mora, is a thoroughly qualified witness.
"I am well aware," wrote Dr. Webster, "that there is a general feeling that as the Attendants at this hospital are caring for the mentally sick, their work is of a nature similar to that of an Attendant in the civil hospitals rather than to that of a Prison Guard. This is perhaps a very natural conclusion, but it is not based upon actual facts."

The Board bases its decision on the grounds that a common descriptive title cannot properly be used for the jobs of Prison Guard and criminal hospital Attendant. The Board states that the minimum qualifications for the position are not the same, pointing out the candidates for the position of criminal hospital Attendant should have one year of experience in a mental hospital, experience which is not required of Prison Guards. The fact is, however, that this requirement is of very recent origin. Relatively few of the employees at Dannemora and Matteawan have had previous experience in mental institutions and the question remains whether or not this requirement is actually based more on theory than in fact.

The Identical Features

If the Board is correct in its decison that the requirements for the two positions are essentially different, it is obviously correct in holding that the positions should have different titles. We think that the promise upon which the Board has based its decision emphasizes the theoretical difference in social purpose by minimizing the similarity of the actual duties. We believe that it is wholly practicable to recruit employees at Dannemora and Matteawan from the same lists that are used for Prison Guards. A recommendation to that effect has heretofore been made by Commissioner of Correction, John

Employees are encouraged, however, by the intimation in the opinion that the by the Salary Board. The facts set forth in the opinion are actually in support of the employees' claim for equal compensation with Prison Guards. It will be observed that quoted requirements for criminal hospital Attendant are equal to if not higher than the requirements for Prison Guard. The physical requirements are identical. The educational requirements are identical. The "desirable qualifications," insofar as they can be objectively measured, are identical. Furthermore, the duties of the positions are substantially identical.

Joint Meeting Proposed
What is the next step? Obviously, the matter is one that should receive the cambined consideration of the Salary Board, the Classification Board and the State Civil Service Commission. A joint meeting of these three agencies should be held. The Salary Board and the Civil Service Commission would profit by the experience of the Classification Board in its visits to the institutions. Action by the Civil Service Commission itself is necessary if these employees are to be placed in the competitive class-a step wholly practicable under the decison of the Classification Board.

The whole matter is far too serious to be shunted back and forth among the three agencies whose cooperation is essential if a sound solution is to be reached.

Merit Man



EDWARD THOMPSON

The old definition of a judge as "a lawyer who knew a politician" is on the way out, and is being replaced by the "lawyer who became a Fireman."

Magistrate Edward Thompson, now serving in the Municipal Term, The Bronx, is the second NYC Fireman in recent months to trade in the blue suit with F.D. insignia for the judicial robes.

His appointment by Mayor La-Guardia came on his birthday, while he was stationed in warbattered Manila, on July 19, 1945, as a Naval Lieutenant (j.g.) on leave from his job as a Fire Lieutenant.

At the time of his enlistment in the Navy he had been in charge of the Fire Department's legal

division. When sworn in as Magistrate, he was only 32.

Drugs and Pork, Too

His appointment to the bench didn't surprise his friends, who had watched his career. At sixteen, he was graduated from Bushwick High School; at 19 from Brooklyn College. On college graduation he was certified as a teacher of High School courses in finance and economics. He financed his college work by

evening jobs as a drug clerk.
First job after graduation was with a statewide sales tax survey for the Rockefeller Foundation and Columbia University. When this project ended he went to work as a grader of small pork for a meat packer. However, the meat company frowned on law school, so he took a clerkship with the Wall Street Admiralty firm of Foley and Martin. During his last year in law school, he was ap-pointed to the Fire Department and worked under the 2-platoon At 22, he passed the Bar elimination system while studyexamination.

School Romance and Results

While at school he met his future wife, a law student at time, now also a lawyer with B.A., I.I.B., and J.S.D. degrees. Despite the Thompsons' legal work, they found time for Edward Jr. and Neil to enter the family. Until 1938, Thompson served in

the busy Red Hook section of Brooklyn, and in that year was transferred to the legal division with the designation of acting Lieutenant

One of his leading activities in the Fire Department was aiding the formation of the St. George Association of the Department, and he was elected the group's

and he was elected the group's first President, and later became national head of the organization.

In 1944, he was promoted to Lieutenant and shortly after enlisted in the Navy with the rank of Ensign.

While in Manila he helped to restore the ruined fire-fighting system of the city and was cited by the Navy for his work in leading a fire-fighting crew in ex-tinguishing a fire on a sea-going barge loaded with cylinders of

oxygen and nylon material.

After flying 15,000 miles between Pacific islands and long naval cruises, he's pretty glad to sit behind the Magistrates' desk. The old definition of a judge as

"a lawyer who knew a politician"

is on the way out. . . . This is where we came in. Let's

Employment News Letter

[The author is Director of an, institute, which conducts an aptitude testing and vocational counselling service. He is the author of "Employment Directory to Jobs in NYC" published by the savings banks of N. Y. State. He was Chief of Training, Corps of Engineers, North Atlantic Division, War Department, and Senior Employment Counsellor, USES. His column deals with job opportunities in private industry and commerce, and employment trends.

By MARTIN W. SCHAUL Director, Institute for Occupational Research, Inc.

Johns - Manville Corporation (building and construction materials) will hire 1,800 to 3,000 employees within the next 5 years as a result of a \$50,000,000 expansion program.

Watch for a boom in on-the-job training programs in foreign trade fields, covering Document Clerks, Sales Correspondents, Junior and Senior Executives, and Import and Export Managers.

The private agencies at the Employment Center, 80 Warren Street, NYC, are finding it diffi-cult to fill their skilled jobs. The Holden Agency, for example, has \$2.50 an hour Tool and Die Maker jobs and no takers. Jobs for country club Chefs are paying \$100 week and Bus Boys can make \$30 to \$35 per week, including tips during the resort season.

If you are looking for a job as an Assistant Production Manager, Copywriter, or Photographer, see Tide magazine, April 19th issue, page 94. It's in the public li-

USES has about one job for every 12 male job seekers in clerical and white collar fields. Shortage still continues for females with clerical skills.

Advice to Job-Seekers

A top-flight personnel execu-tive commented about some of the applicants he has been inter-

viewing.
"They just don't seem to know they just don't seem to know their qualifications." how to present their qualifications. Some really have something on the ball, but the way they talk about themselves you'd think they were begging for a job. I'm in-terested in buying a product and I wish someone would tell them some of the elementary principles of self-advertising." If this makes you self-conscious, visit the Man-Marketing Clinic. It meets every Wednesday at 7 p.m. in the auditorium of the Central Commercial High School, 214 East 42d Street.

Don't miss Sidney Ediund's book on how to market yourself— "Pick Your Job and Land It."

The position Securing Bureau, a private agency is looking for young Executives and Administrators who have had experience in plant management. The salaries range from \$10,000 to \$20,000 for the right kind of experience.

Foreign trade openings for ex- M. W. Schaul perienced executives with fluency in at least one foreign language (the emphasis is on Spanish and Portugese for Latin American trade) are paying

\$4,000 to \$15,000 a year. Incidentally, when world mar- explore this area first.

kets open up, fluency in French will be at a premium. Single men with a college degree and a major in business administration are scarting at \$200 to \$300 a month in the foreign trade field.

Airlines are looking for Techni-cians to work outside the U. S. A.

More Jobs on Way

You will begin hearing more about coin-operated machines. All kinds of devices are being planned -including vending machines for canned goods, bulk items, frozen foods, turnstiles for motion pic-ture houses. Various jobs in production, sales, advertising, and retailing will result from the upswing in this industry.

If you intend to open a retail store, read Robert Shostek's "Careers in Retail Business Owner-ship."

Questions and Answers

CAN YOU tell me where I can get advice on how to get into the real estate line? I am a veteran,

-E. L. C. The Veterans Guidance Forum of the Young Men's Board of Trade have a panel of executives who will supply you with the facts about opportunities in real estate. The Forum meets every Monday at 7 p.m. in the audi-torium at 50 Rockefeller Plaza.

Engineering Careers

I HAVE ASKED a lot of my friends about the advisability of becoming an Engineer and I've gotten C. G. contradictory replies .--

anyone can Before guide you into a specific occupa-tion, he would have to explore fully your background and aptitudes. There are in your com-munity a number of agencies which are equipped to do that job. The Engineers Council for Pro-fessional Development, 29 West 39th Street, has published several pamphlets on engineering, which you should find enlightening. Engineers in various fields are available for personal consultation every Thursday at 7 p.m. at the Engineering Societies Bldg. (10th

Small Offers to a Major

I WAS A MAJOR in the Air Forces in charge of about 1,200 men. I've crowded 10 years of experience in handling men into my 3 years of service in the Army. I didn't have an opportunity to finish college. What are my pros-pects?—L. C.

There are thousands like yourself with skills in leadership, organization and management of men who are in the same pre-dicament. We think those skills will pay off. New industries are on the march—light metals, prefabricated housing, electronics, plastics, etc. There are few, if any, older men entrenched in management jobs in these new industries. Your skills stand a bet-ter opportunity of being re-warded in these "young men" in-dustries than they do in the older industries. Competition will be keen, but based on ability, not on seniority. Plan a campaign around selling yourself to these new industries? Go to any of the busi-ness directories (Thomas', Poor's, etc.) and make a list of the topflight executives in these new firms. Visit them. There are many other things for you to do, but

Repeat This!

Politics, Inc.

The likelihood of Charles H. Silver, an executive of the American Woolen Company, getting getting ican the Democratic nomination for Lieutenant Governor grows stronger. He started with the company as a messenger boy. No politician, Mayor O'Dwyer wanted him on the city ticket last Nov-ember. Mr. Silver is known as a CLOSE HARMONY

Claire Keller, Secretary to Purchase Commissioner Albert Pleydell, and Martin Voelker, of the same department, will be married on May 11. Zeida Finger and Howard Miller, both also of Purchase, will be married on May 19. Silver's labor policy is called chase, will be married on May 19. Silver's labor policy is called chase, will be married on May 19.

His Republican opponent would be the incumbent, Joe R. Hanley.

ALCOHOLICS

Fifty-two per cent of the alco-holics who have taken part in NYC's experimental treatment course have been declared cured in a report made to the New York Department of Welfare. Officials at Bridge House, a 15-room former private dwelling that now houses the Welfare Department's Bureau of Alcoholic Therapy, state that 325 alcoholics volunteered for treatment during the past year. Most of the treatments at Bridge House are given on an out patient basis in private interv

WASHINGTON, April 30 — A definite decision on reconciliation of pay rises voted by both houses of Congress in different amounts is pending. The joint House-Senate conference com-mittee is meeting to iron out the

No guess as to the amount is safe at this time, but a compro-mise proposal, allowing a flat raise of \$400 for lower bracket em-ployees and an increase of 15 per cent for higher paid civil servants, gained support this week among both liberals and conservatives in

the conference.
Sheridan Downey (D., Calif.),
Chairman of the Senate Civil
Service Committee, held several impromptu conferences with the Senate members of the conference and indicated a compromise acceptable to all Senate conference members was certain. The House being in recess, none of its conferees were in Washington, but it is believed all will agree to compromise.

Number of Employees Next

All that remains unsettled is the thorny problem of how much of a cut to make in the number of employees in the Federal Civil

The Dirksen Amendment is considered out. The proposal of the General Accounting Office, that agencies absorb the pay rise by equal reductions in force, is now supported by the conservative wing, headed by Senator Harry S. Byrd (D., Va.), who has withdrawn his plan to attach a 70 per cent cut in personnel to the bill. He will introduce it as separate

VA Surveys Veterans' College Facilities

To aid the increasing number of veterans knocking at college doors but finding enrollments jammed, the Veterans Administration, in cooperation with educational agencies is making a survey of 1,500 to 2,000 institutions at the junior college and college level to locate all available training facilities.

This survey began in March, and it is anticipated that the re-sults will be available at Veterans Administration's 54 regional offices in time for summer and fall

Differential Counts

WASHINGTON, April 30 compensation differential paid to an employee stationed outside the continental United States consti-tutes a part of his "basic rate of additional pay for night work at compensation" upon which the the rate of 10 per cent provided by section 301 of the Federal Em-ployees Pay Act of 1945 is to be

Movie Star Ad-

rienne Ames and Philip Lepper,

Letter Carriers'

delegate to the

Central Trades

and Labor Coun-

cil, made a radio appeal for the

Postal increase

bill.

SENATE IS ALL SET

TO O. K. POSTAL RAISE

Agreement Veterans Want Back Pay N. Y. State On U.S. Pay For Revoked Suspension; Second on Is Pending Congress Action is Needed Job List

WASHINGTON, April 30 — A veteran in Federal service who is discharged and then found in-nocent by Civil Service Commis-sion's Investigation Board may not be paid retroactive back pay for his period of suspension.

In a letter to the American Veterans of World War II, Arthur S. Flemming, Civil Service Commissioner, noted that the Commission has no power to order payment of retroactive pay, pending action by Congress.

Mr. Flemming wrote that he regretted this situation and felt that the agency head should have the power to make redress in such cases, but that present regulations and rulings of the Comptroller-General prevented it, and that Congressional action was necessary to make a change.

In its last annual report, the Service Commission requested such action of Congress.

Comptroller General's Ruling

Commissioner Flemming wrote: "Concerning the matter of pay for the period during which the employee is out of the service, the Comptroller General had ruled on several occasions that no order can operate retroactively to restore pay for any period of suspension. The Comptroller General stated that a suspended officer or employee is in a non-pay status for the period of suspension whether the order of suspension specifically states that it shall be without pay or is merely silent on the question. The Comptroller General has also ruled that the fact that the charges were disproved and the employee restored to duty does not authorize payment of salary during the period of suspension lawfully made.

"The foregoing decisions of the Comptroller General were made long prior to the enactment of the Veterans' Preference Act of 1944. In connection with appeals under Section 14, and restorations as a result of such appeals, the Commission submitted certain

VA Gives Course For Inspector Jobs

The Veterans Administration is giving a course in food inspection at the Food Trades Vocational High School, 208 West 13th Street, NYC, for veterans who are high school graduates. The course is given from 3 p.m. to 9:30 p.m. from Monday through Friday and continues for 40 weeks. The curriculum is designed to prepare veterans for forthcoming examinations to be held for the follow-

ing positions: NYC civil service jobs: Health Inspector, Health; Inspector, Mar-kets; Poultry Inspector, Markets, and Food Inspector, Comptroller.

questions General. to the Comptroller Preference Act of 1944 provides, among other things, that when a

Sticks to Same Ruling

"Under date of March 4, 1946, the Comptroller General replied to the Commission's inquiries, adhering to his former decisions that when an authorized separa-tion from the service has become an accomplished fact it cannot thereafter be rescinded or set aside by administrative action.

"The Comptroller General further stated that with the absence of specific statutory authority compensation may not be paid an employee for the period covered by an authorized suspension during which no duty is performed, regardless of whether the employee subsequently is restored to duty, except that, in cases of unjustified suspensions, the annual leave to the credit of the employee at the date of the suspension may be substituted for a corresponding period of the suspension.

"The Comptroller General also held that when the preference eligible is restored after appeal the restoration must be made as of the date of such restoration and not as of the date of separation.

"The Commission has for some time been concerned with the matter of pay where the preference eligible is restored after appeal to the Commission and a finding in his favor."

What Board Thinks He quoted the Commission's

"Section 14 of the Veterans'

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veteran has been dismissed from the service, he may appeal to the Civil Service Commission from such action. In some cases, the complicated nature of the issues involved in an appeal results in unavoidable delays during which time the veteran may be off the pay roll. In our judgment, if the Commission's decision is favor-able to the veteran and the head of the agency restores the vet-eran to his position, the agency should have the authority to compensate the veteran for the time he lost from work during the handling of his appeal.

"In cases of suspensions pending action on charges, the head of an agency should have the right to authorize pay for time 2,900 lost when the employee is and restored to his position, whether the employee is a veteran or not." 1943.

WASHINGTON, April 30 net decrease of more than 500,000 Federal Civilian employees in the continental United States during the last six months of 1945 was reflected rather generally through-out all parts of the country, acout all parts of the country, according to a State-by-State tabulation of Federal employment based on a recent survey made by the U. S. Civil Service Commission. The reduction in N. Y. State was 45,700. The employees totalled 247,300 on January 1, last, and 293,000 on July 1 last in N.Y. and 293,000 on July 1, last in N.Y.

This drops N. Y. State to second place.

In the continental United States, Federal employment totaled about 2,400,000 at the beginning of this year, compared with more than 2,900,000 shortly before V-J Day and with slightly over 3,000,000 at the war-time peak, in June,

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Type Mileage.....

Special to The LEADER
WASHINGTON, April 30—Favorable Senate action on the \$400

pay rise for postal employees is expected this week. A fillbuster against the proposed loan to Great Britian held up action. Following unanimous vote in fav-

or of the proposal in the Senate Committee on Post Offices and Post Roads, several members of

The bill has already passed the House of Representatives and should it pass the Senate it is assured of becoming law, since legislation.

The bill would increase annual pay of all postal employees, except Fourth Class Postmasters, rethe committee predicted an unan- | troactive to Jan. 1 last.

imous vote in the full Senate.

President Truman supports the

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apply for State jobs paying \$1,200 Machine Transcriber. respect the candidate's choice of to \$1,700 each, plus a 30 per cent 4002, Clerk—Appointments from his examination center, but it rebonus. The titles are: Typist, this list may also be made to the serves the right to designate the Stenographer, Clerk, File Clerk, position of Mail and Supply place of examination. Once a Account Clerk and Statistics Clerk, Stores Clerk, Mechanical candidate has been notified to Both men and women may Operator (Addressograph) and change in the place of examina-

apply, regardless of age, and may Office Machine Operator (Mimeo- tion can be made except in the Stenographer and Clerk, and any two of the three clerk specialty exams, hence may compete in five of the six tests.

These are permanent competitive jobs, with pension, month's sick leave and other benefits. They represent the first popular series of State post-war examinations. Preparations are being made to accommodate as

their specialty. This second part of the written, which Clerk, Steno

Those going in person will which you wish to compete. find blanks being given out on the first floor, in both instances. for only the examination or exand filed either in person or by mail However, Saturday, May 18.

(Borough of Manhattan).

cations by mail. Special blanks than one examination must pay nation and will also serve as the are issued for this series, different from the usual ones. Each examination has a num-

ber (given later in this article). Always specify the examination both by title and by number. Also, 10 (41/6x91/2 inches) or larger

Written Exams on June 29

ist and Stenographer will be re- application is filed. quired to take also a performance

State Civil Service Department to are now available

Description of Series

be held in this series:

Vari-Type Operator, and Office Machine Operator (Graphotype). ments from this list may also be

Stores Clerk, and Office Machine appear for the examination, no

4003. File Clerk,

4004, Account Clerk-Appoint-

ments from this list may also be in the Borough in which they made to the position of Actuarial reside General Information

Qualified candidates may com-

the same written test up to a point. Candidates for jobs in the clerical specialties will then answer questions pertaining to their specialty. This second part the same written test up to a point. Candidates for jobs in the clerical specialties will then answer questions pertaining to their specialty. This second part the same written test up to a may compete in any two, and only two of the specialized cleri-hamton, Buffalo, Central Islip, call examinations for File Clerk, Account the other materials to your the telephone is their dealings with the public and their dealings with the public and their dealings with the public and with convertence and superiors. be held on June 29. All will take examinations, and, in addition lowing cities: Albany, Amsterdam,

Where to Apply
Applications may be obtained volved in the performance of the nac Lake, Saratoga, Schenectady, from and filled-out blanks filed duties of the specialized title. This syracuse, Troy, Utica, Watertown with the Application Division, Desecond part of the examinations and White Plains. with the Application Division, Desecond part of the examinations and White Plains.

Second part of the examinations and White Plains.

Candidates who wish to take will be given immediately after tories are books which contain in the Governor Alfred E. Smith
Office Building, Albany 1, N. Y.,
or the State Office Building, 80
Only one application blank in the appropriate place on the or the State Office Building, 80 Only one application blank in the appropriate place on the Center Street, New York 13, N. Y. (Borough of Maphattan)

Candidates will be considered Applications may be obtained aminations for which they actu-

Candidates applying for more in which they wish to compete, therefore, are warned not to ap-

Fees

An applicant for examination s required by law to pay a fee No. 10 (41/6x91/2 inches) or larger the State Department of Civil self-addressed. 6-cent stamped Service for the service rendered by it in passing upon the application. The examination fee is All six written examinations based upon the minimum anwill be held on Saturday, June nounced salary of the position 29, at 1 p.m. Candidates for typ- and must be paid at the time the

Fees should be paid by money order or your own personal check All candidates are urged by the made payable to the State Department of Civil Service. No file as early as possible. Blanks third party checks can be ac-

Candidates are cautioned against The following examinations will sending cash by mail. No receipt quired to attain a rating of is issued for a cash fee received

Place of Examination As far as is practicable, the

Duties Under immediate supervision, to responsibility in carrying out pre-

porting agencies.

Specialized Clerical Exams

It is expected that the written examinations for all of these poments from this list may also be sitions will be held in each of made to the position of Audit the 5 Boroughs of New York City Candidates will be assigned a 4005, Statistics Clerk-Appoint- far as practicable to schools with-

Outside New York City

case of an obvious error

In New York City

It is expected that the written examinations for these positions The written examinations will be held in New York State beld on June 29. All will take Clerk, Typist and Stenographer outside New York City in the fol-

> the number of examinations in the city in which they would pre- quested that he should not be disfer to be examined.

Notices to Appear

Before June 29, each candidate will be sent an official Admission Card. This card will serve to admeans of identification of his example amination papers. Candidates, ficial notice. Exact time and place of examination will be indicated low clerk wishes to ask Mr. Hotch- follow. fold, crease, tear, or otherwise mutilate this admission card.

Candidates for Typist and Stenographer should not bring types writing machines with them to the written examination on June 29. Candidates for these positions will be notified to appear at a letter date for their performance.

2. Your superior directs you to find certain papers. You know some people are less industries than others (b) this record helps than others (b) this record helps to speed up outgoing mall is that (a) are reduced by the use of a budget. Some people are reduced by the use of a budget.

Stenographer positions are reper cent in the written examina tion in order to be rated in the Examination No. 4000. Typist—
Appointments from this list may also be made to the positions of Dictating Machine Transcriber.

by mail

A fee paid by an applicant whose application is not approved will be refunded after the examination in order to be rated in the performance test. Candidates for the specialized clerical positions are required to attain a rating of the performance test. 75 per cent in the specialized tests for these positions in order to be considered for these lists.

Reference Material The Department of Civil Service does not furnish candidates with any reference material for diciary (City Court). Application Health. Application filing fee \$1. open, and to May 2, 1946, inuse in preparing for the examination. The Department is not connected with, nor does it sponsor appointment expected at the minimum salary of \$2.000 per year in the Worker State of \$2.000 per year in the Worker St nected with, nor does it sponsor imum salary of \$2,000 per year in per year in the Yonkers Public and to be accepted should be de-any civil service examination imum salary of \$2,000 per year in per year in the Yonkers Public and to be accepted should be de-ber of the Department of Assessment Library. Application filing fee \$2. livered personally or bear a post of THE STATE CONSTITUTION. coaching school or course. There are no sample examination ques- and Taxation. Application filing Janitor (No. 876), Salary range mark not later than May 2, 1946. AS AMENDED, SHOULD WRITE, tions available.

fee \$1.

Fingerprinting
All candidates will be finger
All ca printed each time they appear for salary of \$3,000 per year in the tor-Fireman), \$1,560 to \$1,920 per close a large self-addressed en- CLAIM. examination. Candidates who are appointed will also be fingerprinted again at the time of applications have been filed.

as soon as practicable after applications have been filed.

as soon as practicable after applications have been filed.

as soon as practicable after applications have been filed.

compete in these examinations in the specialized title.

Retirement System

Mailing questionnaires, schedules and reporting blanks to resporting agencies.

Maintaining mailing lists for distribution of forms and schedules.

Compiling basic data for standard positions. This bonus is a temporary emergency compensation porary emergency compensation pora

Veteran Preference



LEADER Staff photo

a locked box until after the papers are graded.



No examiner on the NYC civil service examinations knows whose paper he's marking. The stub with the name and address of the are brushing up on their typing and shorthand. Shown here is a candidate is torn off and the sheet is renumbered and placed in group of girls preparing for their typing test which calls for a

Study Aid in State Tests For Typist, Steno, Clerks

routine office duties, candidates superior the other materials to not difficult to learn how to op- the title appears at the top (c) in the coming State written ex- gether with the papers you were erate a calculating machine. aminations for Typist, Stenog- directed to find (d) bring only 8. Of the following, the main is brief. Clerk.

Clerk.

Candidates who compete in ston, Lockport, Malone, Middle
Clerk.

Candidates who compete in ston, Lockport, Malone, Middle
Candidates who compete in ston, Lockport, Malone, Middleand Typist candidates will not take, will follow immediately after the general written test ends, on the same afternoon.

Candidates who compete in town, Mineola, Monticello, Newburst to these specialized clerical examitous will be required to answer a second part of the examination which will test the capacitation of the examination of the examination

suggested.

will be notified to appear at a later date for their performance later date for their performance tests.

Passing Grade

Candidates are required to attain a rating of 75 per cent in each announced subject of examination. Candidates for Typist and each announced subject of examination. Candidates for Typist and each announced subject of examination. Candidates for Typist and each announced subject of examination. Candidates for Typist and each announced subject of examination. Candidates for Typist and each announced subject of examination. Candidates for Typist and each announced subject of examination. Candidates for Typist and each announced subject of examination. Candidates for Typist and each explain a retrieve product is obtained (c) greater speed and the papers or only in the papers. You should (a) bring the papers. You should (a) bring the papers to your superior and ask whether he wishes both the materials (b) go to your superior immediately and ask whether he wishes both the materials and the papers or only obtained (c) greater speed and themselves to be served by the papers. You should (a) bring the papers. You should (a) bring the papers to your superior and ask whether he washes to do a later of the following, the main representations lend themselves to easy evaluation (d) any set of figures must be based upon prior arithmetical calculations.

Joseph J. Petro, Sanitation Man, and Richard J. Donovan, Auto Enknowledge of arithmetic is needed (b) a more attractive product is obtained (c) greater speed and that (a) decimals are rounded off themselves to be served by the papers. You should (a) any set of figures must be based upon prior arithmetical calculations.

The papers of the following the main arithmetical calculations.

The papers of the following arithmetical calculations arithmetical calculations.

The papers of the following ar

open competitive examinations: | fee \$2.

that question forms no part of 9. "Because telephone directories my duties here." (c) "My dear contain printed pages, they are Directions: Four possible an- sir, the thing for you to do is to called books." This statement asswers are suggested to complete each sentence. Following each cause it is your responsibility, not books do not contain printed 4. In general, it is probably trop printed pages (c) material which

turbed. The condition under havior of others (b) so change- directories

know how a certain letter should is lost (b) money is wasted (c) ets lower certain types of expenses office, rather than only a single pear for examination without of- be filed and wish to ask the ad- many clerks are very intelligent (b) some people who do not use person. vice of Mr. Hotchkiss. (d) A fel- (d) serious consequences may budgets reduce unnecessary ex- 15. A check which customarily on the official notice. Do not kiss whether a particular city de-

Closing Date Is May 2 For Six Yonkers Tests

The Yonkers Civil Service Com- Bureau of Police, Department of year. These appointments ex- velope bearing 6 cents postage.

mission announced the following Public Safety. Application filing pected in Class A group in the Address request and application

One appointment expected at the minimum salary of \$2,000 per minimum salary of \$1 200 per ver 1946.

entries are correct (d) the title

than to print straight text." It plication. follows most nearly that (a) the there are in a table, the more ex- live. No applications will be repensive is the printing (b) the ceived by mail. omission of a number and title from a table greatly reduces the military service after the close of should always be substituted for tween 9 a.m. and 3 p.m. daily, to medical examination. a table in order to save money.

14. The circumstances under charge papers. Such veterans may which you would most probably disturb the conference is (a) A what his fellow employee is likely to do next (c) not worth the to bother about (d) quite the conference is marked as the conference is (a) A what his fellow employee is likely to do next (c) not worth the to reduce his unnecessary expenses, on that basis of only the tant business with Mr. Hotchkiss. ready to help others.

5. Of the following, the one ment, it may most accurately be to receive the call (d) is seeking which is not a receive the call (d) is seeking

penses (c) some people who use states on its face the purpose for partment handles certain matters.

2. Your superior directs you to

reason for keeping a careful record of incoming mail is that (a) are reduced by the use of a budget. (b) cashier's check (c)

Board of Education. Application when completed, together with

Broome County To Hold Exam For Librarian

The Broome County Civil Serv-Commission. Binghamton N. Y., will hold examinations for Assistant Librarian (Children's) for the Endicott Public Library, Endicott, N. Y., and Assistant Librarian in Your Home Public Library, Johnson City, N. Y., on June 8, 1946. These examinations are to be held in the Supervisors Chambers in the County Office Building, Binghamton, N. Y., at 9 A.M.

tion of Assistant Librarian (Children's) in Endicott are - candidates must meet the requirements of one of the following groups:

Salary range, \$1,400 to \$2,400. Appointment may be made at \$1,800; and for the Assistant Librarian in Johnson City the rehold a New York State Librarian's certificate grade No. 2 or higher. Salary, \$1,500. Candidates are not required to reside in New York

Examination fees are one dollar

content

The written examination for Clerk. Typist and Stenographer and the first part of the special ized clerical examinations will be divided into tests in three major fields:

Electrically operated test-scoring machine, it is extremely important that candidates record their answers in exact accordance with the instructions given them in the instructions given them in the examination papers.

Candidates are instructed to bring several No. 1 (very soft) pencils, pen, ink, and blotter for the written examination.

EADER.

If a candidate wishes to appeal any of these key answers, he should state in writing his reasons for his disagreement with the answer given and forward his appeal to the State Department of bring several No. 1 (very soft) pencils, pen, ink, and blotter for the written examination. the key answers.

After the appeals from the ten
the States on the basis of population, and whereby appointments tions are to be preceded by several persons having equivelent experition, and whereby appointments tions are to be preceded by several persons having equivelent experi-

For \$2,500 Fireman Jobs

has not yet been set, but is ex-

Where to Apply

Bronx - Bergen Building, Tre-

Richmond - Borough Hall, St.

Age Information

Applicants must be at least 21

mont and Arthur Aves.

Queens Blvd., Kew Gardens.

both eyes without glasses

Residence Requirement pected in July. The written and physical examination are each rated as 50 per cent. A minimum of 70 per cent is required to pass each, but would normally exceed 80 per Saturday, are: cent in the written.

Candidates are also advised to ing, Centre and Chambers Sts. notify the Commission of any change in address that occurs Court and Joralemon Sts Brooklyn - Municipal Building. While the residence require-

ments is three years in NYC, service in the armed forces does not George. nterrupt this term of residence. Good character is required and any record of a felony conviction will disqualify.

The filing fee is \$1 and must be paid when filing application. application and not over 29. How-13. "To print tabular material There will be no refunds unless ever, veterans over 29 may subis always much more expensive the Commission rejects your ap- tract the time in military service salary of \$3,150, plus whatever from the actual age and if that Candidates should file applica-

more columns and subdivisions tion in borough in which they may file for the examination. Men who are discharged from

examination will be given. The test will consist of four expense of printing (c) it is al- the filing period may file appli- parts; filing of applications (when on the uniformed force are filled ways desirable to substitute cations by appearing in person at the age and residence require- by promotion examinations, with straight text for tabular mate- the office of the Commission, 96 ments must be met); written ex- the steps in the promotion ladder rial (d) a graphic presentation Duane Street, Manhattan, be- amination; physical examination; noon on Saturday, with their dis-

LIBRARIAN (Broome County)

The qualifications for the posi-

Either (a) graduation from llege or university of recognized standing, supplemented by satisfactory completion of one year of work in an approved library school or (b) a satisfactory equivalent combination of the foregoing training and experience.

for each examination. Applications with required fees must be submitted to the Broome County

WASHINGTON, April 30-The S. Civil Service Commission is brarians in the Federal Govern- Probable qualifications for the studying the manner in which ment. geographical apportionment quotas will be applied to war-service appointees seeking to qualify for permanent civil service jobs.

sification CAF-3.

The written test is designed to test the general intelligence of the candidate and his ability to follow instructions The offices of the City Collec-

The physical test will judge his tor, which are open from 9 a.m. 'agility and endurance. The mediin practice the 4,000th candidate to 3 p.m. daily, 9 to 12 noon, cal is designed to make certain that there are no diseases or or-Manhattan - Municipal Build- ganic defects which might prevent the candidate from performing the duties of a Fireman or jeopardize his co-workers in the Fire Department.

As no appointments from this examination can be made before the new budget goes into effect on Queens - Borough Hall, 120-55 July 1, 1946, the men appointed after this examination will start at the increased salary of \$2,150 years old at the time of filing \$2,500 (\$48 a week). Then in four years by regular increases they will reach the first grade bonus may be in effect at that time, probably \$350, a total of \$3.500 (\$67 a week) A Career Job

The Fire Department is one of the best examples of a "career" department. All higher posts than being Lieutenant, Captain, Battalion Chief, Deputy Chief, Chief of Department.

Mayor O'Dwyer has approved the physical and medical requirements. They appeared last week, the April 23 issue of The LEADER. The requirements are practically

the same as for the Police Department, except that the height requirements is 5 feet 61/2 inches for Fireman, as compared to 5 feet 8 inches for Patrolmen. However, the Fireman must have two perfect hands while a man with a slight impairment of one hand may be appointed as a Patrolman

30,000 Expected to File The Fireman test is generally the second most popular NYC civil service examination, following Sanitation Man in popularity. I is expected that 30,000 men will

file for the Fire examination. An additional inducement to the men who take this examination is the fact that their appointment will enable the Fire Department to reduce the working hours to 8 a day for all Firemen

Veteran Preference The State Veterans Preference Law applies to the Fireman examination. After the test has been completed and list of eligibles drawn up, it is divided in the following manner, with mon in each group being arranged in the order of their final grades on the exami-

1. Disabled veterans. 2. Non-disabled veterans

3. Non-veterans

Any man with a disability ratng recognized by the U.S. Veterans Administration is accepted by the Civil Service Commission as a disabled veteran. Those claiming veteran preference must present proof of honorable discharge from the armed forces.

Civil Service Commission at the above mentioned address by May U. S. to Hire Librarians And Statisticians Soon

sition for two reasons: 1. It is an easy exam to give:

2. There is a great need for li-Statisticians Up to CAF-12

Positions to be filled by the sta- Service Commission, will be: sition offered coming under clas- tistical background

Two questions are yet to be set-tled before the examinations are Public Accountant rating and formally announced. First, which background in statistics. It now appears the Librarian ex- preference. amination has the inside track. The Librarian job will probably Second, whether these examina- be open to college graduates or

(Continued from Page 1) Qualifications for the two ex-was placed in a comparable po- aminations will also be announced in the near future.

Glimpse at Qualifications

Statistician exams, according to a responsible source inthe Civil distician exam cover a range up to 1. For CAF-3 to CAF-5, inclu-

grade CAF-10, with the lowest po- sive, high school diploma, and sta-

of the examinations to give first. Veterans will get the usual

Aid to Passing the Exam For Statistics Clerk

4.005-STATISTICS CLERK

do office work of some difficulty oper-requiring limited judgment and ances. responsibility in carrying out of scribed procedures; to collect, compile and prepare statistical for Clerk on page 19.)

Subject of Examination some instances to perform inde- Written examination on the

Copying data from assigned sources in connection with special statistical studies.

didates must attain a passing the State service, or in the service of local jurisdictions participating character and ability of candicipating of local jurisdictions participating character and ability of candicipating of local jurisdictions participating character and ability of candicipating of local jurisdictions participating character and ability of candicipating character and character and ability of candicipating character and characte

distribution of forms and sched- cent is now granted to implement tistical studies of reports.

Preparing reports, drawing graphs, and presenting statistical data in various forms as directed Operating simple office appli-

Minimum Qualifications (See "Minimum qualifications"

pendently routine office work; and capacities, knowledge, and skills

Adding, cross checking, and proofreading tables.

Computing percentages, means, and other simple states.

May 20 Last Postmark

Who was a comparation of the comparat

capacities, knowledge, and skills All persons appointed from the involved in the performance of lists established as a result of Examples of Work Performed the duties of the position. (Can- these examinations to positions in knowledge receipt of applications. Mailing questionnaires, schedules and reporting blanks to relist.) Relative weight: 10

Half the first of elementary statistics to be considered for this guired to join that System, are required to join that System. For are subject to verification.

Miscellaneous The Commission does not ac-

plications have been filed.

Tompkins, and occasionally for 1. Clerical aptitude and intelli-Veterans and disabled veterans who wish to claim preference in appointment should be sure to

order to become eligible for permanent status. Written Examination Candidates for all of these po-

gence.

Electric Scoring Candidates will record all of Sheet. Since this Answer Sheet sitions will be required to conswill be scored by means of an key answers will appear in The pete in the written examinations electrically operated test-scoring LEADER.

Types of Questions

the examination room with them. Shortly after the written examination has been held, candidates

VETERANS AND DISABLED

proofreading tables.
Computing percentages means, and other simple statistical values.
Coding data according to plan, and sorting and may be extended.
Coding data according to plan, and sorting and the plans guich data.

Coding data according to plan, and sorting and the plans guich data.

Computing percentages means, and other simple statistical values.
Coding data according to plan, and sorting and the plans guich data.

Coding data according to plan, and sorting and the plans guich data.

Coding data according to plan, and sorting and the plans guich data.

Computing percentages means, and disabled veterans who gener considered final key answers will be appeals from the tent appeal of these examinations.

All tests on all disabled veterans who gail be used by local city and county Civil Service Commission.

The original plan to give and may be extended.

May 20 Last Postmark

Applications, to be accepted, final key answers will be and county Civil Service Commission. The second part of the special control of those whose residents hold in grading and the multiple choice type.

The original plan to give and county Civil Service Commission as a the that we perintely and county Civil Service Commission. The original plan to give and county Civil Service Commission and county Civil Service and may be extended.

The difference in and may be extended.

Job Apportionment Is Studied by Board Special to The LEADER take their Question Booklets from

result is less than 29 years, they There are no educational of experience requirements. No oral



The scaling test is used in both the Police and Fire physical exams. Climbing the 8-foot wooden fence is a requisite. No extra credit for grunts and groans.

Questions and Answers That Help You to Pass **NYC Fireman Exam**

NYC NEWS

Following is a selection of study ease of manipulation (E) conquestions for the NYC Fireman structed with regard only to ease examination for which applications will be issued and received.

2. It is desirable that the fire May 6 to 21 inclusive.

Five possible answers are suggested to complete each sentence. One of the answers (A) (B) (C) (D) and (E) best completes each sentence.

Answers are at bottom.

1. The lever on fire alarm poxes for use by citizens of New York City should be (A) very, very easy to manipulate (B) just a little difficult to manipulate (C) very difficult to manipulate (D) constructed without regard to

structed with regard only to case

2. It is desirable that the fire department have ladders of vary-ing le., the mainly because some (A) fires occur at greater distances from the ground than others (B) firemen are more agile than others (C) firemen are taller than others (D) fires are harder to extinguish than others (E) buildings are not fireproof.

3. The primary function of a city fire department is to (A) maintain peace (B) reduce industrial conflict (C) improve the governmental machinery (D) pre-

Service Rating Book Issued by Health Dept.

The annual rating of NYC employees is described in a report prepared by William Brody, Direc-tor of Personnel, Health Department. It is the first analysis service rating to be compiled by any one city department.

Indicating the importance of the Service Rating on a promotion examination, Mr. Brody cites the case of an employee who receives a rating of 90 per cent for Service Record and 70 per cent on the written test. Such an employee will come out ahead of the employee who receives 80 per cent

on the test, but only 75 per cent for Service Record.

Mr. Brody lists favorable and unfavorable factors which should be considered by the supervisor.

serve life and property (E) promote good citizenship.

4. "It is said that in New York a fire alarm box may be seen from any corner." This is a desirable condition mainly because (A) several alarms may be sounded by one person by running from one box to another (B) little time is lost in sounding an alarm (C) an alarm may be sounded from a different box if the nearest one is out of order (D) fire apparatus can quickly reach any box (E) the number of fires reduced.

The problem of determining the relative importance of brain and brawn in the equipment of a fireman may best be settled by (A) quantitative investigation (B) securing the opinions of prominent educators (C) ascertaining the attitude of the average citizen (D) flipping a coin or by lot (E) averaging both so that neither has

any weight.

6. The principal value of the prompt accurate, and complete reports is that such reports (A) impress superior officers with the necessity for immediate action (B) are good training and discipline for the writer (C) mark the efficient person (D) provide ex-cellent reference material (E) expedite official business.

7. The least important requisite for a ladder to be used by firemen is (A) visibility of color (B) strength (C) lightness of weight (D) durability (E) resistivity to fire.

8. Of the following, the main reason for regular cleaning of fire apparatus is that (A) cleanli-ness is worth while in and of itself (B) firemen should always be busy perferming useful operations (C) deterioration is avoided (D) the rules demand that firemen demonstrate their awareness of their responsibilities (E) this reduces the possibility of fires resulting from spontaneous combus-

ANSWERS 1,B; 2,A; 3,D; 4,B; 5,A; 6,E; 7,A; 8,C.

KANE RETIRES ON \$8,201.50

Jasper T. Kane, Division En-gineer, Board of Transportation, has been awarded an annual re-tirement allowance of \$8,201.50.

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Mortuary Caretakers Want \$300 Increase

"Our job is the most obnoxious assigned to the mortuary duties, and depressing in the City service," say mortuary caretakers in the NYC Hospitals in a plea to the City government for a \$300 increase and a general improvement in working conditions.

In addition to the general nature of their work, which con-sists of caring for corpses in the morgues of the various hospitals, the employees cite as unfair com-petition the fact that prisoners from the municipal lock-ups are assigned to their jobs at the prison rate of \$1 a day.

Also, they claim that they themselves are expected to do porters' jobs while hospital helpers are

lacking, is another complaint, with practically all the caretakers at Grade 1, at salaries as low as \$1,440 a year.

The only increase in view is a normal increment of \$120 in the executive budget.

A brief in support of a \$300 increase was presented to the Executive Board of Local 131, Mortuary Division, Department of Hospitals, American Federation of State, County and Municipal Employees (AFL), and signed by Bernice King, President of the local and Gene Helbig, Business Agent of the AFSCME.

NYC ELIGIBLES

PROM. TRAIN DISPATCHER, NYC TRANSIT SYSTEM, IND DIVISION

Subject to Preference Claims

S	ubject to Preference Claims	ľ
2 3	Alexander S. Cuenin .84 475	ľ
2	Wm. S. McLaughlin86 750	В
ž	Matthew J. Jones86 425	B
4	Morris S Landieman 95 515	B
5 .	Dould Tanger 95 240	į.
9	Morris S. Landisman . 85 515 David Trager 85 340 Philip B. Colman 85 090	ß
6	Phinp B. Colman85 090	ß
7	John H. Walsh85 090	ß
8	George C. Dippel84 825	ŀ
9	John H. Walsh 85 090 George C. Dippel 84 825 George L. Smith 84 765	ľ
0	James Gordon84 725	E
1	Patrick McCann 84 500	B
2	Max Charnow 84 290 Frank J. Sherman 84 015	Ł
3	Frank J. Sherman84 015	Ł
4	Elmer H. Mooney83 (90	B
5	Edward P Kiernan 82 700	Ŀ
6	Everett Sullivan 83 575 David W. Hocutt 83 140	ŧ
7	David W Hogutt 83 140	ŀ
8	James J. O'Brien83 140	ļ
9	Also Desengarten 92 000	Ē
9	Abe Rosengarten 00 050	ŧ
0	Abe Rosengarten 83 090 John P. Hynes 82 965 Richard H. Stoffels 82 865	B
1	Richard H. Stoffels82 869	ã
2	Cornelius E. Crowley .82 815	å
3	John Hook82 800	ł
4	Joseph A. Roome82 700	4
5	Cornelius E. Crowiey .82 815 John Hook	4
0	Stephen Emery82 625	ł
7	Stephen Emery82 625 Lawrence V. Byrne82 565	1
8	Colin B. Corbin 82 550 Daniel Miller 82 540	4
9	Daniel Miller82 540	3
0	Thomas E. Breslin82 525	ā
1	John H. Heins, Jr82 425	1
2	Timothy Fallon 82 140	4
3	Timothy Fallon82 140 Joseph T. Baldwin82 090	1
4	Peter I McHuch 82 065	4
5	Peter J. McHugh82 065 Owen McKinney82 040	a
6	Workert & Walder 81 000	ă
	Owen McKinney 82 040 Herbert A. Kelder 81 900 Joseph P. Fray 81 865 Matthew G. Condon 81 865 Theodore Loos 81 740 John A. Curley 81 700 Irving D. Lewis 81 640 William J. Butler 81 475 John J. Priest 81 415	a
7	Joseph P. Flay	4
8	Matthew G. Condon81 805	A
19	Theodore Loos81 740	ă
10	John A. Curley81 700	a
1	Irving D. Lewis81 640	J
12	William J. Butler81 475	á
13	John J. Priest81 415	ğ
14	John J. Priest81 415 Patrick Casey81 400	ĕ
15	Frank R. Fisher 81 175	á
16	John J. Fogarty81 050	ĕ
17	Kenneth Fox80 875	ĝ
18	John J. Wohlever80 875	á
19	Frank R. Fisher	į
50		
51	Thomas P. Sullivan 80 450 Robert J. Rausch 80 450 Joseph L. Rosenthal 80 125 *Alfonso Horstmann 80 100	ø
52	Robert J Rausch 80 450	ö
53	Joseph L. Rosenthal 80 125	
54	*Alfonso Horstmann 80 100	į
55	Nicholas I Sanna Po 025	į
00	Tohn P Dadmond 70 005	
56	Nicholas J. Sanna 80 025 John E. Redmond 79 825 Norman F. Schneck 79 765	
57	Norman P. Schneck 19 165	-

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 Irving M. Paul
 .79 565

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 Ernest Palmer
 .79 350

 62
 Joseph J. Agnew
 .79 350

 63
 Samuel Rubinstein
 .79 275

 64
 Edgar W. Verley
 .79 165

 65
 Henry G. Sieck
 .79 140

 66
 Sol Hitzig
 .79 075

 67
 Robert Myles
 .79 075

 68
 William V. Clinton
 .79 015

 69
 William E. Payne
 .78 900

 70
 Francis J. Winters
 .78 865

 71
 Charles L. Kirsch
 .78 500

 72
 Forrest B. Arnold
 .78 315

 73
 William Liebowitz
 .78 050

 William Liebowitz78 050 Joseph C. Dasseri, Jr. .78 000 Charles J. Lawlor77 675 John J. Lyons Russell P. Marks ... 77 590 Edward Kreitman77 590 John P. Connors 77 590 Henry J. Blaney76 740 Louis Deutsch76575Olen A. Rohr76 390 Timothy F. Murphy .. 75 965 Ellis M. Isser74 790 Patrick J. Burchill ...74 415 89 Maurice Collins 73 925 Denotes Disabled Veteran's Preference claims. Veterans' Preference Denotes

PROMOTION TO POWER

MAINTAINER, GROUP B. NYCTS GA POWER Subject to Preference Claims Alfred K. Meyer 89 125 Alexander F. Musnicki . 86 000 Henry Korsch85 575 Arne Albertsen Gunnar J. Tullberg 84 450 Gustav Baumer 83 950 William B. Dowdy 83 935 Bertram S. Ludlow ... Fred J. Seeber 83 875 83 825 Fred J. Seeber83 825 P. A. Van de Berghe ..83 825 Francis A. Lusso 83 825 John O'Connell 83 575 12 Michael Jakup James J. English 13 83 575 Samuel J. Wolley Jr. . . 83 325 Cornelius C. Bibb 83 125 George P. Borgatti 83 075 Bernard P. Stocker83 075 John A. Perone81 625 William A. Kenney81 500 Austin R. Gramlich ...81 500 Anthony Trieste 80 500 James C. Thompson ..80 375 Curtiss E. Shops 79 950 37 43 44 Denotes Disabled Veterans

PROMOTION TO AUTO ENGINEMAN, DEPARTMENT OF HOSPITALS

Denotes veteran preference claimed. 1* James F. Ferris84 230 2* Raymond J. Ledwith .81 845

 Frank
 Ferrante
 80 295

 Edward
 Pettit
 .73 810

 Frank
 Romano
 .78 630
 George E. Culver 78 110 10 John Collins74 760 11* Anthony Corogano74 140

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

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PATROLM

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Vacation

By HERBERT M. BENON

The Executive Board of the

The Executive Board of the NYC Chapter, Association of State Civil Service Employees, held a regular meeting at 80 Centre Street, presided over by First Vice-president Michael L. Porta in the absence of President Charles R. Culyer.

It was reported that the State Salary Standardization Board would conduct hearings on April 30 at 3 p.m. in Room 2, State Office Building, Albany, for Social Service Workers of all grades. It was agreed that the Chapter would send a Senior Social Worker to the hearing to speak for its many members in that category.

many members in that category.

A war veteran, John Woods of
the Bureau of Motor Vehicles,
asked that the Executive Board memorialize the Civil Service Commission to grant recently returned veterans full vacation benefits this summer, regardless of how much State service they may have accrued. The soldier-employee seated beside him, he said, had only three days' vacation credit, his discharge from tion credit, his discharge from

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the Army having occurred such a short time ago. A motion in favor of Mr. Woods' proposal was carried.

Several speakers cited The LEADER as a source of informa-tion on the subjects they discussed.

A change in the Chapter's by-laws was voted, to permit pay-ment of honorariums to the Treasurer and Financial Secre-

A revision of the Chapter's constitution was voted affirmatively so that officers would henceforth be elected for one year, taking office from July 1.

Other officers present were William K. Hopkins, 2nd Vice-president; Kenneth A. Valentine, Financial Secretary; Joseph J. Byrnes, Treasurer, and Eva R. Heller, Corresponding Secretary.

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The undersigned, all of whom were partners conducting business in the State of New York under the firm name of Apartment Laundry Operating Co., and who constituted a majority of the partners therein, desiring to form a new partnership under the laws of the State of New York, and intending to deal under and continue the use of such firm name, do hereby certify as follows:

That the newstern of the partnership is APARTMENT LAUNDRY OPERATING
CO.

That the location of the partnership is

That the location of the principal place of business is 119-14 Park Place. Richmond Hill, Long Island.

That the persons intending to deal under the said name of Apartment Laundry Operating Co., with their respective places of received places.

Operating Co., with their respective places of residence are as follows:
JANES H. ULLMAN, 225 Central Park
West, New York City, N. Y.
HAROLD WRAY, 107-12 163rd Avenue,
Richmond Hill. Long Island.
IN WITNESS WHEREOF, we have signed and acknowledged this certificate this 12th day of April, 1946.

JAMES H. ULLMAN
HAROLD WRAY
STATE OF NEW YORK;
COUNTY OF KINGS)
88:

on this 12th day of April, 1946 before me personally appeared JAMES H. ULLMAN and HAROLD WHAY, to me known and known to me to be the individuals described in and who executed the foregoing certificate and they hereupon duly acknowledged to me that they execute the same.

IRVING P. KARTELL.

Notary Public,

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: 1 do hereby certify that a certificate of dissolution of SPIRN, HIRSCHENSANG & SCHWADEL, INC.

INC.

has been filed in this depariment this day and that it appears therefrom that such corporation has compiled with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in supplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 9th day of April, 1940.

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

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

BEECHMONT HOMES. Inc. BEECHMONT HOMES. Inc.
has been filed in this department this day
and that it appears therefrom that such
serporation 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. (Scal)
this Särd day of March 1946.
Thomas J. Curran, Secretary of State. By
Walter Going, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, as: I do hereby certify that a certificate of dissolution of HARMONY BEALTY CO., Inc.

has been filed in this department this day and that it appears therefrom that such serperation has compiled with Section 105 of the Stock Corporation Law, and that it is dissolved. Gives in duplicate under my hand and efficial seal of the Department of Stale, at the City of Albany. (Seal) this 23nd day of April 1046.

Themas J. Curran. Secretary of State. By Walter J. Going. Deputy Secretary of State.

Notary Public.

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

Upon the petition of Frederica Bernhard, of 280 Park Avenue, Borough of Manhattan, City. County and State of New York; Charles H. Meyer, of 575 Park Avenue, Borough of Manhattan, City. County and State of New York, and City Bank Farmers Trust Company, the principal office of which is located at 22 William Street, Borough of Manhattan. City. You and each of you are hereby cited to show cause before the Surrograte's Court of New York County and State of New York.

You and each of you are hereby cited to show cause before the Surrograte's Court of New York County, held at the Hall of Records, in the County of New York, on the 10th day of May, 1946, at hali-past ten o'clock in the forencon of that day, why the first intermediate account of proceedings of Frederica Bernhard, Charles H. Meyer and City Bank Farmers Trust Company, as trustees of the trusts created under article mints of the last will and testiment of said Benry Bernhard, Gecased, should not be judicially settled.

In testimony whereof, we have caused the seal of the Surrograte's Court of the said County of New York to be hereumte affixed. Witness, Henorable William T. Collina, a (Seal.) Surrograte of our said county, at the County of New York, the 21st day of March, is the year of our Lord one thousand nine hundred and forly-six.

GEORGE LOESCH.

Cierk of the Surrograte's Court.

Clerk of the Surrogate's Court.

The understand, all of whom were partners conducting business in the State of New York under the firm name of Home Service Co., and who constituted a majority of the partners therein, desiring to form a new partnership under the laws of the State of New York, and intending to deal under and to continue the use of such firm name, do hereby certify as follows:

That the name of the partnership is HOME SERVICE CO.

That the location of the principal place of business is 119-14 Park Place, Eichmond Hill. Long Island.

That the persons intending to deal under the said name of Home Service Co., with their respective places of residence are as follows:

with their respective places of residence are as follows:

JAMES H. ULLMAN, 225 Central Park West, New York City, N. Y.

HAROLD WHAY, 107-12 103rd Avenue, Richmond Hill, Long Laisnd.

IN WITNESS WHEREOF, we have signed and acknowledged this certificate this 12th day of April, 1946.

JAMES H. ULLMAN HAROLD WHAY STATE OF NEW YORK)

COUNTY OF KINGS)

85

On this 12th day of April, 1946 before me persually appeared JAMES H. ULL-MAN and HAROLD WRAY, to me known and known to me to be the individuals described in and who executed the foregoing certificate and they thereupon duly neknowledged to me that they executed the same.

Endurance Test For Police-Fire

The first installment of this [The first installment of this article appeared last week, in the April 23 issue. The following installment completes publication of the article. Next week another aspect of preparing for the Police-Fire physicals will be discussed.]

By FRANCIS P. WALL Professor, Physical Education, N. Y. University; Special Con-sultant, NYC Civil Service Commission

Your running attire should include a pair of rubber-soled shoes trunks, a sleeveless jersey, and athletic supporter. Don't use cheap sneakers. A good pair of rubbersoled running shoes will be a good investment because they will not only improve your running, but will also protect your feet against blisters and cores.

blisters and sores.

With all these instructions in mind, start your training by jogging two miles. Do not tire yourself by pounding the ground with your feet. Remember!—the easier you run, the better you run. You save energy by just lightly touching the ground with your feet when running. If two miles proves too much for you at first, work up to it. Don't try to keep on running after you are tired. The object is to build up your wind and endur-ance so that you can jog the two miles easily and still feel com-paratively fresh. Don't time your-self and don't try for speed at any time during this part of your training. Jog the two miles every day for two weeks. At the end of that time you should be ready to

try the timed mile.

Most champion mile runners try to run in almost evenly timed quarter-mile splits, following the successful demonstration of this method by Paavo Nurmi, Glenn Cunningham and Leslie MacMitchell. You are not going to run against a competitor who will try to beat you to the tape. There is, therefore, no need for a final sprint. Your competitor is the clock, and the best way to beat it is to run the mile in almost even quarter splits. The first and last quarter should be slightly faster than the two middle quarters. Try to get a stop-watch and carry it with you in training. An ordinary pocketwatch that has a second dial

Aptitude Tests Have Helped Many

will do. Pace yourself according

The first step in discovering the The first step in discovering the jobs best suited for you is first to discover your innate natural capacities, abilities, and limitations through the method of standardized Aptitude Tests and not through the unguided and biased opinion of well-meaning friends or relatives. The Aptitude Testing Laboratories of Reesen Trends or relatives. The Aptitude Testing Laboratories of Reesen Co., 130 West 42d Street, NYC, which have been devising and standardizing tests for employers and to individuals for the past fifteen years, have gained wide acclaim for their individual testing and counseling techniques. and counseling techniques.

FOREMAN ELIGIBLES MEET

The Assistant Foreman Eligibles Association of the NYC Department of Sanitation will meet today (Tuesday) at 8 p.m. at the Columbian Club, 22 Court Street, Brooklyn. Veterans and non-vet-erans on the Foreman list are in-vited to attend.



This sketch shows the best running style for the endurance test. Developing the proper leg and arm movements may mean the difference between passing and failing the examination

to the schedule listed below. Do not time yourself more than twice a week. Try first for a seven minute mile. After you can do that consistently, try to improve your time progressively, but no more than 30 seconds at a time. Your aim should be to run a five minute. minute, thirty second, a five minute, fifteen second, or a five minute mile. Training under coach who knows his work will be a great help.

The Seven Minute Mile First quarter Second quarter ... 1 min. 44 sec. 1 min. 46 sec. Third quarter ... 1 min. 46 sec. Fourth quarter ... 1 min. 44 sec. The Six Minute, 30 Second Mile First quarter 1 min. 37 sec. Second quarter ... 1 min. 38 sec. Third quarter ... 1 min.
Fourth quarter ... 1 min.
The Six Minute Mile 1 min. 38 sec. 1 min. 37 sec.

First quarter Second quarter ... 1 min. 29 sec. 1 min. 31 sec. Third quarter ... 1 min. 31 sec.
Fourth quarter ... 1 min. 39 sec.
The Five Minute, 30 Second Mile
First quarter ... 1 min. 22 sec.
Second quarter ... 1 min. 23 sec.
Third quarter ... 1 min. 23 sec. Third quarter Fourth quarter ... 1 min | 23 sec. 1 min. 22 sec. The Five Minute, 15 Second Mile First quarter 1 min. 18 sec. Second quarter ... 1 min. 19 sec. Third quarter Fourth quarter ... 1 min. 19 sec. 1 min. 18 sec.

The Five Minute Mile First quarter ... 1 min. 14 sec. Second quarter ... 1 min. 16 sec. Third quarter 1 min. 16 sec. Fourth quarter ... 1 min. 14 sec. Daily training is essential if you

want to develop a "good wind." You can't lay off training at any time and expect to pick up where you left off. You're not training to become a champion miler, but you are training for a good score in an examination that means a lot to you. Only diligent training will bring the desired results. Don't miss a day of training if you can help it. Don't quit if your muscles become stiff and painful after the first few days of train-ing. The only way to overcome this condition is to "work it out" by more running.

NYC to Get Grievance

Mayor O'Dwyer has promised AFL union leaders that soon after his return from his brief vacation in California he will appoint a Personnel Commission on Employee Problems.

The District Council, through President Henry Feinstein, and the Central Trades and Labor Council, through Secretary James Quinn, helped to induce this decision. A campaign promise to inaugurate such a system is reported to have been made to AFL leaders by Mr. O'Dwyer, on proof that employees have often been at a disadvantage because of absence of suitable "grievance machinery."

Local 399, American Federation of State, County and Municipal Employees (Board of Education administrative employees), through President Betty Hawley

Donnelly, said: "Local 399 "Local 399 looks upon the Mayor's statement that he will appoint a Personnel Commission a signal victory for AFL unions.

"It is our hope that when such a Commission is appointed it will act as a clearing house for many of the confused problems affecting not only Board of Education civil service employees, but all civil service employees of the city.

'It is the judgment of Local 399 that a new day has dawned for civil service employees."

Pasteur Guild Group To Hold Card Party

The Goldwater Memorial Hospital Chapter of The Pasteur Guild of the Department of Hospitals will hold its first annual card party on Friday, May 10, at 8 p.m. at the Tammany Club, 400 East 51st Street. Refreshments will be served.

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The Harriet Hote University 4-9053 - 4-8245 Owned and Operated by Colore E. T. BHODES, Prop.

For Police Physical Test The South Tennis Courts at Van Cortlandt Park (near 231st Street and Broadway, Manhattan) are being prepared for the Patrolman physical examinations which will be held about the middle of May.

Meanwhile, notices are being eligible list of 3,000 all of whom

Meanwhile, notices are being mailed out to candidates who received less than \$2.5 on the written examination notifying notifying written examination notifying them that they have failed. Those who passed the examination are notified to appear at the offices of the Commission, 299 Broadway. for a medical examination, which must be passed before the candi-date will be allowed to compete in the Physical Examination. The
The Commission expects to have
all the notices in the mail by
Friday, May 3.
Medical examinations will be

Park Being Made Ready

The physical examination will eliminate approximately 2,000 of the 5,000 candidates, leaving an eligible list of 3,000, all of whom can expect to receive their appointments during the next year. The Executive Budget of the City provides for 3,628 appoint-

ments to the Police force, July 1, 1946 to June 30, 1947. In addi-tion to the 3,000 men on the new list, others will return from military service eligible for appoint-ment, but retirements will in-crease the number of vacancies.

The starting salary will be \$2,500, including a \$350 bonus. Pay will rise to \$3,150 after five years of service.

Ex-War Worker Asks Job Back

A NYC Parks Department employee has started suit for reinstatement to his job as a laborer, after leaving to go into defense work.

In papers served on the Muni-

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CERTIFICATE OF LIMITED
PARTNERSHIP
(Pursuant to sarticle 8 of the Partnership Law.)
The undersigned do hereby make, execute and acknowledge the following as a limited partner, is as follows: Cash property contributed by Dora Blefeld, as a limited partner, is as follows: Cash property contributed by Inventor of cash and the agreed value of other property contributed by Invin Broperty contributed by Invin Blefeld, as a limited partner, is None. The amount of cash contributed by Glibert Blefeld, as a limited partner, is None. The amount of cash contributed by Invin Blefeld, as a limited partner, is None. The amount of cash contributed by Invin Blefeld, as a limited partner, is None. The amount of cash contributed by Invin Blefeld, as a limited partner, is None. The amount of cash contributed by Invin Blefeld, as a limited partner, is None. The amount of cash contributed by Invin Blefeld, as a limited partner, is None. The amount of cash contributed by Invin Blefeld, as a limited partner, is None. The amount of cash contributed by Invin Blefeld, as a limited partner, is None. The amount of cash contributed by Invin Blefeld, as a limited partner, is None. The amount of cash contributed by Invin Blefeld, as a limited partner, is None. The amount of cash contributed by Invin Blefeld, as a limited partner, is None. The amount of cash contributed by Invin Blefeld, as a limited partner, is None. The amount of cash contributed by Invin Blefeld, as a limited partner, is None. The amount of cash contributed by Invin Blefeld, as a limited partner, is None. The amount of cash contributed by Invin Blefeld, as a limited partner, is None. The amount of cash contributed by Inv

and conditions as may be agreed upon by the partners. 11. Upon the death of the seneral partner, the remaining partners may continue the business of the partnership. 12. The limited partners shall have the right to receive properly other than each in return for their respective contribution upon the termination of the partnership agreement, only in the event that there is not sufficient each to pay for such contributions. Dated, at New York City, the 1st day of February, 1646. CHARLES BLEFELD. DOBA BLEFELD, IRWIN BLEFELD, GILBERT M. BLEFELD, State of New York 1ss.:

This instrument was signed and acknowledged by the partice thereto on February 1, 1946. SAUL S. BRIN, Attorney and Counsellorat-Law, office and P.O. address. 521 Fifth Avenue. Residing in New York County, New York Co. Chi's No. 13. Key, No. All-B-7. Commission expires March 80, 1047.

Suffolk Police Exam

SUFFOLK COUNTY Examination for PATROLMAN

Will be held on or about May 25, 1946, to fill 58 positions and to establish eligible lists for future appointments. Application blank may be obtained by writing or telephoning Suffolk County Civil Completion. Service Commission, N. Y. Telephone 3326. Commission, Riverhead,

Written part of examination will be held May 25, in various places throughout the County. Candidates will be notified in advance as to exact time and place. Last day for filing application, May 15, 1946, except in the case of veterans discharged on or after May 1, 1946.

Usual saalry range, \$1,800 to \$2,600. Application fee \$1.00.

Required Knowledges, Skills and

teous yet firm with the public; ability to understand and carry out complex oral and written directions; a good knowledge of first adi methods; good judgment; ability to drive an automobile or a motorcycle; some skill in the use of firearms; good powers of observation and memory; excellent moral character; physical strength and agility; excellent physical condition.

Minimum Qualifications: Completion of a standard high school course; or any equivalent com-bination of experience and training sufficient to indicate ability to do the work.

Special Qualifications Required for Acceptance of Applications: Age: At least 21 (twenty-one) but less than 40 (forty) years at time of examination. (The Commis-sion has increased the age limit Abilities: Good social and general to include people who passed 35 intelligence; ability to be cour- years of age since Pearl Harbor.)

Prison Guard Decision

(Continued from Page 5) perament to command respect and to gain the cooperation of patients; sympathetic under-standing of human nature and of standing of human nature and of the behavior patterns of the men-tally ill; good moral habits; courage, physical strength, cool-ness in emergencies, resourceful-ness, alertness and good judg-ment; knowledge of the "Rules and Regulations for Officers and Employees" Employees.'

Finding on Difference

It is obvious from the foregoing that in order to meet successfully the challenge offered by the cus-todial features of their work, Criminal Hospital Attendants Criminal Hospital Attendants must possess physical strength and the ability to exercise the utmost vigilance and to deal inequal degre to Prison Guards.

As a very necessary and essential complement, the Criminal Hospital Attendant must be experienced in the ways of the insane, to the skilling handling and man. in the skillful handling and man-agement of these patients, and in an understanding which can be gained only through previous experience in caring for the mentally ill. As a parallel but wholly different complement, Prison Guards must by previous experience and training be equipped to assist, by education, example and assist, by education, example and advice, in the rehabilitation and in the readjustment of social attitudes of prisoners who need not overcome the handicap of mental illness.

It follows, as a logical sequence from the differences outlined in the foregoing paragraph, that the same tests of fitness cannot be used for the selection of qualified employees to fill positions in these two classes. As is evidenced by the minimum qualification requirements, the same tests of physical fitness can and should be applied for both classes. Be-cause an essential component of the duties and responsibilities of Criminal Hospital Attendants is the care and treatment of the mentally ill. any test devised for recruitment to this class would fall short of a necessary standard if it failed to examine candidates for their ability to care for and deal with patients according to accepted psychiatric and thera-peutic standards. This kind of testing requirement should not be a part of a well constructed exam-ination for the filling of Prison Guard positions.

C.S. Assembly Is Quoted

"The classification of positions is sometimes properly regarded as synonymous with salary equalization and standardization, and the impression is thus created that the only purpose of prepar-ing a classification plan and ing a classification plan and classifying positions in accordance with it is to afford a basis for fixing fair pay for work performed and equal pay for equal work. That this is an extremely important purpose of position classification is, of course, true It is not amiss, however, to point out the error of confusing a position classification plan with a pay plan and of thinking that a classification of positions is the same thing as fixing salaries. . . A position classification plan is

a system under which positions, on the basis of their current duties and responsibilities, are grouped into properly arranged classes, each class designated by a descriptive title.... A pay plan, on the other hand, is a plan by which the scales of pay for positions as previously arranged under a classification plan are deter-mined. . . In other words, a position classification plan serves to separate positions into classes. A pay plan serves to establish the

pay scale for each class of posi-

tions." (See "Position Classification in the Public Service" by Civil Service Assembly.)

It is strikingly significant that the members of all the various groups who appeared before the Classification Board during the classification Board during the hearing of these appeals em-phasized repeatedly their claim that if the principle of equal pay for equal work is to prevail as regards their positions, they should be paid at the same rate as Prison Guards, Sergeants, etc. It is likewise to be recalled that, simultaneously with the filing of the within appeals, these same employees petitioned the State Salary Standardization Board for a reallocation of their respective classes to the higher salary grades to which the various classes of the uniformed prison employees are now allocated. These evidences, coupled with the reasoning and the conclusions above set forth, constitute a firm basis for the finding by the Classification Board that the appeals under review are but a device calculated to force higher salary allocations by the application of existing titles not appropriate or truly descriptive of the duties and responsibilities of the positions involved.

Hearing Is Recalled

The Criminal Hospital Senior Attendants are not unanimous as to the relief sought. pealed for a reclassification of their positions to Sergeant. The majority requested reclassification to Guard. The Senior Attendant class is actually a continuation of the old title Assistant Chief Attendant held by those who, prior to the extension of standard classifications to positions in these two institutions, were second in charge of wards on the day shift. Upon its review of these positions in 1944, the Classification Board could find no substantial differ-ence between the work and the responsibilities of the Attendants and the Assistant Chief Attendants. At that time through a process of reorganization, it was determined by agreement between the heads of the institutions and the Classification Board that the Assistant Chief Attendant position would be reclassified to Criminal Hospital Senior Attendant, providing the incumbents were as-signed to take charge of wards on the afternoon and night shifts. The hearing of their appeals indicates that, generally, these employees are in charge of wards on the two late shifts. The Classification Board found but slight difference between the duties and responsibilities of the Attendants and the Senior Attendants. We recognize a grade of difference between the Attendants and the Charge Attendants. The level of responsibility which attaches to the Senior Attendant class is much closer to that of the Attendant class than it is to the Charge Attendant class. For the reasons heretofore stated, we are unable to find that positions in the Senior Attendant class should be reclassified to Prison Guard or to Sergeant. The Board reserves a final determination with respect to the continuation of the Senior Attendant class as such.

For the reasons aforesaid and upon the entire record before us, the Classification Board finds that to yield to the within petitions would constitute a trans-gression upon the well defined field of the Salary Standardization Board and, therefore, the appeals for the titles requested are individually and collectively denied

THE STATE CLASSIFICATION BOARD J. EARL KELLY, Chairman ARTHUR F. MALOY, Member ROBERT G. BLABEL, Member

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AFTER HOURS



NYC NEWS

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Patent Attorney GEORGE C. HEINICKE, Registered U.S. and Canada, 147 4th Ave. Room 1839, N.T.C. Algonquin 4-0084,

Bowling League Trophies Offered by The LEADER

The Ladies Municipal Bowling game and most improvement.

League of NYC employees will hold The standing of the teams its last bowling session of the season on Monday night, May 13, at the National Bowling and Recreation Arena. The contest that has been running for several months will then be decided.

There will be a bowling session next Monday night also.

On May 27 a dinner will be held at the Hotel George Wash-ington at which trophies will be awarded. Speakers will include Comptroller Lazarus Joseph, Purcomptroller Lazaris Joseph, Purchase Commissioner Albert Pleydell, First Deputy Comptroller Lewis Lang, Public Works Commissioner, John Splain, Deputy Public Works Commissioner Homer R. Seely and H. J. Bernard, Executive Editor of The LEADER,

The first place team trophy will go to Public Works "A" if it wins this time, as it already has two legs on the cup. Comptroller "A" and Purchase "A" each has one leg on the cup.

The individual large cups to the five members of the winning team are donated by The Civil Service LEADER.

There will be fifteen other prizes, including those for second place team and for second place team members, high average, high individual series, high individual

The standing of the teams:

	Won	Los
Comptroller "B"	61	20
Purchase "A"	58	23
Public Works "A"	54	27
Finance	51	30
Board of Estimate	49	32
Comptroller "A" .	49	32
Transportation	44	37
Purchase "B"	42	39
Education "B"	41	40
Public Works "B"	39	42
Housing and Buildin	g 37	44
Civil Service Com.	32	49
Police Department	31	50
Corporation Counsel	31	50
Education "A"	24	57
Sanitation	12	69

8 NYC Employees Take State Jobs

Eight NYC employees have transferred from NYC to State payroll positions. They are Joseph J. Lettis, Queens; Motor Vehicle Equipment Inspector, Transit Commission; Anna Maria Dell'Aria, Stenographer, Health; Arthur Lenz, Junior Statistician, Health; Bernard Katzen, Assistant District Attorney, N. Y. County; David Hart, Court Aetendant, Supreme Court, Kings County; Julio C. Joseph, Clerk, Welfare, and Ali David Good, Title Examiner, Board of Estimate, Bureau of Real Estate.

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MEDICAL ATTENTION FOR WOMEN
Reducing, Backache, Inflammation, Nervousness, etc.

Chief Officers Must Pay Back Dues of \$20 Each

the NYC Fire Department's Chief Officers' Association, by the State Insurance Department, which is liquidating the old-line organ-

As explained by a representa-tive of the State Insurance De-partment, the bills represent dues between June, 1944 and the date of liquidation of the group.

Following conferences with representatives of the Uniformed Fire Officers Association, which stepped in to protect the interest | part subsequently.

Bills for \$20 each have been of former members of the old mailed to 140 former members of group who have joined the UFOA. State granted an extension of time and the men have until the middle of May to meet this obligation. In cases where the payment is not forthcoming, the Insurance Department intends to enforce collection.

In a few cases it was found by the Insurance Department that men had filed affidavits that they had withdrawn from the Associa-tion, but minutes of meetings showed them taking an active

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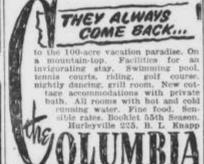
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Bonita Granville is in "Breakfast in Hollywood.".

Five NYC Lists Effective April 1

Four promotion and one opencompetitive list were ordered promulgated, effective April 1, by the Municipal Civil Service Commission. The lists are:

Crane Engineman (Steam), subject to investigation, medical examination and preference claims. Promotion to Examiner, Grade 4, Teachers' Retirement System, subject to preference claims; to Power Maintainer, Group B (GA Power), Transit System, subject to preference system, subject to preference claims; to preference claims; to preference claims; to preference subject to preference control of the control of th System, subject to preference claims; to Clerk, Grade 2 (Gen-eral); to Clerk, Grade 2 (38 departmental lists).

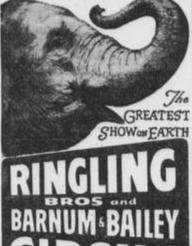
Two NYC Exams At Budget Office

An open-competitive and a promotion examination have been ordered by the Municipal Civil Service Commission, subject to approval by the Budget Bureau.

The examinations are Inspector of Water Consumption, Grade 2; and Promotion to Mortuary Caretaker, Grade 1 (Male), Department of Hospitals.

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Looks as if we'll see some worthwhile shorts in the near future. Warner Bros., for one, comes up with "Melody of Youth," a musi-cal shortie featuring the sym-phonic talents of the Merenblum Junior Symphony orchestra. The kids are cuts, they're fine musiclans, and some interesting compositions will be heard.

The Navy had to finally part with dancer Gene Kelly. A matter of points, which brings him back to Hollywood a civilian again, reunited with wife, daughter of MGM.

At the Paramount view "The Virginian" in color. And on stage, heart-throb Bob Eberly singing favorites.

the little leading lady.

Newest foreign importation is "Angels of Sin," French-made by MGM International.

When the current show steps out of the Strand, "Her Kind of Man" will make its entrance. The poet of the piano, Carmen Ca-vallaro, will hold forth on the stage with an entertaining company of madcaps and melody.

Pantomining Peter Paul is featured at the Hotel Granad's Forsythia Room, and rounding out the billing, neatly too, is Molly Logan, pianist with a Bachboogie beat.

A seventy day-night stand made by the people of the Stalingrad during the war creates an inspir-Ballet master Lichine, being ing film which Simonov, Russian seen in a number in "Make Mine war correspondents has called Music," is creating the choreography for "Silver Slippers" in Stanley Theater has on the marwhich Margaret O'Brien will be quee at the moment.

Brooklyn Central "Y" Aids Physical Training

Thousands of young men are in the process of training for the civil service physical examinations for Patrolmen while additional thousands of prospective Firemen are looking for adequate facilities.

The Brooklyn Central YMCA, 55 Hanson Place, has one of the largest and finest equipped gymnasiums in the city. One of the most difficult of the civil service requirements is the one-mile run. which calls for careful training Central 'Y" has an indoor track 231/2 laps to the mile, an excellent assortment of weights, eight-foot wall, calisthenic classes and numerous other conditioning equip-ment. A large swimming pool and showers are other attractions.

Membership is available on either the quarterly or annual basis at a very modest fee.

The physical department is may attend at any time and stay

open daily (except Sunday) from as long as desired.



A jog around the track helps put members in condition at the Brooklyn Central YMCA.

Mediators Put Under Civil Service Law

ALBANY, April 30 — Governor Dewey signed the Washburn bill in relation to employees and spe-cial mediators of the New York State Board of Mediation. It provides that employees of the board and is shall be appointed in accordance board.

with the Civil Service law and rules, but that the Board may in cases affecting the public interest and welfare appoint or designate special mediators with authority and power of members of the

Darryl F Zanuck presents

GENE TIERNEY in "DRAGONWYCK"

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Group Oral Exam Gets First Trial

NYC NEWS

How Health Dept. Conducts Tests

A new examining technique was used by the NYC Health Department in testing candidates for appointment as Health-Offi-cer-in-Training. Known as the "Group Oral Performance Test." the examination differs radically from the usual oral examination.

Ordinarily, only one candidate steps into a small room with the examiners and is quizzed while a recording of the interview is made. In the new type, a group of candidates is assembled and given a situation to discuss. The examiners take no part in the discussion, but note the characteristics. teristics shown by the candidates. Some candidates show up as natural leaders! others are loud and offer no useful suggestions. Still others sit back and take no part in the discussion. After a three-hour test, the examiners feel that they are able to evaluate the candidates accurately.

The test is an adaption by Personnel Director William Brody of a system used in the British

Army to test officer candidates.

Procedure Explained

The instruction sheet handed to each group of eight candidates explains the procedure:

"HEAL'TH-OFFICER-IN-TRAINING

"Group Oral Performance Ttest "Speak loud enough for every one in the room to hear you.

one in the room to hear you.

"You and the other members of the group, as leading pyhsicians known to be interested in matters affecting the health of your community, have been invited by the Commissioner of Health of the City of New York to consider the following problem, and to give him group recommendations. These recommendations are to be forwarded to the Commissioner at the close of your meeting:

of your meeting:
"Rabies among animals is increasing rapidly. There are about 200,000 licensed dogs and an estimated additional 200,000 dogs in the New York City area. What control measures should be taken?

"You will be rated on the value of your contribution to the recommendations made, your approach to the problem, your group participation, and your manner and speech in presenting

your opinions.
"SPEAK CLEARLY SO THAT EVERY ONE CAN HEAR YOU. The group itself will decide how the discussion is to be carried on. Start the discussion as soon as every one has finished reading this statement. Continue until a signal is given to stop."

Individual Talk Next

Part II of the test consisted of a 5-minute talk on an assigned

On this part, the instruction sheet read:

"Assume that you have been called upon to deliver a talk of three to five minutes on which ever one of the following subjects you select. Deliver the talk as if the group specified were before

"1. You are attending a meeting of the Committee on Public Health of your County Medical Society. The committee has passed a resolution urging the City Department of Health to establish a postwar program for establish a postwar program for the control of tropical diseases. As a member of the committee you are called upon to express your views as to what the official health agency in the city might do toward this end.

"2. You are attending a meet-ing of the Parent-Teachers Assorig of the Parent-Leachers Asso-clation of a private school to which you send your child. The subject of rheumatic fever is being discussed and you are called upon by the chairman to discuss the public health implications of rheumatic fever as it might involve this school.

"3. The District Health Officer has notified you, as a leading physician in the community, to address a group of parents con-

cerning the following problem:
"A large number of veterans'
families have moved into a local housing project. There are more than the usual number of babies and pre-school children in this group. Although the District Health Officer believes that im-munization is necessary, the parents have been slow to have this done.

"4. You, as a leading pedia-trician, have been notified to address a group of general practitioners in your County Medical Society on the role of the general practitioner in carrying out systematic health supervision health promotion of well children.

"5. The County Medical Society has notified you to speak as a representative of the Department Health on the use of gamma

globulin for measles.

"6. At a Kiwanis luncheon you as one of the medical members are asked to tell the group about the present smallpox situation in New York City and advise them what to do for themselves and their families.

"7. A community which has lots of mosquitoes hears that there are several veterans in a nearby hos-pital with malaria. The voluntary health agencies have become alarmed and have asked you to speak at a joint meeting of the members of these agencies to discuss the problem.

"8. In a community close to which there is a large ship yard, venereal disease has increased suddenly and there seems to be in the community a correlated social disorganization. Discuss this problem in one of the follow-

ing roles:

"(a) Medical Officer of the ship yard to the employees.

"(b) Venereal Disease Control Officer of the area to leaders of civic agencies.

"(c) Director of Social Hygiene to a management group.
"(d) Venereal Disease Venereal Disease Control

Officer to a woman's club group.
"After you have finished, the
members of the group will assume that they constitute the



Committee arranging the eighth annual Communion Breakfast of the Catholic Guild. Department of Finance and Comptroller's Office, to be held at the Church of St. Ann, 12th Street between 3rd and 4th Avenues on May 12. A breakfast will be held at the Hotel New Yorker. Committee members (seated, left to right): Baymond Mulvhill, Michal Tinghitella, Theresa Camilleri, James Gilroy, Vincent T. Maher, William A. Stephens, Chairman; May E. Morris and Thomas O'Hara. Standing, Francis McAuley, Percy Donovan, Adelaide Whelan, Mae Chinn and Betty Nev.



ESTHER BROMLEY



WILLIAM BRODY

group you have chosen and will ask you appropriate questions.

"The order in which each in-dividual is to speak will be deter-mined by the group. The group also decide how much time should be allowed for general dis-cussion after each talk.

"Start the discussions as soon as every one has finished reading this statement.

"SPEAK CLEARLY. You will be rated both on your own presen-tation and on the questions you

Among the spectators at the test was Mrs. Esther Bromley, Municipal Civil Service Commissioner, who expressed keen in-terest in the process.

Board Considers Extra Police Deputy

The Municipal Civil Service Commission is holding a hearing Association, and Ed at 2:30 this afternoon (Tuesday) on a proposal to add another Deputy Commissioner in the Police Department, increasing the number to seven.

The hearing wil be held in the hearing room, 299 Broadway, Manhattan.

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Provisional Jobs Hold Big Lead

The recruitment needs of NYC quired. This may have come as a continue to exceed the immediate | shock to some, but it worked. possibility of filling vacancies competitively, as indicated by the appointments during a recent

provisional jobs, at the request of the department head, an innova-tion. However, the Commission's crowded work schedule requires it to dispense with this accommo-dation service.

Care in Selection

Care in Selection

The O'Dwyer administration is taking extreme care in the selection of provisionals. These are jobs that will have to be filled competitively ultimately, or in some few instances non-competitively, although in both cases as the result of examination. Provisionals are, with the one exception cited, appointed without examination. examination.

The administration felt that best results would be obtained through a central clearing agency. In this way the objection that some influ-ential person had an "in" with some department would be avoided.

Political recommendations are given consideration, but are not controlling. Even distribution of jobs on a geographical basis is being attempted. So far the re-sults have been very satisfactory to the City administration. County leaders sending in recommend-tions are forewarned that capable. and industrious employees are re- in city employ.

A Few Objections

In a few instances there were objections from department heads that those sent over were not quite up to the requirements of specialized jobs, and in those instances others were sent as replacements and proved satisfactory.

City Hall has avoided district leader contacts. The district leaders must operate through his ers must operate through his county leader. However, the re-cruitment is by no means limited to those politically recom-mended, and some county leaders may have felt that these should not be that much "outside" com-petition.

The practice followed in filling the exempt jobs was adopted for the appointment of provisionals, especially as it is hard to induce competent personnel to take temporary jobs. The administration felt that it did well with the ex-empt appointments and believed that the tested technique removed the dangers otherwise inherent in provisional appointments.

Replacements Included

Not only appointments to new vacancies, but replacement of war substitute employees are in-volved. These substitutes are in the same category as provisionals, in that they passed no examination, so one provisional replaces another provisional. When the permanent incumbent returns from military duty the substitute, in any case, is dropped from that job. However, substitute employ-ees who were doing exceptionally good work were transferred to other budget lines, to keep them

Transportation to Post Service Rating Lists

service ratings of the 27,000 operating employees of the NYC Board of Transportation has been adopted after conferences between Tom Frey, head of the Municipal Civil Service Commission's Service Rating Bureau and the Personnel Board of Transportation, headed by William J. Daly, Secretary.

In the future, the names of all departments.

A new system of publicizing transit employees in the operating divisions who receive service rat-ings above or below average will

be posted on the bulletin boards.

A criticism of service rating methods in the past has been that while employees have been notified of their own ratings, they did not know how their co-workers were rated. If the new system works satisfactorily for the Board, it may be extended to other city

Beauty Contest Waged For the Firemen's Ball

The most beautiful girl on the President of the Press Photog-NYC payroll was being sought by raphers' Association, and Ed New York's fire fighters to make Wynn. John Robert Powers is her Queen of the Firemen's Ball at Madison Square Garden on May 28, and to bestow on her the title of Miss Fire Fighter of 1946.

The quest for civil service pul-chritude began with the distribu-tion of beauty contest entry forms in the downtown municipal offices this morning. Contest invitations will be circulated throughout City departments in all boroughs dur-

ing the coming week.

On May 23 when a committee will select the Queen from among five finalists nominated in preliminary balloting. Final judg-ing will take place at Headquar-ters Restaurant, 108 West 49th Street, during a program featur-ing the Fire Department Glee Club Chartet Quartet.

Among the Judges are Bradshaw Crandell, cover artist for Cosmo-politan Magazine; C. C. Beall, artist and war correspondent of deadline for all entries is mid-Collier's Magazine; William Finn, night, May 16.

John Robert Powers is acting as consultant. Vacation Trip to Be Given

The contest is sponsored by the Uniformed Firemen's Association of Greater New York. The Municipal Reference Li-rary estimates that there are

50,000 female workers on the City payroll. The committee in charge, which John P. Crane, President of the Uniformed Firemen's Associa-

tion, is chairman, announced that an all-paid vacation trip will be awarded to the Queen. Victory Bonds and other gifts will be presented to the Queen as well as to four runners-up.
All candidates are required to

submit an 8 x 10 photograph of themselves "in sports attitre or in such other costume as may enable the judges to determine her qualities of beauty and bearing." The

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