

# NYC FIREMAN EXAM WILL OPEN MONDAY; ALL 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 of 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 Committee for exploration.

At its meeting on Friday the Committee may act upon a proposal 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 committee 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 absorption.

## Carlisle's Condition Reported Improved

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

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 welcoming the return of popular Chief Clerk George Ostermann, back at his desk after an absence of almost four months because of illness.



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 Turbidity, F.D.; Muriel Strong, Real Estate; Adele Farrell, F.D.; Edna Fitzgerald, Finance; Margie 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.]

## Statistician and Librarian Exams to Be Rushed by U. S.

By BERNARD K. JOHNPOLL  
Special to The LEADER

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 follow immediately upon the conclusion of the clerical work connected with the Stenographer and Typist exams, now being completed throughout the nation.

At the request of several Gov-

ernment departments, especially 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  
Special to The LEADER

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

President of the Association, wrote the Governor a letter asking also that the proposed draft

of rules on hours, sick leave, vacation, etc., for departmental employees be liberalized. Governor Dewey weighed the proposals.

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

## More State News

PP. 2, 3, 4, 5, 6, 8, 9, 13

(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 appointments are expected to be made from the list during the fiscal year, July 1, 1946 to June 30, 1947. The pass-mark 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 30.—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 efforts 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

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 employees.

Representative William T. Byrne (D., Albany) has introduced in Congress a measure to relieve retirement annuities and pensions 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 House on April 15.

The officers of the State Association expressed satisfaction with the measure and gave high praise to Congressman Byrne for introducing 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 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 to offset the increased cost of living, while retired public employees 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 records disclose that Chairman Milo R. Maltbie of the Public Service Commission has appointed the following Board to pass upon appeals from the rulings 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. Maltbie; 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 employees of the Public Service Commission were not represented on this important Board, as required by the Civil Service rules.

# Goldstein Rules On Salaries of Labor Dept. Jobs

Special to The LEADER

ALBANY, April 30—Attorney-General Nathaniel L. Goldstein has rendered an opinion to the State Department of Labor, holding that Industrial Homework Investigator jobs in that department are properly allocated under the Salary Standardization schedules, 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 positions, 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 allocated under the salary standardization provisions of the following year and for which appropriations or segregations have been made on the basis of such allocation ever since, including the current appropriation act.

# Wells Is Appointed Conservation Secy.

Special to The LEADER

ALBANY, April 30—Appointment of Robert A. Wells of Watertown, 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 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 Committees for both the late John A. White and Commission Duryea.

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.

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 Dunleavy, R.N. Miss Harte received many gifts. Best wishes from us 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 vacationed 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 By Sells at a Dinner

UTICA, April 30—A capacity crowd attended the first dinner-dance 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 Superintendent 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 chapter.

William F. McDonough, Executive Representative of the Association, came from Albany to review the achievements of the Association. He defined the primary 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 Association, 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 employees who had retired within the last 10 years. Retired employees who spoke included Chester J. Meyers, former Assistant District Engineer, and Sidney Deming.

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 follows:

Social—Rosemary V. Betourney, Edward A. Geraty, Janet M. Price, Lucille Staudt, Ward T. Marriot, 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 F. White, Harry F. McQuade and Amy C. Kelley.

Publicity—Gerald M. Fenner, Lillian H. Peckham and Mary L. Weigel.

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 appointed since the NY State Employment Service of the DPUI 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 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 employees reads as follows:

"Such non-federalized employees as are found by the State Civil Service Commission to have been appointed from lists prepared by the State Civil Service Commission in accordance with practices and standards equivalent to those 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 defined 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

Insurance of the Department of 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 United States Employment Service."

# NEWS ABOUT STATE EMPLOYEES

## 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 guests. 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 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 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; Superintendent 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: William Waterson, President of the Eastern Unit; Wes Neary, Ralph Clark, of the Waterford Shops;

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

Jack Holt-Harris spoke on the functions of the Salary Standardization 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 rejected and there had been several changes in classification of employees.

The general committee on a 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 announce a permanent date.

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

Our champion fisherman, Carl Dickens is reporting a large catch of perch at Cayuta Lake recently. He says he is ready to take on all comers in defense of his crown as champion fisherman. Levi Bacon, our electrician and

# 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

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 yet been set.

The Association, according to Mr. Rogers, is planning a program of expansion and will elect new officers shortly. Howard Shumake of Middletown and Joseph Shaler of Letchworth met with Mr. Rogers to plan the group's future.

Improvements of working conditions for the Therapists and Instructors and salary reclassifications are on the organization's program.

**CIVIL SERVICE LEADER**  
 Published every Tuesday by  
 CIVIL SERVICE PUBLICATIONS, Inc.  
 97 Duane St., New York 7, N. Y.  
 Entered as second-class matter October 2, 1939, at the post office at New York, N. Y., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.  
 Subscription Price \$2 Per Year  
 Individual Copies . . . 5c

**Wanted War Veterans**  
 In  
**Civil Service**  
 to organize up-state counties.  
 N.Y. War Vets in Civil Service Inc.  
 1 Maiden Lane, N. Y. 7, N. Y.

**A friendly neighbor to**  
**CIVIL SERVICE PERSONNEL**

**EMIGRANT INDUSTRIAL SAVINGS BANK**

**INSURANCE**  
 INVISIBLE LENSES INSURED  
 AUTO - LIABILITY  
 10 PAYMENT PLAN  
**BERNARD B. PETERS**  
 General Insurance  
 44 Court St. Bklyn., N. Y. MA 8358

**INTERESTED IN A CIVIL SERVICE POSITION?**  
 Don't miss applying for that position. Send postcard for free information regarding our service.  
**LINTON SERVICE**  
 225 W. 34th St. New York City

**PHOTOSTAT PRINTS**  
**Commerce Photo-Print CORPORATION**  
 1 Wall Street 80 Maiden La.  
 233 Broadway 15 William St.  
 33 W. 42d St. 80 Broadway  
**Digby 4-9135**  
 (connects all offices)  
 "A widespread reputation for immediate service, painstaking quality and reasonable rates."

Just a step from city, state and federal departments.  
 Drop in and use our many friendly services.  
 Civil service pay checks cashed without charge—war bonds kept free for our depositors.  
 Many other important facilities.  
 Open an account today.

**51 Chambers St.**  
 Open Mondays and Fridays until 6 P. M.

MIDTOWN OFFICE  
 5 East 42nd Street  
 Member Federal Deposit Insurance Corporation

# The State Employee

By FRANK L. TOLMAN  
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. Elliot Kaplan in the introduction states the reason for the study:

"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 operation 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 fails 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 report.

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.

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.

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

Special to The LEADER

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 during 1943, 1944 or 1945, to file blanks if they want to make contributions on the basis of the bonus, to increase their retirement allowance.

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 completely effectuated as Governor Dewey has signed the bill for this employee gain. The benefit for pension purposes attaches regardless 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 always more than matches any employee contribution. The advantage of making annuity contributions 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 salary now and hereafter include the extra amount, effective April 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 the Governor recommended that the War Emergency Compensation paid to State employees since May 1, 1943, be regarded as salary or compensation for all the purposes of the Retirement System.

"This recommendation has now 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 annuity at the time of retirement.

"The pension portion of any retirement 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 deductions, 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 received.

## 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 annually, 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 discretionary 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 on April 22, provides that every public officer or employee who was in active military or naval service between September 16, 1940, and prior to the termination of hostilities in World War II, 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 he makes application for such reinstatement within sixty days after the termination of such course 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

reinstatement after training must be made within 60 days.

Nor is there authority for discretionary reinstatement after 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 eligible list status in the event that his name is skipped for appointment.

In short, the type of leave of absence mandated by the McGowan 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

Closely allied to the matter of GI Bill of Rights training course leaves of absence is the rule recently promulgated by the State Civil Service Commission that veterans may be given temporary appointments, not exceeding four

years in length, in connection with a State training program for veterans approved by the State Department of Labor.

It is conceivable, therefore, 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.

Special to The LEADER

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 1935.

## May 10 Last Filing Date For Shorthand Reporter

The State Board of Examiners of Certified Shorthand Reporters has announced the semi-annual 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-

cessfully completed four years' work in a high school recognized by the Board of Regents, or the equivalent thereof; have had technical training in verbatim reporting of matters involving law, medicine and science, and produce proof showing five years' experience 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 elementary law and legal procedure. The passing mark is 95 per cent.

## Mental Hygiene Bowlers Will Dine on May 18

ALBANY, April 30—Over 200 State employees and their friends are expected to attend the annual tournament and dinner of the Mental Hygiene Bowling League on May 18.

The big affair will be held at the Menands Recreation Center, Menands, N. Y., between Albany

and Troy. Bowling will start at 2 p.m., and the evening will offer a program of dancing and dinner at the De Witt Clinton Hotel, Albany. Extra tickets for the affair may be obtained from Leo Gurry, President of the league, at Marcy State Hospital, and are priced at \$3.25.



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

Special to The LEADER  
**ALBANY, April 30**—The prospects appeared good today that the Salary Standardization Board would consider soon the appeal of Attendants in hospitals for the criminal 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 to 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 for 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 and Matteawan State Hospitals.  
 The report was signed by J. Earl Kelly, Chairman, and Arthur

F. Maloy and Robert G. Blabey, members.  
**Fight Still Goes On**  
 William A. McCarroll, Representative 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 fighting."  
 The report gave no indication that the Classification Board favored any adjustment in position classification or wages for Matteawan and Dannemora employees.  
 The State Association is backing the fight for higher allocations as well as for position reclassification of Attendants.  
 Mr. Kelly said that the Classification Board did not pass on pay schedules, a function of the Salary Board, but merely on reclassification, and reported to the employees directly.

# 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, E. C. Bailey, John Holt-Harris, Clyde Piser, Larry Hollister, Mike McDermott and Fred Holmes. Second 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 Brusco, Doc Watson, Jim LaClaire, A. S. Bailey and Clarence Humiston.

# TEXT OF DECISION IN ATTENDANTS' APPEAL

**ALBANY, April 30**—The decision of the Classification Board on Attendants in criminal insane hospitals follows:

STATE OF NEW YORK  
 BEFORE THE STATE CLASSIFICATION BOARD

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

- Criminal Hospital Attendant to Prison Guard.
- Criminal Hospital Senior Attendant to Prison Guard.
- Criminal Hospital Charge Attendant to Sergeant.
- Criminal Hospital Supervising Attendant to Lieutenant.
- Criminal Hospital Chief Attendant 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 received by the Board from nearly all of the ward employees of both institutions requesting title 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 20. 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 institutions. 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 perform the work.

An analysis of the appeal of the Criminal Hospital Attendants for the reclassification of their positions to Prison Guards will provide the 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 classes.

### Accepted Practice Explained

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

in fact sufficiently similar is the keynote of position classification. According to accepted position classification standards, there are four concurrent conditions which govern the making of this decision. When positions are sufficiently 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 experience 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 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 by the Criminal Hospital Attendants to find that their positions are so sufficiently similar in duties and responsibilities to Prison Guards that they should be re-allocated to that class. From our study of positions in these two 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 positions 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 committed to them. Except for this common objective their functions

are quite divergent. Prisons are penal institutions established not only for judicial punishment, but also for the rehabilitation of 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 offenders. 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 classification, 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. Consequently, we find that the title Prison Guard cannot be applied, with true descriptiveness and with clarity, to the positions under review 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 experience cannot be required of the incumbents of these positions as are required of Prison Guards. The minimum qualification requirements fixed by the Classification Board for Prison Guard are as follows:

### Training and Experience

- (a) Three years of satisfactory full-time experience in the supervision of a group of men, includ-

ing necessary disciplinary supervision;

OR

- (b) Graduation from a standard 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 temperament to command respect and obedience from prisoners; sympathetic understanding of human nature; good moral habits; courage, physical strength, coolness in emergencies, resourcefulness, alertness and good judgment; 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

be possessed by candidates for these positions are as follows:

### Training and Experience

- (a) Two years of satisfactory full-time experience in the supervision of a group of men, including 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 standard 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, 9 inches; minimum weight, 155 pounds; sound physical condition as evidenced by a stringent physical examination.

### Desirable Qualifications

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

(Continued on Page 13)

## Church Announcements

FOR CIVIL SERVICE EMPLOYEES

### Holy Innocents

120 WEST 37th STREET  
 NEW YORK CITY

DAILY MASSES—7, 7:30, 8, 8:30, 9, 12:15, 12:45  
 SUNDAY MASSES—2:20, 4, 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

(National Shrine of St. Anthony)  
 605 WEST 31st STREET  
 NEW YORK CITY

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

## St. Jude Thaddeus Spring Novena

(SAINT OF THE IMPOSSIBLE)

### 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

CONDUCTED BY

Rev. James B. Heary, O.P.

NOTED PULPIT ORATOR AND MISSIONARY OF THE DOMINICAN EASTERN MISSION BAND

Veneration and Application of the Relics of St. Jude after Each Mass and Service

Relatives of Servicemen Are Requested to Send Names and Addresses for Remembrance During Novena.

Petitions to be Remembered in all Masses and Devotions of the Novena Should be Mailed to

Very Rev. Richard M. McDermott, O.P., M.A.  
 Pastor and Prior—Dominican Fathers

ST. CATHERINE OF SIENA PRIORY

411 East 68th Street

New York 21, N. Y.

## LOW-COST Personal Loans TO CIVIL SERVICE EMPLOYEES

Combine all those Debts into ONE Loan, payable ONCE a month at ONE Place—on terms to suit your income.

Loans from \$60 to \$5,500 can be arranged by Mail or Phone at Low Bank Rates.

Quick and Confidential Service

## BRONX COUNTY TRUST COMPANY

NINE CONVENIENT OFFICES

MAIN OFFICE: THIRD AVENUE AT 148th STREET

THIRD AVE. E. TREMONT AVE. E. TREMONT AVE. FORDHAM ROAD  
 at 137th Street at Boston Road at Bruckner Blvd. at Jerome Avenue  
 THIRD AVE. OGDEN AVE. WHITE PLAINS AV. HUGH GRANT CIRCLE  
 at Boston Road at University Ave. at 233rd Street at Parkchester

Organized 1888

MEMBER FEDERAL DEPOSIT INSURANCE CORPORATION



# Civil Service LEADER

America's Largest Weekly for Public Employees  
Member of Audit Bureau of Circulations  
Published every Tuesday by

CIVIL SERVICE PUBLICATIONS, Inc.

97 Duane Street, New York 7, N. Y. COrtlandt 7-566.

Jerry Finkelstein, Publisher

Maxwell Lehman, Editor H. J. Bernard, Executive Editor

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

N. H. Mager, Business Manager

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 precedent.

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 "custody and detention of the inmates."

### The Opinion of an Expert

Dr. B. R. Webster, for 25 years Director of Dannemora, 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 decision 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 A. Lyons.

Employees are encouraged, however, by the intimation in the opinion that the issue is one to be determined 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 combined 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 decision 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 LaGuardia came on his birthday, while he was stationed in war-battered 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 appointed to the Fire Department and worked under the 2-platooning. At 22, he passed the Bar elimination system while studying.

### School Romance and Results

While at school he met his future wife, a law student at the time, now also a lawyer with B.A., LL.B., and J.S.D. degrees. Despite the Thompsons' legal work, they found time for Edward Jr. and Nell 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 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 extinguishing 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 go!

### CLOSE HARMONY

Claire Keller, Secretary to Purchase Commissioner Albert Pleydell, and Martin Voelker, of the same department, will be married on May 11. Zelta Finger and Howard Miller, both also of Purchase, will be married on May 19.

## Employment News Letter

[The author is Director of an institute, which conducts an aptitude testing and vocational counseling 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 difficult 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 per 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 libraries.

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 executive commented about some of the applicants he has been interviewing.

"They just don't seem to know 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 interested 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 Edlund'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 experienced executives with fluency in at least one foreign language (the emphasis is on Spanish and Portuguese for Latin American trade) are paying \$4,000 to \$15,000 a year. Incidentally, when world mar-



M. W. Schaul

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

Airlines are looking for Technicians 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 picture 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 Ownership."

### 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 auditorium 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 contradictory replies.—C. G.

Before anyone can possibly guide you into a specific occupation, he would have to explore fully your background and aptitudes. There are in your community a number of agencies which are equipped to do that job. The Engineers Council for Professional 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 floor).

### 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 prospects?—L. C.

There are thousands like yourself with skills in leadership, organization and management of men who are in the same predicament. 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 better opportunity of being rewarded in these "young men" industries 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 business directories (Thomas', Poor's, etc.) and make a list of the top-flight executives in these new firms. Visit them. There are many other things for you to do, but explore this area first.

*Don't*

*Repeat This!*

### Politics, Inc.

The likelihood of Charles H. Silver, an executive of the American Woolen Company, getting 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 November. Mr. Silver is known as a humanitarian and industrialist. He's a friend of David Dubinsky of the International Ladies' Garment Workers, and of Sidney Hillman, of the Amalgamated Clothing Workers of America (ALP State chairman). Mr. Silver's labor policy is called liberal by—above all—labor lead-

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

### ALCOHOLICS

Fifty-two per cent of the alcoholics 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 interviews over the period of a year.

# Agreement On U.S. Pay Is Pending

Special to The LEADER  
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 committee is meeting to iron out the differences.

No guess as to the amount is safe at this time, but a compromise proposal, allowing a flat raise of \$400 for lower bracket employees 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 Service.

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 legislation.

## 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 results will be available at Veterans Administration's 54 regional offices in time for summer and fall enrollments.

## Differential Counts

Special to The LEADER  
WASHINGTON, April 30 — A compensation differential paid to an employee stationed outside the continental United States constitutes a part of his "basic rate of additional pay for night work at compensation" upon which the rate of 10 per cent provided by section 301 of the Federal Employees Pay Act of 1945 is to be computed.

# SENATE IS ALL SET TO O. K. POSTAL RAISE

Movie Star Adrienne Ames and Philip Lepper, Letter Carriers' delegate to the Central Trades and Labor Council, made a radio appeal for the Postal increase bill.



Special to The LEADER  
WASHINGTON, April 30—Favorable Senate action on the \$400 pay rise for postal employees is expected this week. A filibuster against the proposed loan to Great Britain held up action. Following unanimous vote in favor of the proposal in the Senate Committee on Post Offices and Post Roads, several members of the committee predicted an un-

# Veterans Want Back Pay For Revoked Suspension; Congress Action is Needed

Special to The LEADER  
WASHINGTON, April 30 — A veteran in Federal service who is discharged and then found innocent by Civil Service Commission'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 Civil 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 following positions:

NYC civil service jobs: Health Inspector, Health Inspector, Markets; Poultry Inspector, Markets, and Food Inspector, Comptroller.

questions to the Comptroller General.

**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 separation 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 views:

"Section 14 of the Veterans'

## EVENING COURSES Only \$5

(Unless Otherwise Noted)  
Term Begins May 12  
Ends June 20  
Register Immediately

These excellent adult courses will help you get more out of life, broaden your friendships and qualify you for new vocational opportunities. Unless otherwise noted, the only charge is \$5 for the first subject and \$2 for each additional subject.

**SPANISH - FRENCH - RUSSIAN ITALIAN - PORTUGUESE - GERMAN**  
Elementary, Intermediate, Advanced, Conversation. Conservation is stressed. Only a minimum of grammar is given. Classes meet on various days and hours, \$5. Advanced classes limited to six, \$10.

**ENGLISH:** General English, \$5.00. English for foreigners, \$5.00. Business English, \$5.00. Developing Your Vocabulary, \$5.00.

**STOCK MARKET:** Operation-trading; economic analysis, interpretation, trends, \$15.

**PSYCHOLOGY:** Fundamental course, \$5. Applied (Practical) Psychology, \$5. Freud, \$5. Aptitude Testing, \$10.

**SALESMANSHIP:** How to earn a substantial livelihood, in this interesting profession, including retail, wholesale, and specialty selling, \$10.

**ADVERTISING:** Resulted copy writing, \$5. Production (field visits), \$5.

**DRAMA:** Acting, \$5. Makeup, \$5. Dramatic Workshop, \$15. (Public Performances.) Radio and Television Acting, \$20.

**PUBLIC SPEAKING:** Tues. or Sun., \$10. Speech, \$5.

**RADIO:** Script Writing, \$10. Radio Announcing, \$15. Radio Acting, \$15. Television Acting and Makeup, \$20.

**JOURNALISM:** News Writing, \$10. Short Story, \$10. Publicity, \$10.

**ART:** Elementary and Advanced Drawing and Painting, Still Life and Life, \$10. Commercial, \$15. Lettering, \$15. Layout, \$15.

**INTERIOR DECORATION:** For personal and professional use, \$5. Advanced Int. Dec., \$15. Practical Course in Window Display, \$15.

**PHOTOGRAPHY:** A thorough and embracing course, \$15.

**DANCING:** Modern Social Dancing. Beginners and Advanced, \$10.

**BOOKKEEPING:** An intensive course in the Fundamentals, \$15. Commercial Arithmetic, \$5.

**EXPORT:** A study of the various documents, rules and regulations and office routine involved in export and import, \$10. Document preparation, \$10. Export Promotion, \$10.

**STENOGRAPHY:** Pitman or Gregg, complete and brush-up courses Mon., Tues. and Thurs., \$10 for 4 weeks. (Day students may earn tuition)

**TYPING:** Monday and Thursday, \$10 for 4 weeks' basic course.

**COMPTOMETRY:** Complete short course, Monday and Thursday, \$25.

These courses are immensely popular, and classes fill rapidly. Register NOW.

**ABBE INSTITUTE**  
(A Non-Profit Institution)  
1097 Broadway, cor. 63d St. CO 5-9833

Preference Act of 1944 provides, among other things, that when a 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 favorable to the veteran and the head of the agency restores the veteran 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 lost when the employee is restored to his position, whether the employee is a veteran or not."

# N. Y. State Second on Job List

Special to The LEADER  
WASHINGTON, April 30 — A 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 throughout 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 totaled 247,300 on January 1, last, 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, 1943.

## Driving Instruction

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

**LEARN TO DRIVE**  
In dual control cars  
Quickly and Safely  
**Phone NEvins 8-1690**  
ALL STAR  
AUTO DRIVING SCHOOL  
720 Nostrand Avenue  
(nr. Park Place.), Brooklyn  
Lic. by New York State

**M & M AUTO SCHOOL**  
Courteous, Patient, Experienced  
Instructors  
Latest Model cars used—Dual control  
Special rate for veterans  
Main Office, 41-41 Kissena Blvd.,  
Flushing, Flushing 9-8762  
141-05 Northern Blvd. Flushing 9-8426  
N.Y. Office 158 E. 57 St. Tel. Lex.  
and 3rd Ave., PL 8-0032

**LEARN TO DRIVE!**  
**UTICA AUTO SCHOOL**  
The Safe and Quick Way  
A satisfied customer is our best ad. Special consideration given to veterans and civil service employees. Cars for road test.  
**1421 ST. JOHNS PLACE**  
Nr. Utica Ave., Bklyn., BR 4-2028  
**856 UTICA AVENUE**  
Nr. Church Ave., Bklyn., BR 2-1440

**LEARN to DRIVE**  
• Private lessons at your convenience  
• Cars supplied for Road tests  
Special discount to veterans  
**BETTER DRIVE AUTO SCHOOL**  
988 1st Ave., N. Y. PL 9-6136

## Used Cars Wanted

**CAR OWNERS**  
General repairs all makes of cars. If we can't fix it, we will buy it.  
**Archer Auto Repair Co.**  
149-11 Archer Ave. Jamaica, L. I.  
REpublic 9-3621

**WE PAY MORE CASH!!**  
FOR YOUR CAR  
Any Make — Any Year  
**ASHDOWN MOTOR SALES**  
210-20 JAMAICA AVE., HOLLIS, L. I.

**WE WILL BUY**  
Any Car in Good Condition  
**CAMEL MOTORS**  
1291 CONEY ISLAND AVENUE  
Brooklyn, N. Y. ESplanade 7-9741

**We Want Your Used Car!**  
Cash or Trade Highest Prices Paid  
All Models from 1936-1942  
High Allowance on Trade-ins.  
**MORRIS ODCIS**  
1431 Bedford Avenue  
Bklyn, N. Y. ST 3-9626

**CASH WAITING**  
We Pay More For Your Car  
All Makes and Models 1934-1943  
**MAX SCHIFFMAN**  
1995 BEDFORD AVENUE  
Brooklyn, N. Y. INgersoll 2-9857

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

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















# Chief Officers Must Pay Back Dues of \$20 Each

Bills for \$20 each have been mailed to 140 former members of the NYC Fire Department's Chief Officers' Association, by the State Insurance Department, which is liquidating the old-line organization.

As explained by a representative of the State Insurance Department, 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

of former members of the old group who have joined the UFOA, the 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 Association, but minutes of meetings showed them taking an active part subsequently.

## RESORTS and TRAVEL

### THE ALPINE

Box 195, R 3, Kingston, N. Y.  
ON DEWITT LAKE PHONE 3089  
ROUTE 32  
Ideal vacation spot. Excellent food. Churches nearby. Trailways at Dixie Hotel, 243 W. 42nd St.

### YULAN HOTEL

On Washington Lake, Yulan, N. Y. Tel. Barryville 2142. Modern improvements. Boating, Bathing, Fishing, Golf near by. Near churches. Rate \$28 up weekly. Also Sunrallows week or month. ARTHUR SAMYN.

**INVITATION TO RELAX**  
Enjoy the serenity of Plum Point, Gorgeous countryside, roaring fireplaces, delicious food—and fun. Only 55 miles from New York.  
Make Reservations Early

**plum point**  
ATTRACTIVE RATES FREE BOOKLET  
New Windsor, N.Y. Newburgh 4270

**THEY ALWAYS COME BACK...**  
to the 100-acre vacation paradise. On a mountain-top. Facilities for an invigorating stay. Swimming pool, tennis courts, riding, golf course, nightly dancing, grill room. New cottage accommodations with private bath. All rooms with hot and cold running water. Fine food. Sensible rates. Booklet 55th Season. Hurleyville 225. B. L. Knapp

**the COLUMBIA**  
HURLEYVILLE, N. Y.

### WILLIAMS LAKE HOTEL

Box 167  
ROSEDALE, ULSTER CO., N. Y.  
Plan your Spring or Fall vacation now. All sold out between June 22 and August 24. \$5 a day average rate includes room, meals and all your favorite sports at this complete resort. Movies, dancing, bar, sociable evenings. Bus to Protestant and Catholic Churches, \$2 fare via Adirondack Trailways Bus from Dixie Hotel, Times Square. Write for Booklet or phone Rosedale 3191.

### Strickland's Mountain Inn

Mt. Pocono, Penna.  
Located in the heart of the Poconos. Open all year.  
(Every season has its own beauty) The Inn is modern throughout, excellent food, steam-heated rooms, all indoor and outdoor sports.  
A paradise for vacationists, honeymooners, and servicemen and women.  
E. A. STRICKLAND, Owner, Mgt.  
Tel. Mt. Pocono 3081

### Golf PHELPS MANOR Golf COUNTRY CLUB

Most Picturesque Course in Bergen Co. Open to the Public  
Rates:  
Weekdays, \$1.25, after 5 p.m. \$1.00  
Saturdays, Sundays & Holidays: \$2.00, After 5 p.m. \$1.00  
Henry Jans, Prop., Teaneck 7-3589  
Fred Geberhardt, Mgr.

### CAMP CRYSTAL

On CRYSTAL LAKE  
Adult Bungalow Camp 150 miles from N.Y.C. Elevation 2200ft. Recreation. Romance. Rest. Catholic Mass on premises. Protestant Services nearby. Special June rates. Folder on request. Crystal Lake, R.D.2, Middleburg, N.Y. Phone 85 F 5. Director G. Walsh

## TRIPS TO THE MOUNTAINS

Brooklyn  
**KINGS HIGHWAY MOUNTAIN LINE**  
DAILY TRIPS TO AND FROM THE MOUNTAINS  
DOOR TO DOOR SERVICE  
BROOKLYN PHONE—DEWEY 9-9791-9783-9654  
MOUNTAIN PHONE—ELLENVILLE 617-618

Daily trips to Lakewood  
Door to Door Service. 7 Passenger Cadillac cars for all occasions.  
1941 Southern Blvd., Bronx, DAYton 9-429.  
Brooklyn Phone GLenmore 2-7221. L.C.C. Carrier

**SAM'S LAKEWOOD LINE**  
Manhattan, Brooklyn, Bronx and Lakewood, N. J.  
Door to Door Service  
Cars Leaving Daily  
Brooklyn: BEasonhurst 6-9264 Bronx & Manhattan: SEdwick 3-8367  
Cars for All Occasions

## Civil Service LEADER RESORT INFORMATION DEPT.

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

NAME .....

ADDRESS .....

Beaches Hotels Camps Seashore .....

LOCATION .....

Number in Party ..... Price Per Person .....



Bonita Granville is in "Breakfast in Hollywood."

### Five NYC Lists Effective April 1

Four promotion and one open-competitive 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 claims; to Clerk, Grade 2 (General); 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.

### MADISON SQ. GARDEN

**NOW** TWICE-DAILY incl. SUNDAYS  
2:15 & 8:30 P.M.  
DOORS OPEN at 1 & 7



## RINGLING BROS and BARNUM & BAILEY CIRCUS

SEATS NOW at Garden & Agencies thru MAY 12  
PRICES: \$1.20, 2.50, 3, 3.50, 4.50, 5, 6. Tax included.  
CHILDREN under 12 HALF PRICE at every Matinee Except Sat. & Sun.

Enroll Now for OPEN AIR GOLF SCHOOL in the Heart of the City  
FUN • HEALTH • RELAXATION  
A Trial Lesson Will Convince You  
Mail a Postcard for an Appointment and Further Information  
Carlisle's SCHOOL OF GOLF  
142 West 78th St. SU. 7-9129

Phone High Falls 3176  
OPEN YEAR 'ROUND  
**CLOVE VALLEY DUDE PANCH**  
High Falls, Ulster County, N. Y.  
Open May 29th  
Reservations Now  
"A little world of seclusion affording the utmost in rest, relaxation, fun and good living."  
Three Meals Moderate Rates  
All Activities Modern Conveniences Spacious Rooms  
Play Safe, Make Reservations Early  
Owned and Operated by Colored

# Amusement

By J. RICHARD BURSTIN

Looks as if we'll see some worthwhile shorts in the near future. Warner Bros., for one, comes up with "Melody of Youth," a musical shortie featuring the symphonic talents of the Merensblum Junior Symphony orchestra. The kids are cuts, they're fine musicians, 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.

Ballet master Lichine, being seen in a number in "Make Mine Music," is creating the choreography for "Silver Slippers" in which Margaret O'Brien will be

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 Cavallaro, will hold forth on the stage with an entertaining company of madcaps and melody.

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

A seventy day-night stand made by the people of the Stalingrad during the war creates an inspiring film which Simonov, Russian war correspondents has called "Days and Nights" and which the Stanley Theater has on the marquee 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.



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

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, 23½ laps to the mile, an excellent assortment of weights, eight-foot wall, calisthenic classes and numerous other conditioning equipment. 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 open daily (except Sunday) from

8 a.m. to 10 p.m. and members may attend at any time and stay as long as desired.

### Mediators Put Under Civil Service Law

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

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 board.

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

Dwan Wister's  
**"THE VIRGINIAN"**  
starring Joel McCrea, Brian Donlevy, Sonny Tufts with Barbara Britton  
In Person  
**EDDIE BRACKEN BOB EBERLY**  
THE ACROMANIACS  
**JOHNNY LONG**  
AND HIS BAND  
DOORS OPEN 8:30 A.M. **PARAMOUNT** Times Square

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

**Zimmerman's Hungaria**  
AMERICAN HUNGARIAN  
163 West 40th St. East of Bway.  
**BAL TABARIN**  
Famous for its snappish food. Distinguished for its Gypsy Music. Dinner from \$1.25. Daily from 5 P.M. Sunday from 4 P.M. Sparkling Floor Shows, Two Orchestras. No Cover Ever. Taps for Parties. Air Conditioned. LOngacre 3-0115.  
225 W. 40th St. "GAY PAREE IN N.Y." CI 6-0910 DeLuxe French Dinner \$1.25 3 Revers Nitey, 2 Orchs. Dancing No cover

# Group Oral Exam Gets First Trial

## How Health Dept. Conducts Tests

A new examining technique was used by the NYC Health Department in testing candidates for appointment as Health-Officer-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 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:

### "HEALTH-OFFICER-IN-TRAINING

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

"You and the other members of the group, as leading physicians 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:

"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 topic.

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 you now.

"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 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 meeting of the Parent-Teachers Association 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 concerning 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 immunization is necessary, the parents have been slow to have this done.

"4. You, as a leading pediatrician, 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 and health promotion of well children.

"5. The County Medical Society has notified you to speak as a representative of the Department of 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 hospital 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 following 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 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): Raymond Mulvihill, Michael 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 individual is to speak will be determined by the group. The group will also decide how much time should be allowed for general discussion 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 presentation and on the questions you ask."

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

### Board Considers Extra Police Deputy

The Municipal Civil Service Commission is holding a hearing 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 will be held in the hearing room, 299 Broadway, Manhattan.

## PIANOS

DIRECT FROM OUR FACTORY  
SPINET—styled pianos beautifully reconditioned. Also grands and small uprights, Steinways, Chickering, Wessers, Knobs and others. A fine piano can be bought for \$150  
TERMS: We also buy every type of used piano for cash.

WESER PIANO CO. EST - 1879  
524 WEST 43rd ST. ME 3-3512

# Provisional Jobs Hold Big Lead

The recruitment needs of NYC continue to exceed the immediate possibility of filling vacancies competitively, as indicated by the appointments during a recent week:

Provisionals .....	484
Non-competitives .....	76
Competitives .....	18
Military substitutes .....	2

The NYC Civil Service Commission is expediting examinations. In one instance it undertook to examine applicants for provisional jobs, at the request of the department head, an innovation. However, the Commission's crowded work schedule requires it to dispense with this accommodation service.

### 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.

The administration felt that best results would be obtained through a central clearing agency. In this way the objection that some influential 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 results have been very satisfactory to the City administration. County leaders sending in recommendations are forewarned that capable and industrious employees are re-

quired. This may have come as a shock to some, but it worked.

### 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 county leader. However, the recruitment is by no means limited to those politically recommended, and some county leaders may have felt that these should not be that much "outside" competition.

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 exempt 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 involved. 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 employees who were doing exceptionally good work were transferred to other budget lines, to keep them in city employ.

# Transportation to Post Service Rating Lists

A new system of publicizing 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

transit employees in the operating divisions who receive service ratings 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 departments.

# Beauty Contest Waged For the Firemen's Ball

The most beautiful girl on the NYC payroll was being sought by New York's fire fighters to make 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 pulchritude began with the distribution of beauty contest entry forms in the downtown municipal offices this morning. Contest invitations will be circulated throughout City departments in all boroughs during the coming week.

On May 23 when a committee will select the Queen from among five finalists nominated in preliminary balloting. Final judging will take place at Headquarters Restaurant, 108 West 49th Street, during a program featuring the Fire Department Glee Club Quartet.

Among the judges are Bradshaw Crandell, cover artist for *Cosmopolitan Magazine*; C. C. Beall, artist and war correspondent of *Collier's Magazine*; William Finn,

President of the Press Photographers' Association, and Ed Wynn. 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 Library estimates that there are 50,000 female workers on the City payroll.

The committee in charge, of which John P. Crane, President of the Uniformed Firemen's Association, 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 8x10 photograph of themselves "in sports attire or in such other costume as may enable the judges to determine her qualities of beauty and bearing." The deadline for all entries is midnight, May 16.

# FIREMAN

Enroll Now

Thorough Mental and Physical Preparation

Current Classes Are Timed to Meet

Probable Exam Dates

MENTAL—June 29 PHYSICAL—August 17

Enjoy All Privileges of 'Y' Membership

Plus

Expert Instruction

Personal Attention

Small Classes

Finest Gymnasias

CIVIL SERVICE INSTITUTE

YMCA SCHOOLS OF NEW YORK

Call

Phone

Write

5B WEST 63rd STREET (nr. B'way)  
55 HANSON PLACE, BROOKLYN

SU 7-4400  
ST 3-7000