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Civil Service LEADER

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America's Largest Weekly for Public Employees

See Page 9

X—No. 1 Tuesday, September 14, 1948 Price Five Cents

PROBATION OFFICERS ARE NEEDED BY NYC

Vet Preference Proposals Explained and Analyzed

Two Exams Rushed For Filling Steady Positions in Courts

Special to The LEADER
ALBANY, Sept. 13—A simplified explanation of the various proposals involved in New York State veteran preference came out of the city last week.

The explanation was an endeavor to present clearly and factually the kernel of difference between the present vet preference law; (b) the pending Mitchell bill; (c) the pending Condon bill.

Issued by Dr. Frank L. Tolman, president of the Civil Service Employees Association, the explanation stated the choices available, and also gave in capsule form the Association's reasons for supporting the Mitchell measure.

Dr. Tolman's statement was entitled: "Veterans Preference: Time Now to Correct Present Fundamental Errors." It follows:

Veteran preference is a top concern in civil service today. Neither the veteran nor the non-veteran is satisfied with the present condition. No one knows just what the preference is or will be in any future time as the Courts come out conflicting decisions on so many cases presented to them:

The Present Situation

The present veterans preference provision in the State Constitution consists of two parts. The first part provides absolute and permanent preference appointment and in promotion for disabled veterans.

The second part provides a five-year preference expiring December 31, 1950 for non-disabled veterans. The non-disabled veteran does not have absolute preference. It comes after all disabled veterans but before all civilian eligibles. The disabled veteran comes first, then the non-disabled after all disabled veterans, and last the other eligibles without war service.

The non-disabled veterans have viewed with righteous suspicion and dismay the special absolute preference given to zero disabled veterans who have enjoyed the same absolute preference as the fully disabled. The recent court decision placing recognizable dis-

(Continued on Page 2)

Detective Owens to Retire; Made Fine Police Record

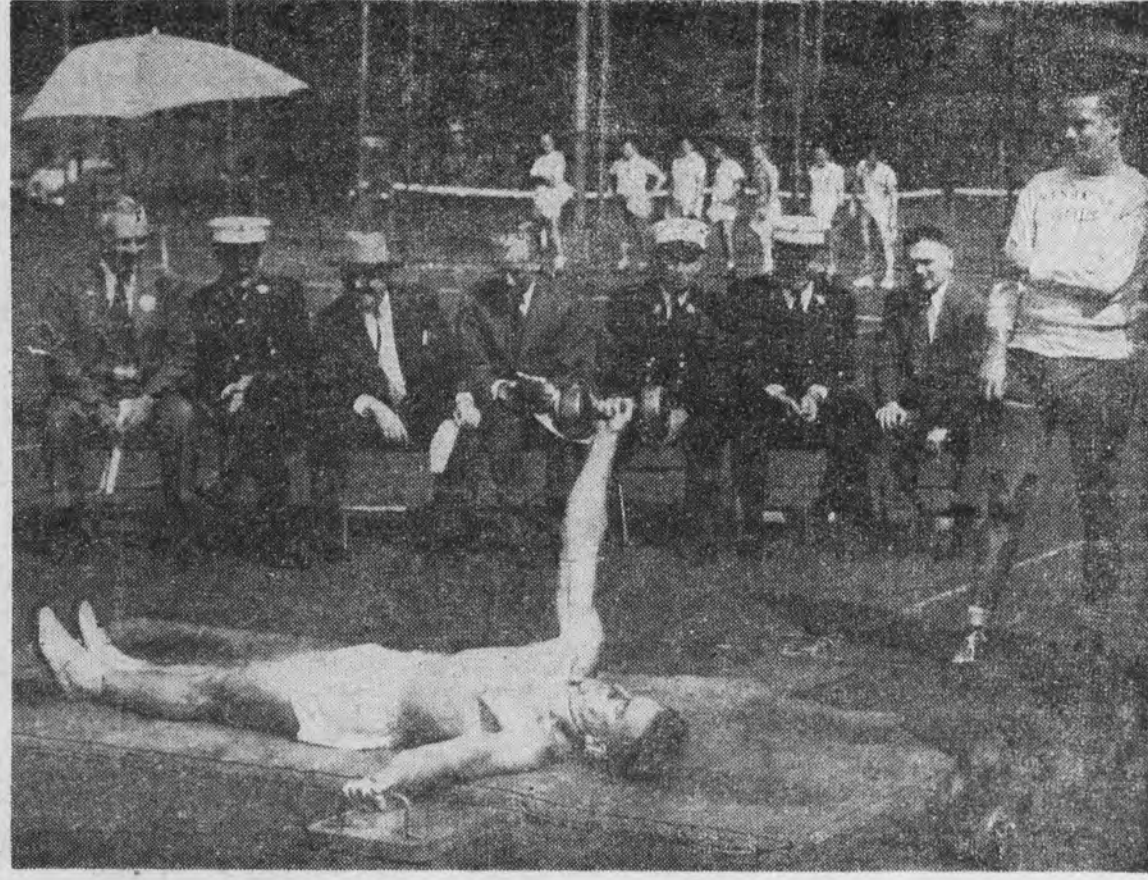
Detective Martin S. Owens is retiring from the Police Department after 41 years on the force, as a detective. During that time, Owens rose to Acting Lieutenant of Detectives in command of the Fifth Avenue Squad.

Promotion Reform Asked by Truman

MILWAUKEE, Wis., Sept. 13—A letter from President Harry S. Truman, read today to the biennial convention of the National Federation of Federal Employees.

Luther C. Steward, president

Big Shots Risk Eye at Fireman Physicals



(Fire Department Official Photo).

Candidates for Fireman, F.D., going through the physical examination at Van Cortlandt Park, were reviewed by officials. Left to right, the officials are (seated) Paul M. Brennan, Director of the Medical-Physical Bureau, Civil Service Commission; William J. Hennessy, Assistant Chief of Staff and Operations, Fire Dept.; Frank J. Quayle, Fire Commissioner; Joseph A. McNamara, President, Civil Service Commission; Frank Murphy, Chief of Staff and Operations; Joseph J. Scanlon, Deputy Chief of Dept., Headquarters Staff; Dr. Frank A. Schaefer, Secretary, Civil Service Commission.

Officials See NYC Fireman Test

The physical testing of 165 candidates for Fireman was watched by a delegation of NYC officials at Van Cortlandt Park last week. The officials were Fire Commissioner Frank J. Quayle, Chief of Staff and Operations Frank Murphy, Assistant Chief of Staff and Operations William J. Hennessy, Deputy Chief of Department Joseph J. Scanlon, and their hosts, President Joseph

A. McNamara and Secretary Frank A. Schaefer, of the Civil Service Commission.

Commissioner Quayle studied the performances of the candidates, noted the rigor of the tests, looked over a few dozen of the cards bearing the names of eligibles, made some mental comparative notes of an undisclosed nature, and smiled approvingly at the excellent demonstration that the contestants were giving.

Quayle Discusses Jobs

Commissioner Quayle was asked by a LEADER reporter what he thought were the appointment prospects of eligibles in the current examination. He answered that it looked as if around 2,500 would be appointed before the list expired by operation of law, that the qualified disabled veterans probably all could look forward to early appointment, but that the present Fireman list, nearing exhaustion, would be sufficient to take care of appointment needs at least for the remainder

of the year. The new list would not be out before then.

"How do the candidates look to you?" Commissioner Quayle was asked.

"Splendid! Splendid!" he rejoiced enthusiastically. "They're certainly there with the brawn and agility that are required as part of a Fireman's equipment to perform his duties."

(Continued on Page 13)

NYC Plans Exams Continuously Open

By ANNA LEE KRAM

The next examinations for Stenographer, Grade 2, and Typist, Grade 2, will be continuously open, President Joseph A. McNamara, of the NYC Civil Service

Commission, revealed to The LEADER. It is expected that the present and pending lists in these titles, the result of recent examinations, will be exhausted fast.

100 Vacancies Right Now

There are about 100 present vacancies in the title in the three courts. More vacancies are expected.

Based on past examinations, and present policies, it may be expected that the age limits will be 21 to 55, with a deduction of time spent in military service allowed from maximum age; pass mark 70 per cent on the written test, with qualifying oral also held (no percentage ratings, candidates marked Qualified or Not Qualified); and a college degree made an absolute requirement. Related experience would be required. So-

Many Provisionals in Jobs

There are many provisionals in the Probation Officer jobs in the courts, especially Domestic Relations. The President of the NYC Commission, Joseph A. McNamara, is a former Justice of that court and has been pressing for the holding of the examinations, especially as provisionals have been in the jobs so long, and for an increase in pay for Probation Officers.

The examinations are being rushed and therefore may be included in the October series that the Commission will announce early next month.

The salary may be advertised at only \$2,710 total, as the Commission would lack authority to offer more than the present budgetary lines call for, but it is expected that the Probation Officers will win their long drive for raising of the grade to \$3,000 minimum and \$4,500 top.

The examinations were "ordered" by the NYC Civil Service Commission several months ago, that act constituting initiating the examinations. Then the proposed notices of examination were drawn and the Budget Director was asked to approve the necessity of holding the tests.

The holding of a separate examination for the Domestic Relations Court Probation Officer jobs is required by law. Up to the time that this was pointed out to Mr. Patterson he was in favor of holding a consolidated examination for all the Probation Officer jobs.

Budget Director Thomas J. Patterson has approved the holding of two separate examinations for Probation Officer, one to fill vacancies in the Domestic Relations Court in NYC, the other to provide recruits for the jobs in the City Magistrates' and Special Sessions Courts.

Commission, revealed to The LEADER. It is expected that the present and pending lists in these titles, the result of recent examinations, will be exhausted fast.

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STATE AND COUNTY NEWS

The Public Employee

By Dr. Frank L. Tolman

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



IMPORTANT: VOTE!

BALLOTS for the election of Association Officers will soon reach you through your Association Chapter and through "Merit." Please be sure to vote!

It is a regrettable fact that only a few thousand members of the Civil Service Employees Association take the trouble to vote in Association elections. I am told that this is because the members generally are pretty well satisfied with the work the officers and directors are doing, so why bother?

I think this is a serious fault and that it militates against the effectiveness of the Association.

Evidence of Solid Front

In important conferences, your officers claim to speak for the great body of the State employees. Occasionally this claim is challenged, and the question is raised: "How many employees authorized you to represent them, either directly or at least to the extent of voting for you people? I think it should be clear that universal voting is an evidence of a solid front which must always be maintained if the Association is to remain strong and active. Wide non-participation in elections is always construed as an evidence of weakness.

Your Association needs you and your active interest and participation—46,000 names of members are of little worth but 46,000 active and devoted men and women can accomplish miracles.

You can see plainly that your Association needs your vote as an evidence of your confidence and your support.

An Obligation

You are not really an active member of the Association unless you vote for your choice of delegates and officers. No one can tell you how to vote; for whom to vote; or whom to vote against. It is your obligation to choose intelligently between rival candidates.

There is no meaner position in which a person can be put than to be elected by default; to receive only a small minority of eligible votes and yet win the election. How can such a person be sure whom he actually represents, what his real commission is?

Not only does the Association need your vote. Your department or institution chapter needs it. Where there is a large and active voting membership in a department or institution it is possible for the Association to do much more for the members in that department.

Your Vote Has Influence

You cannot be sure of good representation on the Board of Directors, who determine Association policy, unless you vote and influence your fellow members to vote.

You cannot accomplish much for your buddies or for yourself, if you neglect to pull your full weight in the Association and that, of course, includes voting.

Rivals

We do not have a two-party system in employee representations. We have three or more rival organizations, each seeking or hoping for sole bargaining power. Your Association is fortunate in standing first in influence and in power among these, but it will continue so to stand only as long as the Association has preponderance in membership and active membership participation, in brains, in first hand know-how of Government and in devotion to the common good of all citizens.

You should vote to determine not merely the internal policy of the Association but to influence what may be called its external or "foreign" policy in relation to other groups and organizations.

The deadline is October 5th—The big ballot box invites your ballot.

Preference Proposals Are Explained

(Continued from Page 1)

ability at ten per cent will help, but will not cure their dissatisfaction.

Preference for the disabled veteran is permanent. The present preference for the non-disabled is limited to five years, ending December 31, 1950.

If nothing is done, the preference to disabled veterans will continue but the preference to the non-disabled will lapse in 1951. To continue or to change the present constitutional amendment requires first, that the amendment be passed by two different legislatures (that is before and after a new legislature is elected) and the amendment must then be approved at a regular election.

Two proposed amendments were passed at the last legislative session—the Mitchell Amendment and the Condon Amendment.

The Condon Proposal

The Condon Amendment is supported by some segments of the American Legion and opposed by many veterans in the State and local governments and outside of government. It would make no change in the present absolute preference for disabled veterans in appointment and promotion. For non-disabled veterans it would extend the present preference for original appointment but would give no preference in promotion to non-disabled veterans.

The Mitchell Proposal

The second proposed amendment is the Mitchell Amendment. This would give a single preference to be exercised only once by any veteran either disabled or non-disabled. The preference would not be an absolute preference but a percentage or point preference. The disabled veteran would have 10 points added to his examination mark for original appointment or 5 points added to his examination mark for promotion. The non-disabled veteran would similarly be given 5 added points on examination for original appointment or 2½ additional points for promotional examination. After one preference is used to obtain appointment or promotion, there would be no further preference of any kind to that employee.

It Is a Choice

It is important for all employees to understand that the choice is between two proposed amendments. There is no time or opportunity to pass a different amendment. To oppose both amendments would merely play into the hands of those who selfishly wish to see no improvement made.

Mitchell Proposal Provides Needed Improvement

The Mitchell proposal has the following advantages. It reduces the general preference to a single preference in one appointment or promotion. It reduces absolute preference to a moderate point preference. It gives less preference on promotion than on original appointment. It would give both the non-veteran and the non-disabled veteran much more fair opportunity for appointment than now exists. In promotion it would do away with the monopoly of preference which the disabled veteran would enjoy under the Condon bill. It does away with absolute preference which is wrecking the civil service today.

Any fair comparison of the two amendments will show that the Mitchell bill is fairer to the veteran and to the non-veteran than the Condon bill. It is worth vigorous support.

The thousands of eager young Americans graduating from our colleges and high schools yearly who never had an opportunity for military service have an unalienable right to a fair chance to serve in public employment. This right is denied them under present preference requirements.

The many veterans who are graduating now and will graduate from various schools under the educational features of the Federal G. I. Bill of Rights also have a right to a fair opportunity to compete for public service jobs. Under present provisions they too are discriminated against.

6 Types Not Wanted by the State

ALBANY, Sept. 13—In its recruiting material designed to interest college students in working for the state, the State Civil Service Department reminds its readers there are six types of persons it doesn't want as members of the civil service family.

On its "Don't Apply list" are these descriptions:

"The Sprinter"—The job isn't worthwhile unless he can get to the big money fast, never mind how he gets there.

"The Lone Wolf"—He's a one-man team, can't work with other

people, hates rules and regulations. "The Lazybones"—He wants a soft berth for life and a regular pay check. This fellow went out with the spoils system.

"The Butterfly"—Her job just fills the boring interlude between parties. Her phone's for making dates.

"The Office Gossip"—He carries tales and juicy gossip to the boss, thinking he'll advance his own case.

"The Promoter"—He always grabs the credit when things go well, but you never can find him when anything goes wrong.

Readers Comment On Bills to Alter Vet Preference

Editor, The LEADER:

The words of Doctor Frank L. Tolman in his column "Speak for Yourself, Vet!" sounded like a refrain from Solomon the Wise.

With simple, old-fashioned logic, unusual enough in these complex times, he proved in paragraph five this important point: that a "fairer type of veteran preference in public service" would not only benefit veterans but the non-veterans as well.

He explains the paradox by disclosing the fact that these much spoken of war veterans are "our brothers, sisters, fathers, sons, and daughters"—and that any discrimination against veterans ultimately acts with greatly increased force against those of us who are non-veterans.

We may conclude, and be correct in our conclusion, that if the veteran has no will in the matter of Civil Service preference, the will of the non-veteran will certainly be ignored.

That, gentlemen, has never in my knowledge been brought out so well as in Doctor Tolman's "Speak for Yourself, Vet!"

Solid homespun wisdom such as the doctor has rendered could be chiseled appropriately into the keystone of N. Y. State Civil Service. Many men have said less and had their message preserved in granite.

MILTON REISER

Case of the Disabled Vet

Editor, The LEADER:

Permit me to express my unqualified opposition to the Mitchell

When Is Town Appointment Illegal?

Special to The LEADER

ALBANY, Sept. 13—Charles S. Nelson, treasurer of the Republican Town Committee, Pelham, N. Y., asked Attorney General Nathan L. Goldstein: Can a member of a Town Board or member of a village board resign from respective offices and be appointed by remaining members to another office?

The offices in question were listed by Nelson as town supervisor (elective) and village attorney (appointive).

Illegal

Goldstein replied informally and unofficially that in the absence of specific legislative authority it is illegal for an appointing body to appoint one of its members to public office. The resignation of a member of an appointing body, followed immediately by his appointment to another office by such body, is a subterfuge and equally illegal.

THE LEADER carries a full report on the progress being made by Civil Service Commissions in rating examination papers; and publishes eligible lists when they are ready.

Bill, which is apparently favored by you. I am not a Civil Service employee, but as a veteran feel that whatever may be the defects in the present law, no just solution will be achieved by adopting the Mitchell Bill.

The entire purpose of the people in adopting the Veterans' Preference amendment, as I see it, was to try to make up to the veteran for his lost opportunities of obtaining employment, insofar as possible.

During the war, when competition was less keen than now for any position, many non-veterans availed themselves of opportunities to enter the service, and to win promotions, which are now permanent. Now that most jobs are filled, and promotions, to put it mildly, less frequent than during war time, both disabled and non-disabled veterans find it hard or impossible to obtain an appointment or a promotion, even with veterans' preference, simply because jobs are not available.

Case of Disabled Veteran

Regarding the case of the disabled veteran, the courts have now generally held that to be eligible for this preference, a veteran must have a pensionable disability, that is at least 10 per cent total disability. The majority of all veterans who are receiving awards, are over this minimum, and at least 30 per cent disabled, having suffered a substantial impairment of normal physical status. To limit these candidates to a mere 10 or five points on an examination for appointment or promotion and allow its use only once in a lifetime, is to in effect virtually abolish veterans preference for the disabled.

Under ordinary circumstances entrance into the service is at or near the lowest level. Presumably a disabled veteran would have to use his Mitchell Bill preference to obtain appointment. Thereafter it would be gone for purpose of promotion, or any other purpose, and on a promotion exam, not only would he receive no preference, but actually he would be discriminated against, because he would be forced to compete against non-disabled candidates, who not only were in better health, but presumably would have more experience and seniority.

I cannot help but feel any amendment such as the Mitchell Bill would fall to carry out our obligations to our seriously wounded veterans, who are entitled, with due regard for the public welfare, to an even break for the opportunities lost and physical impairments contracted by military service.

You may publish this letter of any part thereof. I feel confident you will be fair enough, if you do not print this, to at least state some of the objections to the Mitchell Bill as prominently as you presented the editorial I have taken exception to.

While I have no authority to speak for the Disabled American Veterans as such, I know many of its members are in accord with my sentiments expressed herein.

BRUCE A. PETTIJOHN
Vice-commander, Disabled American Veterans, Post 49, Fort Chester, New York

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NYC Chapter to Install Officers on Sept. 23

The NYC Chapter of The Civil Service Employees Association will install its newly-re-elected officers at a dinner at Willy's Restaurant, 166 William Street, at 6 P. M., Thursday September 23. Michael L. Porta is president

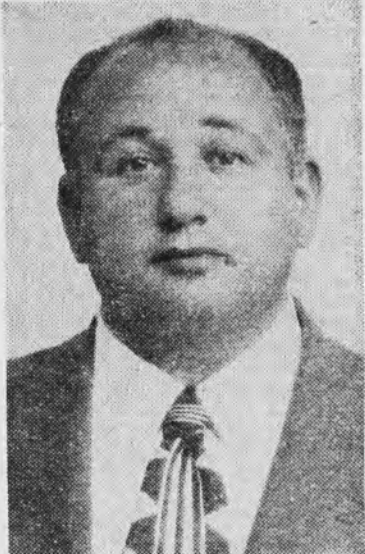
STATE AND COUNTY NEWS

Candidates for Election to Executive Posts In the Civil Service Employees Association

The LEADER has asked for statements from the various candidates running for election to the Board of Directors and State Executive Committee of the Civil Service Employees Association. The length and content of the various statements do not reflect any preference for the candidates. The statements are printed as received by The LEADER. Next week The LEADER will carry data about the remaining candidates on the slate.



For 2d Vice-president, Robert R. Hopkins



For Insurance Representative, Solomon Bendet



For Secretary, Janet Macfarlane

Janet Macfarlane
Mental Hygiene Dept., Albany

Candidate for reelection to the Office of Secretary

Janet Macfarlane is a graduate of the Albany High School, New York State College for Teachers, and Mildred Elley Business School, in Albany.

Miss Macfarlane began her civil service career as an employee of the State Education Department. She was later transferred to the Department of Mental Hygiene where she is now employed as Principal Account Clerk. She is an enthusiastic worker on behalf of the Association and has served on the Social and other important committees, as well as being Secretary of the Association for the last six years.

Widely known in State employee and official circles, Janet Macfarlane has been a popular figure at all important Association events. Her "background" work has been credited with more than a little influence on the consistent success of these events.

John M. Harris

Letchworth Village, Thiells, N. Y. Candidate for election as representative of Mental Hygiene Department on the State Executive Committee

John M. Harris has served the State since April, 1930. His present title is Head Baker at Letchworth Village, Thiells, N. Y. Prior to entrance into State service he was employed with the Imperial Chemical Corporation, Scotland.

Mr. Harris has demonstrated avid interest in the problems of his fellow employees and has been an active member of the Association. He is now Chairman of the Publicity Committee of the Mental Hygiene Association.

He was born in Scotland on September 12, 1901. He is married and has one son, Bobby, who is employed in the Power House at the Letchworth Village institution.

John is a life member of Lodge Neptune Kilwinning No. 442 and R. A. Chapter Neptune Kilwinning No. III. He is a member of Rockland Commandery No. 75. K. T. and of the Consistory of New York City, 32.

His favorite sport is tennis and his recreation is reading and tele-viewing. He is co-editor and advertising manager of the Letchworth Village "Village Views." He has been engaged in all sorts of posts and activities of the Letchworth Village Chapter of the Association since 1940 and was instrumental in the chapter's taking over publication of the institution's newspaper.



For Treasurer, Harry G. Fox



For 3d Vice-president, Frederick J. Walters



For Mental Hygiene Representative, John M. Harris



For Correction Representative, Harry Fritz

Robert R. Hopkins

Division of Placement & Unemployment Insurance, Buffalo

Candidate for election to office of 2nd Vice-President

Robert R. Hopkins entered State service in 1937 as Employment Interviewer in the Division of Placement and Unemployment Insurance, State Labor Department. He is at present Senior Unemployment Insurance Claims Examiner in the Division's Buffalo office at 740 Main Street. Prior to entry into State service Mr. Hopkins was employed by the Postal Telegraph and the Western Union in sales and supervisory capacities, and brought with him into State service a wealth of experience acquired in private industry.

Mr. Hopkins was thrice elected President of the Buffalo Chapter of the Association, and has been Chairman of the Eastern New York Conference since its inception in 1945. In the western portion of New York State, employees have turned to him time and time again for guidance. He has served on many committees of the Association and has taken an active part in promoting Association activities.

Known as one of the most articulate members of the Civil Service Employees Association, Bob Hopkins has raised his voice on innumerable issues and given suggestions on a host of issues affecting public employees. He was one of the prime movers in creating the Conference system whereby State employees meet to deal with their problems on a regional level. He has given much time and effort to Association activities, often at the expense of heavy personal sacrifices.

Mr. Hopkins was born in Buffalo, August 12, 1907. He is married and the father of a daughter and a son, 13 and 6 years respectively. He modestly describes his hobbies as "family, insurance, people, reading."

Solomon Bendet

State Insurance Department, New York City

Candidate for reelection as representative of the Insurance Department on State Executive Committee

Solomon Bendet has served the State since August 16, 1930. His present title is Senior Examiner in the Insurance Department. Prior to entrance into State service, he was employed as an accountant. For a period of time he was a credit manager for a large commercial firm.

At the present time Mr. Bendet is the Insurance Department's representative on the State Executive Committee. He is also the department's representative on the Executive Committee of the New York City Chapter of the Association and is Chairman of the Chapter's Auditing Committee. Mr. Bendet is also First Vice-President of the Association of New York State Insurance Department Examiners.

For the past few years he has been Chairman of the Credit Committee of the New York State Employees Federal Credit Union in New York City. This has enabled him to help civil service employees with their financial problems.

Mr. Bendet was born in New York City and attended elementary and high school there. In 1928 he was graduated from New York University with a degree of B. S. in Education. He is married and the father of two daughters. His elder daughter is an honor student at Erasmus Hall High School. His younger daughter Ruth is attending elementary school in New York City.

ARE YOU reading The LEADER's advertisements? You'll find lots of "best buys" among them, and lots of ways to save money on your purchases.



For Social Welfare Representative, Clifford B. Hall



For Public Works Representative, Charles J. Hall

Harry G. Fox

Civil Service Department, Albany

Candidate for reelection to the office of Treasurer

Harry G. Fox has had more than 19 years of State service in various accounting positions, starting with the Department of Public Works in 1929. In 1936 he was transferred to the Department of Labor, and three years later to the Department of Civil Service. His present position is Finance Officer in that department. His employment was interrupted by his service in World War II where, as a combat infantryman, he served overseas with the 95th "Victory" Division, part of General Patton's Third Army.

Upon his return from service he was twice unanimously elected to the office of Treasurer of the Civil Service chapter. On an independent nomination, he was elected Treasurer of the Civil Service Employees Association. He is active in Association affairs, having served as a member of the successful Building Fund Committee and presently acting as Chairman of the Special Building Committee.

Mr. Fox is married and is the father of two children.

Charles J. Hall

Department of Public Works, Albany

Candidate for representative of Public Works Department on State Executive Committee

Charles J. Hall has had 25 years in State service. His present title is Assistant Civil Engineer. He has long been active in employee and Association affairs and is now Secretary of the George T. Gilleran Public Works Chapter in Albany. He was also Vice-President of the State Board of Directors of the State Highway Engineers Association in 1943 and has been an active member of that organization also.

His is a civil service family. His three sons are all active in public service; Harold in the State Health Department; Everett is an engineer in the Soil Mechanics Laboratory of the State Public Works Department and Kenneth is also an Engineer, employed in District 1 of the State Department of Public Works.

FOR THE STRAIGHT civil service story, make sure you miss no issues of The Civil Service LEADER.

Schwartz Is Re-elected Chapter Head for 7th Time

BUFFALO, Sept. 13—At the annual meeting of the Buffalo State Hospital chapter, Harry B. Schwartz was re-elected president of the chapter for the seventh time. He has served, in addition, as Association representative from his chapter for five years—making a total of twelve years during which he has been engaged upon employee work. Mr. Schwartz is still receiving congratulations

from the membership, and from other chapters throughout the State.

The Buffalo chapter went on record, at the meeting, for a 25-year retirement system. A statement issued by the chapter read: "The present retirement system is out of date and time is at hand for a complete overhauling to comply with the present-day social standards and economic trends."

STATE AND COUNTY NEWS

Suspension Without Pay Is Strictly Construed

ALBANY, Sept. 13—The so-called "permanent" status of competitive class employees (often misnamed "civil service" as distinguished from the "appointive" employees who are selected without competitive examination) stems from the provisions of Section 22 (I) of the Civil Service Law. The specific language is:

"No officer or employee holding a position in the competitive class of the civil service of the State, or any civil division or city thereof, shall be removed except for incompetency or misconduct."

It is this guarantee of continued employment, so long as funds last and service is satisfactory, which makes competitive status attractive, says the Municipal Civil Service Bulletin. Of course, war veterans and exempt volunteer firemen in subordinate non-competitive class positions (other than deputy, private secretary or cashier) are given similar security of tenure because of their prior service to country or community, as the case may be.

Five Options Now

The statutory provisions state that the person whose removal is sought is entitled to written notice of the proposed removal and of the reasons therefore and must be given a copy of the charges against him and a reasonable opportunity to answer them in writing. If the appointing officer finds the employee guilty after considering his written answer (only war veterans or exempt volunteer firemen are

entitled to a formal hearing on the charges) then the appointing officer may impose any one of the following five penalties:

1. A reprimand;
2. A fine not exceeding \$50;
3. Suspension without pay for a period not exceeding two months;
4. Demotion in grade or title; or
5. Dismissal from the service.

The five enumerated alternatives are a relatively recent innovation. Prior to 1941, the only choice open to an appointing officer was dismissal or exoneration. There were no middle courses available.

In connection with the determination of the charges by the appointing officer, the law provides that the officer or employee under charges may be suspended for a period not exceeding 30 days pending the determination of such charges. This provision was apparently deemed necessary where, by the very nature of the misconduct charged, it may not be feasible to permit the employee to report for work while his innocence or guilt was under consideration. The law specifically says that if such suspended employee is acquitted, he shall be restored to his position with full pay for the period of suspension.

Double Suspension Approved

But suppose the suspended employee is found guilty of the charges and is given a full two-month suspension without pay? Can such an employee demand pay for the 30-day period that he

was suspended pending the determination of the charges that resulted in a further two months' loss of pay? The Appellate Term of the Supreme Court recently heard such a case involving an employee of the Kings County District Attorney's office.

This employee, after a 30-day suspension without pay pending determination of charges, had been found guilty and been given a further two months' suspension without pay as punishment. The employee did not contest the finding of guilty in this action but sued for the amount of pay lost during the 30-day suspension. The court sided with the employee and awarded damages. On appeal, the judgment was reversed.

The higher court stated: "The District Attorney did not exceed his authority in suspending without pay for 30 days pending determination of the charges and thereafter suspending for two months without pay."

The logic of the higher court's ruling is clearly seen where the penalty is something other than a suspension without pay, the Bulletin adds. For example, after the employee ultimately found guilty has been suspended without pay for 30 days pending determination of the charges, he may be punished with the additional penalty of a reprimand, a fine, demotion or dismissal, each of which can clearly be imposed without regard to the prior suspension. (Paris vs. City of New York, 189 Misc. 445).

Fire Alarm

A supply man at the State Office Building supplied plenty excitement for the Albany Fire Department last week. It seems Aleck Gibbons had gone to the 32nd floor to sweep the observation tower when the door behind him locked. After pounding and shouting for an hour, he turned in a fire alarm. Six fire companies, three battalion chiefs, police radio cars and Fire Protectives sped to the scene where they found Mr. Gibbons but no fire.

County Raise Of \$240 In Clinton

A \$240 raise in annual pay has gone to employees of Clinton County. (The statement in last week's LEADER to the effect that the raise had been turned down was incorrect. The report had come to The LEADER in garbled form.) The County Board of Supervisors had voted the raise after hearing argument by the Clinton County of the Civil Service Employees Association.

Mrs. Frances Sweeney, president of the chapter, had been active in presenting an iron-bound case before the Supervisors, and in rallying local opinion in favor of the increase. Charles Culyer, field representative of the Association, had advised and worked with the County organization during the period when the pay raise was being sought.

Civil Service Literature Gets 'Oomph'

ALBANY, Sept. 13—Edwin Becker, 234 Warwick St., Brooklyn, who joined the Examinations Division staff of the State Civil Service Department recently as an artist-designer, has been given the job of putting "oomph" in the State's recruiting literature. Employed at one time in the Hal Roach Studios in Hollywood, Mr. Becker's assignment is to make recruiting literature and examination announcements more attractive.

Before being appointed to the \$3,450-a-year job, he was employed at the Fleischer Studios in New York City, by the American Telephone and Telegraph Company as an artist and as art director of Norsid Company.

Won Award

He won the museum society award of the California Watercolor Society in 1946 and held several one-man art shows in Hollywood. He is an air force veteran of World War II.

DPUI Employee Suggests Method To Reduce Fraud

ALBANY, Sept. 13—Murray H. Stevens employed in the local office of the Division of Placement and Unemployment Insurance at Mount Vernon, has proposed a procedure that will reduce the possibility of fraud in connection with unemployment insurance benefits.

He suggested that the claimant's signature be required on all requests for transfer of records from one office to another. The investigating committee reports that the idea may act as a deterrent to insurance office employees from committing fraud.

In recognition of this idea New York State Merit Award Board has awarded Mr. Stevens \$20 in cash and a Certificate of Merit.

\$200 Annual Pay Boosts For Syracuse

SYRACUSE, Sept. 13—Employees of this City will receive annual pay increases of \$200 a year. Teachers will receive \$165, with the \$200 figure going to those having master degrees. Hourly workers will get an increase of 9 cents an hour.

The announcement of these increases, made by Mayor Frank J. Costello, also included a provision that 13 City employees earning over \$4,090 a year, who had not received increases in many years, would be boosted more than \$200 each.

The local chapter of the Civil Service Employees Association had been actively engaged in working for the increases. The amounts are not up to the level which the employees desire, but they represent an upward step, the employees point out.

Total Increases

Wage rises given city employees since 1945 now total \$750. Teachers', firemen's and policemen's boosts are even greater, the Costello administration pointed out.

City employees received costs of living bonuses of \$100 in 1945 and 1946. These were later incorporated in their regular salaries; a \$100 increase in 1947; \$250 in 1948, and \$200 in 1949.

An additional \$90 was given firemen and policemen in 1947, making their increase since 1945 total \$840.

Elementary school teachers in 1945 received \$2,000, while in 1949 they will receive \$3,025; Secondary school teachers in 1945 received \$2,400, as compared to \$3,365 scheduled for 1949, plus extra money for having a master's degree.

Stearns, Lehman to Speak At Ogdensburg Meeting

OGDENSBURG, Sept. 13—Principal speaker at the annual dinner-meeting of the St. Lawrence chapter, Civil Service Employees Association, will be J. Allyn Stearns, 4th vice president of the Association. The event will be held Thursday evening, November 16, 7 p.m., at the Veterans of Foreign War Hall, Isabella Street, Ogdensburg.

An address will also be given by Maxwell Lehman, of New York City, Editor of the Civil Service LEADER, largest public employee periodical in the United States.

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

The Guests

Sgt. White reported that remarks of welcome will be made by Elmer J. Murphy of Potsdam, chairman of the St. Lawrence County Board of Supervisors, and Mayor Max J. Miller of Ogdensburg.

Guests will include Assemblyman Allen P. Sill, Massena; Vernon A. Tapper, of Syracuse, President of the Onondaga chapter of the Association; Sheldon G. Strat-

ton, of Watertown, president of the Jefferson chapter; Clarence Kerry, acting president of the St. Lawrence State Hospital chapter. Other county, city, town, and village officials are expected.

Balloting

An attendance of more than 200 chapter members and guests is anticipated, Sgt. White said. He pointed out, too, that all members are expected to participate in the annual election of officers. All ballots must be postmarked not later than Monday, September 13. He said that the chapter's board of canvassers will begin its tabulation of the votes as soon as possible after that date, with the results to be announced at the annual meeting Thursday night.

The Board of Canvassers consists of the following: Miss F. Hannan, Social Welfare Department; John M. Loucks, Probation Department; Miss Arlene Sovie, County Laboratory; and Henry J. Robillard, City Water Department.

The annual business meeting and speakers program will be preceded by a turkey dinner, to be served "family style." In charge of the dinner is Mrs. Gertrude Morley.

Bids for Improving Facilities Are Received

ALBANY, Sept. 13—Low bids for construction, repairs and alterations to various State facilities were received by Charles H. Sells, State Superintendent of Public Works as follows:

Ithaca—Separate proposals for construction, electric work, heating and sanitary work for the new Poultry and Animal Isolation Building, State Veterinary College, Cornell University; general construction, two proposals, D. W. McElwee and Sons, Ithaca, electric work, three proposals, Horace-Hayden, Inc., Rochester, sanitary work, two proposals, Chippewa Contractors, Inc., Buffalo, heating work, three proposals, Chippewa Contractors, Inc.

Gloversville—Erection of concrete steps and appurtenant work, State Armory; one proposal, Frank Gullott & Son, Schenectady.

Yonkers—Roofing renewals and

repairs, State Armory; three proposals, Lewis & McDowell, Inc., NYC.

Brooklyn—Construction, heating, ventilating, sanitary and electric work for toilet, shower and dressing room facilities for Commanding General's Quarters, 14th Regiment Armory, 1402 Eighth Ave.; three proposals, Jos. A. Lee Construction Co., Inc., Brooklyn.

Staten Island—Installation of laundry equipment, laundry monorail and hoist, Building No 61, Willowbrook State Hospital; one proposal, Gottlieb Iron Works, Inc., Brooklyn.

Bronx—Construction and electric work for new wiring and fixtures in pistol rifle range, 5th Regiment Armory, 1122 Franklin Ave., two proposals, Gottlieb Iron Works, Inc., Brooklyn.

Wilmington—Construction of water supply and sewage disposal work, Ski Lodge, Whiteface Mountain Ski Center at Marble and Ester Peaks of Whiteface Mountain, four proposals, O'Connell Electric Co., Rochester.

10 Topics Are Stressed in Training

An example of State safety training is afforded by the ten-subject course given to Foremen. Who attends? All supervisors, from Assistant Foreman to the General Superintendent. The ten topics: Management and Supervisors' Joint Responsibility. Methods of Discovering and Correcting Accident Causes. Principles of Safeguarding Against Mechanical Hazards. Importance of Providing Safe

Working Conditions. Correct Supervision in Handling Materials of All Kinds. Need for Proper Clothing and Personal Protective Equipment. Provisions for Care of Industrial Injuries Through First Aid. A Plant Safety Inspection Committee Is Pictured at Work. Maintaining Employee Interest in the Safety Program. Controlling Workers' Acts Through Training and Supervision.

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STATE AND COUNTY NEWS

Procedure Announced For Oaths

ALBANY, Sept. 13.—Here's the ABC of filing new oaths of office by State, county, municipal, village and school district employees.

At the request of The LEADER, officials announced this week the following procedure:

State employees: New oaths of office will be filed out and collected by each department or agency, filed with the Department of State.

School District employees: New oaths of office are to be filed by the employee with the clerk of the School District.

Town employees: New oaths of office are to be filed with the Town Clerk.

Village employees: New oaths of office should be filed with the village clerk.

City employees: New oaths of office should be filed with the City Clerk.

State officials have reported that the new uniform regulations governing the filing of oaths of office have been sent to all Municipal Civil Service Commissions.

Importance of the new ruling, issued by the Department of State and the Civil Service Commission, was revealed in exclusive stories in The LEADER recently in which it was pointed out that failure to file the oath can mean dismissal, and actually has.

Teachers

Although all state employees, under the new regulations, must file their oaths with the Department of State, there apparently is one exception to the rule.

According to the legal bureau of the Civil Service Department, all teachers, instructors and professors employed by the state will continue to file oaths of office with the State Commissioner of Education.

File New Oath!

It was emphasized again that all state and local employees, whether they have filed their oath of office recently or long ago, must file new oaths of office at this time.

In filing the oaths, the State has issued these instructions:

The uniform forms on which such oaths are to be signed will be supplied by all departments and agencies.

The oaths must be signed and sworn to in ink.

Only State employees holding a position of laborer in the exempt class are "exempt" from the new regulation.

Why Oath of Office Is Required; State Agencies Explain Reasons

ALBANY, Sept. 13.—Under the provisions of Section 30 of the Civil Service Law, every person employed by the State and its civil divisions, with the exception of laborers in the exempt class and in the labor class, must take and file a constitutional oath of office. This is a long standing provision of law but a recent court case and resulting numerous inquiries have pointed up the need for further information on the subject.

First of all, the form of the oath must follow the language prescribed by the constitution for executive, legislative and judicial officers. This oath is contained in Art. XIII, subdivision 1, and reads:

"I do solemnly swear (or affirm), that I will support the constitution of the United States, and the Constitution of the State of New York, and that I will faithfully discharge the duties of the office of (fill in title of position) according to the best of my ability."

Who Is Affected

This provision applies to "every employee." Employees, such as Automotive Mechanics, Clerks and Case Workers, must file an oath in the same manner as a County Clerk, Welfare Commissioner or Deputy County Treasurer. The law does permit one broad group of

exceptions and that is for "laborers." Specifically, laborers in the exempt class and in the labor class are not required to file oaths. A ruling on this exception by the State Civil Service Commission is that all city positions listed in the labor class do not require an oath. The State Commission also ruled that under the jurisdiction of county commissions, the position of "laborers" in the exempt class is the only one for which no oath is required. This, means that incumbents of exempt class positions such as Road Maintainer, Cleaner and Watchman must file an oath.

As provided by Section 30, oaths must be filed before an employee enters upon the discharge of his duties. While this initial filing may close the matter for some employees, others may be required to file one or more additional oaths. This can happen because the oath quoted previously specifically lists the position originally filled. Suppose, for example, an employee takes an oath to "faithfully discharge the duties of the office of Stenographer. . . ." Should this employee be promoted to Senior Account Clerk or even a title as similar as Senior Stenographer, the original oath would not be acceptable. Therefore, whenever any employee changes his title, whether by permanent or temporary promotion, demotion or reclassification, he is required to file a new oath.

Where Responsibility Rests

Who is responsible for ascertaining that oaths are properly filed? Section 30 provides: "The failure . . . to take and file such oath shall terminate . . . employment until such oath shall be taken and filed . . ." Since this is a provision of the Civil Service Law, a payroll certification made without information that oaths had been filed would be invalid. Such information as most of you know, comes from the payroll certification of the department head wherein he states that the employees listed, except laborers, have taken and filed the proper oath. Under these circumstances, ascertaining that oaths have been filed is considered to be the primary responsibility of the department head. Even so, civil service agencies should consider assuming part of this responsibility by noting on roster cards the fact that an oath has been filed. Keeping such a record also involves the further step of advising depart-

ment heads of those who have not filed.

Where civil service agencies increase positive services to their jurisdictions by keeping oath records, they may very well find themselves in the position of having a payroll to certify on which appears the name of a person who has not filed an oath. Obviously the first step should be to call this matter to the attention of the department head in order that proper action may be taken. As for the certification of payrolls, the Municipal Civil Service Bulletin recommends that certification be given, except where an employee refuses to take and file the constitutional oath.

The Bulletin is issued by the Information and Training Service of the State Department of Civil Service, the Conference of Mayors and the State Department of Education.

Overtime Pay Held Excluded from Pension Benefit in Mental Hygiene

Overtime compensation does not figure in retirement allowances for employees covered by special benefits of the State Hospital System. Attorney General Nathaniel L. Goldstein ruled in a formal opinion. He construed Section 172 of the Mental Hygiene Law.

He held that the retirement provisions of the State Hospital System allowing an employee who has been reduced in compensation after 25 years of service to select the rate of compensation received during the twenty-fifth or any subsequent year as the basis for retirement, instead of the year immediately preceding the application for retirement, refer to compensation earnable for the regular duties of his position and not to overtime compensation.

Accordingly, an employee whose annual salary has not been reduced since his twenty-fifth year of service, but who merely failed to earn as much overtime in one 12-month period as in another, is restricted.

Herrin Legion Post to Hold First Meeting of Fall

The executive committee of the Albert J. Herrin Legion Post 1522 met at 2 Park Avenue, NYC, and decided that the membership meeting, the first one of the fall, would be held at T. J. Oakley Rhineland Legion Hall, 248 West 14th Stret, at a date to be announced later. Commander Robert M. Purcell presided.

The accomplishments of the past year were reviewed, including the acquisition of colors, the aid rendered by the welfare officer and civil service accomplishments.

Milton Lax was appointed chairman of the membership committee. Besides Commander Purcell the executive committee members present were Patrick Ricci, H. Himber, John Stevenson, Frank Generi, Joseph Curry, James Clark, Alexander Klein and Martin J. Duignan.

The host's membership consists entirely of employees of the DPUI, State Department of Labor.

What Employees Are Doing

Dannemora State Hospital

The second annual picnic of the Dannemora State Hospital Chapter, Civil Service Employees Association, was held at Kings Grove on Chazy Lake, attended by about 150 employees and their families. The men under Stephen Mullady, chairman of entertainment, deserve much credit for the swell job done in getting everything organized. Such members as Kenneth Gonyea, Joseph Cumu, Leo Sweeney and Howard St. Clair on the refreshment stand were constantly on the move, keeping a steady flow of refreshment to all the people. At the bingo table Lawrence Fitzpatrick and Kenneth Columbe were kept busy. In Junior Columbe the employees believe they have a second Martin Manix, especially when Junior gets in front of a microphone. Glen Sorrell supplied the soft ball equipment for the stellar performance of the day. The team of Kennedy's "Kernels" defeated Smith's "Stu-gies" 13-6. The most popular thing on the field was a strange brown jug; the most unpopular was Leonard Kelley who umped the game. Time of the game with arguments—2 hours and a half; without arguments, one hour.

The most overheard comment at the picnic was that the chapter should have more of such affairs each year.

Two employees are awaiting the official O. K. on their bids of retirement. Herbert Garrow, Sen-

ior Attendant and Nelson Lajoie, Head Cook are seeking disability retirement.

Frank Thompson and Alfred DeFayette are on the sick and injured list. Several Attendants who are members of the local volunteer firemen's company played a part in making the recent firemen's convention in Dannemora a success. The hospital's squad of Attendants for military precision in the parade.

Latest additions to the uniformed personnel are: John Miller, and Orvil Gadway.

Other new faces are seen out front in the offices, where Mrs. H. Brayton and Messrs. A. La-Pierre, A. Lyman and G. Deyo have taken over.

The Ford car that Leo Maggy is driving these days is not the special one ordered from Buffalo, in case there are some who didn't know. Roger Bigelow and his wife have left on a vacation trip that will take them to California and back.

On August 23 and 24, several employees availed themselves of a free chest X-ray at the institution.

After several months of studying the case of competitive Civil Service for the employees of the Dannemora State Hospital, it is hoped that the Civil Service Commission will render a favorable decision at its meeting on September 21, 22, and 23rd.

The chapter expresses sincere thanks to the Editor of the Civil Service LEADER for the fine sup-

port given our cause.

Nomination of officers and delegates for the ensuing year were made at a meeting held on August 11th and again at the September 8th meeting. Voting will continue for a period of ten days after the ballots are distributed. The returns will be announced at a later date.

Capitol District, Conservation Dept.

John C. Thompson, Executive Secretary and Engineer of the State Conservation Department's Division of Water Power and Control, has been elected president of the Capitol District Chapter of the Conservation Department, Civil Service Employee's Association at its annual meeting. Earl R. Holm, Superintendent of Game Farms, was elected vice-president; Rhoane Willett, of the Personnel Office, secretary and Joseph Lenon of the Finance Division, treasurer.

The new members elected to the Executive Council by the various divisions of the Department are: William Tinney for Administration; Janet DeLollo for Lands and Forest; Arthur Holweg for Fish and Game; Helen Barry for Water Power and Control. Other members of the Executive Council whose two-year term carries over this year are: Alice Foley for Parks, Blanch Roe for Finance and Fred Everett for Conservation Education.



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A THOUGHT FOR THE WEEK

I consider how little man is, yet, in his own mind, how great. He is Lord and master of all things, yet scarce can command anything.—Burke.

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TUESDAY, SEPTEMBER 14, 1948

Attack on Fares Menaces Employees

NYC employees are in serious danger of reduction in pay and loss of some jobs if the maverick attempt to undo the fare increase succeeds. The fare was raised by Mayor William O'Dwyer most reluctantly, so that the deficits would be wiped out. That permitted increasing the salaries of the transit workers and the other city employees. If the fare goes back to 5 cents, the salary increase won't stick and there would be reductions in force reminiscent of the heartaches attending conversion of the Federal Government's war-time set-up to peace-time operation.

Corporation Counsel John P. McGrath is attacking in court the legality of the effort to nullify the fare increase. He holds that the proposed referendum at the polls next November is illegal. The public doesn't like to pay higher fares, but is on his side—the side of the 180,000 employees—because it has a deep sense of justice and fair play.

The LEADER advocated the fare increase from the start, when public realization of its need hadn't yet matured, and when even Mayor O'Dwyer was against it. This it did in fairness to public and city employees alike and the public, as we predicted, accepted the increase with full understanding and no hard feelings. We were not surprised. But what does surprise us is that the certain forces are attempting to curry popular support by undermining the security of city employees.

It Happens In Canada, Too

Through the courtesy of the Canadian Civil Service Commission, Staff Association, this poignant poem is reprinted from the official publication, The Grapevine:

It's over and done with—I mean the exam, I probably failed, but I don't give a — hoot. They must have been sitting up plotting all night. For problems they hoped that we wouldn't get right. The examiner's brain I'm sure was affected— His spelling was awful—we had to correct it. The time they allowed us was quite far from ample, Now here I will give you a little example: "If a 'military-age' man is physically fit, Can he get a job in the Gov.?" (think a bit). If your answer is "yes," do not set up a howl, Just count all the words that commence with a vowel. But if you think "no," then your answer must be The number of words that begin with a "T". "If a steno., when all her deductions are made, Has just fifty bucks—and her board to be paid, Which is half of \$2.90 and what she has left, And she has to buy clothes with what's left of what's left; And you find she has over \$10 or so— How many more times have we used 'A' than 'O'? But if, on the other hand, no thing remains, Why work? If that's all she can show for her pains." The arithmetic answers were printed below, You had to choose eeney meeney or no. "Two ships are the usual distance apart, The one miles away, ere the other can start, One fast and one slow till they turn on the heat, Which one will be furthest away when they meet?" "If a train leaving London takes passengers on, (And ere you can count them the darn thing has gone), You don't have to worry, the answer they want Is "Why is the engineer looking so gaunt?" If I've passed, and they give me a Grade 2 position, I'm sure they will find me a great acquisition; I know lots of problems with no explanations Which I'll gladly donate for examinations.

ANONYMOUS

Don't Repeat This!

ALL THE HUBBUB is about the jobs that will become available to the GOP boys if Dewey goes to Washington. A lot of the smart GOP politicians, however, are concentrating their attention on Albany. They figure there will be plenty of juicy plums available there, and with less scrambling, too . . .

IF, AS it seems certain, Eliot Bell gets a top job in Washington, William Mertens, dapper uptown Manhattan GOP district leader, former assistant district attorney under Dewey, former counsel to the State Banking Department, hopes to succeed Bell as Banking Commissioner . . . Mertens is also a likely successor to N. Y. County leader Tom Curran, if and when Curran decides to go on the bench to leave his political post for any other reason . . .

EITHER Arthur Schwartz or Ed Lombard, or Sol Gelb, Dewey trouble-shooters, both exceedingly able men, is slated for United States Attorney in the Southern District if Dewey goes to the White House . . .

THERE ARE few people around who can "spank" Dewey, even privately. One is Carl T. Hogan, antique dealer, among the Governor's closest friends . . . Another intimate friend who could "talk up and talk straight" to Mr. Dewey was a Negro, James E. Shepard, president of the North Carolina College for Negroes, who died recently . . .

THE GOP CANDIDATE for President is giving instructions to his campaigners not to spend money on the Negro vote, notwithstanding his many appointments of Negroes and his backing of the State anti-discrimination bill. The effort and cash can be spent more effectively elsewhere, Mr. Dewey believes . . .

FRANK HOGAN'S friends (he's New York County D. A.) are talking about his availability as a Fusion choice for Mayor of New York City. He's stronger than ever with Dewey (even though he's a Democrat), and weaker than before with Mayor O'Dwyer. However, his friends think he can line up the GOP, Liberal, and independent Democrat votes in a race against the present Mayor . . .

ANOTHER independent Democrat talking the same way is Joseph D. McGoldrick, also close to Dewey, and still closer to good government circles in New York City than Mr. Hogan.

NEWBOLD MORRIS, former Council President, would like to make the Mayoralty race. But he can't drum up support from the GOP . . .

OF COURSE, between now and November, 1948, when the race is scheduled to be run, anything can happen in New York's mad political scramble. It could turn out to be a 4-way fight (with Marcantonio's car in the race), or a 3-way fight. In such a contest, it looks (as of now) that William O'Dwyer would still be the favorite in every bookmaker's reckoning.

WHAT WITH the irresistible way the prices of basic commodities are going up and up—milk, subway fares, newspaper prices, clothing — most politicians are jumping on the high cost of living as the best campaign issue.

WHAT EMPLOYEES SHOULD KNOW

Military Substitute Appointment From Preferred List

By THEODORE BECKER

UNDER the provisions of the New York State Military Law, a person on an eligible list may be appointed while he is performing military duty and unable physically to report for work. A person so appointed from an open competitive eligible list is deemed to complete his probationary term satisfactorily if his military duty extends beyond his probationary period. Upon his return from military duty, the appointee is entitled to be "restored" to his position.

While the eligible on military duty may be appointed from an open competitive or promotion list, there is no compulsion on the part of the appointing officer to do so. The latter may, in his discretion, skip the name of such eligible in making an appointment from the list. There is, however, one instance where the appointing officer has not been permitted to exercise this option. In the case of an eligible on a preferred list set up as the result of a lay-off, the eligibles are to be appointed in the order of their standing on such list regardless of their inability to report for work.

This type of appointment was involved in a court action recently decided by the Court of Appeals, our highest State Court.

Facts in the Case

The case involved a teacher of swimming in the New York City school system, who was laid off in 1941, his name being placed on a preferred list for reinstatement. A few months later he received an appointment to a lower grade position of instructor in showers, but retained his place on the preferred list. In 1943, the employee was inducted into the armed forces of the United States. In 1944, while he was still performing military duty, the City Board of Education adopted a resolution appointing the petitioner as teacher of swimming for a probationary term, "subject to the provisions of the military law as to displacements upon return to duty of the regular incumbents on military leave," and in April of 1945 issued to him a certificate

of permanent appointment to such position. When the petitioner returned from military service in December of 1945 he was reinstated as instructor in showers. He brought suit for reinstatement as teacher in swimming.

The contention of the Board of Education was that when it purported to appoint the petitioner for a probationary term (permanent appointment) it did so in error and the same applied to its certificate of permanent tenure.

Power to Rescind

It pointed out that the position to which the petitioner had been appointed was a temporary substitute one as to which the Military Law clearly provides that "any appointment to fill such vacancy shall be designated as a substitute appointment and the request for certification, the certification and the indicia of appointment shall show that the person is being appointed as a substitute," and that "such substitute employee shall acquire no right to permanent appointment, or tenure by virtue of his service as a substitute and such service may be terminated at any time in the discretion of the appointing officer or body."

The Board of Education, on having its errors brought to its attention, rescinded its prior actions purporting to appoint the petitioner.

The lower courts disagreed as to the proper disposition of the case, but the Court of Appeals affirmed the Appellate Division's decision.

The Appellate Division had held that the Board of Education had the power to rescind its erroneous resolutions and acted properly in making the correction. It also held that the petitioner's substitute appointment could not ripen into a permanent appointment, there being no showing by him that a permanent vacancy for which he was reachable had existed. Accordingly, the petition was dismissed. (Mare versus Dillon, 298 N. Y. 527).

Geographer Exam Coming Along Soon

WASHINGTON, Sept. 13.—The United States Civil Service Commission will announce an examination in the near future for probational appointments to geographer positions. These positions range in grade from P-2 (\$3,727 a year) through P-8 (\$10,305 a year). Vacancies to be filled are in Washington, D. C., and the surrounding area of Alexandria, Virginia, Arlington County, Virginia, and Prince Georges and Montgomery Counties, Maryland. Most of the positions are located in the Bureau of the Census, Department of Commerce; the Division of Geography, and the Bureau of Land Management, Department of the Interior; and the Department of the Navy, Washington, D. C.

Applicants will not be required to take a written test, but must meet certain education or experience requirements.

After the examination announcement is issued, complete information will be supplied by the Commission's Information Office, Seventh and F Streets, N.W., Washington, D. C., and at first- and second-class post offices except New York, N. Y.

3,000 TAKE COURSE

Already 3,000 have taken the supervisors' safety course, leaving 2,000 more to be schooled by the State. In addition, an advanced course will be inaugurated this year.

The staffs hold monthly meetings. Last year 1,193 such meetings were held. These are the ones attended by a Police Department observer. Anybody present can join in the discussion. Assistant Foremen can debate with Superintendents, and do. The lift in the little man's voice is something new.

Pay Board Issues New Allocations

ALBANY, Sept. 13.—The State Salary Standardization Board has released the following new allocations for nine titles in State service.

Table with 3 columns: Title, New Allocation, Effective Date. Rows include Assoc. Milk Sanitarian (Equipment), Assoc. Milk Sanitarian (Veterinary), Cytologist, Hearing Attendant, Meat Inspector, Regional Sanitary Engineer, Sr. Meat Inspector, Supervising Chauffeur, Typewriter Service and Stores Supervisor.

Basic Increases

In addition the State Salary Board announced pay increases for two State positions of \$120 a year in basic minimum.

Thirty-eight compensation investigators, State Labor Department, and several law assistants, Departments of Civil Service and Taxation and Finance, received increases in salary range of \$2,280-\$2,880 to \$2,400-\$3,000.

The new list of allocations and reallocations represented action by the Board from June 30 to Sept. 2, Board officials said.

RULING IN MERIT AWARDS

In answer to an inquiry from a town attorney, State Comptroller Frank C. Moore has stated that no authority exists for towns to make merit awards to employees. Such awards may be made by the State to its employees as provided by Section 49 and 49-b of the Civil Service Law but these sections make mention of no similar authority for counties, towns, villages or other subdivision of the State.

STATE AND COUNTY NEWS

State and County Lists of Eligibles

Promotion

Senior Steno., Dept. of Conservation, (Excl. of Div. of Parks.)—Mildred Valiant, Grace H. Teneyck, Irene G. Boucher, Eileen M. Kowsky, Gladys M. Moore.

Senior Stenographer, (Prom.), Albany Area, Dept. of Social Welfare—Margaret Sayers, Virginia Corrigan, Francis F. Kaplan, Jane W. Reese, Lillian Lansing, Elinor F. Jones, Nancy Glass, Marion McDermott.

Senior (Prom.), Income Tax Bureau, Albany, Dept. of Taxation & Finance—John Delehanty (v); Robert C. Mayo (v), Francis Roberts (v), F. McLaughlin, Mamie L. Downs, Marion Leffer, Minnie C. Barbour, Paul Kenny, Mary M. Manza, Jane A. Lawrence, Joseph E. Noiseux, Margaret M. Kelly, George P. Anderer, Mary O'Brien, Ruth M. Barrett, D. F. MacDougall, Florence A. O'Neill, Florence G. Brock, Rose C. Anderer, Grace C. Goodwin, Erma M. DeJong, Glennie Stodart, Gladys L. Farley.

Institution Fireman, (Prom.), Institutions, Dept. Mental Hygiene—Binghamton State Hospital: Raymond Parrotte (v), Earl W. Brady (v), Richard Parrotte (v), Elmer Williams, Colony Craig, Charles F. Carney, Lester B. Carlson, Charles W. Eaton, Gowanda: Lewis A. Whalen (v), Warren A. Hall (v), Robert F. Kirler, Harlem Valley: Earl Renner (v), Hudson River Hospital: Richard C. Meara (dv), Kings Park: Walter J. Lynch (v), Frank Mankowski (v), Harry L. Madden (v), Robert Shebherd, Marcy: Francis Quinlan (v), Thomas J. Martin, Wesley T. Smith, Newark: Wm. P. Verbridge, Pilgrim: Bernard Reynolds (v), Louis A. Runz, St. Lawrence Hospital: Walter Elliott (d), George P. Travis (v), Leonard H. Corb, Edward J. Mullady (v), Frank J. Rabetoy (v), Syracuse: Leo C. Rodgers (d), Utica Hospital: Willard: Ernest A. Howard (d), Joseph McDonald (v).

Senior Stenographer, (Prom.), Treasurer's Office, Tompkins County—Jane C. Bush.

Asst. Principal (o.c.), School of Nursing, Dept. of Mental Hygiene—Stephanie F. McComas (v), Edna Stappenbeck (v), Rose R. Maney, Howard Williams, Vivian Green, Mildred B. Hoff, Virginia Wilkins, Marion C. Vess, Mae E. Dearling, Mable Thies, Irene E. Hess, Sara C. Washeim.

Asst. Superintendent of Training School, (o.c.), Dept. of Social Welfare—Abraham Novick (dv), F. S. Appleton, Harriet Goldman, Evelyn F. Perry, Ethel Walsh, Chester Owens.

Planning Research Technician, (o.c.), Dept. Planning, Westchester County—Robert Bartels.

Janitor, Erie County, (o.c.), Dept. of Buildings and Offices—Harold Vincent (dv), David Magill (v), John H. Boyle (v), Charles Clifford (v), James Bodimer, Marvin Luck, Herbert W. Logel, Clarence E. Link, Patty Pinnataro, Joseph Szymanski.

Sr. Sales Tax Examiner, (o.c.), Sales Tax Dept., Erie County—Kard S. Masters (v), Eric W. Fellows (v), Elmer Donaldson, Norton K. Boldt, Clara Elmiller.

Sr. Civil Engineering Draftsman, (o.c.) Village of Scarsdale, Westchester County—Joseph Bannister.

Intermediate Typist, (o.c.), Village of Mamaroneck, Health Center, West Co.—Betty Ann Borst.

Sr. Personnel Technician (Research), (o.c.) Dept. Civil Service William H. Belme, Luzelle D. Mays, Saul Stein.

Personnel Technician (Research), (o.c.) Dept. Civil Service—Abe Turkin (v), Norman Blair, Irving Bodnoff, Benjamin French, Jack I. Stern, Henry K. Beebe.

Associate Personnel Technician (Research) (o.c.), Dept. Civil Service—James T. Russell, Joseph Lev, William H. Helme.

Supervisor of Social Work (Psychiatric), (o.c.) Dept. Mental Hygiene—Jacob Kishnewsky (dv), Mary M. Dailey (v), Margaret Powers, Sary F. Syer, Eleanor Loeb.

(Option E, Social Welfare): Benjamin Wizia, (v); Joanne Walsh, Jane Ives, Ann Haggerty.

Principal Stenographer, Matteawan State Hospital, Dept. Correction (Promotional), Salary: \$2,520 to \$3,120—1. Walter W. Hurst (v), Beacon; 2. Mary E. Gordon, Beacon.

Prin. Stenographer, Prom. Unit "A" New York Office, Dept. Taxation & Finance, (Promotional) Salary \$2,520 to \$3,120—1. Lela Rossman, NYC; 2. Sylvia Rosen, B'klyn; 3. Gertrude Baer, Richmond Hill; 4. Rita Brooks, NYC; 5. Pearl Egelfeld, NYC.

Jr. Bacteriologist, Div. Labs & Research, Dept. Health (Promotional) Salary: \$2,400 to \$3,000—1. Elizabeth Fralick, Albany; 2. Mary Flynn, Troy.

Sr. State Publicity Agent (Radio), Radio Bureau, Div. of St. Publicity, Dept. Commerce (Open Competitive) Salary \$3,720 to \$4,620—1. Nita L. Berenbach (dv) B'klyn; 2. Fredric A. Carr (v) Albany; 3. Lorraine Brundage, Johnstown; 4. Leonard Albert, B'klyn; 5. George W. Cole, Loudonville; 6. Sophie Gerger, NYC.

Sr. Clerk (Fingerprinting) Main Office, Dept. Correction (Exclusive of Insts.) (Promotional) Salary: \$2,040 to \$2,640—1. Werner A. Kosters (v) Troy; 2. William J. Deere (v) Albany; 3. John K. Hunt (v) Albany; 4. James M. Nolan (v) Albany; 5. Margaret McCarthy, Albany; 6. Margaret F. Kane, Albany; 7. Helen T. Carlin, Albany; 8. Edna L. Skelly, Albany; 9.

Margaret Fleming, Albany; 10. John E. Arwady, Albany; 11. James B. Barton, Albany; 12. Mary M. Greeley, Schtady; 13. Edith Caravatta, Albany; 14. Elizabeth Cregan, Troy; 15. Eleanor Stevens, Troy; 16. Patricia Korfhage, Albany; 17. John J. Sweeney, Albany; 18. Florence Maloney, Troy; 19. John C. Cunningham, Albany.

Prin. Clerk, Main Office, Correction (Exclusive of Insts.) (Promotional) Salary \$2,520 to \$3,120—1. V. Weissenburger (v) Albany; 2. Agnes H. Maloney, Troy; 3. Nora M. Meehan, Albany; 4. Genevieve Donahue, Albany.

Sr. Statistics Clerk, Conservation (Promotional) Salary \$2,040 to \$2,640—1. Hubert Maguire (v) Troy.

Assoc. State Publicity Agent (Radio), Radio Bureau, Div. of State Publicity, Dept. Commerce (Open Competitive) Salary: \$4,620 to \$5,720—1. John Marshall (v) Utica; 2. John J. O'Shea (v) Woodside; 3. Neal L. Moylan (v) Albany; 4. Deuel Richardson, Delmar; 5. R. L. Servatius, Syracuse; 6. Frank Gould, B'klyn; 7. Noah Landberg, NYC.

Sr. Statistics Clerk, (Prom.), Dept. Commerce, Salary: \$2,160 to \$2,760—1. Martha P. Hayes; 2. Mary Schweigert; 3. Janet Radin.

Sr. Stenographer, (Prom.), Albany Office, Education, Salary: 2,040 to \$2,640—1. Helen S. Tappen; 2. Marjorie Savoie; 3. Josephine Luzzi; 4. Violet Fay; 5. Edith L. Jones; 6. Marion Walsh; 7. Eleanor Tallent; 8. Marguerite Vine; 9. Helen M. Wyzinsky; 10. Emily Rosenfeldt; 11. Mary Nerf; 12. Margaret McGraw; 13. Rose M. O'Brien; 14. Gwendolyn Vedder; 15. Jane F. Root.

Prin. State Publicity Agent (Radio), Radio Bureau, Div. State (Radio), (o.c.), Radio Bureau, Div. State Publicity, Commerce Dept. Salary: \$5,200 to \$6,400—1. John Marshall (v); 2. Louis M. Marks (v); 3. Jane Barton (v); 4. Deuel Richardson; 5. David M. Harris; 6. R. L. Servatius.

Cartographer, (o.c.) State Depts.

Salary: \$2,622.—1. Wm. M. Hardie, Jr. (dv); 2. Francis Reilly (v); 3. M. J. Klincovitz (v); 4. Emil J. Spiak (v); 5. Robert W. Corey (v); 6. Joseph Crisera; 7. Dawley H. Sweet; 8. Charlotte Osgood; 9. Annette Jacobson; 10. Anthony Ciofalo; 11. Alice R. Hill.

Asst. Dietician, (Prom.) Grasslands Hospital, Dept. Public Welfare, Westchester County. Salary: \$2,190 to \$2,790.—1. Marjorie Rowley; 2. Ellen Serivicky.

Police Patrolman, (o.c.) Towns and Villages, Rockland County. Salary 1,800 to \$2,500.—1. Edmond H. Nelke (dv); 2. Lester L. Weser (dv); 3. Edward Fox, Jr. (dv) 4. John J. Oldfield (v); 5. Harold F. Knapp (v); 6. Travis McIntosh (v); 7. Adam Krainak (v); 8. Carl E. Barbera (v); 9. James H. Merrit (v); 10. John W. Kile (v); 11. Robert Beasley (v); 12. Frank M. Ballard (v); 13. Howard C. Pearce (v); 14. Martin H. Hodge; 15. Anthony Picarello (v); 16. Howard J. Haight (v); 17. Donald Schiebel (v); 18. Norman E. Gardner; 19. John R. Weber (v); 20. Peter Ginnit (v); 21. Joseph Mihalik (v); Brunjes (v); hH

Tax Account Clerk, Co. Treasurers Office, Chautauqua County, (Open Competitive), Salary: \$1,200 to \$1,450—1. Neva Erickson, Mayville.

SAVE MONEY!

CIGARETTES

\$1.45 PER CARTON

Plus 3c Per Carton Mailing Charges

MINIMUM 5 CARTONS

All Popular Brands

Send Check or Money Order

SWANKY SALES

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WILMINGTON 99, DEL.

Public Health Nurse List Used for 113 Jobs; Only Decliners Left

Special to The LEADER

ALBANY, Sept. 13—Thirty-four local civil service agencies have filled 113 full-time permanent Public Health Nurse positions in the past four months. As a result of the eligible list established on March 2, 1948, 32 counties and two cities have filled such vacancies.

The examination produced an eligible list of 174 names originally, but of the 61 remaining names, at present, nearly all are unavailable for appointment. Among the reasons for declinations are further study in colleges and universities, present commitments in other nursing services, contracts as school nurses, marriage, and change of address to another State.

The Municipal Service Division of the State Civil Service Commission is certifying this list. A file is being kept of the declinations for "temporary inability" and is being followed up periodically.

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At a Savings of at Least 25%

If proven within 5 day that there is not a substantial saving to you, we will cheerfully refund your money.

Open Daily Till 6 P.M. Saturdays Till 5 P. M.

Aaron Kagan MANUFACTURING FURRIER 134 WEST 29th STREET NEW YORK 1, N. Y.

Shopping Guide

Civil service employees will find it to their advantage to investigate the discounts offered by Gulko Products Co., 1165 Broadway. They offer a complete line of pressure cookers, radios, vacuum cleaners, electric irons, etc.—practically anything for the home at very substantial savings.

For really smart clothes stop in at Kilton Modes, 526 Seventh Avenue, dresses, suits, coats and gowns at really wholesale prices.

FRESH CIGARETTES \$1.47 ALL POPULAR BRANDS 3 Carton Lots Plus Shipping Costs Shipping Costs for Quantity Cartons 3 5 10 15 20 25 50 15c 19c 26c 30c 39c 43c 59c N. Y. State Residents limit 5 cts. per mo. SEND CHECK—MONEY ORDER TO BERGEN SALES CO. (Dept. C-13) P. O. BOX 1643 WILMINGTON, DEL.

SPECIAL DISCOUNT CIVIL SERVICE EMPLOYEES Time Payments Arranged All Electrical Appliances Radio, Television Sets and Kits 10 - 12 & 15 inch. Refrigerators Washing Machines & House Necessities MIDTOWN SHOPPING SERVICE 123 EAST 42nd ST. (Rm. 413), N.Y.C. Open Saturdays MU 3-1929 Sales Representatives Wanted

Oscar's Inc. 176 Greenwich St. N. Y. 7, N. Y. B'klyn 7-9295 SPECIAL DISCOUNT CIVIL SERVICE EMPLOYEES We carry a complete line of all household items, electrical appliances, radios, television sets, as well as typewriters, jewelry, etc.

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GOLDEN BEAUTY SALON Oil Bath Machineless Reg. \$15 Now \$12.50 Every Curl Bathed in Oil 189 WEST 10th ST. WA 9-4539 Open evenings by appt.

SPECIAL OFFER TO YOU "from appliance & furniture Hgs." all makes of console & table radios all types of television sets washing machines (all makes) gas ranges (all standard makes) A Complete Line of Juvenile Furniture of all standard makes, cribs, chifferobes, carriages, high chairs and strollers. All At Tremendous Savings to Civil Service Employees

SIMMONS BEAUTY REST box springs and mattresses for immediate delivery BLOOM & KRUP 206 First Ave., NYC OR 3-2760 (Between 12th & 13th Sts) OPEN UNTIL 9 P. M.

Wholesale Prices High quality men's and women's tropical suits, slacks and sport-coats. Made to measure. Guaranteed to fit. Open till 7 P. M. First floor. A. SILVERSTEIN & CO. 14 E. 17th St., N.Y.C. AL 4-1733

We Carry a Complete Line of Pressure Cookers, Radios, Heaters, Aluminum Ware, Vacuum Cleaners, Electric Irons, Lamps, Refrigerators, Washing Machines, and 1,000 other items. Gulko Products Co. 1165 BROADWAY (cor. 27th St.—5th Fl.) New York Room 507

Dresses . . Coats . . Suits . . Gowns SMART CLOTHES Styled by foremost designers From Our Wholesale Department Selling Direct to the Retail Trade KILTON MODES 526 - 7th Avenue, N. Y. C. Wisconsin 7-7295 at 39th St. 8th Floor

From Our Own Wholesale Establishment New Sport and Dressy Fall Garments SIZES 8 to 52 \$14.95 DRESSES for \$4.75 \$22.95 DRESSES for \$8.75 \$9.95 SKIRTS for \$4.75 \$7.95 BLOUSES for \$3.75 You must save the tremendous amounts listed above, or we will refund your money. We permit trying-on. Courteous young ladies to assist you. Open Weekdays & Saturdays B. ROBERTS (N. NYC 552-7th Ave. (Nr. 40 St.) 2d fl. 309 5th Ave. (Nr. 35d St.) 2 fl. 50 W 26th St (Nr. 6th Av.) 2d fl. 311 Church St. (Nr. Walker) 2nd Fl. 2801 Bway (Nr. 108th St.) 523 W 207 St (Nr. Sherman) IN BKLYN 30 Newkirk Plaza (Brighton line BMT to Newkirk Station)

BEST SERVICE LOWEST PRICES Radios, Watches, Gifts, Furniture, Washing Machines, Refrigerators, Baby Carriages, Gas Ranges, Pressure Cookers, Household Appliances. TIME PAYMENTS ARRANGED Mon.-Fri. 9.30 A.M.-5.30 P.M. CIVIL SERVICE MART 64 Lafayette St. BE. 3-6554 (Worth St. Sta., 187 Lex. Line)

INVEST CALL MU 6-8771 MU 6-8772 5c 20% DISCOUNT ON ALL GIFTS AND HOUSEHOLD APPLIANCES

Mental Hygiene Worker Acts for State Abroad

ALBANY, Sept. 13.—New York State was represented at the recent International Congress on Mental Health in London by Hester B. Crutcher, director of psychiatric social work, State Department of Mental Hygiene.

Miss Crutcher, who returned to Albany last week after ten weeks abroad, reported at the Congress on developments in social work in the United States. She also visited the Scandinavian countries to study social work there.

\$11,085 in AWARDS SENSATIONAL FREE FUR COAT CONTEST Turn To Page 16 For Contest Particulars

Attractive Exams Pending

Don't Wait for Application to Open . . . Time Is Then Too Short for the Thorough Preparation Necessary to Pass With a Mark High Enough for Early Appointment. Those Interested Are Invited to Attend a Class Session As Our Guests—No Obligation.

Applications Expected to Open This Month!

MOTOR VEHICLE LICENSE EXAMINER

Liberal Age and Medical Requirements

Salary Range \$58 to \$70 a Week

DUTIES: Examine Applicants for Operators & Chauffeurs Licenses Classes TUES. & THURS. at 1:15, 6 and 8 P.M.

Applications Open September 15th . . . MEN & WOMEN

INVESTIGATOR

NO AGE OR EDUCATION REQUIREMENTS SPECIFIED 2 Years Investigating Work with Bank, Insurance Company or Similar Experience Expected to Be Required

\$52 a Week Start — Promotion Opportunities

CLASSES WEDNESDAYS & FRIDAYS at 7:30 P. M.

POST OFFICE CLERK & CARRIER

(Examination Expected Before January)

\$51.60 A WEEK TO START INCREASES TO \$73 A WEEK MAXIMUM

Many Vacancies • 40 Hour Week • Promotion Opportunities

RAILWAY POSTAL CLERK

(Examination Expected Shortly After January 1st)

\$53 A WEEK TO START INCREASES TO \$73 A WEEK MAXIMUM

ATTENTION VETERANS!

You Can Train for Post Office and Other Civil Service Positions

WITHOUT COST Under G. I. Bill Inquire for Details

FREE MEDICAL EXAM.

By Our Staff Physicians for All Tests Having Medical Requirements.

No Educational or Experience Requirements Liberal Age and Medical Standards

CLASSES MEET

WEDNESDAY & FRIDAY

at 1:15 and 7:30 P.M.

EXAMINATION EXPECTED SOON!

FEDERAL CLERK

(CAF 5 and CAF 6)

ENTRANCE SALARIES \$57.27 TO \$64.44 A WEEK

Classes TUES. & FRI at 6:30 P. M.

Classes Starting — New Examination Expected in 1949

PATROLMAN

Visit, Write or Phone for FREE Illustrated Booklet

"NEW YORK'S FINEST In The Making"

Starting \$60.50 Annual \$80 A Week Salary a wk. Increases To At End Of 3 Yrs.

NO EDUCATIONAL REQUIREMENTS

CLASSES MONDAY and WEDNESDAY at 10:30 A.M., 1:15, 5:30 and 7:30 P.M.

FREE MEDICAL EXAMINATION

By Staff Physicians at Convenient Hours

FALL SESSION STARTS THIS WEEK

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POLICE & FIRE DEPARTMENTS

Classes for All Ranks Will Meet at Convenient Day and Evening Hours in Manhattan and Jamaica

Still Time to Qualify for December Exam

INSURANCE COURSE

Qualifying for Brokers License Exam

N. Y. STATE BROKER'S LICENSE EXAMINATION

Accredited by N. Y. State Insurance Department MODERATE RATES — AVAILABLE UNDER G. I. BILL Classes meet Mon., Wed., Fri. at 6:30 P. M.

Examinations Expected in January — Enrollment Now Open

INSPECTOR of PLUMBING • CITY PLUMBER • MASTER PLUMBER'S LICENSE

Classes Start Tues. Sept. 14. Meets Every Tues. & Thurs. Thereafter

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RADIO . . . TELEVISION . . . COMMUNICATIONS DRAFTING — Architectural - Mechanical - Structural New Class in Blueprint Reading & Building Estimating Starts Sept. 15

Moderate rates—payable in installments. Most of our courses are available under the provision of the G.I. BILL. Consult our advisory staff.

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OFFICE HOURS—Mon. to Fri.: 9:30 a.m. to 9:30 p.m. Sat.: 9:30 a.m. to 1 p.m.

FEDERAL NEWS

Truman Wants Improved Promotion Opportunities

(Continued from Page 1)

terms of present day purchasing power of the dollar. "I also feel that we need to improve our program for providing promotional opportunities for those who are a part of the career service. This is still handled on too much of a hit-or-miss basis. We must not develop a system which will result in delays in the carrying forward of the govern-

ment's business. At the same time, we must have a system which will reduce to a minimum the possibility of the desires of those who seek power for selfish purposes being the controlling factor in making promotions. It is just as important for us to promote persons on the basis of merit as it is for us to recruit them on that basis in the first instance."

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SCHOOL DIRECTORY

AMERICAN ART SCHOOL—Day—Evening and Saturday morning classes. Drawing & Painting from Life, Advertising Design. Approved for Veterans. 3410 Broadway, N. Y. 31. Foundation 8-1350.

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Mechanical Dentistry THE NEW YORK SCHOOL OF MECHANICAL DENTISTRY (Founded 1920). Approved for Veterans. MANHATTAN: 125 West 31st St. CH 4-4081. NEWARK: 138 Washington St. MI 2-1908 (15 min. from Penn Sta.) Day-Eve.

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FEDERAL NEWS

Laundry Jobs Are Open To Men and Women

The New York Port of Embarkation has laundry jobs in eight titles. An examination will be held. The last day to apply is Thursday, September 29. The titles:

- Laundry Worker, 86 or 90 cents an hour. For filling the positions of Laundry General Helper, Wrapper, Shaker, Folder, Checker and Trier, and the like.
- Laundry Assistant, 93 to 99 cents. For filling the positions of Laundry Checker, Marker, Classifier, Adjuster, General Utility Operator (A) and combinations of such positions.
- Laundry Operative (Flat Work), 90 or 93 cents. For filling positions involving the machine pressing of flat pieces such as sheets, pillow cases, handkerchiefs and linens in the titles of Flat Work Ironer, Handkerchief Ironer, Presser, General Utility Operator (B) and the like.
- Laundry Operative (Garments

and shirts), 90 or 93 cents. For filling hand ironing and machine pressing positions such as Garment Ironer, Shirt Ironer, Hand Finisher (Garments), Shirt Finisher, and the like.

- Laundry Seamstress, 93 cents.
- Laundry Tumblerman, 93 cents.
- Laundry Extractorman, Loader and Puller, 93 cents.
- Laundry Washman, \$1.02. For filling the positions of Laundry Washman, Washer and the like.

Jobs are in all departments of the Army and Air Force installations in four of the boroughs in New York City. Most positions exist at Headquarters, First Army on Governors Island, and at Headquarters, New York Port of Embarkation.

Applications must be on file with the Executive Secretary, Board of U. S. Civil Service Examiners, New York Port of Embarkation, 1st Avenue and 58th Street, Brooklyn, New York, not later than September 9.

National Federation Holds Annual Convention

MILWAUKEE, Wis. Sept. 13.—The 19th annual convention of The National Federation of Federal Employees opened yesterday.

All previous attendance records for its conventions were broken. More than 500 delegates, alternates, and visitors were present. Hundreds of resolutions relating to every phase of personnel administration in the many Federal departments and agencies, exceed in number those of any other NFFE national convention.

Among the issues of prime importance are revision of the Federal classification act, standardization of personnel procedure with centralized control, further equitable revision of the retirement laws, provision for screening and character investigation of all appointees to the Federal service as a permanent national policy, protection of the merit system, and improved personnel standards and methods.

The Federation is urging the establishment of realistic salaries which will attract and hold the most qualified men and women; and elimination of the present ceilings which it claims are so low as to cause a constant loss of trained personnel to private business and industry.

Non-Status Economists To Lose Jobs by Nov. 15

WASHINGTON, Sept. 13.—The U. S. Civil Service Commission has issued an order that will result in the separation by November 15 of war-service and temporary indefinite employees in professional economist positions, grades P-2 through P-5, in the Washington, D. C., area.

Affected by the order are persons in positions in the following specialized fields of economics: Agricultural, business, economic information and editing, fiscal, forestry, highway, international trade, labor, utility, and transportation.

Persons separated under this order will be replaced by successful competitors in the Economist examination, for positions with beginning salaries from \$3,727 to \$6,235 a year, which was announced in September 1947.

Exams Open for Superintendent and Radio Repairman

Applications for examinations announced recently by Boards of U. S. Civil Service Examiners are still being accepted for positions located at the Engineer Center, Fort Belvoir, and at Air Force bases in the Washington, D. C. area.

Persons interested in the position of Superintendent (Motor Transport Shop) have until September 15, to get their applications to the Executive Secretary, Board of U. S. Civil Service Examiners, Department of the Army, P. O. Box 127, Fort Belvoir, Va. The beginning salary is \$3,727. No written test is required in this examination. A minimum of four years of appropriate experience is required, however. Appropriate college training may be substituted for part of the required experience. Complete information and application blanks may be obtained at the office of the Executive Secretary of the Board or at any first- or second-class post office in Virginia.

Applications for the examination for radio repairer positions and aircraft radio and electronics repairer and installer positions with salaries from \$1.08 to \$1.58 an hour will be accepted by the Executive Secretary, Board of U. S. Civil Service Examiners, Headquarters Command, U. S. Air Force, Bolling Air Force Base, Washington 20, D. C., until the close of business September 14, 1948. The positions are located at Bolling Air Force Base; Andrews Air Force Base; Headquarters, Strategic Aid Command, Andrews Air Force Base; and Headquarters, Military Air Transport Service, Gravelly Point. No written test will be required. Applicants will be required, however, to have appropriate experience. Certain types of education or completed apprenticeships may be substituted for part of the required experience for aircraft radio and electronics repairer and installer positions and for either part or all of the required experience for radio repairer positions.

Need Is Emphasized For Decentralization

By ARTHUR S. FLEMMING

Ex-U. S. Civil Service Commissioner
We need to build in a top rung in our career ladder for administrators by creating the position of career Assistant Secretary for Management in each one of our major departments and agencies.

Then, somewhere in the structure of our government, we need a top career official who, under a political officer of cabinet rank, will exercise overall leadership in the management field and who will play a large part in the selection and placement of career Assistant Secretaries in the departments and agencies.

More Decentralization Needed
We must place more and more emphasis on decentralizing the operations of government.

This means that we must take the following steps:

In the central offices of our departments and agencies we must spend more and more time on developing standards for the conduct of the public's business.

Then, we must go further than we have in delegating authority to

act down to the lowest possible operating level with the understanding that actions taken will be in conformity with standards.

Finally, we must develop sound and vigorous methods for inspecting the actions taken, to make sure that they conform to standards.

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STATE AND NEW YORK CITY NEWS

A Hot Time in Lackawanna—As Boys Seek To Upset State

ALBANY, Sept. 1—In the summer of 1947, the State Civil Service Commission conducted an investigation into the conduct of the affairs of the Municipal Civil Service Commission of the City of Lackawanna.

During the course of that investigation, the State Commission subpoenaed and heard various witnesses. As a result of the investigation, the State Commission started two actions. The first involved charges for the removal from office of Joseph Mahoney, Joseph Mescall and Louis Basty, as Civil Service Commissioners of the City of Lackawanna.

The second proceeding, instituted at the same time, called for revoking the examinations for police matron, fire lieutenant, fire captain, police lieutenant, purchasing agent and fire fighter, for killing the eligible lists resulting from these examinations, and for cancelling all appointments made from these lists.

Got Public Hearing

Subdivision 6 of Section 11 of the Civil Service Law provides that the State Commission in a proceeding to remove municipal civil service commissioners shall give such commissioners "an opportunity to make a personal explanation in self-defense"; and Subdivision 7 of Section 11 provides that the State Commission in a proceeding to cancel an eligible list and appointments made from it shall "give an opportunity to the civil service commissioners concerned to make a personal explanation and to file papers in opposition to such action."

Sought To Stop It

As the public hearing was opening, James J. Kanel and 17 others similarly situated, instituted in the Supreme Court, Erie County, a proceeding against the State Civil Service Commission seeking a court order which would prohibit the State Commission from conducting any proceeding to cancel the examination which Kaney and the others had taken and passed. They asked the court to forbid cancellation of the eligible lists too. Kaney was on a list for a position of Fire Fighter in the Fire Department of the City of Lackawanna.

In this proceeding, the petitioners contended that (1) the State Commission had prejudged the case and had determined to cancel the examination and the appointments made as a result thereof, regardless of the proof on the hearing; (2) the statute under which the Commission was proceeding was unconstitutional; and (3) the State Commission's proceeding is invalid because the petitioners had not been given any notice of hearing and were not made parties thereto.

In response, the Attorney-General on behalf of the State Commission, moved to dismiss the petition on the ground that it was insufficient.

What The Judge Said

Mr. Justice Philip Halpern ruled that the State Commission did not pre-judge the case. He pointed out that no determination had been made, but that the State Commission only proposed to take appropriate action in the event that the charges were sustained. He also pointed out that the Commission was not disqualified by

reason of its preliminary investigation, inasmuch as the law foresees such as a necessary step if the Commission is to carry out its duty to supervise and review the work of municipal commissions. The law also provides that the State Commission will give the local Commission an opportunity to make a personal explanation and file papers in opposition to any proposed action.

State Has The Power

Mr. Justice Halpern ruled with respect to the attack upon the validity of the statute, that Subdivision 7 of Section 11 was amended in 1944 to give the State Commission power to rescind an eligible list and cancel appointments upon the ground that the examination upon which such eligible list was based was not sufficiently practical in character and did not fairly test the relative capacity and fitness of the persons examined. The wisdom of the statute is for the Legislature and not for the courts to decide. The maintenance and protection of the merit system of civil service is a matter of State concern, and appropriate powers may be vested in the State Commission by general law without invading the province of local government.

No Notice?

With respect to the petitioners' claim that they had not been given any notice of the proposed hearing nor had they been made parties to the proceeding instituted by the State Commission, the Court found that the statute did not provide for notice to anyone other than the local commission and that if the State Commission orders the cancellation of their appointments, the petitioners may seek relief in the courts. If the order is found to be illegal, arbitrary or capricious, it will be annulled. The claim of the petitioners that they may not be removed except for incompetency or misconduct shown after hearing and on due notice applies only where they were legally appointed in the first instance, whereas in this case the legality of their original appointments is in question.

Upheld by Higher Court

So Mr. Justice Halpern dismissed the petition, and the Appellate Division, Fourth Department, upon appeal, unanimously upheld such dismissal. Mr. Kaney and his associates thereupon brought an appeal, as of right, to the Court of Appeals, making the following points: (1) Appellants cannot be deprived of a constitutional right without due notice and hearing; (2) the State Commission in proceeding to hear the charges is biased and partial and is acting in violation of due process provisions of the Constitution; (3) Subdivision 7 of Section 11 of the Civil Service Law constitutes an unconstitutional delegation of legislative power; (4) the statute under which the State Commission is acting is an unconstitutional creation of class legislation; (5) the action of the State Commission constitutes an unconstitutional interference with the tenure of office of municipal employees; (6) petitioners must receive notice of hearing, formal charges and a formal hearing; (7) the State Commission is guilty of laches; (delay in bringing the charges) and (8) prohibition is the petitioners' only available remedy. The Court of Appeals, after hearing the argument, dismissed the appeal on the ground that the constitutional questions are not directly involved in the decision appealed from, but granted a motion, made in open court, for leave to appeal, thus giving the case to that court to consider from all aspects.

It is expected that a final determination will be made in the fall.

33 Exams On New List For City Jobs

Applications for 33 new NYC open-competitive and promotion examinations will be issued and received by the Municipal Civil Service Commission at its application section, 96 Duane Street, opposite The LEADER office, from September 15-30, from 9 A.M. to 4 P.M., weekdays, and from 9 A.M. to noon on Saturdays, none on Sundays

The examinations follow:

- OPEN-COMPETITIVE
 - Investigator.
 - Mechanical Engineering Draftsman.
 - Junior Electrical Engineer.
 - Junior Mechanical Engineer.
 - Junior Civil Engineer.
 - Junior Civil Engineer (Sanitary).
 - Asst. Medical Examiner, Grade 4.
 - Auto Mechanic (Diesel)
 - Welder (Electric)
 - Stationary Engineer.
 - Dockbuilder.
 - Electrician (Automobile).
 - Neuropathologist.
 - Bridge Painter.
 - Pathologist.
 - Director of Bureau of Tuberculosis, Grade 4.
 - Inspector of Blasting, Gade 3.
 - Asst. Director of Laboratory (Bacteriology).
 - Lineman's Helper.
 - Pharmacist.
 - Director, Psychiatric Division, Grade 4.
 - Psychiatrist, Grade 4.
- PROMOTION
 - Bridge and Tunnel Maintainer.
 - Chlorinator Operator.
 - Medical Superintendent.
 - Medical Superintendent (Tuberculosis and Communicable diseases).
 - Bridge Operator.
 - Examiner Department, Grade 3.
 - Inspector of Textiles, Grade 3.
 - Senior Storekeeper.
 - Stationary Engineer (General Promotion).
 - Asst. Director of Stores.

State Seeks Teachers for The Blind

ALBANY, Sept. 13—Examinations for three positions in the State Department of Social Welfare will be held on October 1. Minimum entrance salaries for the positions range from \$2,622 to \$3,846. Written tests will be based on specialized knowledge and ability in the several fields of service, but greater weight will be given to training and experience in the respective fields.

Teachers Eligible

For Supervisor of Training of nurses and experienced nurses State Commission for the Blind very young blind children in their own homes, experienced graduates of school and kindergarten teachers are eligible, providing their experience or a combination of experience and training meets the requirements set up by Civil Service. The duties involved in the supervisory post include parent education and home training of blind children, from infancy to school age, in matters of behavior, health, development and self-help, and family and community relations. The objective is the preparation of a blind child for normal schooling, working and living. The initial salary for the position is \$3,846, which includes a cost-of-living bonus of \$486. There will be given annual salary increments of \$132 each before the maximum is reached. One position will be filled by the Commission as a result of this examination.

Technical Instruction

The examination for Industrial Assistant for the Blind will be based upon special knowledge and skills required to give technical instruction to blind persons in handicrafts and other occupations as well as ability to use the resources of the community for the promotion of employment of blind persons and for the gainful disposition of products made by them. The initial salary is \$2,622 which includes a cost-of-living bonus of \$342. There will be annual increments of \$120 each. At present there are two vacancies in the Commission staff for this position.

Organization Skill

The third examination, for Sales Assistant for the Blind, will test for sales ability, community organization skills and knowledge and ability in bookkeeping and finance. The beginning salary is \$2,622, with a \$342 cost-of-living bonus and five annual increments of \$120 each. An important eligibility requirement for this position is that candidate must have an automobile operator's license at the time of appointment. There is one vacancy on the Commission staff at this time.

Applications are issued by the Examinations Division, State Civil Service Department, 39 Columbus Street, Albany, N. Y.

Agriculture

Examinations for probational (permanent) appointment to the positions of Soil Conservationist, Soil Scientist and Engineer, Agricultural and Civil, \$2,974 a year in the Soil Conservation Service have been announced by the Executive Secretary, Board of U. S. Civil Service Examiners, U. S. Department of Agriculture, Upper Darby, Pennsylvania.

No written test for these examinations is required. Applicants will be rated on their education, training, and experience as described in their applications. Age limits of 18 to 35 will be waived for veteran preference applicants.

Applicants will be accepted by the Executive Secretary, Board of U. S. Civil Service Examiners, U. S. Department of Agriculture, 6816 Market Street, Upper Darby, Pennsylvania, until further notice.

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NEW YORK CITY NEWS

How Vet Preference Change Would Affect Fireman Exam

By H. J. BERNARD

President Joseph A. McNamara of the NYC Civil Service Commission estimated that the Fireman eligibles would number 7,500 more. The estimate was based on the known number called to the competitive physical tests held in Van Cortlandt Park and the percentage of failures registered so far in the physicals, which runs under 10 per cent.

A large number of eligibles has potential effect on the identities of the candidates who will be appointed, because of veteran preference.

Two Amendments Proposed

If the present constitutional provisions ran indefinitely, it is conceded that the non-veterans among the eligibles would stand in opportunity of appointment. With 7,500 eligibles and at most 500 jobs during the four-year maximum legal life of the list, veterans would preempt all the jobs. Non-veterans would be at the bottom of the list as a group, regardless of percentages attained, hence never would be reached for certification.

However, the constitutional provision regarding non-disabled veterans expires on January 1, 1951. If there were no substitute or

amendment, on that date the Fireman list, which would then be about two years old, would be rearranged in the order of standing by percentages only, except for qualified disabled veterans. All disabled veterans would have been appointed by that time anyway, so all non-disabled veterans and all non-veterans would be appointed during the next two years in the order of their percentages.

Two amendments to the constitutional provision were adopted by the last session of the Legislature and will come up before the next Legislature which meets in January. If either or both bills are adopted also by the next Legislature, the proposal or proposals would go before the people at the November, 1949 election, and the amendment approved at the polls would become law.

Condon Bill's Effect

The two proposed amendments are the Condon bill, introduced on behalf of the American Legion, and the Mitchell bill, supported by civil service groups and others.

The Condon bill would extend for five years, or until January 1, 1956, the absolute preference granted to non-disabled veterans, for original appointment, or entrance positions only, and end non-disabled veteran preference in promotion examinations. Since

the Fireman examination is open-competitive, for filling positions at the entrance level, under the Condon bill the same preference as now obtains for non-disabled veterans would be continued until after the Fireman list expires by operation of law.

Hence the job prospects of non-veterans, if the Condon bill becomes law, would remain blank and unchanged in the Fireman examination.

Assuming that there will be about 400 disabled veterans on the Fireman list, all these could expect appointment, if their disability does not disqualify them from doing the arduous work, before the list is a year old. For that reason, the disabled veteran benefit to Fireman eligibles would be the same no matter what change, if any, is made in the constitutional provision.

Mitchell Bill's Effect

However, if the Mitchell bill is enacted, it would make quite an improvement in opportunities for non-veterans, while benefiting veterans by granting them additional points—10 to disabled veterans, 5 to non-disabled veterans, added to the earned score. Eligibles would take their place on the list on the basis of their scores, plus premium points, if any. The eli-

gible list would be converted to the new arrangement by making the percentage additions and rearranging the names of eligibles in relative order of total percentages.

Even with disabled veterans getting 10 premium points and non-disabled veterans 5, in open-competitive tests, the non-veterans with high scores—even though they get no premium points—would have a reasonable likelihood of appointment. Certainly those in the 90's would be appointed eventually, if they met all investigation requirements, a fact not brought out in an earlier discussion of the Fireman examination in these columns. It is impossible to tell yet how many will get scores in the 90's, or in any other brackets, or how many are veterans, as no count has been taken on which even an estimate could be based. None will be taken until the physicals are completed. Then candidates will be notified for the first time of their marks.

McNamara's Views

"It is problematical what the effect of the Mitchell bill would be on the Fireman list, if that bill were enacted," said President McNamara. "Non-veterans near the head of the list, in the upper

80's and higher, would be in a favorable position for appointment. The non-veterans in the low 80's would have a doubtful chance, but a nonveteran with a score in the 70's would have no chance."

Thus, unless the present constitutional provision regarding non-disabled veterans is allowed to expire, only disabled veteran preference would remain, and that would be absolute, and without time limit. Only non-disabled veteran preference would cease.

Under the Condon bill absolute preference for disabled veterans would continue indefinitely for all examinations, as the bill does not propose to change the present law on that score, and absolute preference would be extended for five years for non-disabled veterans, in entrance examinations only.

The idea of no change being made in the law is dismissed by experts on both sides of the Mitchell-Condon argument as being too unlikely to deserve serious attention.

Assuming the Mitchell bill becomes law, it would increase the opportunities of non-veterans to obtain appointment as Fireman as the result of the current examination, but only for those with high scores.



City officials show keen interest in the broad jump test, shows being taken by one candidate in the physical phase of the competitive examination for Firemen. The officials were much impressed by what they saw.

Test Viewed By Officials

(Continued from Page 1) Chief of Staff and Operations Murphy, standing beside Commissioner Quayle, nodded.

July 1 Big Day

Inquiries made by The LEADER at the Fire Department, following the inspection of the physical tests, disclosed that the big lift that the prospective eligibles will get will come on July 1, 1949, when 500 or more Fireman appointments will be made in one batch. It may be that the appointments from the new list will not be substantial in number before that, an informant observed as he studied the budget and the department's organization chart, excepting for the 112 Firemen who will be appointed to fill the vacancies of those to be promoted to Lieutenant effective November 1 next.

"The promotions account for the 112 next Fireman appointments, but there are 21 Fireman vacancies, and more will occur because of deaths, resignations and retirements," The LEADER reporter said. "How many appointments would then result?"

The reply: "According to present indications, which are subject to change, the estimated total would still be 112. Period."

Fire Order Is Amended

AMENDMENTS TO GENERAL ORDER No. 2 (JANUARY 8, 1947)

Under caption "Page 9, Contents," insert the following: Chapter 2-A The Chief of Staff and Operations of the Department, Assistant Chief of Staff and Operations of the Department and the Deputy Chiefs of Staff and Operations of the Department. Page 16-A Add the following additional Chapter immediately following Section 5-C:

CHAPTER 2-B ASSISTANT CHIEF OF STAFF AND OPERATIONS OF THE DEPARTMENT.

Section 5-D. He shall be in charge of the Medical Division, Division of Combustibles, Division of Fire Prevention, Division of Licensed Places and Public Assembly, Division of Fire Apparatus, Division of Personnel Records. He shall assist the Chief of Staff and Operations, as directed, in the administration, command and control of the Uniformed members of the Department as specified in Circular No. 5, dated December 18, 1946, When designated, he shall temporarily assume the duties of Chief of Staff and Operations during the latter's absence from duty.

FIRE LINES

The latest word about the prospective promotion of 112 Firemen to Lieutenants is that the event will take place, effective November 1. That would represent a victory for Fire Commissioner Frank J. Quayle, who has been insisting all along that 112 is the minimum number of new Lieutenants needed so that the long hours of the Officers, with no day off, can be made to conform to the 10 fewer hours a week worked by Firemen.

The only compromise that had to be made to get the No. 1 project that far advanced was to accept the November 1 date, instead of the October 1 date that had been desired.

The whole question finally simmered down to one of money. The Fire Department is being run economically, therefore there are no extra funds on which to draw.

What brought the matter to a head was the position taken by Mayor William O'Dwyer himself, in favor of the creation of the whole 112 new posts. It is now up to Budget Director Thomas J. Patterson to find the money, and he sees a way to do it. The postponed date gives him a breather.

The Fire Department therefore now feels assured that the 112 new Lieutenants will be on the rolls and the Uniformed Fire Officers Association will have achieved its glowing goal.

The selective transmission of alarms now is extended to all boroughs of the city, excepting only Richmond. By this method the first alarm is not heard at fire stations not in the district in which the sounded alarm box is located. However, second and subsequent alarms are rung.

The uniformed force has expressed individually great satisfaction with the change, which is operative from 8 P.M. to 8 A.M. There is no present intention of extending the hours of its application. The silent first alarm for the out-of-number boxes is a boon to the Firemen and Officers who used to be awakened from their sleep, although on alarms on which they wouldn't have to roll.

The department reported that the tension created by the unnecessary noise had a bad effect on the health of uniformed personnel, inducing heart conditions, nervousness and the like.

The uniformed force was keen to have the change effectuated, although Fire Commissioners McElligott and Walsh had been importuned to install it, no results were obtained. So the uniformed force hails Commissioner Quayle for another innovation of direct benefit to the fire fighting force and indirect benefit to the public.

Third Deputy Fire Commission-

er Nat Horwitz is in charge of the draft registration of members of the Fire Department. The registration takes place in the Municipal Building, no matter where the registrant lives. Commissioner Horwitz's assistance was greatly appreciated by Selective Service.

The Fire Department's Marine Division Exhibit is being presented at the Golden Jubilee Exposition under the auspices of the Uniformed Pilots and Marine Engineers Association, Local 989 of the International Association of Fire Fighters. The exhibit represents the collective interests of pilot house and engine room personnel assigned to the fireboats.

Through the medium of models, Fire Department equipment, pictures, maps, and a diorama, the exhibit reviews the progress achieved during the years intervening between 1898 and 1948 and portrays the wide-flung services rendered to the Port of New York by the Marine Division.

Evoking keen interest on the part of the visiting public is the imposing array of ship, engine, and pier models indicative of water-front structures engaged in vital activities and various types of craft operating in the harbor under the protective "guns" of the fire-boat fleet.

Attracting close attention is a harbor diorama complete with all kinds of aids to navigation, including the various light colors and characteristics of illuminated aids, which graphically depicts the nautical highway over which the fireboats operate.

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NEW YORK CITY NEWS

Nominations Open For UFOA Board

The general meeting of the Uniformed Fire Officers Association was held at the Hotel Martinique recently.

President Joseph D. Rooney disclosed the results of a conference with Fire Commissioner Frank J. Quayle in relation to obtaining additional officer personnel to enable the officers to be placed on working hours commensurate with those of firemen.

of the Commissioner's efforts to correct an unjust condition.

Nominations for election to the Executive Board were declared open. The present vacancies to be filled are those created by the expiration on Dec. 31, 1948 of the terms of Deputy Chief Henry Wittekind and Lieutenant Anton Rada.

It is expected that another vacancy will exist in a short time, as Captain Charles Walsh is No. 2 on the Battalion Chief list.

A candidate must not hold office in any other association, must have been in good standing at least since June, 1948.

As in past years, the records and facilities of the Association office are available to candidates.

The final date of filing of nominations is the close of the November general meeting.

The members of the newly-designated Constitutional Revision

130 Employees on Job In 1898 Are Honored

One hundred and thirty employees in the city's service in 1898 at the time of the borough consolidation were honored at the city's Golden Anniversary Exposition.

Committee will soon arrange a meeting. Any member with suggestions to improve the present setup may send them to the Committee direct or through Battalion Delegates.

Members were notified to register and have their friends do so, to enable voting in the November general election.

Announcement was made that members should carry their membership cards with them at all times.

All members will receive more detailed instructions prior to the election.

Paul O'Dwyer Calls For Pension Relief

"A minimum pension for all retired civil service employees, and tax relief for those now receiving pensions, are matters that can be delayed no longer," Paul O'Dwyer said this week in a statement on retirement in civil service.

Mr. O'Dwyer indicated he would like to see the minimum pension adopted at all levels of government—Federal, State, and local.

Mr. O'Dwyer is running for Congress in the 21st Congressional District, which embraces the Upper West Side district of Manhattan, on the Democratic and American Labor Party tickets.

Pitiful Cases

"I rank the need of decent treatment for pensioners close to the No. 1 problem—which is, that civil service employees must not fall behind in the spiralling cost-of-living situation," Mr. O'Dwyer added.

He added: "It is undesirable for the community to expect that its career employees should be unprovided for in their old age.

tively low conditions of pay. It has not been possible for them to build up substantial 'nest eggs.' All they have is their pension.

"Nor is it socially desirable that the unit of government employing these people should cast them aside at the end of their active working lives. I cannot see any feasible objection to a minimum pension. I think the principle involved is as valid as the established principle of a minimum wage law or parity payments for farmers."

Mr. O'Dwyer stated that if he should be elected to Congress, he would spearhead a drive for tax relief for pensioners.

Mr. O'Dwyer added: "When these civil servants received their pensions the amount allotted was designed to maintain them during their late years. We should set maintenance of these retired civil servants as the objective under prevailing conditions. In other words, if at the time a civil servant retired, say 10 years ago, he received a pension of \$1,000 per annum, and it would now take \$1,500 to buy the same necessities of life that previously cost \$1,000, then the pensioner should now receive \$1,500."

Addresses of Civil Service Commissions

U. S. Civil Service Commission, 641 Washington Street—IRT Seventh Avenue local to Christopher Street station.

City Collector's office, Municipal Building, Brooklyn—IND train A, C or F to Jay Street; Lexington Avenue or Seventh Avenue IRT train to Borough Hall.

City Collector's office, Tremont and Arthur Avenues, The Bronx—Third Avenue "L" to Tremont Avenue.

City Collector's office, 120-55 Queens Boulevard, Queens—Train E or F to Union Turnpike, Kew Gardens.

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David Marshall Named To Journalism Chair

David Marshall, author and for nearly 23 years a member of the editorial staff of the New York Sun, has been appointed as the first occupant of the Joseph Medill Patterson Chair of Journalism at Fordham University.

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NEW YORK CITY NEWS

Wallander Wants 300 More Patrolmen Oct. 1

Three hundred Patrolman (P.D.) appointments, effective October 1, are desired by Police Commissioner Arthur W. Wallander, and as soon as he gets back to his desk from his long illness he will make a request for them to Budget Director Thomas J. Patterson.

The normal schedule of appointments would call for the 300 to be named on November 1, but the Commissioner finds that the needs of the department are such that it would be unwise to let the extra month elapse.

The last number appointed was 1198 on the list of relative standing of eligibles by percentages. By applying veteran preference from that number on, the 300 prospective appointees could be estimated, as there are relatively few declinations now.

450 Names to Be Certified

Application to the NYC Civil Service Commission for certifications will depend on receipt of the budget certificate authorizing the appointments. The number

of names certified is expected to be 450.

Eligible List for Lieutenant

The eligible list for promotion to Police Lieutenant is expected to be published before the end of this month. The list, as foretold in The LEADER three weeks ago, will be unusually small—a little more than 200 eligibles. The small number is the result of limiting key answers to one "best" answer, the nature of the examination and the number of candidates, 846. How soon promotions to Lieutenant could be made was not known at Police Headquarters, but it was hoped that approval of some promotions could be obtained soon.

Another Law Case

The real heat is on for the promulgation of the list for promotion to Sergeant. This was delayed because of a legal proceeding protesting the multiple "best" answers. The Court of Appeals agreed with the Patrolmen petitioners that there could be only one "best" answer. So the Civil

Service Commission has issued a new key and rated the papers accordingly. But now another suit, by the same group of Patrolmen, challenges the inclusion on the eligible list of those who got more than 69 per cent, though less than 70, the advertised pass mark. The Commission contends that it has full authority under the Rules to pass those who get more than 69. It was served with legal papers in the new court proceedings on Friday afternoon.

Gala Graduating Exercises

The immediate problem in the department, since it can not control law cases, is to get Patrolmen appointments. The present recruits attending the Police Academy could be finished by October 1, but probably would not be formally graduated until October 11, when exercises would be made an event to thrill the visiting International Police Convention.

There are no present prospects of appointment or promotion of civilians in the Police Department, an official informant stated.

Exams Are Planned To Be Continuously Open

(Continued from Page 1) so that the new scheme can be tried without delay.

The city is in need of competent Stenographers and Typists and offers security of employment, a pension system and paid vacations, with sick leave grants. However, it shares with the Federal and State governments the difficulty of recruiting a sufficient number of qualified personnel in these titles. The new method is to be tried in an attempt to solve the recruitment problem.

At first it was considered likely

that the examinations always simultaneously would be held, on the basis of multiples of 100 applicants, with some minimum figure, like 309, but it is now probable that the 300 minimum will remain and that examinations will be open to all whose applications are on file up to a certain date. That would avoid shutting out the candidates who do not fall within multiples of a hundred.

"The proposal has a lot of merit," commented President McNamara of the continuously-open exam project.

Journalism Enrollment In Progress at Fordham

Twenty-six courses in journalism and allied fields will be offered by the Journalism Division of Fordham University's Department of Communication Arts, said the Rev. Alfred J. Barret, S. J., chairman. All courses will be presented on the Bronx campus, Monday and Wednesday evenings from 7 to 9 P.M., and Saturdays from 10 A.M. to 3 P.M. Registration has begun at downtown Fordham, 302 Broadway, and continues on September 14, and 15 from 3 to 6 P.M.

Anne Fremantle, literary editor of The Commonweal and novelist; Covelle Newcombe, biographer; Helen Walker Homan, editor and author; and David Marshall, author of "Grand Central Station," will teach writing courses in the short story, novel and magazine articles.

3 NYC Resolutions Before State Board

ALBANY, Sept. 13.—Three resolutions passed by the NYC Civil Service Commission will be taken up by the State Civil Service Commission at its meeting Sept. 21 to 23.

A resolution establishing two positions in the non-competitive class for consulting examiner in NYC Welfare Dept.

A resolution to change salary grade limits of positions in Group 2 (per annum positions) of Part 39, Rapid Transit Railroad Service.

A resolution amending Rule 5, Sec. 1, with relation to regrading.

The State Commission received a resolution, passed by the NYC Civil Service Commission and approved by Mayor O'Dwyer extending to December 31, 1948, authority to hire or retain war-time provisionals.

500 City Employees Compete in Track Meet

Nearly 500 city employees matched muscles last Saturday in the second annual track and field games held at Triborough Stadium, Randall's Island.

The series was initiated last year by Mayor O'Dwyer and arranged by the Mayor's Committee on Municipal Athletics. Louis Cohen, of the Mayor's Office, is Chairman of the Committee. Arthur A. Lynch, Deputy Treasurer, is Co-Chairman. William J. Hennessy, Assistant Chief of Staff and Operations, Fire Department, is Chairman of the Track and Field Committee. The events were handicapped by the Official Handicapper of the Metropolitan Association of the AAU, Phillip J. Feeley. Officials of the Association supervised.

Both men and women participated in the contest and every contestant won a prize. Engraved cups were awarded to winning teams, and leather bags and suitcases were given as consolation prizes.

Probation Officer Test

(Continued from Page 1) cial work would be pertinent, while social studies could be substituted for some of the experience required.

Child or family experience would be acceptable.

The basic requirement of a college degree, a standard practice in tests for this title, is considered one of the strongest inducements toward getting the pay raised.

"After all," said President McNamara, "one can't require a person to be a college graduate and then pay him the same salary as a street cleaner."

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SIDMOR FURS and the "Stars" Decree!

\$11,085 IN FREE FUR COATS

and in Valuable Fur Coat Credit Checks

JUST COUNT the Star's

in this ad

THE EASIEST WAY WE KNOW TO WIN A NEW FUR COAT

This is a contest of skill and appliance. You'll find it quite a simple matter to count the stars appearing in this advertisement; then write your name and correct address on a piece of paper together with the amount of your count. DO NOT return this advertisement. Just mail your answer to Sidmor Furs. You'll find it very interesting and it may prove very profitable to you. Do it now. Delay may cost you a brand new Fur Coat or a generous credit check to be applied to the purchase of Sidmor Fur Coat.

SIDMOR FURS master fur craftsman located in the heart of N. Y. fur mfg. industry cordially invites contestants from all areas.

How To Win A Beautiful FUR COAT

FOLLOW THESE SIMPLE RULES:

- 1.—Count all the stars in this advertisement and mail your count to SIDMOR FURS, 104 West 29th Street, New York 1, N. Y., not later than midnight Wednesday, September 23, 1948.
- 2.—Print or typewrite your full name and address upon same paper you submit your count of stars. The nearest count you submit to actual correct count will result in your winning of first prize. Additional prizes will be awarded in order of nearest correct count. In case of ties, the judges will select winners on the basis of neatness of originality. Test your mental calculations carefully before submitting count.
- 3.—Prominent citizens of your community will be selected as judges. The decisions of the judges will be final and SIDMOR FURS will not enter into any correspondence concerning the result of the awards.
- 4.—All entries become property of SIDMOR FURS.
- 5.—Additional copies of this advertisement may be had without charge at SIDMOR FURS, 104 West 29th Street, N. Y. C.
- 6.—This contest is open to ALL CONTESTANTS except employees of Sidmor Furs, their advertising agents and their families.

CONTEST CLOSSES MIDNIGHT WEDNESDAY, SEPTEMBER 23, 1948

These 5 Fur Coats FREE!

<p>1st Prize</p> <p>\$275</p> <p>Krimmer Dyed SOUTH AMERICAN LAMB COAT</p>	<p>2nd Prize</p> <p>\$225</p> <p>Black Dyed SOUTH AMERICAN SKUNK COAT</p>	<p>3rd Prize</p> <p>\$215</p> <p>Black MORADIAN KIDSKIN COAT</p>
<p>4th Prize</p> <p>\$185</p> <p>Black Caracul PAW COAT</p>	<p>5th Prize</p> <p>\$185</p> <p>Sable Dyed CONY COAT</p>	

<p>6TH PRIZE GROUP</p> <p>CREDIT CHECKS Worth \$40</p>	<p>7TH PRIZE GROUP</p> <p>CREDIT CHECKS Worth \$35</p>	<p>8TH PRIZE GROUP</p> <p>CREDIT CHECKS Worth \$30</p>
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Credit Certificates Redeemable Only Toward Purchase of Fur Coat

MAIL OR BRING YOUR ANSWER TO SIDMOR BEFORE CONTEST CLOSSES

Sidmor Fur Mfg. Corp. 104 WEST 29TH STREET NEW YORK 1, N. Y. SHOWROOMS—1104

