

ALBANY STATE LIBRARY
 7-44 NEW YORK

See Page 8

VETERANS GIVEN RIGHT OF WAY TO 2,200 LABOR JOBS

State Assn. Starts Drive For Labor Relations Bill

Special to The LEADER
 ALBANY, Nov. 3—The Civil Service Employees Association will put on a strong drive to obtain enactment of its Public Employment Labor bill.

The proposed law attempts to provide for orderly discussion and adjustment of State employees' personnel problems. To accomplish this it provides for a Public Employment Labor Relations Board and in many respects parallels the present State labor relations act which has jurisdiction over employees in private industry.

The proposed Board would be set up within the Civil Service Department and would consist of three full-time members, including one public member and one from the competitive civil service, to be appointed by the Governor at a salary of \$10,000 per year each.

The board would have two

principal functions: first, in connection with joint committees of civil service employees and administrators, and secondly, hearing appeals involving the Condon-Wadlin Act and other disciplinary measures.

Joint Committees Proposed
 Provision is made in the bill for joint employer-employee com-

mittees at the various levels and areas of State government and the Board is empowered to determine the various units, designate the employee representatives and to hear appeals on personnel matters unresolved by the committees. The Board would have no directive authority in these latter matters, which would in-

clude questions involving salary, hours and other conditions of employment, but would in effect act as a fact-finding agency with power of recommendation to the Governor, Legislature or other proper authority. Provision is made for representation on departmental or statewide com-

(Continued on Page 2)

Permanent Positions With NYC Pay to \$41

Additional steps were taken today by the NYC Civil Service Commission in connection with the coming examination for Labor Class jobs.

1. Decision was reached to apply veteran preference.
2. Arrangements were made to have the applications received for particular groups at different periods.
3. The literacy test is to be reduced to utmost simplicity.

Those who qualify will be listed in the order of their applications; then the list will be rearranged—disabled veterans first, non-disabled veterans next, non-veterans last—in chronological order among themselves.

The test will be the first one for Labor Class positions held by NYC in seven years and is expected to be one of the largest examinations.

The jobs to be filled are Cleaner (Men) and Cleaner (Women) at a total of \$2,040 a year each which includes the \$660 cost-of-living bonus, and Laborer (Male)

(Continued on Page 16)

NYC Welfare Dept. Tests Given Green Light

Acting President Joseph A. McNamara, of the NYC Civil Service

Commission, said today that every effort is being made to bring out the eligible lists for Social Investigator, and for promotion to Assistant Supervisor, Supervisor and Senior Supervisor, Department of Welfare, as soon as possible. The Social Investigator papers have been rated and character and veteran preference investigations are being conducted. The promotion tests are scheduled for December 30.

Commissioner McNamara, formerly a Deputy Commissioner in the Welfare Department, expressed anxiety to give every pos-

sible aid to the new Welfare Commissioner, Benjamin Fielding, who was amazed at the large number of provisionals employed in the department, 2,071.

Establishment of the eligible lists will enable permanent appointments and promotions sought by Commissioner Fielding, to stabilize personnel administration in his department, now under State investigation of events that took place long before he became its Commissioner.

22 State Positions Are Reallocated

Special to The LEADER
 ALBANY, Nov. 3.—The recommendations of the Salary Standardization Board for reallocation of 22 positions in the State service were approved by Budget Director John E. Burton. Two positions recommended by the Board for reallocation were disapproved by him. His approval effectuates the 22 changes.

Approved

The approved reallocations:

Title of Position	Old Gr.	New Gr.
Agricultural Fair Representative	G23	G25
Asst. Dir. Psychiatric Soc. Work	G22	G23
Director of Occupational Therapy (group of classes)	G25	G27
Elevator Repairman ..	G8	G9
Farm Budget Analyst ..	G23	G26
Farm Manager	G12	G14
Field Instructor in Pub. Health Education ...	G11	G14
General Industrial Fore-		

Title of Position	Old Gr.	New Gr.
Man	G14	G16
General Repairman ..	G2	G4
Head Charwoman	G1	G2
Junior Pharmacist	G8	G9
Orthopedic Public Health Nurse	G8	G9
Paper Machine Oper.	G5	G7
Probation Examiner ..	G17	G18
Research Veterinarian	G14	G17
Sawmill Operator	G5	G7
Senior Compensation Examining Physician	G25	G27
Senior Industrial Hygiene Physician	G25	G27
Senior Law Clerk	G6	G7
Speech Correction Asst.	G7	G9
Supervisor of Grounds	G7	G9
Window Washer	G1	LG3
[LG stands for Labor Grade.]		
Disapproved		
The two proposed reallocations disallowed:		
Principal Laboratory Technician (group of classes)	G10	G12
Supervising Laboratory Caretaker	G4	G5

Two Pay Rulings Made

Special to The LEADER
 WASHINGTON, Nov. 3—Two rulings have been issued by Comptroller General Lindsay C. Warren's office:

Federal workers who are ordered to testify in court as official government witnesses cannot be paid overtime.

The Veterans Administration must pay its medical and surgical specialists the 25 per cent allowance on accumulated annual leave when they resign. The allowance is part of their basic pay, the Comptroller said.

More State News, 2, 3, 4, 5, 6, 7, 8, 9, 10

Postal Promotion Reform Is Asked

The public is not well enough informed about the value of civil service, warned H. Elliot Kaplan, Executive Secretary of the National Civil Service League, in an address to the monthly meeting of the New York Federation of Post Office Clerks.

"The post office is government in business at its best, and it should act as an example for all industry," Mr. Kaplan said. "Why shouldn't postal workers get promotions solely on merit?"

Pointing out that in Great Britain the civil service employees

are regarded with great respect by the public, Mr. Kaplan urged his listeners to work incessantly to educate the public on the merit of civil service, so that American civil servants can enjoy the same respect and prestige.

Mr. Kaplan's organization, with which the New York Federation of Post Office Clerks is affiliated, has worked for years to improve the pay and working conditions in civil service and also to inform the public about its merits.

Mr. Kaplan concluded his address with an appeal, "Blow your trumpets."

STATE AND COUNTY NEWS

Text of Assn. Labor Bill

Complete Measure Covers Labor Relations With Government

(Continued from Page 1)
mittees pro-rated among the various employee associations.

The second principal function of the board would be hearing and determination of appeals of employees discharged under the Condon-Wadlin Act or disciplined for other alleged infractions.

The board is also authorized to establish rules for the orderly functioning of the various committees, to hold elections if necessary to designate employee representatives, to assist county and other local governmental units in setting up similar procedures and to study and recommend possible legislation to extend the act to such local units.

The delegates at the recent annual meeting of the Association unanimously and enthusiastically approved the bill.

Text of Bill

The text of the bill follows:
AN ACT to amend the civil service law in relation to personnel relations of state employees.

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. The civil service law, constituting chapter seven of the consolidated laws, is hereby amended by inserting therein after article two a new article to be article two-a to read as follows:

Section 33. Findings and Policy. Under prevailing conditions public employees do not possess full freedom of association or full liberty to discuss grievances or problems with their superiors. This growing inequality substantially and adversely affects the general welfare of the State by creating variations and instability in wage rates and working conditions within the various state agencies and between them and other public agencies and industry in general. Disaffection in the ranks of those carrying the burdens and responsibilities of government necessarily tends to impair the quality of the service. Morale and efficiency can be greatly improved if there is regular and well established machinery for consultation, negotiation, and discussion of working conditions including grievances and other personnel matters.

It is recognized that the public interest is paramount and that the right of association for the common good is subject to well-defined limitations inherent in the relationship existing between the State and its employees. Since the State is a union of its people for the promotion of their mutual safety and advantage, public employment imposes a special trust for the maintenance of governmental functions to this end. However, within the limitations imposed, it is recognized that public officers and employees are free

to organize for the advancement of their common legitimate interests and further that such employees are entitled to a hearing on the questions of adequate compensation, fair hours of service, conditions attending the rendition of this service, opportunities for promotion, discipline, and other conditions of employment as well as to such relief as may be fair and just, consistent with the public welfare.

In the interpretation and application of this article, and otherwise, it is hereby declared to be the public policy of the State to encourage the practice and procedure of joint orderly and regular discussion and negotiation for the settlement of differences between the State and its employees and to protect such employees in the exercise of full freedom of association, self-organization and designation of representatives of their own choosing for the purpose of such orderly and regular discussion and negotiation of terms and conditions of their employment, or other mutual aid and protection, free from interference, restraint or coercion.

All the provisions of this article shall be liberally construed for the accomplishment of this purpose.

This article shall be deemed an exercise of the police power of the state for the protection of the public welfare, prosperity, health and peace of the people of the state.

Section 34. Definitions. When used in this article:

1. The term "employees" shall mean a person or persons holding a position by appointment or employment in the service of the state of New York except in the unclassified civil service.

2. The term "employer" shall mean the state of New York or any duly authorized representative thereof.

3. The term "representatives" includes but is not restricted to any employee as hereinbefore defined.

4. The term "employee association" shall mean any organization which exists and is constituted for the purpose, in whole or in part, of promoting equitable working conditions for its members in public employment.

5. The term "conditions of employment" shall include but is not restricted to matters relating to compensation, hours, working conditions or any of the rights, privileges or obligations of employment in the service of the state of New York.

6. The term "board" shall mean the New York State public employment labor relations board created by section thirty-five.

Section 35. Public Employment Labor Relations Board. Subdivision 1. There is hereby created in the department of civil service a

board to be known as the New York state public employment labor relations board which shall be composed of three members who shall be appointed by the Governor, with the consent of the senate. Each member of the board shall be a citizen of the United States and a resident of the state of New York, and shall have been a qualified elector in the state for a period of at least one year next preceding his appointment. One member shall at all times be an employee in the competitive civil service of the state and shall be appointed from among candidates nominated by state-wide employee associations. One member shall be appointed to represent the public and shall not have held public or political office or employment for the five years immediately preceding his appointment. This latter restriction shall not apply in the case of reappointments to this board. No member of this board during his period of service shall hold any other public office; provided, however, that the member appointed from the competitive civil service shall be deemed to be on leave of absence during his term in office. One of the original members shall be appointed for a term of two years, one for a term of four years and one for a term of six years, but their successors shall be appointed for terms of six years each, except that any individual chosen to fill a vacancy shall be appointed for the unexpired term of the member whom he is to succeed. The Governor shall designate one member to serve as chairman of the board. Any member of the board may be removed by the Governor for inefficiency, neglect of duty, misconduct or malfeasance in office, and for no other cause, after a hearing upon due notice upon stated charges.

Subdivision 2. A vacancy in the board shall not impair the right of the remaining members to exercise all the powers of the board, and two members of the board, shall at all times, constitute a quorum. The board may adopt an official seal and prescribe the purposes for which it shall be used.

Subdivision 3. The board shall at the end of every year make a report in writing to the Governor for transmission to the Legislature, stating in detail the work it has done.

Subdivision 4. Each member of the board shall receive a salary of ten thousand dollars a year, shall devote his entire time to the duties of his office, and shall not engage in any other business, vocation or employment. The board shall appoint an executive secretary and such other employees, and fix such salaries or other compensation therefore, as it may from time to time find necessary for the proper performance of its duties. The reasonable and necessary traveling and other expenses of the members of the board and other officers and employees of the board, while actually engaged in

State Assn. Confers With Burton On Pay, Overtime and Vacations

ALBANY, Nov. 3—Groundwork for future discussions with Budget Director John L. Burton on such matters as salary increases, delayed overtime, and delayed vacation time was laid at a conference held with Mr. Burton by Dr. Frank L. Tolman and John T. DeGraff, President and Counsel, respectively, of the Civil Service Employees Association,

the performance of their duties, shall be paid from the state treasury upon the audit and warrant of the comptroller, upon vouchers approved by the chairman. The board may establish or utilize such regional, local, or other agencies, and utilize such voluntary and uncompensated services as may from time to time be needed.

Subdivision 5. All employees of the board shall be appointed by the board in accordance with the provisions of the civil service law and rules.

Subdivision 6. The principal office of the board shall be in the city of Albany, but it may meet and exercise any or all of its powers at any other place within the state. The board may, by one or more of its members or by such agents or agencies as it may designate, conduct in any part of this state any proceeding, hearing, investigation, inquiry or election necessary to the performance of its functions. A member who participates in any such proceeding shall not be disqualified from subsequently participating in a recommendation or decision of the board in the same case.

Subdivision 7. The board shall have authority from time to time to make, amend and rescind such rules and regulations as may be necessary to carry out the provisions of this article including determination of the term of the designated representatives.

Subdivision 8. Notwithstanding the provisions of any other law, no commission, board or other agency shall in any way direct, review, modify or reverse any decision of the board or supervise or control the board in the exercise of any powers or in the performance of any duties under this article.

Section 36. Rights of Employees. Employees of the state of New York shall have the right of self-organization, to form, join or assist employee associations, to

negotiate through representatives of their own choosing for the purpose of orderly consultation, negotiation and discussion with representatives of the state, free from interference, restraint or coercion, but nothing contained in this article shall be interpreted to prohibit such employees from exercising the right to confer with their employer at any time.

Section 37. Powers, Duties and Responsibilities of Board. This board is hereby empowered and charged with the responsibility:

1. To determine, through appropriate procedures and to designate duly authorized representatives of employees on all levels of state government who shall represent such employees on joint employer-employee committees.

2. To promulgate rules and regulations establishing such joint employer-employee committees on all levels of state government as in its judgment will aid in effectuating the purposes stated in the declaration of policy of this article, and to establish appropriate rules of procedure for regular meetings of such employer-employee committees.

3. To hear appeals from state-wide or departmental employer-employee committees or unresolved issues and to promptly recommend appropriate action to the Governor, Legislature and/or appropriate agencies for final disposition. Copies of such recommendations shall be forwarded at the same time, to all parties involved.

4. To devise and recommend ap-

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DR. LEWIS PRESENTS AWARD TO ALEXANDER AT PSYCHIATRIC

Dr. Nolan D. C. Lewis, Director of Psychiatric Institute, made the presentation of a Certificate of Merit at Medical Center, in NYC, on behalf of the State Merit Award Board, to Sidney Alexander, R.T., Senior X-ray Technician at the Institute. The award was granted by the Board for a suggestion "evidencing constructive thinking" in connection with recommendations and curricula for courses in X-ray and fluoroscopy.

Dr. Lewis, noted psychiatrist, and beloved by his staff, praised Mr. Alexander as a faithful and conscientious worker who engaged thoughtfully upon his work. Dr. Lewis was most happy, on behalf of the Mental Hygiene Department, and particularly of the Institute, to see that recognition had been given to a resourceful and valuable plan of educational training applicable to State institutions employing radiology.

The Scientific Mind

In accepting the award Mr. Alexander, who appeared in his white uniform in the Director's office, expressed his pleasure, and said that the splendid working

conditions that obtain under Dr. Lewis were an incentive to all employees to do their best work. He joined with Dr. Lewis in hoping that the plan that had won him the award would be put into effect.

Dr. Lewis then called on H. J. Bernard, Executive Editor of The LEADER, and friend of the recipient of the award, to speak. Mr. Bernard said that Mr. Alexander's contribution showed the searching mind of a scientist and was a credit also to Dr. Lewis, because the unexcelled friendliness of relationships between Director and employees was an inspiration to performance beyond duty's call.

A Chapter delegation present consisted of President Biagio Romeo, of the Psychiatric Chapter of The Civil Service Employees Association; Mrs. Antoinette Schwob, R.N.; Margaret Neubart, Secretary to Dr. Lewis; Alice Thomas, Administration; Sonja Kogan, Laboratories; Frank Verce, Physio-therapy; James Shanks, Laundry, and Edgar Beasley, R.N. Mr. Alexander is Chapter Vice-president.

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STATE AND COUNTY NEWS

Orange County Chapter Asks Raise on Basis of Sliding-Scale Pay

Special to The LEADER

GOSHEN, Nov. 3.—The Orange County chapter of The Civil Service Employees Association requested the County Board of Supervisors for a cost-of-living bonus based on the same plan as Westchester County. This provides for a sliding scale, predicated on the retail price index.

The chapter was started by a group of county employees who went to Albany at the invitation of the Association. On August 21, 1946, about 125 county employees met at the Court House, where the principal speakers were William F. McDonough, Executive Representative of the Association, and John E. Holt-Harris, Jr., Assistant Counsel to the State Association.

On September 11 the Constitution was approved. The members voted to remain a county association until a later date. At that meeting the following officers were elected: Leander Keeney, President; Earl Boyce, Vice-president; George W. Rude, Treasurer, and Doris Earle, Secretary.

Officers Elected

On April 8, after a special meeting with Charles R. Culyer, Field

Representative of the State Association in charge of the County Division the members voted to join the State Association. At the end of September 30, 1947, it had a membership of 127.

In May a member of the Chapter arranged to have a beverage machine installed in the County Building for the convenience of the employees and at the same time have an income for the chapter. To date this has been a profitable venture.

Regular meetings are held every other month with special meetings when necessary. The chapter has received some recognition from the County Board of Supervisors.

In September a successful dinner dance was held at the American Legion Lodge in Middletown, at which time Mr. Culyer, presented the charter.

On September 24, at the chapter's annual meeting the officers elected were George Flach, President; Mr. Boyce, Vice-president; Mrs. Rude, Treasurer; Doris Earle, Secretary; Anne P. Nolan, Delegate; Leander Keeney, Alternate Delegate, and William Vanderhoff, Representative to the Executive Committee.

3-Point Program On Membership Gives Assn. Goals

Special to The LEADER

ALBANY, Nov. 3.—Civil Service Employees Association membership committees were advised by Laurence J. Hollister, State Division Field Representative, to stress a three-point program in explaining Association goals to employees still not members.

The first of these points is the Committee on Labor Relations, the only committee of its kind, Mr. Hollister said. Salary adjustment is the second item, and liberalization of the pension plan the third. He said that liberalization of the pension plan includes a \$1,200 minimum, optional retirement at age 55 with the state bearing half of the costs, more liberal death benefits, vesting of rights after five years' service, optional retirement after 25 years and option of purchasing additional annuity.

The Civil Service Employees Association is waging a membership drive. The following continues the publication of the list of charter membership committees:

Fort Stanwix Chapter

Herbert Jones, President; Olga Benn, Ethel Kunes, Isa Jennison, Lydia Pardee, Evedyn Patterson, Leo LaDuke, Wm. Kunes, Lysle Parker, Dr. Ralph, Ellie WoNnas, Agnes Johnson, Nell Fifield, Harry Johnston, Howard VanScoy, Sanford Jennison, Geo. Schonbacher, Geo. Regner, Andrew Sprague.

Great Meadow Chapter

Frank B. Egan, President; Leo M. Britt, Chairman; Harry Wrye, Kenneth Bowden, Lionel M. Havens, Benedict Kirkpatrick, Jerry Wells, Richard Woodward, Walter Fisher, John H. Mack.

Public Works, District 2 Chapter

Marhlon G. Dapson, President; E. M. Weiskotten, Chairman; Evelyn F. Bell, Harry McQuade, Carl Davies, Roscoe Sammons, George Flynn, John R. Roszykiewicz, Lester H. Krick, Harvey H. Glosser, A. M. Barnum, Wm. W. Phalan, Edward W. Perry.

Willard State Hospital Chapter

Edward Limner, President; Mary Gary, John Eddy, Harold Cuer, Anna Keady, Wm. Nielson, Dora Boyce, John Vreeland, Ursula Lochen, Ethel Nielson, Louis Van Huben, Edgar Fritts, Clinton Vreeland, Milton Kellogg, Ralph Van Dorpe, Wm. Hyna, Francis Peltz, Leona Bell.

Dannemora State Hospital

Howard J. S. Clair, President; Bernard Racette, Bernard Wallace, Albert Foster, Kenneth Gonyea, Wm. Holzer, Leonard Welsh, Raymond Downs, Arthur Tacy, Dorothy McLaughlin, Grace Kiroy.

Veteran's Vocational School

Joseph E. Milano, President; Joseph Granta, George Ryan, Robert Sutherland.

Brooklyn State Hospital Chapter

President, William J. Farrell; Lida C. MacDonald; George Farrell; Katherine I. Collins; Duncan Whitehead; John McLean; Lillie Dowling; Hannah Tinney; Anna Robinson; Joseph Sumpter; Phillip Mastridge; Chester A. Browne; John Drogue; Margaret Jeronisky; Annette Frank; Carrie McCourt; Lily Nash; Joseph Farsetta; Charles O'Brien; Gertrude Naughton.

The State Employee

By Dr. Frank L. Tolman



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

Save Civil Service

TODAY is Election Day. We as citizens assume control of our local government and choose our managers and officials to serve us. We accept or reject a number of important amendments and propositions.

It was a good old custom to have Election Day sermons. Heaven knows our forebears needed strong advice and admonition before voting. Perhaps we need something similar today. In any event, I will let my pen run on in a sermonizing vein. My subject is "Save Civil Service." My text is "Am I My Brother's Keeper?"

The American people have had an intensive practical education in recent years on the need for saving nearly everything worth having.

Still Trying to Save Our Freedom

We saved to win the war, we are attempting to save the peace. We saved our allies from defeat. We are saving them from hunger and starvation. We saved, as we thought, democracy. We are still trying to save our freedoms and way of life.

The value of any familiar thing becomes evident only when it is threatened. That perhaps is why we do not realize the costs of democracy and civilized living until civilized and democratic living becomes almost impossible.

Backsliding Observed

We have given our substance and the lives of many of our sons to save America. We became, for a few years, America. We all

worked for Uncle Sam. We were part of a great national team engaged in a single life and death effort.

We have slipped badly since those days. The single team has broken up into many factions. Politics has again become one of the great American pastimes. Suspicion and distrust stalk the streets. The truth is not in us in much that we say and do. The party lines, Democratic, Republican, Labor, Communist, are used to control or to influence not merely our votes but our everyday behavior.

Our government is not what it was in those days of greatness. It is again the butt of abuse and ridicule. It is a house divided against itself.

Loyal Servants Pillar of Freedom

Perhaps it is chiefly the Merit System that holds the government together today. Civil Service is under attack from many quarters but it has never capitulated. The rank and file of public employees are still devoted to the ideal of service to all the people of the State, in spite of the infiltration of that service by politics and patronage, in spite of low wages and of discriminatory laws and tests. It is this loyal service of millions of patriotic public employees that makes the freedom of the American way of life possible.

Save Civil Service if you would save America.

ASSN. PIN DESCRIBED

The button and pin sold by The Civil Service Employees Association is about one-half inch in diameter and is designed like the Association's insignia. The State seal and the words "We Serve" appear in the center in gold. The Association's name, in gold, appears in the board, with the background of the board in jeweler's hard-fired blue enamel.

DPUI MEMBERSHIP BILLS

Members of The Civil Service Employees Association who work in the NYC office may expect to receive bills for the 1947-48 membership dues this week. Local insurance office employees should communicate with Martin Duignan, Local Office 524, at 1910 Arthur Avenue, Bronx 57, N. Y.

COURTESY CLINICS GROW

Several cities are currently conducting Courtesy Clinics to teach public employees to serve taxpayers in a more friendly and helpful manner, according to the International City Managers Association, Jackson, Mich., and Pasadena, Calif., plan a series of Courtesy Clinics to be conducted on the conference method and to include employees who regularly meet the public. Kansas City, Mo., is also stressing public relations courtesy in this year's intraining courses.

WHALEN ON BUFFALO BOARD

BUFFALO, Nov. 3.—Gerald A. Whalen has been appointed a member of the Buffalo Civil Service Commission for an unexpired term which terminates June 1, 1948. He fills a vacancy created by the death of Peter J. Naples,

Summary of Amendments To State Assn. Constitution

Special to The LEADER

ALBANY, Nov. 3.—The Civil Service Employees Association's Special Committee on Revision of the Constitution and By-Laws, through its Chairman, Theodore Becker, submitted its recommendations to the annual meeting on October 7 relative to the proposed amendments to the Constitution and By-Laws printed in the September issue of Merit, and as to changes introduced at meetings of the Board of Directors and referred to that committee.

Headquarters' staff is arranging to have printed revised copies of the Constitution and By-Laws as amended at the annual meeting and will make such revised copies available at the request of members as soon as the printing is completed.

Digest of Changes

A brief description of the amendments adopted at the annual meeting follows:

Section 1, Article IV of the Constitution was amended to clarify the fact that retired former employees are eligible for membership.

Article I of the By-Laws was changed to correct a grammatical mistake and to provide that the Treasurer is responsible to submit, in addition to the itemized report to the annual meeting, such other reports as the president may require.

Section 1 of Article II of the By-Laws was amended to pro-

vide that "one representative from each State Department" shall be elected by ballot, rather than "members of the State Executive Committee". This change was necessitated because there are members of the State Executive Committee, such as regional conference representatives, who are chosen at times and in a manner prescribed in their own charters.

Lift for New Members

Section 2 of Article III of the By-Laws was amended to insert the words "at the rate of" before the amount of annual dues specified for the State Division and County Division. This change enables more flexible means of prorating dues so that new members joining for the first time need not be required to pay disproportionately large dues for a few months membership.

Section 1 of Article IV of the By-Laws was amended to change from four to three the number of months a member's dues can be in arrears, after which the member is notified in writing and if he fails to remit dues within 30 days thereafter, he may be expelled from the Association upon the recommendation of the Board of Directors.

Other amendments proposed at the annual meeting were referred to the Special Committee on Revision of the Constitution and By-Laws for consideration and recommendation to the Board of Directors.



Members of the State Motor Vehicle Chapter of The Civil Service Employees Association at the chapter's clambake, held recently.

STATE AND COUNTY NEWS

Complete Text of Assn. Bill on Labor Relations

(Continued from Page 2)

appropriate procedures for the advisory determination by employer-employee committees of matters affecting the discipline, demotion, dismissal or suspension of any state officer or employee to the end that such matters may be submitted to and passed upon by an appropriate employer-employee committee before a final determination is made by the appointing officer.

5. To hear appeals and issue determinations on matters affecting the demotion, dismissal or suspension of any state officer or employee as hereinafter provided in section 39-B.

6. To render advice and assistance to any city, county or other unit of local government which may desire to adopt the principles, policies and procedures embodied in this act.

7. To report to the Governor, for transmission to the Legislature, its recommendations, including proposed legislation whereby the principles, policies and procedures of this act may be extended to cities, counties and other units of local government throughout the state.

8. To obtain upon request and utilize the services of all state departments and agencies.

9. To hold hearings, subpoena witnesses, compel their attendance, administer oaths, take the testimony or deposition of any person under oath, and in connection therewith, to require the production and examination of any books or papers relating to any matter under investigation or in question before the board. Subpoena fees shall be paid when the witness is excused from further attendance.

Section 38. Representatives and Elections.

1. Representatives designated or selected for the purposes of discussion and negotiation of working conditions (a) by the majority of the employees in a regional, divisional or other unit other than a departmental or statewide unit deemed as appropriate by the board or (b) by the majority of the employees voting in an election conducted pursuant to this section shall be the exclusive representatives of all employees in the appropriate unit for the purposes of consultation, negotiation and discussion of working conditions including grievances and other personnel matters; Provided, that employees directly or through representatives shall have the right at any time to present grievances to their employer.

2. Representatives designated or selected for the purposes of discussion and negotiation of working conditions in a departmental or statewide unit shall be pro-rated on the respective em-

ployer-employee committee based on either (a) the ratio between the total certified membership in any employee association in such unit seeking to act as representative in the unit and the total number of employees in the unit or (b) the ratio between the number of votes cast for any employee association seeking to act as representative in the respective unit, and the total number of employees voting in an election conducted by the board. The board shall designate that method of determining such representatives in each such unit as it deems will best aid in effectuating the purposes of this article.

3. Whenever it is alleged by an employee or his representative or by the employer or his representative, that there is a question concerning the representation of employees, the board shall investigate such question and certify in writing to all persons concerned the name or names of the representatives who have been designated or selected. In any such investigation the board shall provide for an appropriate hearing upon due notice, and may conduct an election by secret ballot of employees, or use any other suitable method to ascertain such representatives.

4. The board shall have the power to determine who may participate in such an election and to establish the rules governing such election: Provided however that in any matter concerning representation, the board shall endeavor wherever possible to determine the proper representatives without resort to such an election.

5. If at an election conducted pursuant to this section, three or more groups of nominees in a unit other than a departmental or statewide unit appear on the ballot and no one of such groups receives a majority of the votes at the election, the two groups who receive the highest number of votes shall appear on the ballot of a second election to be conducted hereunder, and the group receiving a majority of the votes cast at the second election shall be the representatives of all the employees in such unit for the purpose of discussion and negotiation of working conditions.

Section 39. Employer-Employee Committees. 1. The joint employer-employee committees provided by this article shall be composed of an equal number of employees and employer representatives on all levels but in no case shall consist of less than two representatives of each at the regional or divisional level nor more than ten of each at the state-wide level, the exact number to be determined by the board in each instance. Each committee shall select a chairman and a secretary who shall serve for a period of one year or until replaced.

2. The employee representatives on each employer-employee committee shall be certified by the board upon determination under the provisions of section thirty-eight of this article and a copy of such certification shall be served upon all parties involved including the employer, and such certification shall be for at least one year. The employer representatives on each employer-employee committee except on a state-wide level shall be designated by the Commissioner of the Department involved on a state-wide level by the Governor. Such designation shall be made to the board and shall be thereafter certified by the board to all parties involved including the employee representatives.

3. Such employer-employee committees shall meet regularly and in no case less than once every three months. They shall consider any matter presented, whether by an employee or an employee representative, which concerns or relates to conditions of employment including but not limited to rules, promotion, classification, seniority, demotion, transfer, dismissal, salary, hours of work, leaves, retirement, and proposed departmental policy concerning same. Matters concerning an individual or a group within a regional or divisional unit shall be presented primarily to the employer-employee committee for that unit and may be presented by the individual concerned or his representative. Matters concerning departmental policy shall be primarily presented to the respective departmental employer-employee committee. Matters of state-wide concern shall be presented primarily to the state-wide employer-employee committee.

4. Hearings shall be conducted by each committee concerning any matter before it in an expeditious and conscientious manner, allowing all parties of interest to be heard. If unanimous agreement can be reached by any committee a copy of the committee's decision shall be prepared and filed with the board within ten days over the signature of the chairman in a form to be prescribed by the board and a copy thereof served on all interested parties. If unanimous agreement cannot be reached by any committee below the departmental level a statement of the matter in dispute shall be filed within ten days with the departmental committee and with the board by the chairman of the committee of original jurisdiction. If unanimous agreement cannot be reached by any departmental or state-wide committee, a statement of the matter in dispute shall be filed within ten days with the board by the chairman of the committee involved. Any employee or employee representative may ask for a review of any matter on which unanimous agreement cannot be reached, by filing a request for hearing within fifteen days with the departmental committee if it has been heard by a divisional or regional committee, otherwise with the board.

Section 39-A. Public Records and Proceedings. Subject to rules and regulations to be made by the board, committee reports, board recommendations and decisions shall be made public records and be available for inspection or copying. All hearings conducted on matters of state-wide concern by the board shall be open to the public.

Section 39-B. Appeals. Any officer or employee of the state believing himself aggrieved by a penalty or punishment of suspension, demotion in or dismissal from the service, may appeal to

the board from such determination by filing such appeal in writing within thirty days after receiving written notice of the determination to be reviewed. The board shall forthwith set a time and place for the hearing of such appeal. The hearing may be held by one or more members of the board or by a person or persons designated by the board to hear said appeal on its behalf. The person or persons holding such hearing shall make an investigation or inquiry as may be deemed advisable and shall, upon the request of such officer or employee, permit him to be represented by counsel and may summon witnesses upon the request of the employee or the officer whose determination is in review. Compliance with technical rules of evidence shall not be required. The determination appealed from may be affirmed, reversed or modified. The decision of the board or the person or persons designated by it to act on its behalf shall be final and conclusive, and not subject to any further review in any court. Nothing herein contained shall be construed to repeal or modify any general, special or other law relating to the removal or suspension of employees in the competitive class of the civil service.

Section 39-C. Repeal of inconsistent provisions. Insofar as the provisions of this article are inconsistent with the provision of any other general, special or local law, the provision of this article shall be controlling.

Section 39-D. Separability. If any clause, sentence, paragraph, or part of this article or the application thereof to any person or circumstances, shall, for any reason, be adjudged by a court of competent jurisdiction to be invalid, such judgment shall not affect, impair, or invalidate the remainder of this article, and the application thereof to other person or circumstances, but shall be confined in its operation to the clause, sentence, paragraph, or part thereof directly involved in the controversy in which such judgment shall have been rendered and to the person or circumstances involved. It is hereby declared to be the legislative intent that this article would have been adopted had such invalid provisions not been included.

Section 39-E. Short title. 1. This article shall be known and may be cited and referred to as the "New York state public employment labor relations act."

2. The sum of one hundred thousand dollars (\$100,000), or so much thereof as may be necessary, is hereby appropriated to the department of civil service out of any moneys in the state treasury not otherwise appropriated, for the expenses of the New York state public employment labor relations board, including personal service, maintenance and operation, in carrying out the provisions of article two-A of the civil service law, as added by this act. Such moneys shall be payable from the treasury on the audit and warrant of the comptroller on vouchers approved in the manner prescribed by law.

3. This act shall take effect July first, nineteen hundred forty-eight.

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200 Vacancies Will Be Filled In Public Works

Special to The LEADER

ALBANY, Nov. 3.—Recent promotion of nearly 500 engineering employees of the New York State Department of Public Works has created nearly 200 vacancies now open to qualified workers interested in entering State service, said Charles H. Sells, Superintendent of Public Works.

Positions include all grades from Junior Engineering Aide and Junior Draftsman to Assistant Civil Engineer, with starting salaries ranging from \$1,800 to \$3,700. Appointees will be assigned either to the department's main office in Albany or to one of its district offices in Albany, Utica, Syracuse, Rochester, Buffalo, Hornell, Watertown, Poughkeepsie, Binghamton or Babylon.

Provisional appointments will be given pending civil service examinations in which appointees may qualify for permanent jobs. Additional vacancies may also be open later, as the volume of public works construction is expected to increase. Open-competitive examinations for all grades are planned for in the near future.

Candidates for jobs as provisionals may apply to the main office of the department in Albany or at any of the ten district offices.

De Angelis Appointed To Post at Marcy

Special to The LEADER

ALBANY, Nov. 3.—Governor Dewey appointed Charles L. DeAngelis, of Utica, a member of the Board of Visitors of the Marcy State Hospital. Mr. DeAngelis, former District Attorney of Oneida County, who succeeds Clinton B. Ashley, of Utica, whose term expired was appointed for a full seven-year term. Dr. DeAngelis is the son of the late Supreme Court Justice, Pascal J. C. DeAngelis. He was graduated from Dartmouth College in 1908.

Syracuse Armory Chapter Joins Central Conference

Special to The LEADER

SYRACUSE, Nov. 3.—The New York State Armory Employees Chapter of The Civil Service Employees Association, of Syracuse and Vicinity, voted to join the Central New York Conference. Membership in this chapter includes New York State Armory employees throughout a wide area in Central New York.

The officers of the chapter are President, James P. Furlong, Syracuse; Vice-president, James P.

Riffe, Elmira; Treasurer, John A. Cerio, Oneida, and Secretary, Carl R. Fellows, Syracuse.

Clarence W. F. Stott, Chairman of the Conference, appointed Mr. Furlong as Chairman of the Conference Committee on New York State Armory Employees Affairs. Other members of this committee are Mr. Fellows, Mr. Riffe, Joseph E. Uhl, Corning; William X. Daley, Auburn; Ward E. Brown, Binghamton, and Arthur Warner, Port Crane.

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STATE AND COUNTY NEWS

State Assn. Asks Immediate Grant of Prison Pay to Workers at Dannemora and Matteawan

Special to The LEADER
 CADYVILLE, Nov. 3.—Speaking at the annual meeting of the Dannemora State Hospital Chapter of the Civil Service Employees Association, William F. McDonough, Executive Representative of the Association and former member of the State Classification Board, expressed complete sympathy with the strong feeling of the employees at Dannemora that they should receive prison scales of pay. He declared that the Association officers and committees were as puzzled and shocked as the employees at the failure of the Salary Board and Budget Director to grant prison scales of pay to the workers at Dannemora and Matteawan: "New York State," said Mr. McDonough, "is doing a good job in government activities generally and particularly with reference to the upbuilding of the prestige of the State in industrial and com-

mercial ways. It is therefore surprising that sound personnel administration within the State and municipal service should lag.

\$500 Pay Difference
 "It is wholly beyond understanding, however, that the State, following presentation of complete proof of the character of duties and responsibilities of the workers at Dannemora and Matteawan to the Salary Board, Classification Board and to the Director of the Budget, should continue the discriminatory pay scales which exist as between employees in these institutions and employees in prisons.

"There is a difference of over \$500 per annum for like work in this situation.

"The present and past heads of both institutions have stated that the prison pay scales were fully justified at Dannemora and Matteawan and officials of the Cor-

rection Department have indicated they felt the same. The distinguished members of the Legislature, both Senate and Assembly, and the former Assemblyman from the Dannemora District, and the distinguished members of the Senate and Assembly from the Matteawan district, under no pressure of political expediency, have declared that the workers were entitled to prison scales of pay.

Urgency of Covering-in
 "It is obvious also that action by the Civil Service Commission to cover the employees at Dannemora and Matteawan into the competitive class should not be longer delayed. The State Constitution demands such jurisdictional classification. There is a complete inconsistency in proportion to prison guards and to attendants in state hospitals and denying it to the employees at Dannemora and Matteawan.

"What mistaken or sinister motive or theory acts to deny fair salary scales for these state employees? The employees would gladly submit the facts in their case to any neutral board for arbitration.

"The need for the establishment of a Labor Relations Board to deal with public employee problems as urged by the Association is high-lighted by the failure of present personnel agencies to deal with the Dannemora-Matteawan case."

Mr. McDonough stated that the Association intended to carry on an intensive campaign to enlist the aid of the 500,000 public employees located in the State and of all progressive citizens within the State for the success of the broad program of the Association to improve public service and gain for public workers the respect and reward due them.

A Vast Enterprise
 "High production of high quality goods is recognized as essential to the maintenance of American free enterprise" he declared. "American public workers produce the most vital commodities in a free world—safety of person and property, safeguarding natural resources, education, public health, public recreation and the freedoms essential to the practical pursuit of happiness. They are seeking constantly to improve the equality of public service. Civil government is a vast enterprise with one in every 12 of the population serving the people directly. We must convince our statesmen that good labor relations are highly important in government—the people's own enterprise."

Assn. Song Contest Drew Wide and Merry Competition

Special to The LEADER
 ALBANY, Nov. 3. — Robert G. Moore, an employee of the N. Y. State Insurance Fund and a member of the NYC Chapter of the Civil Service Employees Association for many years who won the \$25 war bond in the Song Contest held in conjunction with the annual meeting of the Association, heard more than 300 delegates of the Association from throughout the State sing his lyrics. The song leader was Robert G. Shillinglaw, of the Public Works Department. Quartette and judges were Leonard Requa, Social Welfare; Larry Hollister, Association Headquarters; Kenneth E. Sullivan, State Department, and William K. Wilson, of Education. The piano accompanist was Theodore C. Wenzl, of Education.

Dr. Bean of Vassar Put on Hudson Board

Special to The LEADER
 ALBANY, Nov. 3. — Governor Dewey appointed Dr. Achsa M. Bean, physician and Professor of Health and Hygiene at Vassar College, a member of the Board of Visitors to the New York State Training School for Girls, at Hudson. Dr. Bean fills the vacancy caused by the death of Dr. Alice S. Woolley, of Poughkeepsie. Dr. Bean's term runs until February, 1954.

Dr. Bean served with the U. S. Navy at Pearl Harbor during World War II. She was released from active duty with the rank of Lieutenant Commander.

NEW DPUI PROMOTION TEST

It is expected that within 10 days the State will announce an examination for promotion to Senior Unemployment Insurance Manager (DPUI).

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personage or happenings in State service or association work, set to some popular or old-time tunes. The winning entry was set to the tune: "If I Had My Way."

Others Who Competed
 Other Association members who submitted songs for the contest were Fred Froelich, Division of Alcoholic Beverage Control, Albany; Melvin W. Titus, Clinton Prison, Dannemora; Wanda D. Haesener, White Plains; Peg O'Connor, Albany, Social Welfare Dept.; Ercelia M. C. Schilling, Pilgrim State Hospital; P. D. McCann, Department of Correction, Albany; Marie Murtaugh, Watervliet; Clayton Boyce, Elmira; Mrs. Marjorie De S. Roberts, Social Welfare Dept., Albany; Richard Hall, 233 West Borden Ave., Syracuse; Mrs. Mary Bobell, 119 Husson Ave., New York City Social Welfare Dept.; Dr. James A. Brussell, Assistant Director, Willard State Hospital; Ann F. Gavin, Bureau of Motor Vehicles, Albany;

Helen M. Kirby, Albion State Training School; Ernest A. Frier, Education Department, Albany; Joseph Conklin, Middletown State Hospital; Frank Rogers, Jr., Amityville; Charles M. Chase, Waterford; Philip A. Cooke, Kings Park State Hospital; Ida S. Brachman, Albany; Michael T. Parren, Hudson River State Hospital; Howard Evans, Brooklyn State Hospital; Sally M. Curley, Albany; Hattie B. Newell, Harlem Valley State Hospital; Oscar W. Oja, Newcomb; Josephina Van Galen, Motor Vehicle Bureau, Albany; Royal E. Benson, Perysburg; Mrs. C. L'Honnredieu, Albion; Mrs. Idabel H. Duncan, Letchworth Village; Mrs. Cora B. Smith, Rome State School; F. E. Hollman, Auburn Prison; the Rev. Asa H. Edie, Protestant Chaplain, Clinton Prison, Dannemora; D. Hennessy, 525 Norwood Ave., Buffalo; W. Brooks, Craig Colony; Florence G. Brock, Income Tax, Albany; Emma Medwig, Kings Park State Hospital; Dorothy T. Sadelmyer, DPUI, Albany; M. C. Rose, Westfield State Farm; Jane E. Harris, White Plains and Morris Orenstein, Dept. Audit and Control, Albany.

Michael L. Porta, NYC chapter President, accepted the award on behalf of Mr. Moore.

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TUESDAY, NOVEMBER 4, 1947

**Tax Exemption
Of Pensions Vital**

WITH the House Ways and Means Committee about to begin hearings on proposals for tax reduction, groups of public employee groups and pensioned public employees are united as never before in favor of general exemption of retirement allowances from U. S. income tax.

Public employees represent 10 per cent of those covered by Federally-administered pension systems, and only the public employees' pensions get no income tax exemption. When such discrimination exists it is an injustice both to the public employee groups and to a democratic system that aspires to equitable standards and equal protection under its laws. Can it be that the public employee is the forgotten person in our economy? In a speech to The Civil Service Employees Association, at their annual meeting, Professor Wallace S. Sayre, of Cornell, noted the hostility of legislatures toward public employees. More recently, H. Eliot Kaplan, of the Civil Service Reform Association, contrasted the high esteem in which public servants are held in England with the public attitude in the United States. Congress certainly does help to corroborate these experts as long as it singles out this single group as its chosen victim of discrimination.

The campaign for equitable exemption will be won. Neither the Treasury Department nor the Congress has any defense whatever. The important need is to win the fight in the session of Congress about to open. Unity among the groups that favor non-discrimination in exemption will help to achieve that time-objective.

New York State does not impose any income tax on allowances of retired employees of the State and its divisions, but does tax the income of retired Federal employees, probably because the Federal government taxes the income of retired employees of the State and its branches. If reciprocity is made a condition of any law Congress passes, public employees in general will benefit.

The public employees of today are beginning to realize that they are the pensioners of tomorrow and must lend their full weight to the struggle for justice. Pensioners who were public employees have been unable to make very much headway. They need and deserve the support not only of those who will join their ranks in the future, but also of all citizens interested in the equitable administration of government.

**Inquiry Can Aid
Welfare Dept.**

PUBLIC attention is focused sharply on the current investigation of the NYC Department of Welfare, a department now in the hands of capable Benjamin Fielding. That there are ample grounds for investigation is already obvious. It's certainly a healthy thing to expose misuse of funds, laxity, inefficiency, subversive activities and the rest—wherever they exist. Investigation as a means of exposing such matters, and resulting in their removal, is a pillar of our form of government. Investigation in this case can serve not only these wholesome purposes but also bring about conditions more satisfactory to the department's employees.

Employees in the Department of Welfare have a hard job. Many more employees may have to be hired if relief is to be administered both promptly and well.

That the department is understaffed may be assumed from the fact that there are 775 unfilled positions. Quality of employees is another important consideration, one best served by filling jobs with permanent employees. As of October 16 last, there were 2,071 provisional workers in the department, appointed without competition. The best means of assuring quality of employees, of stabilizing the personnel administration, and ending the turnover which in recent years ranged from 20 to 25 per cent, is through competitive examinations.

The Social Investigator examination has been held and the papers have been rated. Tests for promotions to Assistant Supervisor, Supervisor and Senior Supervisor are to be held on December 30. The NYC Civil Service Commission promises the eligible lists as fast as possible. In so performing it will contribute greatly to the improvement of conditions in the Welfare Department.

**Don't
Repeat This!**

MANHATTAN Borough President Hugo E. Rogers is growing in stature day by day. Does his own thinking at all times, combines engineering, legal and scientific knowledge and is ready to fight for what he believes. Nice guy, too.

Heat is on the NYC Civil Service Commission from many departments to get lists out. Commissioner Wallander gave himself a lift on the new Patrolman list, soon due, by stepping up character investigation of eligibles, which his own department makes. Next step, Board of Transportation to make its own character check, with this difference: BT would send its own men to work under the Civil Service Commission's Bureau of Investigation; police do it from own headquarters.

Term of Domestic Relations Court Justice Juvenal Marchisio, who hails from Joe Madden's Ninth A.D., Brooklyn, expires December 15. But hold everything, you ambitious lawyers! His honor is slated for reappointment. . . . Eight men with last name of Wright hold executive positions in the NYC government, not one named Wrong. . . . Plenty of backing being gained for bill of Representative Gearhart (R.-Cal.), for a \$1,440 U. S. income tax exemption. Pensioners of public employ would benefit. . . . While 600 will be certified from the new Patrolman (P.D.) list by NYC within a few weeks, appointments will number 500, with ultimate appointment of 2,000 planned within the next year. . . . Idea to combine the examinations for Patrolman (P.D.), Fireman (F.D.) and Sanitation Man, reported proposal of Citizens Budget Commission but not yet made public, gets thumbs down from heads of the three departments and the NYC Civil Service Commission. Mayor O'Dwyer just wanted to know. Now he knows.

Appellate Division affirmed a decision by Supreme Court Justice Edgar J. Nathan, Jr., in a civil service case. He had held law passed by Legislature did legally extend an Examiner eligible list, Board of Education. List was to expire December 31 next. . . . New Veterans Administration certificates used in NYC exams require Yes or No to questions on war service disability, and whether it now exists. No to either means that disabled veteran preference is denied by Commission. Results average one-third denied, two-thirds granted. Speed-up for vets so keen both VA and NYC Commission send lists and certificates by high-speed messengers only.

The California State Personnel Board has announced an examination for Lion Hunter. Minimum qualifications include possession of a pack of trained lion-hunting dogs and a year of lion-hunting experience. . . . Situation in Europe getting so bad U. S. may be asked to observe Tuesday-less Tuesdays.

Bill Sardell, at 135 Broadway, is asking all graduates of the class of '34, C.C.N.Y. to contact him. . . . Bob Wagner Jr. not going up from job to job for no reason. Being primed for a candidacy of consequence. . . . Off-track horse players say Legislature should pass a law requiring bookies to pay track odds. . . . Interest runs high in Uniformed Fire Officers Association elections in NYC.

**Delayed Increments
On Nov. 15 DPUI Roll**

Good news for New York State Employment Service staff members who were told at first that they had received increments in error, then were graciously informed that the increments would be paid:

The increments will be included in the November 15 checks, including retroactive increment pay! Yes, sir, full checks! For these, the employees say to the State Civil Service Commission, many thanks!

Comment**Fairer Preference**

Editor, The LEADER:

The Committee To Void Paper Disabilities is made up of veterans and non-veterans on the eligible list for promotion to Assistant Foreman, Sanitation Department, and to Lieutenant, Fire Department, both N. Y. C. We have united to attempt to eliminate injustices under the preference law through court action.

H. Eliot Kaplan, of the Civil Service Reform Association, argues for us that absolute disability preference granted under the State Constitution should be limited to those with substantial injuries, and not be given for temporary, trivial ailments, such as slight varicoceles, skin itches, mild hemorrhoids, flat feet, and allergies such as the inability to wear woolen socks.

We who are hurt by the interpretation know that it is faulty. Under it a veteran with a slight varicocele receives the same preference as the man who had his legs blown off by an enemy shell; a veteran with a skin itch and no overseas duty receives absolute preference over another veteran with much combat duty to his credit and even over the veteran who received the Congressional Medal of Honor; a veteran with one day in the service receives the same preference as the man who enlisted the day the Japs bombed Pearl Harbor.

ROBERT W. CAREY

Bendet's View on Conference

Editor, The LEADER:

In your October 28 issue you stated that I led the opposition to the formation of a Metropolitan Conference, at a recent meeting of delegates of the NYC Chapter of The Civil Service Employees Association. I did not lead any opposition to the formation of a Metropolitan Conference. I did not and still do not like some of the clauses which were included in the proposed constitution of the Metropolitan Conference as originally presented to the delegates.

The originally proposed constitution provides that each chapter is to pay into the Conference treasury 10 cents per member. This would mean that the NYC Chapter would have to pay in from \$350 to \$400 annually, which would constitute more than half of the payments to be made to the Conference. The originally proposed constitution also provided that each of the chapters was to have five votes. Under this clause the NYC Chapter, with more than half of the membership in the Conference, would have five votes, the same as any of the other chapters, even though some of these other chapters might have only 100 or 200 members. The NYC Chapter, with more than half of the membership and paying more than half of the expenses of the Conference, would have approximately 12½ per cent

of the votes. Therefore I opposed having the Conference arrangement jammed through at the last session. The matter was referred to the officers of the NYC Chapter for further study.

SOLOMON BENDET,
Delegate New York State
Insurance Department.

Pension Difference

Editor The LEADER:

The 79th Congress, 2nd Session, amended the Retirement Law, granting Government employees, age 55 years, with 25 years of service, who have been involuntarily separated, an increase in annuity from 56 per cent of the full rate paid workers retiring at age 62 to 86 per cent an increase of 30 per cent, but failed to provide a proportionate increase to those with less than 25 years of service. For instance, I have had 24 years of service, age 55 years, and have just been separated because of reduction in force. Under the present Retirement Law, I can retire at 56 per cent of the full rate, whereas if I had only one more year of service, I would have received 86 per cent. This is unfair. Would it not be just to deduct say 2 per cent for each year less than 25 years of service?

H.R. 4127, which was passed by the House at its last session and which will be acted upon at the next regular session of the Senate, provides for the removal of the 55-year limitation, thereby permitting an employee with 25 years of service, who was involuntarily separated, to retire at any age, with 3 per cent reduction for each year the employee is under the age of 60 years. No provision is made in this bill for employees with less than 25 years of service, who are 55 years of age or older, who have been involuntarily separated from the service.

I respectfully suggest that Senator William Langer's committee give this matter consideration. If the intention is to help the employee involuntarily separated from the service, it is unfair to allow an employee with 25 years of service 30 per cent more than an employee with 24 years of service.

GEORGE STERN

A Lift To Those Over 60

Editor, The LEADER:

In the recent examination for U. S. Clerk, CAF 1 to 4, the Civil Service Commission should give permanent status without an examination to all war service indefinite employees more than 60 years old who served two or more years during the war and had good or better efficiency records.

Those employees are out of school 40 or more years. Their sight may not be sharp enough to pass a Commission examination. These exams require speed reading and thus handicap the older candidates.

R.R.

College Corner

The U. S. Civil Service Commission's campaign to interest college students in Federal service careers has been brought directly into the schools. In the past two weeks six teams of men and women have spoken with thousands of students in more than 24 schools in New York and New Jersey.

James E. Rossell, Director of the Second U. S. Civil Service Region, said the program was geared to stimulate interest among college graduates in the working for their government. Results so far indicate a "healthy influx" of applications, he added.

Current plans call for the Commission to send out teams at least once a year to give summaries of current opportunities in Federal service. Most of these opportunities are packaged in the Junior Professional Assistant and Junior Agricultural Assistant examinations which were described recently to the students by the teams. Junior Professional Assistant closed last Monday, but applications will be accepted for Junior Agricultural Assistant until the close of business today, Tuesday, November 4.

Mr. Rossell said that both veterans and non-veterans have excellent opportunities for appointment, if they qualify in either examination.

Twenty-five persons from the

Commission assisted in the direct appeals to the students at the 24 schools which included Columbia, CCNY, Brooklyn College, Queens College, NYU, Fordham, St. Johns, LIU, Buffalo, Rochester, Canisius, Syracuse, Colgate, St. Lawrence, Cornell, Clarkson, Rensselaer, Russell, Princeton, Rutgers, Stevens, Newark College of Engineering, Skidmore and Union College. Mr. Rossell and representatives of the Navy, Army and Interior Departments toured upstate New York.

Mr. Rossell revealed plans to bring the Student Aide examination before the colleges when it is opened for receipt of applications. Sophomores may be permitted to take this examination and accept appointments for part-time work during the summer. More definite plans will be announced later.

Four NY Exams

The NYC Civil Service Commission has four examinations of interest to college graduates. They are Assistant Mechanical Engineer, Assistant Civil Engineer, Director of Laboratories and Junior Landscape Architect. All require a college degree. Applications will be accepted from Thursday, November 6, until Monday, November 24. More information is listed under NYC, Open-competitive, on Page 8 of this issue of The LEADER.

Barometer of Big Tests

Code
P-List promulgated (number of eligibles).
WP-Rating of written exam in progress.
WC-Rating of written exam completed.

STATE
Open-competitive

Table with columns: Number Who Took Exam, Date of Written Exam, Progress of Exam. Rows include Elevator Operator, Highway Light Maint. Fore., Senior Engineer's Aid, etc.

Promotion

Table with columns: Position, Number, Date, Progress. Rows include Senior Clerk (T & F), Senior Clerk (Labor), etc.

NYC

Open-competitive

Table with columns: Position, Number, Date, Progress. Rows include Clerk, Grade 2, Typist, Grade 2, Stenographer, Grade 2, etc.

Promotion

Table with columns: Position, Number, Date, Progress. Rows include Sergeant (P.D.), Lieutenant (P.D.), etc.

National Guard Offer

ALBANY, Nov. 3. - The New York National Guard, being rejuvenated and equipped with the newest in military arms and equipment, offers many attractive...

Exams for Permanent Public Jobs

NYC

Open-competitive

5476. Conductor, NYC Transit System, 95 cents to \$1.13 an hour. Applications to be issued and received in the City Collector's offices in all five boroughs...

5372. Inspector of Boilers, Gr. 3. \$3,051 to \$3,605 total. Fee \$2. (Opens Thursday, November 6. Closes Monday, November 24.)

5354. Junior Landscape Architect, \$2,810 to \$3,970 total. Appointments presently made at \$3,050. Degree or satisfactory experience requirements required...

5365. Foreman, Grade 2 (Outside City), Health (Prom.), \$1,801 to \$2,400. One vacancy at Otisville, N. Y. Open to permanent employees...

Promotion

5493. Assistant Superintendent (Power), NYC Transit System (Prom.), \$6,481 to \$8,000. Open to permanent employees of the NYC Transit System...

5449. Inspector of Cement Tests, Grade 4, Queens Borough President, (Prom.), \$3,000 and over. Open to permanent employees of the Queens Borough...

5477. Conductor, NYC Transit System (Prom.), \$1.13 to \$1.33 an hour. Apply at 96 Duane Street only. Open to permanent male employees...

5342. Chief Marine Engineer, Marine and Aviation, (Prom.). Appointments being made at \$3,240. Open to permanent employees of the Department of Marine and Aviation...

LAW DEPT. PROMOTION TEST
The NYC Civil Service Commission has ordered a promotion examination for Examiner, Law Department, Grade 4.

the NYC Transit System employed as Assistant Supervisor (Face Track). Fee \$4. (Opens Thursday, November 6. Closes Monday, November 24.)

5488. Supervisor (Cars and Shops), NYC Transit System (Prom.), \$4,601 to \$6,480. Open to permanent employees of the NYC Transit System...

5489. Assistant Superintendent (Stores, Materials and Supplies), NYC Transit System (Prom.), \$3,901 to \$4,600. Open to permanent employees of the NYC Transit System...

5491. Power Distribution Maintainer, NYC Transit System (Prom.). Two lists will be established: (1) a G.A. list for the entire transit system...

5493. Assistant Superintendent (Power), NYC Transit System (Prom.), \$6,481 to \$8,000. Open to permanent employees of the NYC Transit System...

5490. Supervisor (Stores, Materials and Supplies), NYC Transit System, (Prom.), \$4,601 to \$6,480. Open to permanent employees of the NYC Transit System...

5487. Supervisor (Mechanical Power), NYC Transit System (Prom.), \$4,601 to \$6,480. Open to permanent employees of the NYC Transit System...

5485. Supervisor (Surface Track), NYC, \$4,601 to \$6,480. Open to permanent employees of the NYC Transit System...

5486. Assistant Supervisor (Cars and Shops), NYC Transit System (Prom.), \$3,901 to \$4,600. Open to permanent employees of the NYC Transit System...

5484. Supervisor (Transit System), NYC Transit System (Prom.), \$4,601 to \$6,480. Open to permanent employees of the NYC Transit System...

5488. Supervisor (Cars and Shops), NYC Transit System (Prom.), \$4,601 to \$6,480. Open to permanent employees of the NYC Transit System...

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5484. Supervisor (Transit System), NYC Transit System (Prom.), \$4,601 to \$6,480. Open to permanent employees of the NYC Transit System...

Where to Apply for Tests

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

State Eligible Lists

- County Detective (Prom.), District Attorney's Office, Kings County.
Disabled Veteran
1. Charles Wocel 88531
Non-disabled Veterans
2. Geo. Wm. Friob 83866

STATE
Open-Competitive

at the following addresses:
for jobs in State hospitals and schools at \$1,600 to \$2,200.
competitive exams will be held.

U. S.

-Valuation (real estate and construction), \$3,397 to \$4,149. (Apply to Board of U. S. Civil Service Examiners, Federal Housing Administration, 734 15th Street, N.W., Washington 25, D. C. (Open until further notice).)

EDUCATION

License examinations for Social Worker, School Psychologist and School Psychologist will be held at the following addresses:
Brenwood - Harry J. Board of Education, Application will be accepted until Tuesday, November 25.

Conductor Test Ends on Nov. 6

The first examination for Conductor, NYC Transit System, to be held in five years will be open for filing applications this Thursday, November 6, and remain open until Wednesday, November 26; in the five borough

NEWS ABOUT STATE EMPLOYEES

ARMORY — The Capital District Armory Employees Chapter held its first delegate meeting at Saratoga Springs. William S. Fredenrich presided. William F. McDonough, Executive Representative of The Civil Service Association, formally presented the chapter charter which was accepted by Mr. Fredenrich with assurances of loyal support of armory workers and expressions of hope that united action would bring about the reforms needed in armory employment conditions.

The following chapter officers were elected: President, Mr. Fredenrich, State Armory, 27th Division, Albany; Vice-president, Leland J. Anderson, 105th Infantry, Gloversville; Secretary-treas-

urer, Randall W. Vaughan, State Armory 27th Division, Albany; Delegates: Raymond J. Lyons, Chairman, Albany; William W. Gregory, 134th Medical Bn. Armory, Ticonderoga; Francis W. Morey, 105th Regiment Armory, Schenectady. Alternate Delegates: Willard G. Walsh, Medical Regiment Armory, Albany; Willard G. Landsberg, 105th Infantry Armory, Amsterdam.

It was decided to hold the meetings of the Chapter for the coming year at the Saratoga Armory. Captain Robert Middlebrook reviewed the legislative program of the armory employees.

In presenting the charter, Mr. McDonough reviewed the history of the Association and its broad program for better public service

4 Chapters Visited

ALBANY, Nov. 3.—The following is a resume of the recent trip taken by Laurence J. Hollister, Field Representative, State Division of the Civil Service Employees Association:

On October 20, he met with the office, maintenance and instructor groups at Cortland State Teachers College. A committee was appointed to study the possibilities of forming a chapter. On October 21 he attended a meeting of the Ithaca College Chapter; Wednesday, the meeting of the Binghamton Chapter, and on Thursday, a dinner-dance of the Elmira Reformatory Chapter.

and improvement of employment conditions in public service.

Referring to the various laws now applying to various groups of public workers he said: "Nothing is more archaic than the present failure in personnel administration to recognize the similarity of, and the need of attention to, classification, career service opportunities, salaries, hours, leaves and general employment conditions on the part of public employees, whether they are in the departmental service, the armory service, the State colleges, Experiment stations and schools, the State Police, or doing like work in the various sub-divisions of government."

"Techniques have been developed to deal with examinations and with all factors of employment which if applied by the State and its sub-divisions would result in elimination of the gross discrimination which exists today in pay and in opportunities as between the various groups paid from tax moneys. There is nothing limiting about the constitutional mandate as to appointments and promotions. Certainly such statutes or rules or artificial barriers as have been set up by administrative and budgeting officials should be promptly eliminated and the inherent dignity and social needs of all public workers to adequate reward and good employment conditions recognized."

WASSAIC—At the annual meeting of the Wassaic State School Chapter the following officers were re-elected for the year: Nellie Innocent, President; Frank Barnish, Vice-president; Adeline Foley, Secretary; Rangwald Brusie, Treasurer; Herbert Nelson, Delegate, and William C. Mitchell, Chairman of Nominating and Election Committee.

An amendment to the Constitution of the Chapter, changing the annual meeting date from the second Monday in October to the second Monday in September, was passed.

Plans for the new year were discussed and many social events are to be held. The social season began with an old-fashioned Halloween party on Thursday, October 30.

Further discussion was given to the proposed War Memorial and it is felt that plans will be completed for the unveiling to take place on Memorial Day.

THOMAS INDIAN — Amusements, Indian foods, Indian handwork, arts and crafts and an amateur contest on Wednesday and professional entertainment on Thursday and sale of an embroidered bedspread or homemade rug will be featured at the annual bazaar of the Thomas Indian School Employees' Association on November 5 and 6.

ORANGE—An election of officers of the Orange County Chapter of The Civil Service Employees Association was held recently. Officers elected for the forthcoming year are President, George Flach; Vice-president, Earl Boyce; Secretary, Doris Earle; Treasurer, George W. Rude; Delegate, Anne P. Nolan; Alternate Delegate, Leander Keeney, and Representative to Executive Committee, William Vanderhoff

ROCHESTER VACATION PLAN — ROCHESTER, Nov. 3. — The City of Rochester's vacation and sick leave plan is eleven days per year for employees who work 5½ days per week and 12 days for employees who work six days per week. The same allowance is authorized for sick leave upon presentation of evidence satisfactory to the department head. Holidays which occur during vacation periods are not considered a charge against vacation time.

SCHOOL DIRECTORY

- SHOWCARD WRITING** and lettering for advertising uses. Expert individual instruction. Est. 1923. Vets Eligible. **REPUBLIC SCHOOL**, 60 W. 18th St., N. Y. C.
- Academic and Commercial—College Preparatory**
- BORG HALL ACADEMY**—Flatbush Ext Cor Fulton St. Bklyn Regents Accredited. MA 3-2447
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- A. L. S. DRIVING SCHOOL**—Expert Instructors. 620 Lenox Ave. AUdubon 3-1438.
- LEARN TO DRIVE**. VETERANS may enroll for course in auto driving under G.I. BILL OF RIGHTS. Olympia Auto School. 2752 Bway. NYC. MO 2-8006.
- VETERAN AUTO DRIVING SCHOOL**. 2184—63d St. Bklyn. (BE 6-0266); 1738 Coney Island Ave. (DE 9-2508)—G.I. Bill of Rights. Learn to drive. Approved for Veterans. Training. Complete five-hour course.
- Ballroom Dancing**
- G. I. BILL OF RIGHTS**—Enroll private dance lessons. Rhumba, Samba, Foxtrot, Lindy. No fees. No payment. Ruvel. 39-20 Main St., Flushing 9-9895.
- Beauty**
- THE BROOKLYN SCHOOL BEAUTY CULTURE**. Enroll to learn a paying vocation. Evelyn Layton, Director. 451 Nostrand Ave., Brooklyn. STerling 3-9701.
- Business Schools**
- LAMB'S BUSINESS TRAINING SCHOOL**—9th St. cor 6th Ave. Bklyn N.Y. South 9-4236. Day-Eve classes. All commercial subjects.
- WASHINGTON BUSINESS INST.**, 2105—7th Ave. (cor 125th St.) Secretarial and civil service training. Moderate cost. MO 2-6056.
- MANHATTAN BUSINESS INSTITUTE** 147 West 42nd St.—Secretarial and bookkeeping. Typing. Comptometer Oper. Shorthand Stenotype BR 9-4181. Open evng.
- MERCHANT & BANKERS Co-ed** 57th Year—220 East 42nd St. New York City. MU. 2-0986
- HEFFLEY & BROWNE SECRETARIAL SCHOOL**, 7 Lafayette Ave. cor Flatbush. Brooklyn 17 NEvins 8-2941 Day and evening.
- MONROE SCHOOL OF BUSINESS**. Secretarial. Accounting. Stenotypy. Approved to train veterans under G.I. Bill. Day and evening. Bulletin C. 177th St., Boston Road (R K O Chester Theatre Bldg.) DA 3-7300-1.
- Business and Foreign Service**
- LATIN AMERICAN INSTITUTE**—11 West 42nd St. All secretarial and business subjects in English, Spanish, Portuguese. Special course in international administration and foreign service. LA 4-2835
- Cultural and Professional School**
- THE WOLTER SCHOOL of Speech and Drama**—Est. over 25 years in Carnegie Hall. Cultured speech, a strong, modulated voice, charm of manner, personality thorough training in acting for stage, screen and radio, etc. Circle 7-4252.
- Diamond Setting**
- PROGRESSIVE DIAMOND SETTING INSTITUTE**, 194 Newark Ave., Jersey City (Journal Square 2-2524).—Modern equipped school. VETERANS enroll now for good future. Registrations Mon., Tues., Thurs. till 10 P.M. Day, eve. classes.
- Drafting**
- COLUMBUS TECHNICAL SCHOOL**, 106 W 63rd St. (Broadway) draftsman training for careers in the architectural and mechanical fields. Immediate enrollment. Vets eligible. Day-even. CI 5-7349
- NATIONAL TECHNICAL INSTITUTE**—Mechanical, Architectural, job estimating in Manhattan. 55 W. 42nd Street. LA 4-2929. In Brooklyn, 60 Clinton St. Boro Hall). TR 5-1911. In New Jersey, 116 Newark Ave. BERgen 4-2250
- Mechanical Dentistry**
- THE NEW YORK SCHOOL OF MECHANICAL DENTISTRY** (Founded 1920) Approved for Veterans. MANHATTAN: 125 West 31st St. CH 4-3994. NEWARK: 138 Washington St. MI 2-1908 (15 min. from Penn Sta.) Day-Eve.
- Detective Inst.**
- DETECTIVE INSTITUTE**—Instruction for those who wish to learn the fundamentals of detective work. 507 5th Ave. MU 2-3458.
- Elementary Courses for Adults**
- THE COOPER SCHOOL**—316 W 139th St., N.Y.C. specializing in adult education. Mathematics. Spanish. French-Latin Grammar. Afternoon, evenings. AU 3-5479.
- Fingerprinting**
- FAUROT FINGER PRINT SCHOOL**, 299 Broadway (nr. Chambers St.), NYC. Modernly equipped School (lic by State of N.Y.) Phone BE 3-3170 for information.
- Flying Schools**
- FLYING SCHOOL**—Learn the safe way on water. New classes just starting. All new Piper Cub Sea Planes. Licensed instructors. Phone City Island 8-1269 or write for appointment. ISLAND AIRWAYS foot of East Fordham St., City Island N.Y.
- Languages**
- BUCCINI SCHOOL OF LANGUAGES** (Est. 1900). 524 West 123rd St., N. Y. C.—Finest Italian conversation, grammar, diction to singers and English to foreigners by Miss Buccini, founder. Other languages also by experts. Phone RI 9-3294 for appointment.
- Medical Assistants**
- MANDL SCHOOL**, 1834 Broadway, N. Y. 23; CI 7-3434—Medical and Laboratory Assistants. Day and evening classes.
- Merchant Marine**
- ATLANTIC MERCHANT MARINE ACADEMY**, 44 Whitehall or 3 State St., N. Y. Bowling Green 9-7086. Preparation for Deck and Engineering Officers' license—ocean, coastwise and harbor, also steam and Diesel. Veterans eligible under GI Bill. Send for catalog. Positions available.
- Motion Picture Operating**
- BROOKLYN YMCA TRADE SCHOOL**—1119 Bedford Ave. (Gates), Bklyn... MA 3-1100. Eve
- Music**
- NEW YORK COLLEGE OF MUSIC** (Chartered 1878) all branches. Private or class instruction. 114 East 85th Street. BU 8-9377. N. Y. 28. N. Y. Catalogue
- Music School**
- New York Musical Inst.** Courses for Veterans, G.I. Bill. All instruments and voices. Day-Eve. Non-veterans accepted. Special dept. for children. 37-44 82d St., Jackson Heights, N. Y. HA 9-7246. Instruments Loaned.
- Pressing School**
- LEARN PRESSING**—Earn \$75 to \$90 weekly. Placement guaranteed. Johnson's Pressing School, 307 W. 145 St., N. Y. C. AU 3-4794.
- Public Speaking**
- WALTER O. ROBINSON, Litt. D.**—Est. 39 years in Carnegie Hall, N.Y.C. Circle 7-4252. Private and class lessons. Self-confidence, public speaking, platform department effective cultured speech, strong pleasing voice, etc.
- Radio Television**
- RADIO-TELEVISION INSTITUTE**, 480 Lexington Ave. (45th St.), N. Y. C. Day and evening. PL 3-4585
- Refrigeration**
- N. Y. TECHNICAL INSTITUTE**, 168 5th Ave (16) Day. Eve. classes now forming. Veterans invited
- Secretarial**
- COMBINATION BUSINESS SCHOOL**—Preparation for all Civil Service Examinations. Individual instructions. Shorthand Typewriting, Comptometer, Mimeographing, Filing, Clerks Accounting, Stenographic Secretarial. 139 West 125th Street, New York 7, N. Y. UN 4-3170
- DRAKES**, 151 NASSAU STREET Secretarial. Accounting. Drafting. Journalism. Day-Night. Write for catalog BE 3-4840.
- Watchmaking**
- STANDARD WATCHMAKERS INSTITUTE**—1991 Broadway (68th St.). TR 7-8530. Lifetime paying trade. Veterans invited.

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Attention VETERANS

Training for Civil Service is available to you **WITHOUT COST** under G. I. Bill.

- If you have taken other courses, your entitlement is, in all probability, still sufficient to cover the moderate fee. We urge every veteran interested in obtaining a Civil Service position to inquire about our training under the G.I. plan.

NON-VETERANS: Take advantage of our training. Moderate rates. Installments.

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16,274 completed in the last Patrolman examination . . . **ONLY 4,188 PASSED** and over 83% of them were Delehanty students including:

9 of First 10
91 of First 100

Policewoman Physical Classes, Tues. & Thurs.—Hourly 6 to 9 p.m.

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FIREMAN

Examination Expected Early Next Year

Possibly 25,000 will apply . . . but only the top 2,000 to 2,500 are expected to be appointed! Only those thoroughly prepared can hope to succeed in the face of such keen competition.

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The DELEHANTY Institute

115 E. 15 St., N. Y. 3 GRamercy 3-6900

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

J. Opens 40 Tests

Forty State, county and municipal examinations have been announced by the New Jersey Civil Service Commission. Applications will be issued and received until Monday, November 17. Applications and additional information may be obtained from the Commission at the State House, Trenton, N. J.; at 1060 Broad Street, Newark, or City Hall, Camden. File at any of these addresses. The Commission's announcement Bulletin Number 5 lists requirements, salaries, duties and promotion possibilities. Applicants for State examinations must have been a resident of New Jersey one year as of

November 17. One year's local residence also is required for county or municipal examinations. Following is a list of the examinations and subjects:

STATE
 Assistant Inspector, Division of Plant Industry, S67; Assistant Training Supervisor, Board of Child Welfare, S68; Associate Editor, S69; Bridge Attendant, Grade 1, S70; Bridge Mechanic, Grade II, S71; Correction Officer, S72; Inspector, Testing Section, Purchase Bureau, S73; Institutional Trade Instructor, Grade I, State Use (Canning), S74; Junior Engineer, Highway, S75; Map Draftsman, S76; Safety Engineer, Grade I, S77; Senior Engineer, Highway, S78; Statistical Supervisor, S79; Storekeeper, Grade II, S80; Superintendent of Industries, State Use, S81; Supervisor, Children's Unit, S82; Technical Assistant, S83; Testing Specialist, Testing Section, Purchase Bureau, S84; Transportation Inspector, S85; Personnel Technician, S86;

Cities Clamp Down On Outside Jobs

Rochester, N. Y., is among cities which recently clamped down on outside employment of municipal employees. Employees of the Commerce Department are specifically prohibited from engaging in outside employment which is connected with the city, or where such employment is obviously possible only because of employment which involves use of city records, files or equipment. Commerce Department employees whose outside work is not connected with the city must file the amount, source and details of other income with the department.

During the war, many cities permitted employees to work in outside jobs, but a survey by the Civil Service Assembly indicates that of 117 jurisdictions queried, only three intended to continue the practice.

Deputy Warden Test Rating Being Checked

The service ratings of candidates in the promotion exam for Deputy Warden, Department of Correction, are currently being checked. The written examination was held on April 2. Rating of the written has been completed by the NYC Civil Service Commission.

5 Teaching Exams Open in NYC Schools

Five new teachers' license examinations have been announced by the NYC Board of Education and also a test for Attendance Officer. Applications are being issued and received until Tuesday, November 25.

The examinations are for teachers of Health Improvement Classes in Day Elementary School, Orthopedic Classes in Day Elementary Schools, Sight Conservation Classes in Day Elementary Schools, General Subjects in Day High Schools (English and Mathematics), Sight Conservation in the Day High Schools.

Applications may be obtained from the Board of Education's Board of Civil Service Examiners, 110 Livingston Street, Brooklyn 2, N. Y. File applications at the same address. Additional information on the examinations may be obtained by writing the Board or applying in person.

SPECIAL CAPTAIN (P.D.) TEST

A special Captain (P.D.) promotion examination was approved by the NYC Civil Service Commission for four Lieutenants who were unable to take the regular examination.

Court Clerks Sue For Voted Increase

Special to The LEADER
 SAN FRANCISCO, Nov. 3—Eighty-seven Municipal Court Clerks have brought legal action to force the Civil Service Commission to pay them salary increases approved by the State Legislature, effective last September 19. The suit now is before the State District Court of Appeals. The Commission has questioned the Legislature's right to fix municipal salaries.

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MUNICIPAL

Accountant, M58; Admitting Physician, M59; Assistant Cashier, M60C; Automobile Mechanic, M61; Building Maintenance Repairman, M62C; Engineman, Water Department, M63; Superintendent, Water Department, M64; Teacher of Child Hygiene, M65; Superintendent of Smoke Control, M66.

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FEDERAL NEWS

Pension Exemption Proposed as Rider To European Relief

Special to The LEADER

WASHINGTON, Nov. 3.—The hearings on proposals for a tax reduction bill, including exemption of pension incomes, are expected to start next week before the House Ways and Means Committee, of which Representative Harold Knutson (R., Minn.) is Chairman. The interest of public employees in the hearings is the greatest in the history of attempts to obtain exemption from U. S. income taxation, especially since the prospects of a remedial bill being enacted appear good.

The planners have discussed the best means of obtaining the desired legislation and have hit upon a rider to the proposed appropriation bill for interim relief for Europe. They argue that the relationship between the two measures is close—one helps to feed the hungry in Europe and the other helps Americans in the low income brackets to meet their own food bills.

Treasury Loosening Up

The Treasury Department has been the main obstacle to the enactment of an exemption. The tax bill passed early this year was opposed by the Treasury Department and vetoed by President Truman. Conditions for 1948 are regarded as more propitious for public employees, who represent 10 per cent of the total workers in the United States covered by government-administered pension systems, including Social Security and the Railroad Retirement law. Yet public employees are the only ones not granted exemption. The Railroad Retirement exemp-

tion is to \$1,440, while the Social Security exemption is to \$1,020 of annuity income.

The hearings are expected to be very thorough. The committee has promised as much. Also, some sympathy with the plight of retired employees of Federal, State and local government, has been demonstrated recently by committee members. In addition, the Treasury Department has expressed more than usual interest in the committee hearings and is not nearly as antagonistic as on previous occasions to proposed remedies. There are several exemption bills held over, which the committee will discuss, providing exemption up to \$1,440 in some instances, \$2,000 in another.

Proponents of the exemption cause were heartened by the statement of Secretary of the Treasury John W. Snyder that tax reduction plans must await appropriations for aid to Europe. The difference between opposing tax reduction, the stand that the Treasury Department took previously, and conditioning reduction upon an event, was immediately noted. Also, the rider idea gained strength from the Secretary's association of the two considerations, although it had originated before he spoke, and although he is no pro-rider fan.

Fisher and Van Name Active

Lewis H. Fisher, counsel to the National Association of Retired Federal Employees, was in NYC on professional work the other day. Asked by The LEADER what he considered the principal argument in favor of enactment of an exemption, he said: "The discrimination between the two rate groups is the strongest argument in our favor. The government should be supported by those able to work. The retired employees are in the disabled, aging or aged class. There should be no income taxation below the point where relief starts."

Mr. Fisher is expected to appear before the committee in Washington. No dates have been set yet.

Ralph L. Van Name, Secretary of the NYC Employees Retirement System, will be a witness. He has long been a strong fighter for exemption and is one of the leading public pension experts in the country. He is in favor of the proposed rider, on the ground that the relief to Europe is to aid the

4,500 Ask Refund Of Pension Money

Special to The LEADER

WASHINGTON, Nov. 3.—Approximately 4,500 former Federal employees have filed applications for refund of their pension payments. Refunds are permitted to former Federal workers with less than 10 years' service, exclusive of time spent in military service.

The U. S. Civil Service Commission's Retirement Division reports that all applications have been processed on schedule—approximately 30 days from the date they are filed.

low-paid, while the present discrimination against some American pensioners takes the food out of their own mouths by taxation.

The tax exemption and protection plan is supported by many groups, including:

The National Association of Retired Federal Employees, The Civil Service Employees Association, Inc. (N. Y. State), The National Educational Association, Fraternal Order of Police, American Federation of Teachers, United National Association of Post Office Clerks, The National Supervisors Association of Post Office, International Association of Chiefs of Police, National Association of Retired Police and Firemen, Inc. New York State Sheriff's Association, The Firemen's Association of the State of New York, The New York State Association of Chiefs of Police, The Retired Teachers Association of New York, The New York State Teachers Association, The New York State Fire Fighters Association, The Police Conference of the State of New York, New Jersey Retired Police and Firemen's Association, The Civil Service Forum of the State of New York, The Pension Digest Associates of N. Y. and Joint Committee of Teachers Organizations of N. Y.

The following groups in NYC have endorsed the plan: High School Teachers Association, Kindergarten—6B Teachers Association, The NYC Veteran Patrolmen's Association, New York Letter Carriers Association, New York Mail Handlers & Railway Mail Service Assn., New York Council of Attendance Officers, The New York Veteran Police Association, The Junior High School Teachers of N. Y., Uniformed Firemen's Association, Patrolmen's Benevolent Association, Department of Public Safety, Mt. Vernon, N. Y., Lieutenants Benevolent Association, Police; Elementary School Teachers, Vocational-High School Teachers Association, The Honor Legion of the Police Dept., The New York Principals Association, The Junior High Schools Principals Assn., Brooklyn Teachers Association, Sergeants' Benevolent Association, Police; Teachers Alliance, Queensboro Teachers Association, New York Teachers Retirement System, Fire Department Pension Fund, Police Pension Fund, NYC Employees Retirement System, Department of Street Cleaning Pension & Relief Fund.

NYC Teachers of the Junior High Schools, Inc., Association of Assistant Superintendents, The Staten Island Teachers Association, Captains' Endowment Association, Police; Federation of Associations of Employees, Board of Education; Association of Classified Employees of the Dept. of Sanitation, County of Nassau Police Dept., N.Y. State; Civil Service Employees Association of the City of Mount Vernon, N. Y., National Federation of Federal Employees, The Civil Service Forum of the City of New York, International Association of Retired Policemen and Firemen, Inc., Retired Members of the Police and Fire Departments of NYC (Low Bracket Pensioners) and Association of Retired Librarians, Public Libraries.

Other groups backing the plan are the New Jersey Society of Retired Teachers, New York State Retired Teachers, Yonkers Teachers' Association, Utica, NY, Police Department, Fire Department, City of Watertown; International Association of Fire Fighters, The Joint Conference on Retirement, U. S. Civil Service Employees; New York State Employees Retirement System and The International Association of Retired Policemen and Firemen, Inc.

Quota System Widened In Protecting Positions Of Workers With Status

By ARTHUR S. FLEMING

U. S. Civil Service Commissioner

There are 1,700,000 fewer people on the Federal payroll today than were on the payroll on VJ-day. On VJ-day, 66 per cent of the employees were serving under a temporary or war service appointment. Today only 40 per cent are serving under a temporary or war service appointment.

The past twelve months have been a period during which many departments have been called upon to discharge persons with a regular civil service status. At the same time that these persons were being discharged, hundreds of thousands of our positions in other agencies were still filled by persons holding temporary or war-service appointments.

This brought us face to face with the issue of whether, under such circumstances, those with a regular civil-service status had rights which were superior to persons with temporary or war-service appointments.

The issue has been met.

Today we are all engaged in the process of demonstrating that the persons with regular civil service status do have the right to fill jobs for which they are qualified and which are now filled by persons holding temporary appointments.

And because we are in the process of making this demonstration, the career civil service system is going to emerge from this transition period with more meaning behind it than ever before in the history of our government.

6,400 Get Jobs Back

In the past seven months, approximately 6,400 persons with a regular civil service status who have been laid off in one agency have been placed in jobs in another agency. These are all persons who have filed applications with the Civil Service Commission. In addition, several thousand other career civil servants have been placed by departments and agencies without any clearance through the Civil Service Commission.

We still have on hand the applications of another 6,400 career civil servants who have been discharged from one agency and who have not yet found jobs in other agencies. All can not be placed in other agencies. In some occupational areas we are reaching the point where all the occupants of jobs are themselves persons with a regular civil service status.

Thousands of these career civil servants, however, will and must be placed.

Quota System Extension

Up to now we have applied the quota system to occupational areas where we had the largest number of applications from persons who had lost their jobs and who had a regular civil service status. We now plan to extend

the quota system to all occupational areas and to do it simultaneously rather than taking one occupational area at a time. We will do it in this way:

(1) We will ask each department and agency for a statement of the number of non-veteran war-service and temporary employees in all occupational areas for which the Commission has applications from persons who have lost their jobs and who have a regular civil service status. This figure will not be requested by occupational area or grade. We will ask for one over-all figure.

(2) We will then determine what over-all quota should be assigned to each agency. We might, for example, find that there were 10,000 non-veteran war-service and temporary employees serving in all of the departments and agencies in the occupational areas in which we have received applications from employees who have lost their jobs and who have a regular civil-service status. At the same time, we might find that a particular agency has 1,000 non-veteran war-service and temporary employees serving in these occupational areas. Under such circumstances, the quota assigned to that agency would equal one-tenth of the total number of employees who have lost their jobs, who have a regular civil-service status, and who have filed applications with the Civil Service Commission within ninety days from the time they were discharged.

(3) Agencies will then be told it will be necessary to terminate all non-veteran war-service and temporary employees occupying positions in the areas for which we have applications, unless they meet the quotas assigned.

Weekly Revision at Least

In meeting their quotas, and in issuing termination notices, agencies will be permitted to choose the occupational areas and grades in which such actions will be taken.

When the termination orders are issued, the departments and agencies will be supplied with a list of all persons who have filed with the Commission in connection with this program. This list will include telephone numbers and addresses, and will be broken down by occupation and grade. The list will be revised weekly or more often if necessary. Applications of persons on the list will be available if agencies desire them before calling persons in for an interview.

Agency quotas will be reduced by the Commission only when it can be shown that there are no qualified persons with a regular civil-service status available in any of the occupational areas for which the Commission has applications.

If the departments and agencies give us the same fine cooperation in connection with the continued use of the quota system that they have given to us during the past four weeks, there is no question but that we will all be on top of this particular job within the next forty days.

We are not saying that the job will be over in forty days. It won't be over as long as reductions in force continue in the Federal service. Reductions in force that take place from now on are almost sure to involve a larger percentage of persons with a regular civil service status than those which have taken place up to now.

Still Recruiting

The time and attention given to this special program for placing persons who have lost their jobs and who have regular civil-service status have not, however, brought the program for making appointments from open-competitive lists to a complete standstill. In fact, during the first quarter of this present fiscal year, 95,118 placements from these lists have been made. And 44 per cent of the total number of placements were made from lists maintained by U. S. Civil Service Boards of Examiners.

Auxiliary Police Seek Veteran Status

Special to The LEADER

WASHINGTON, Nov. 3.—War-time members of the Army and Navy auxiliary police are reported to be forming an organization to obtain veteran preference for civil service jobs. The action was decided upon after the recent U. S. Supreme Court decision granting preference to temporary reserve members of the Coast Guard.

The group will argue its case on this basis: The members were sworn into service as auxiliary police officers, and served and were paid for full-time duty. They were trained in the use of arms and were subject to the Articles of War and trial by Courts Martial. They received discharge certificates upon completion of their service.

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FEDERAL NEWS

House Group to Get Postal Raise Plea

Mrs. Catherine St. George, member of Congress from the Y. area, told a delegation headed by Ephraim Handman, president of the New York Federation of Post Office Clerks that she would definitely support salary increase legislation for postal employees at the coming session of Congress.

"The \$1,100 salary increase sought by NYC postal clerks could be considered as the minimum to the restoration of the purchasing power enjoyed by postal employees before the war," she said.

She added that the House Post Office and Civil Service Committee, of which she is a member, would hold a special meeting in Chicago early this month and she would request an adequate salary bill.

It was pointed out to her that many of the substitute clerks are disabled veterans and at present are required to work from 10 to 14 hours daily, that the overtime rate of pay was not being paid to these employees and that they were given little time off. She felt that the substitute system of employment should be abolished.

Newly-Enacted Laws

The following continues the publication of recently-enacted Federal laws:

CLASSIFICATION ACT [PUBLIC LAW 330] AN ACT

To exclude certain interns, student nurses, and other student-employees of hospitals of the Federal Government from the Classification Act and other laws relating to compensation and benefits of Federal employees, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That the first sentence of section 102 (a) of the Federal Employees Pay Act of 1945 (Public Law 106, Seventy-ninth Congress), as amended, is amended by striking out "and" before "(5)" and by changing the period at the end of such sentence to a semicolon and adding: "and (6) student nurses, medical or dental interns, residents-in-training, student dietitians, student physical therapists, and student occupational therapists, assigned or attached to a hospital, clinic, or medical or dental laboratory operated by any department, agency, or instrumentality of the Federal Government, or by the District of Columbia, and any other student-employees, assigned or attached to any such hospital, clinic, or laboratory primarily for training purposes, who may be designated by the head of such department, agency, or instrumentality, or by the Commissioners of the District of Columbia, as the case may be, with the approval of the Civil Service Commission."

SEC. 2. The Classification Act of 1923, as amended and extended (5 U. S. C., ch. 13), shall not apply to student nurses, medical or dental interns, residents-in-training, student dietitians, student physical therapists, and student occupational therapists, assigned or attached to a hospital, clinic, or medical or dental laboratory operated by any department, agency, or instrumentality of the Federal Government, or by the District of Columbia, and any other student-employees, assigned or attached to any such hospital, clinic, or laboratory primarily for training purposes, who may be designated by the head of such department, agency, or instrumentality, or by the Commissioners of the District of Columbia, as the case may be, with the approval of the Civil Service Commission.

SEC. 3. The heads of the departments, agencies, and instrumentalities of the Federal Government and the Commissioners of the District of Columbia shall prescribe stipends to be paid to persons included in section 2 of this Act who are at their respective hospitals, clinics, or laboratories; but no such stipend shall be in excess of the applicable maximum prescribed by the Civil Service Commission. Such persons may be provided living quarters, subsistence, and laundering while at the hospitals, clinics, or laboratories and, when so furnished, the reasonable value thereof, as prescribed by the head of the department, agency, or instrumentality concerned, or by the Commissioners of the District of Columbia, as the case may be, shall be deducted from their stipends; such deductions may not be more than the lowest deduction applicable to regular employees of the same hospital, clinic, or

laboratory for similar accommodations.

SEC. 4. Any person included in section 2 of this Act who suffers disability or death as a result of personal injury arising out of and in the course of training, or sustained in the performance of duties in connection therewith, shall be treated, for the purposes of the Act of September 7, 1916, as amended (5 U. S. C., ch. 15), as though he were an employee, as defined in such Act, who had sustained such injury in the performance of duty.

SEC. 5. Persons included under section 2 of this Act shall not be subject to the provisions of the Civil Service Retirement Act of May 29, 1930, as amended (5 U. S. C. ch. 14), except that in the event any such person later becomes subject to the provisions of such Retirement Act, his service as a student employee shall be credited in accordance with the provisions of such Retirement Act.

SEC. 6. If any person included in section 2 is, pursuant to the order of the head of the department, agency, or instrumentality concerned, or the Commissioners of the District of Columbia, as the case may be, temporarily detailed to or affiliated with any other Government or non-Government institution, to procure necessary supplementary training or experience, his status as a student-employee shall not be considered terminated by reason of such detail or affiliation, but he may receive his stipend and other perquisites provided under this Act from the hospital, clinic, or laboratory to which he is assigned or attached for only sixty days of such detail or affiliation for each training year (as defined by such head of such Commissioners). Where the detail or affiliation under this section is to or with another Federal institution the student-employee shall be paid his necessary expenses of travel to and from such institution in accordance with the Standardized Government Travel Regulations and the provisions of the Subsidence Expense Act of 1926, as amended (5 U. S. C., ch. 16).

SEC. 7. This Act shall not be construed as affecting in any way the compensation, rights, or benefits of student nurses receiving training in accordance with the Act of June 15, 1943, as amended (50 U. S. C., App., 1451, and the following).

SEC. 8. Nothing contained in this Act shall be construed as limiting any authority conferred upon the Administrator of Veterans' Affairs by the Act of January 3, 1946 (Public Laws 293, Seventy-ninth Congress).

SEC. 9. Funds now or hereafter appropriated to the departments, agencies, and instrumentalities of the Federal Government and to the District of Columbia for the expenses of their respective hospitals, clinics, and laboratories to which persons included in section 2 are assigned or attached are hereby made available and authorized for carrying out the provisions of this Act with respect to such persons.

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Reasonable Offer Under Job Rules Defined by Board

WASHINGTON, Nov. 3.—The U. S. Civil Service Commission has issued a ruling outlining what it considers a "reasonable" reassignment offer under the retention-preference regulations.

The Commission will not consider "reasonable" any offer which involves reductions in grade, salary or transfer from the local commuting area if there is a position available in the local commuting area which does not require reductions.

When such reductions or transfers are unavoidable, the Commission will not consider an offer "reasonable" if another suitable position is available which calls for lesser reductions in grade or salary.

In cases where application of this ruling would cause a "severe disruption of critical work operations" in a department, the affected employee must be given a full explanation, in writing if requested. The employee then may appeal the department decision to the Commission. If the Commission finds the explanation unsatisfactory, it will invoke its retention-preference. Federal agencies that fail to reinstate eligible employees will be directed to dismiss three temporary workers for each employee with permanent status who is not reemployed.

Typist and Steno Opportunities

Unusual opportunities for lifetime Typist and Stenographer jobs with the Federal government in the NYC area will exist for eligibles in the test that closed Monday, said the U. S. Civil Service Commission. All eligibles will receive immediate appointments.

Stenographer appointments will be to Grade CAF-3 jobs at \$41.30 a week; Typists appointments will be at \$37.54 a week in Grade CAF-2.

Candidates will be given a written examination which includes a general test and copying from plain copy (typewriting). Stenographers also will be required to take and transcribe dictation at the rate of 96 words a minute.

The Second U. S. Civil Service Region reports that response to date was good. Many applications have come from Federal employees who hold temporary appointments and wish to obtain permanent status, or who seek to the one they now occupy.

Fair Employment Decree Is Requested

The Federal Workers Union, Local 20, United Public Workers of America, has adopted a resolution calling upon President Truman to issue an Executive Order establishing a Fair Employment Practice Committee for the Federal service.

The resolution lists as an example of alleged discrimination in Federal service the recent removal of the Internal Revenue Bureau's Processing Division from The Bronx to Kansas City, Mo. The union says approximately 2,000 Negroes lost their jobs as a result of this move.

Samuel Finkelstein, Local 20 President, announced that his organization also is distributing petitions urging the President to create the committee.

RMA Installs Russell

Emory L. Russell became the first Negro to hold office in the Railway Mail Association when he was installed as Corresponding Secretary of the New York Branch last week.

The Branch recently tried to have the "male caucasian" limitation removed from the Association by-laws at the Jacksonville, Fla., convention. New York voted solidly to amend, got four outside votes to help, but lost out, 88 to 19. This clause already is invalid by law in New York, New Jersey, Massachusetts and Connecticut.

Morris Klein, Branch President, reported that the convention approved a resolution calling on the U. S. Civil Service Commission to throw the Railway Mail Clerk examination open to everyone. It has been limited to veterans only.

U.S. Answers Vets' Questions On Jobs

Following is another in the series of questions and answers for veterans interested in a Federal service career. All questions and answers were prepared by the U. S. Civil Service Commission.

Q.—If a veteran is officially reported as missing in action, is his wife eligible for widow preference?

A.—No. A claim for widow preference may be allowed, however, upon the presentation of an official notice that the husband, because of the fact that he has been missing in action for 1 year or more, is considered to be legally dead.

Q.—How does a wife claim preference?

A.—She files Preference Form 14 and proof of her husband's honorable separation from the armed forces with the Commission. She also furnishes an official statement from the Veterans' Administration, War Department, Navy Department or Coast Guard certifying to the present existence of a service-connected disability; or an official statement from the Veterans' Administration, War Department, Navy Department, Marine Corps or Coast Guard certifying that her husband is in receipt of disability-retirement benefits for service-connected disability. If the husband is receiving disability-retirement benefits from the War or Navy Department, the Marine Corps, the Coast Guard or the Public Health Service, the official statement should contain information concerning the nature and extent of the disability of service origin. This statement will be issued by the service department at the request of the veteran.

Q.—If a veteran who has submitted a preference claim and supporting proof with an application for examination wants to apply for another examination before the proof is returned, what should he do?

A.—If the veteran is a nondisabled war veteran, he should answer the question relating to military service in the appropriate application form. If the claim is for disability, widow or wife preference, the applicant should state on the new application that he or she previously submitted proof in support of a preference claim. The exact date, place, and title of the examination in connection with which the proof was submitted, and the civil-service office to which it was sent, should be included in this statement.

Q.—What constitutes acceptable proof of honorable separation?

A.—Any one of the following documents, provided it is dated on or after the day of separation from active service (certified or

photostatic copies are acceptable): A certificate of honorable discharge; a certificate of transfer to the Fleet Naval Reserve or Marine Corps Reserve; a certificate of transfer to the Enlisted Reserve Corps; an order to the Retired List; a certificate of service or a release from active duty; W. D. AGO Form No. 53, "Report of Separation," provided item 27 is checked to show "honorable"; Nav. Pers. Form 553, "Notice of Separation," provided item 15 shows "honorable" or "under honorable conditions"; Nav. Pers. Form 338, "Notice of Separation," provided item 13 is checked to show "honorable"; NAVMC Form 78-PD, "Report of Separation," provided item 26 is checked to show "honorable" or "under honorable conditions"; an official statement from the War Department, Navy Department, Marine Corps or Coast Guard showing honorable separation from active duty; an official statement from the Public Health Service that a commissioned officer is entitled to full military benefits; or a notice from the U. S. Civil Service Service Commission showing previous allowance of preference—but preference will be allowed to a veteran submitting the last-named type of proof only if the veteran is eligible for preference under the Veterans' Preference Act of 1944

Q.—Are the documents submitted to the Civil Service Commission in support of a preference claim returned to the preference claimant?

A.—Yes with the exception of Preference Form 14.

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NEW YORK CITY NEWS

Exam Progress Report

Following is another instalment of the current progress report of the NYC Civil Service Commission.

- 5187. (Welfare) Institutional Inspector, (Prom.), Grade 2, Written being rated.
- 5183. Lieutenant, Fire, (Prom.) List promulgated.
- 5131. Medical Social Worker, Grade 2. Ad being prepared.
- 5386. Probation Officer, Grade 1, S.S. and C.M. Ad to be revised.
- 5128. Probation Officer, Grade 1, Dom. Rel. Ct. Ad to be revised.
- 5347. Sanitation Man, Class C, (Prom.). Written October 29.
- 5145. Sr. Menagerie Keeper, (Prom.). Rating of written in progress.
- 5426. Sr. Supervisor, Welfare, (Prom.). Written December 20.
- 5218. Supervisor, Welfare, (Prom.). Written December 20.
- 5309. Supv. Fire Tele. Dispatcher, (Prom.). Rating of Written in progress.
- 5358. Telephone Operator, Gr. 1. Rating of written in progress.
- 5452, 5495, 5444. Telephone Operator, Grade 2, various depart-

ments, (Prom.). Rating of written in progress.

- 5113. (Pub. Wk., BT) Telephone Operator, Grade 3, Public Works, BT (Prom.). Rating of written in progress.
- 5151. Asst. Gardener, Written December 20.
- 5425. Asst. Supervisor, Welfare, (Prom.). Written December 20.
- 5250. Attendant, Grade 2, Boro. Pres. (Prom.). Date to be set.
- 5112. Attendant, Grade 3, Boro Pres. (Prom.). Date to be set.
- 5307. Battalion Chief, Fire, (Prom.). Rating of written in progress.
- 5366. Captain (Men), Correction, (Prom.). Rating of written completed.
- 5306. Captain, Fire, (Prom.). Rating of written in progress.
- 5170. Deckhand, Rating of written in progress.
- 5308. Deputy Chief, Fire, (Prom.). Rating of written in progress.
- 5367. Deputy Warden, Correction, (Prom.). Rating of written completed.
- 5304. Fire Telegraph Disp. Fire, (Prom.). Rating of written in progress.
- 5456. Foreman, Sanitation, (Prom.). Written October 15.
- 0.59.43. Home Economist. Written being rated.
- 5286. Asst. Director Public Health Nursing Service, DH, (Prom.). List promulgated.
- 5394. Assistant in Health Edu- (Continued Next Week)

Trackman Schedule Of Jobs Established

The NYC Civil Service Commission and Board of Transportation have laid the groundwork for speedy replacement of all Trackman provisionals as soon as an eligible list for the title is established.

Last week the Commission approved a plan to appoint 100 Trackmen every two weeks until almost 600 provisionals have been replaced. This gradual replacement was decided upon to prevent disruption of vital services, the Board of Transportation said.

The rating of the Trackman written examination has been completed. The physical test is planned for the end of this month. During the four-year legal life of the eligible list upwards of 3,000 job opportunities are expected. The salary is \$1.03 to \$1.18 an hour; entrants receive the lower pay rate.

Police Sergeant List To Be Out by January

The Sergeant (P.D.) promotion eligible list will be ready late in December or early in January. It was estimated by the NYC Civil Service Commission.

The Commission now is rating the service records and checking preference claims of the 1,850 candidates who will be on the eligible list. Approximately 200 are claiming disabled veteran preference, and 500 non-disabled veteran preference.

BID TO '34 CCNY GRADS

Civil Service employees, eligibles, and applicants who are graduates of CCNY class of '34 are asked to communicate with William Cardell, 135 Broadway, New York City.

52 Appointed Firemen

Probability of a new Fireman (F.D.) examination in January is underlined by the further tapping of the current Fireman eligible list last week when Fire Commissioner Frank J. Quayle made 52 new appointments.

Tentative plans were announced in the LEADER last week for a 14-day filing period beginning Tuesday, January 13, or Tuesday, January 20, with applications being accepted in all five boroughs through the City Collector's office.

The NYC Civil Service Commission, if tentative plans are followed, will have an eligible list ready in December, 1948. It has been estimated that Fire Department needs can be filled until then by the current lists.

Delehanty to Begin Fire Promotion Class

Delehanty Institute will begin classes January 5 for NYC Fire Department promotion examinations, it was announced by M. J. Delehanty, Director of the Institute. Classes will meet in Manhattan and Jamaica under the supervision of Harold J. Burke, assisted by the Institute's staff of Fire promotion instructors.

Mr. Delehanty announced that new visual aids are being prepared for the classes. Both the content and methods of the courses have been modernized. Plans to start the classes in November were abandoned because of the Christmas holidays.

NYC BOARD MEETINGS

The NYC Civil Service Commission will hold its next two meetings on Wednesday, November 12, because of Election Day and Armistice Day which occur on the regular Tuesday meeting dates.

Patrolman (P.D.) List Ready in 10 Days

The NYC Civil Service Commission expects to have the Patrolman (P.D.) eligible list ready for promulgation within a week to 10 days. This means that the NYC Police Department will be able to follow through on its intention to make 500 appointments as a Christmas gift to eligibles on the list. The department, which does its own character investigation of eligibles, stepped up tempo, and that helped greatly to enable the early promulgation.

The Commission's investigation of eligibles' preference claims is almost completed. Meanwhile, the Veterans Administration has been returning new disability certificates for eligibles with zero percent disability ratings. The Commission expects to have new certificates for all men in this category within a week.

41 Are Promoted To Police Lieutenant

Forty-one eligibles on the Police Lieutenant list last Friday were promoted, effective November 1. The promotions were made possible when the Board of Estimate two weeks ago approved budget shifts creating the Lieutenant jobs. The Lieutenant list was thus exhausted just eight days prior to its legal expiration. A new list now is being prepared by the NYC Civil Service Commission.

To create the new jobs, 80 in all during the past month, it was necessary to eliminate 80 Sergeant posts. However, the Sergeant vacancies will be restored later.

NEW BLACKFRIARS SHOW

The Blackfriars Guild is presenting a new comedy entitled "Hoboes in Heaven," every night at 316 West 57th Street, except Mondays, through Sunday, November 23.

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LEGAL NOTICE

At a Special Term Part II of the City Court of the City of New York, held in and for the County of New York, located at 52 Chambers Street, Manhattan, New York City, on the 23 day of October, 1947.

PRESENT
HON. EDWARD J. McCULLEN
JUSTICE

In the Matter of the Application of SOLOMON ROSENBERG, MAE BEATRICE ROSENBERG and JOSEPH SHERMAN ROSENBERG.

For leave to change their names respectively to CHARLES RAND, MAE BEATRICE RAND and JOSEPH SHERMAN RAND.

On reading and filing the petitions of SOLOMON ROSENBERG, MAE BEATRICE ROSENBERG and JOSEPH SHERMAN ROSENBERG, all duly verified the 11th day of October, 1947, praying for leave to assume the names of CHARLES RAND, MAE BEATRICE RAND and JOSEPH SHERMAN RAND respectively, in place and stead of their present names, and the reasons stated in the petitions being satisfactory to the Court, and no objections appearing to the proposed change of name.

NOW, on motion of MARVIN L. LEVITT, ESQ., attorney for petitioners, it is

ORDERED, that SOLOMON ROSENBERG, MAE BEATRICE ROSENBERG and JOSEPH SHERMAN ROSENBERG, be and they are hereby authorized to assume the respective names of CHARLES RAND, MAE BEATRICE RAND and JOSEPH SHERMAN RAND respectively, on or after the 2nd day of December, 1947, and it is further

ORDERED, that this order, and the papers upon which it is granted be filed within ten days hereof in the Office of the Clerk of this Court, and that a copy of this order be published within ten days after the entry thereof in the Civil Service Leader and that proof of publication thereof be filed thereafter in the Office of the Clerk of this Court, within forty days after the date of this order, and it is further

ORDERED that upon full compliance with the foregoing provisions, and on and after the 2nd day of December, 1947, the said SOLOMON ROSENBERG shall be known as CHARLES RAND, the said MAE BEATRICE ROSENBERG shall be known as MAE BEATRICE RAND and the said JOSEPH SHERMAN ROSENBERG shall be known as JOSEPH SHERMAN RAND and by no other names.

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LEGAL NOTICE

STATE OF NEW YORK—Insurance Department.
Robert E. Biney, 1947.

L. Robert E. Biney, Supt. of Insurance of the State of New York, hereby certifies pursuant to law, that the Mutual of Owatonna and Hardware Insurance Co. of Owatonna, Minnesota, is duly licensed to transact the business of mutual fire insurance in this State and in its statement filed for the year ended Dec. 31, 1946, shows the following condition: Aggregate Amount of Admitted Assets, \$1,294,645.47; Aggregate Amount of Liabilities (except Guaranty Capital) \$8,655,301.40; Amount of Guaranty Fund, \$200,000.00; Surplus Over Liabilities, \$2,409,344.07; Income for the Year, \$8,850,379.40; Disbursements for the year, \$7,381,558.53.

NEW YORK CITY NEWS

FIRE LINES

Under the Helmet

Company Commanders have been ordered to begin intensive inspection of all fire hydrants in their district, to report and repair hydrants found defective before the cold weather sets in.

A letter has been received by Commissioner Frank J. Quayle from Mayor William O'Dwyer, expressing appreciation for the part the Department took in the celebration of the Holy Mass for the repose of the soul of the Mayor's wife.

The semi-annual inspection of uniform and equipment for members assigned to Headquarters Staff, S. S. Squad, L. S. Squad, 1 and C. B. I. Squad will be held in the Bureau of Uniform Inspection at the Fire College during office hours from November 17 to November 28, inclusive.

Because of the increase in the price of gasoline as of November and possible still further increase coming, Company Commanders are advised to keep their gasoline storage tanks filled to capacity as far as possible.

According to the latest bulletin from the F.D.A.C., the club is now looking for experts in the matter of self-defense with an eye to forming a boxing team to represent the Fire Dept. in bouts to be held under the auspices of the Mayor's Committee.

Wearing of overcoats became optional effective at 12:01 a.m. last Saturday, Nov. 1. However, they shall not be worn as yet at parades, funerals and the like.

Battalion Chiefs, Acting Battalion Chiefs and their respective aides were again cautioned promptly to notify the dispatcher by telephone of the particulars of the alarm to which they responded and to maintain contact with the dispatcher while at the scene.

The annual memorial service of the St. George Association was held at St. Ann's Church in Morristown last Sunday. The services were conducted by the Rev. Dr. Edward C. Russell, assisted by the Rev. Robert A. Brown, with Newbold Morris delivering the memorial address.

Battalion Chiefs have been directed to order the hose (2 1/2" and 3") of all engine companies

in their battalions to be tested during the six days beginning Nov. 10. This shall apply to all hose issued prior to Jan. 1, 1944.

Lieutenant Michael J. Duffy (1), of Engine Co. 10, will retire on December 1, after more than 44 years' service, most of which was in the 1st Division, where he is the oldest officer in seniority.

Engine Co. 230 will move from its crowded quarters (with H. 102) into its own house on Park Ave., Brooklyn, as soon as the building can be erected.

Ten of those new Chief's cars over in the shops will be equipped with two-way radio.

In the recent straw vote on working hours conducted by the UFOA, the 9 & 15 system won with 43.8 per cent of the total 1,077 ballots. The results were reported in detail in last week's paper, but the number of men mentioned necessary to put the system into effect is not official. It's all in the estimate stage.

Frank Murphy, Chief of Staff and Operations, thinks that 100 Lieutenants should do it. The steps would take care of the higher positions being filled to accomplish improved hours. Chief Murphy stresses as the first need, the awaited promotion eligible lists.

H. 78 had an unfortunate accident with its aerial ladder when the fly ladder snapped and dumped one of the members into the street. The fireman received serious injuries, but luckily for him, he cleared a high tension wire.

Five members of Eng. Co 225, in East New York, were injured when the pumper was in collision with a fuel oil truck while they were responding to a false alarm. Good work on the part of Capt. Fred Allen, who was the only one not tossed off the apparatus, prevented the rig from crashing into a house after careening off the truck.

Coming Events

November 16: Annual memorial service of the Fire Square Club to be held at St. Ann's P. E. Church on St. Ann's Ave. and E. 140th St., the Bronx. Services at 8 p.m. will be conducted by the Rev. Dr. Edward C. Russell, pastor of the church and Fire Department Chaplain.

12 Firemen Promoted to Lieutenant Posts

Twelve promotions to Fire Lieutenant, effective last Saturday, were made by Fire Commissioner Frank J. Quayle. Additional promotions are expected from among other eligibles who have been certified from the Fire Lieutenant promotion eligible list.

These are the first promotions to be made from the new list established by the NYC Civil Service Commission.

New certificates of disability have been returned for almost all eligibles claiming disabled veteran preference on the basis of the zero per cent disability ratings given under the old system. Approximately a third of the men in this category have been denied disabled veteran preference because they do not have a service-connected disability which exists now.

Stratemeyer Aids Salvation Army Plea

Lieut. General George E. Stratemeyer, Commanding General of the Air Defense Command at Mitchel Field accepted the honorary Vice-chairmanship of the Federal Employees Division of the Public Employees Group of the annual Maintenance Appeal of the Salvation Army, which is to open on January 6, 1948. Announcement of General Stratemeyer's appointment was made by Mr. David Sarnoff, Chairman of the Commerce and Industry Committee of the drive, and Chairman of the Board and President of the Radio Corporation of America.

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Carton Requests \$600 Raise for Police

Special to The LEADER
ALBANY, Nov. 3—Patrolman John E. Carton, President of the NYC Patrolmen's Benevolent Association, has submitted recommendations to the Police Conference for a \$600 cost-of-living adjustment.

Representatives of Police in 156 cities convened here at a special organizational meeting.

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Assistant Foremen Lose Court Case

Supreme Court Justice John E. McGeehan denied a motion seeking to compel the NYC Civil Service Commission to promulgate the Assistant Foreman (Sanitation) promotion eligible list. The action was brought by eligibles who wanted the list promulgated and certifications made in time for them to apply for the Sanitation Foreman test, since closed.

The court ruled that the Commission was not being "unreasonable, arbitrary or capricious" in holding up promulgation of the list.

The list had been held up in a general snarl resulting from the zero per cent disability issue. Since the action was brought the Commission has come to an agreement with the Veterans Administration on a new disability certificate which eliminates the term "zero per cent disability," and permits the Commission to complete the Assistant Foreman list as well as several others. The Commission has promised to promulgate the Assistant Foreman list as soon as new certificates are received from the VA from all men in the zero per cent disability category.

McDermott Appointed By Franklin Institute

ROCHESTER, Nov. 3.—Edward J. Keenan, Director of Franklin Institute, has announced the appointment of Thomas C. McDermott as head of the Department of Educational Research and Development of the nationally known correspondence school.

In making known the appointment, Mr. Keenan said: "The selection of Mr. McDermott for this position climaxes several months' work in setting up an expanded program of research and development here. We have devoted considerable effort to getting the department started and we are certain now that our work will be productive. Mr. McDermott is ideally qualified for the position. His work will contribute a great deal to our educational methods."

In his new post, Mr. McDermott will direct the application of the newest developments in education to correspondence school work. Visual aids, illustrative methods, mock-ups and other devices will be emphasized in the new research and development program according to the announcement.

8 Win CCNY Insignia

Eight graduating seniors at the City College School of Business and Civic Administration have been awarded Insignia for outstanding work in extra-curricular activities during the past four years, Dr. Thomas L. Norton, Dean of the school, announced. Major award winners were Allan G. Aaronson, Irwin Baskind and Murray Weidenbaum. Students receiving Minor Insignia were Marilyn Wiltin, Eleanor Lewit, Ivan Remnitz, Leo G. Strauss and Sol Buchalter.

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20-Year Retirement Option For Police and Fire Depts. Asked in Council Bill

A bill to permit uniformed members of the Police and Fire departments the option of changing their minimum period of retirement from previously-selected 25 years to 20 years was introduced in the Council by Councilman Thomas J. Mirabile, of Brooklyn, and referred to the Finance Committee.

The measure, sponsored by the Uniformed Firemen's Association

and supported by the Patrolmen's Benevolent Association, offers benefits to police and firemen willing to pay higher pension rates to retire at an earlier age.

Councilman Mirabile intends to press for passage of the bill within the next two weeks.

Both John P. Crane, President of the UFA, and John E. Carton, President of the PBA, thanked Mr. Mirabile for his bill to amend the Administrative Code.

UFOA Closes Nominations For Executive Members

The deadline closed Monday, November 3, for nomination of candidates to fill three posts on the Executive Board of the Uniformed Fire Officers Association. The Association's regular meeting was being conducted at the Hotel Martinique as The LEADER went to press.

Elections will be conducted to fill vacancies for one Captain, one Lieutenant and one Chief who will serve three-year terms. They will succeed Frank Murphy, Chief of Staff and Operations; Winford Beebe, Acting Battalion Chief, and John Mullen, Lieutenant.

Ballots will be sent out to each member about November 20, along

with stamped, addressed envelopes which will be returnable in five to seven days. The balloting is being conducted by the Honest Ballot Association. Final results are expected to be announced late in November and the winners inducted in January.

Petitions already have been submitted for the following, with a few more expected.

For Chief vacancy—John Broderick, 7th Battalion;

Captain vacancy — Edwin Schneider, E. 226; Charles Walsh, E. 76.

Lieutenant vacancy — Francis Martin, H. 129; Charles Burns, H. 113; Charles Freeman, H. 19; Harry Daniels, E. 69.

7 Tests Approved

Seven open-competitive and promotion examinations have been approved by the NYC Civil Service Commission. The examinations have been submitted to Budget Director Thomas J. Patterson for his approval.

Assistant in Health Education is the only open-competitive examination. The promotion tests are Accountant, various departments; Assistant Landscape Architect, NYC Housing Authority; Junior Accountant, various departments; Stenographer, Grade 3, city-wide; Stenographer, Grade 4, city-wide, and General Medical Superintendent, Hospitals.

One Candidate Lucky

The NYC Civil Service Commission has corrected an error made in the scaling of Part II of the written examination for District Health Officer, Grade 4. Correct questions erroneously were given 1.25 points credit each, instead of 1.33. The error affected only one candidate, who now receives a passing mark. The relative positions of all candidates who passed on the original basis is not affected.

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Safety Inspector Test Open Until Nov. 18

An examination for Safety Inspector, CAF-9, has been opened to obtain eligibles for \$4,149-a-year jobs with the Bureau of Motor Carriers, Interstate Commerce Commission, in all 48 states. Applications are being accepted until Tuesday, November 18. Applications must be filed with the Commission at Washington 25, D. C. They may be obtained in Washington; at 641 Washington Street, NYC, and at most post offices outside of New York, N. Y. Applications will be accepted through the mails. In addition to a qualifying written test, applicants must have at least three years of experience in

one or more of the following activities: Investigation of highway accidents; safety inspection of motor vehicles; conducting of hearings on violations of traffic regulation, or on circumstances surrounding traffic accidents; maintenance of vehicles of motor carrier fleets; or development or execution of highway safety programs of an engineering, enforcement, educational, research or promotional nature. This experience must have been in a Federal, state or municipal agency, or a quasi-governmental institution, an educational institution of college rank, a motor carrier operating fleet or an insurance company.

In The Public Interest

The Uniform Firemen's Association OF GREATER NEW YORK LOCAL No. 94, I.A.F.F., A. F. of L.

Recommends to its membership the following action with regard to Amendments and Propositions to be voted upon Election Day, November 4, 1947 . . .

Vote YES on Amendment No. 1 VETERANS' BONUS

This provides for the payment of a State Bonus to veterans of World War II.

Vote YES on Amendment No. 2 ABSENTEE VOTING

This liberalizes the laws to permit more extensive use of the Absentee ballot and covers New Yorkers who are inmates of U.S. veterans' hospitals and soldiers' and sailors' homes.

Vote YES on Amendment No. 3 COMPENSATION OF LEGISLATORS

This proposes an amendment to the State Constitution in relation to compensation of members of the State Legislature.

Vote NO on Amendment No. 4

REMOVAL AND RETIREMENT OF JUDICIARY This proposes a change in the present system of retiring or removing judges and justices.

Vote NO on Amendment No. 5

CREATION OF NEW JUDICIAL DISTRICT This proposes the creation of another judicial district out of the Second Judicial District, the new district to consist of Queens, Nassau and Suffolk Counties.

Vote YES on Proposition No. 1 SLUM CLEARANCE

This would authorize a State bond issue to the amount of \$135,000,000 for the purpose of making loans to the cities, towns and villages for slum clearance and low cost housing.

Vote YES on Proposition No. 2 LOW RENT HOUSING

This would increase the annual amount of State subsidies to achieve and maintain the low rent character of housing projects.

Vote YES on Proposition No. 3 LOW RENT HOUSING

This proposition would also increase the amount of State subsidies on low rent housing contracts.

Vote YES on Proposition No. 4 ABOLISHMENT OF PROPORTIONAL REPRESENTATION

This would amend the City Charter so as to abolish the proportional representation system of electing members of the City Council and would provide for the election of one Councilman from each Senate District.

REMEMBER PLEASE . . .

Vote YES to Abolish PR
Vote YES to Give Vets a Bonus

JOHN P. CRANE,
President U.F.A.

Attendant Test To Be Held Nov. 8; 12,866 Notified

The Attendant, Grade 1, written examination is scheduled to be taken by 12,866 candidates summoned to appear next Saturday, November 8, in seven NYC high schools.

Notices have been mailed to all 12,866 candidates by the NYC Civil Service Commission. Do not apply for a change in the school assignment. The Commission has assigned 1,358 candidates to George Washington, 1,678 to Seward Park, 2,000 each to Stuyvesant and Lincoln, 2,157 to Tilden, 1,935 to John Adams and 1,738 to DeWitt Clinton.

The LEADER issue of November 11 will carry the official tentative key answers for the written test.

Candidates will be judged solely on the results of the written test which is designed to evaluate general knowledge and intelligence, and ability to follow instructions.

Separate eligible lists will be established for men and women. The women's list will be used for Elevator Operator (Women) as well as Attendant. The men's list also will be used for Caretaker, Grade 1; Handyman; Messenger, Grade 1; Process Server, Grade 1; Watchman, Grade 1, and Elevator Operator (Men). The salary is \$1,860 to \$2,460 total, with entrants receiving the lower pay.

Final Key Answers For Visual Aid Job

Final Key Answers for written test for Visual Aid Technician (5349), held September 11, 1947, were released by the NYC Civil Service Commission as follows: 1.C; 2.A; 3.D; 4.A; 5.B; 6.D; 7.B; 8.B; 9.B; 10.B; 11.C; 12.B; 13.A; 14.A; 15.C; 16.D; 17.A; 18.C; 19.A; 20.C; 21.D; 22.C; 23.C; 24.C; 25.C; 26.A; 27.A; 28.A; 29.C; 30.D; 31.D; 32.B; 33.D; 34.B; 35.B; 36.C; 37.A or D; 38.A; 39.D; 40.D; 41.A; 42.A; 43.A; 44.D; 45.D; 46.C or D; 47.A; 48.B; 49.A; 50.A; 51.C; 52.A; 53.A; 54.D; 55.A; 56.C; 57.D; 58.B; 59.C; 60.A; 61.B; 62.D; 63.C; 64.D; 65.C; 66.B; 67.B; 68.D; 69.D; 70.A; 71.D; 72.B; 73.B; 74.D; 75.C; 76.B; 77.A; 78.A; 79.D; 80.D.

HEALTH OFFICER LIST

The District Health Officer, Grade 4, promotion eligible list has been promulgated by the NYC Civil Service Commission.

Vet Preference Given By NYC in Labor Job

(Continued from Page 1)

at \$2,160 total, bonus included. These annual salaries represent, respectively, \$39.23 and \$41.54 a week.

Schedule Given

The applications will be received in the Department of Parks gymnasium, at 232 West 60th Street, between Tenth and Eleventh Avenues, beginning the first week in December. No attempt to apply should be made until then. The tentative schedule that apportions separate periods for combined issuance and receipt of applications, to particular jobs, follows:

- Laborer (Male)—December 2, 3 and 4.
- Cleaner (Male)—January 6, 7 and 8.
- Cleaner (Female)—February 3, 4 and 5.

The Commission will be strict in enforcing the schedule. For instance, no applications can be obtained for either Cleaner job during the first period, the three days in December allotted to Laborer. After that period is over, no applications will be received for Laborer. Only during the January dates will the Cleaner (Male) applications be issued, and only during the February dates the Cleaner (Female) applications.

All At Once

The entire operation of receiving, filling out, swearing to and filing will be performed in one visit. It will not be possible to receive or submit applications by mail. No applications will be issued or received at the Commission's office, but only at the single address given above. To accomplish this, especially the notarization, since all applications for NYC jobs must be notarized, the Commission is having 15 or 20 of its own staff qualify as notaries.

There will be a \$1 filing fee. It is not expected that there will be any charge for notarization, although this has not yet been definitely settled.

The applicants are required to be citizens of the United States and conform to the Lyons residence law, which requires residence in NYC for three years

next preceding appointment. Original cases will be decided liberally, it is believed.

After the filing is complete the candidate has to do nothing additional, except to pass a simple literacy test. The details of this test have not yet been decided, but the policy of simplicity is assured. The candidate will be asked to read aloud matter printed in plain, simple English, about 50 words. Then he will be asked to demonstrate that he can write English. Nothing perfect or fancy is expected—just enough performance to enable the Commission to hold that, in a general sense, the applicant can write English. He or she doesn't have to write much English, not even if any too well, but ability to do it, say, after a fashion, he or she must have.

Like First Voting

The literacy test is expected to be similar to that given to persons who register to vote for the first time. In this test the person is given a short paragraph to read. He then is asked questions on points covered in the paragraph. For example, suppose a paragraph is about George Washington. Somewhere in the paragraph it will say that he was the first President. One of the questions probably would ask who the first President of the U. S. The applicant would write down the answer, the information which is obtained from the printed matter submitted. These paragraphs are clearly and plainly worded. In most cases the questions can be answered by copying entire sentences out of the paragraph.

Literacy Test

The literacy test will not be given at the same time that applications are issued and received.

The names of applicants who qualify will be arranged in order of their time of filing. Hours and minutes will be stamped on the blanks. Thus, it is very advantageous to apply on the first of the three days allotted to any particular job. Many will stand line all night, no doubt, to prove their chances of getting one of the highly-desired permanent jobs. There are 2,200 vacancies. More are expected.

As the positions are in the Labor Class, the strictness which applies to positions in the Competitive Class will not be present. However, anything involving misrepresentation, deceit, untruth or fraud will disqualify a candidate, and any discovered attempt at impersonation will not disqualify the candidate, but subject him or her to criminal prosecution. Impersonation is sending of some one else to take the test in one's own name. Special watchers will be on hand to look for impersonators. The Commission feels that it has developed such an excellent system of spotting impersonators that nobody who attempts to make believe is somebody else will get by. Impersonations have been a serious problem in past Labor Class examinations.

30 NYC Tests Open on Nov. 6

Issuance and receipt of applications begins this Thursday, November 6, for 30 examinations in the NYC Civil Service Commission's November series. The filing period will close Monday, November 24, for all examinations except Conductor, NYC Transit System, which will be open until Wednesday, November 26.

Applications will not be issued or received for any examination on Tuesday, November 11, or Saturday, November 15. The Commission will issue applications for all examinations except Conductor at 96 Duane Street, from 9 a.m. to 4 p.m. on weekdays, 9 a.m. to noon on Saturdays. Conductor applications will be issued and received in the five Collector's offices Mondays through Friday from 9 a.m. to 3 p.m. Apply for Conductor in the neighborhood of your residence.

Seven of the examinations are open-competitive, the rest preferential. The tests are listed on pages 8 and 9 of this issue of LEADER.



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