

# Civil Service LEADER

America's Largest Weekly for Public Employees

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## First Check Under State Hazard Pay



See Page 2

# MARSHALL PLAN JOBS TO BE FILLED QUICKLY

## Drive Starts for State Pension Gains; Employees to Seek Higher Minimums

### Review of Retirement Laws Enacted in '48

ALBANY, May 3. — Retirement liberalization legislation proposed by the Civil Service Employees Association, which failed on enactment this year, will be pressed at the next legislative session.

The LEADER learns that a strong current of opinion exists in official circles favorably disposed to the program, and that the likelihood of success will be better.

The door has not been closed, just because the bills were not enacted, the Association emphasizes, for history proves that more measures finally succeed only after several years of failing.

"We are convinced," said Association Counsel John T. DeGraff, "that the foundation has been well laid and that in time a good, sound structure can be built on that foundation."

**Year-round Conferences**

The Association's program in respect to retirement included 28 bills, an indication of the predominant interest of the State employees in the Retirement Law and its liberalization. Only 11 bills, none of which materially liberalizes the law, were passed, indicating the difficulty in this field and

the work yet to be done.

The Association has held year-round conferences with Comptroller Frank C. Moore's office on retirement liberalization. The officers and Committees have presented numerous proposals, all designed to alleviate existing conditions. "We feel that these proposals received careful consideration and we understand the difficulties involved in the adoption of the major reforms we have suggested," said Mr. De Graff and Assistant Counsel John E. Holt-Harris, Jr. "The problem is not insoluble but obviously requires a good deal of further thought and effort on the part of the Association and the administration. We intend to continue our conferences with the Comptroller and his staff and to urge our proposals upon the administration and the legislature."

**Insurance of Loans**

Two years ago, the Association was successful in getting a law passed providing for life insurance on loans made to members of the Retirement System. The provisions would have expired on April

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### Preference Ruling Changes State List

ALBANY, May 3. — The State Civil Service Department has started issuing eligible lists with primary preference given only to veterans with a disability rating of 10 per cent or greater, in line with a recent decision of the Court of Appeals in a NYC case.

The veterans who claimed disability of less than 10 per cent — the so-called zero disability rating cases — are placed in the relative order of their percentage scores in the examination among the non-disabled veterans. Thus they drop as far down among the non-disabled veterans as their percentages require.

**Goes 103 Places Farther Down**

The first example of the change occurred in the open-competitive list for Senior Clerk, State and County departments. The State had been allowing preference claims to zero per cent disabled veterans and the list was all ready to shoot on that basis, when the decision came down. No. 1 on the list, as proposed, dropped to position 104. Twenty-nine others moved down, or about one-third. The final list contains 2,031 eligibles, 74 of them disabled (10 per cent or more) one-third of the remainder non-disabled veterans, and two-thirds non-veterans.

**Problem Remains**

No decision has been reached on what to do about zero per cent disabled veterans previously appointed or promoted on the basis of primary preference.

(The list may be inspected at The LEADER office, 97 Duane Street, NYC, two blocks north of City Hall Park, just west of Broadway).

### Consideration Pledged to All Applicants For Positions

By CHARLES SULLIVAN

WASHINGTON, May 3. — By May 21 the Economic Co-operation Administration will have screened the applications it has already received, and some that it is yet to receive, so that before the end of the month large-scale hiring can be begun. This is the agency that will administer the Marshall Plan for \$5,300,000,000 relief to Europe and aid to China, and of which Paul Hoffman is Administrator.

Notices will be mailed promptly to those deemed qualified, on the basis of training and experience shown in their applications. Most of the applications have been in the form of a letter, others were resumes, while a smaller percentage were sent in on Form 57 of the U.S. Civil Service Commission.

## NYC Raises Are Called Not Large Enough

By MORTON YARMON

The private opinion of NYC employees, as determined by a selective sampling by The LEADER, is that the \$250 salary increase, even though an addition to base pay, is not nearly enough. The formal declarations of organizations, through their officers, differed, but there was strong opposition to the low figure from those leaders who dared to be outspoken on the subject.

**Open Opposition**

The United Public Workers, CIO, made a biting attack on the paucity of the amount, while the Civil Service Forum, in taking

the same position, did so more temperately.

**Fare Eats Into Raise**

The prospective fare increase, which made the raises possible, adds \$25 a year to the expenses of the employees themselves, and, on an average, as much, in total, for the other members of the family, so \$50 of the \$250 goes for that alone. In addition, the deduction for pension contributions is increased, as is the withholding tax, so that the take-home money will in many instances be only \$150 a year more, or about \$3 a week. This, say employees, comes nowhere near meeting the degree that costs have risen since the last raise, and still leaves NYC em-

ployees behind the eight ball.

The transit workers are expected to get an increase of 24 cents an hour, or about twice as much as the others, because their pay has been steadily below par, in fact, the lowest, by comparison, throughout the country, for the type of work performed. The teachers will get withheld increments, but only the ones they feel they were entitled to by law anyway. Most of the teachers will have to worry along without an increase.

**Price of Harmony**

In the interest of harmonious relations with the administration of Mayor William O'Dwyer, some leaders of organizations have accepted the \$250 raise with tempered expressions of gratitude and

in the hope that other forms of financial benefit will accrue, including ones already in the works or promised.

**What Happened Elsewhere**

Disappointed employees made comparisons with the action of the administration of Governor Dewey in raising State pay by 15 per cent to the \$3,000 level, and by 10 or 5 per cent for higher levels, following a cost-of-living bonus of two years ago of from 14 to 30 per cent, incorporated last year into base pay, and the two U.S. salary increases, in 1944 and 1946, which exceed the NYC totals, and with more in line for enactment at the present session of Congress.

**Careful Consideration Promised**

Applications should be addressed to the Recruitment Division, Economic Co-operation Administration, Walker-Johnson Building, New York Avenue NW, Washington, D. C.

The ECA has promised that all applications will be given careful consideration. No list of titles has been given out yet, but the usual run of office titles will be included, such as Clerk, Stenographer, Typist, Accountant, Auditor and Office Machine Operator. Besides, there will be need for persons skilled in such specialties as invoicing, merchandising.

ECA has been borrowing employees from other Federal departments, but budget restrictions on these other departments has made it necessary for ECA to hire its own employees.

The jobs are not subject to the rules of the Civil Service Commission.

Jobs will likely be on a two-year basis, with possible two-year renewal. Almost half are expected to be in the United States, the rest overseas.

More than 100 ECA domestic jobs will pay \$10,000. Ranking domestic jobs will range from \$17,000 to \$20,000, with 30 jobs at \$15,000. The highest-paying job outside the United States, under ECA, will pay \$20,000. About 45 overseas jobs pay \$13,000.

The jobs for which there are numerous vacancies will be at regular U.S. Civil Service rates, with 25 per cent extra for overseas duty.

## Woman Cleaner Exam Opens for 3 Days Only

The Municipal Civil Service Commission will accept applications for Cleaner (Women), Labor Class, from noon to 7 p.m. on May 4, 5 and 6 at the Park Department Pool, 533 West 59th Street, between 10th and 11th Avenues, Manhattan.

Female Cleaners in the City of New York clean, dust, polish, scrub, sweep and perform other

light labor services in public buildings.

**Citizenship Required**

Appointments for full-time work will probably be made at base salaries of from \$1,450 to \$1,630, plus cost-of-living adjustment of \$660 per annum. The totals are \$2,110 to \$2,290, or about \$40 to \$44 a week. It is not planned to give the \$250 addition to base pay to

persons entering City service.

At the date of filing applications, candidates must be citizens of the United States and residents of the State of New York. For appointment in most city departments, eligibles must have bona fide residents and dwellers of the City of New York for at least three years immediately preceding appointment.

All candidates must be able to

read and write English.

There will be a \$1 fee for filing and a 12-cent charge for notarization. The position of passing candidates on the eligible list is determined by the order of their application numbers, subject to veteran preference, which in this test will not affect many.

The first to file will receive the lower application numbers.

## STATE AND COUNTY NEWS

### Hazardous Pay to Be Included In June Checks Under New Law

ALBANY, May 3. — A detailed explanation of the new hazardous pay law (Chapter 596, Laws of 1948) was given by John T. DeGraff, Counsel, and John E. Holt-Harris, Jr., Assistant Counsel, as an aid to members of The Civil Service Employees Association in understanding the purpose and effect of the statute. Provisions in § 42 of the Civil Service Law were repealed, relating to additional compensation for hazardous and arduous employment, but addition to basic pay was granted instead, under specified circumstances.

The new law became effective April 1 last.

#### Old Law Presented Difficulties

The explanation given by Messrs. DeGraff and Holt-Harris follows:

"For some time past it had been apparent that the administrative difficulties arising out of the extra-hazardous pay provisions of the law were presenting almost insurmountable problems. The artificial requirements by which eligibility for such pay were determined led to endless bickering and red tape. In view of these difficulties the administration called for a repeal of the extra-hazardous pay provisions.

"After prolonged study we proposed a compromise solution which was acceptable to both sides. The law resulting from the compromise repeals the provisions for extra compensation for extra-hazardous duty but protects employees now receiving such pay. It provides that any employee who received \$50 or more in his regular positions during the fiscal year, 1947, as extra-hazardous compensation, and who received some part of that amount in the last quarter of the year, will have the entire amount received last year, for a forty-hour week, frozen into his basic pay.

#### Main Provisions Explained

"Because of the complexity involved in computing the amount of hazardous pay, it will not be incorporated in the payrolls until some time in June. Thereafter, however, employees will receive a separate check for the amount due in the interval, so that payments will be fully retroactive to April 1st. Some of the provisions of the bill which require explanation are as follows:

"1. Employees who are now receiving the maximum for their position will, nevertheless, have hazardous pay added to their basic salaries. They will continue at that rate—above the maximum until promoted to a new position or reallocated to a higher position.

"2. Employees will receive their April 1, 1948 increment even though the increment, plus the hazardous pay, brings them over the maximum of their grade. This is extremely important because it was the major point discussed at the meeting of institution representatives who specifically requested that the law be drawn in such a way that employees would not lose the increment they would otherwise receive on April 1, 1948.

"3. Since the hazardous pay will become a part of basic compensation, the emergency bonus will be computed on the higher total, and overtime compensation in excess of 40 hours will also be computed on the higher total.

"4. The amount of hazardous pay merged into basic annual salary will be the amount received last year on a basic 40-hour work week. This is done because, if the freezing were to be computed on a 48-hour week, the hazardous pay for overtime would be counted

twice. For example,—if a person got \$100 hazardous pay last year on a basic 40-hour week, he received \$120 in hazardous pay for working 48 hours. If the \$120 received for 48 hours work were added to his 1947 basic pay, commencing April 1, 1948, another 20 per cent would be added for overtime, thereby giving him \$144 for hazardous pay for 48 hours in 1948, instead of the \$120 actually received last year. The law consequently provides for adding, on April 1, 1948, the \$100 received last year on the basic 40-hour week. Twenty per cent will be added to this for working 48 hours during the coming year, so that the employee will receive the same \$120 this year that he received for hazardous pay last year. This explanation, which will probably require re-reading two or three times before it is understandable, illustrates some of the difficulties involved in the problem.

#### New Titles, Higher Pay for Some

"In addition to the merging or freezing of hazardous pay, certain positions will be reclassified upward by administrative action. Employees engaged in attending

T. B. patients, for example, are expected to receive new titles and a higher salary grade. In other cases where the problem is more difficult, the Association will request hearings. Despite recent increases in compensation for Attendants, Nurses and others engaged in taking care of the inmates of our state institutions, we feel that present rates are still too low and that the ultimate solution is to reallocate these positions to a higher grade.

"It is obvious that, in order to avoid further dissatisfaction, the administration of state institutions will require delicate and enlightened judgment. As a general rule, it is felt that the employees who benefit under the provisions outlined above, will be those required to perform work formerly designated as extra-hazardous. Some employees who have not so benefited will undoubtedly be called upon to perform such work on occasion without extra compensation, but it is felt that a careful handling and distribution of the work load involved in this problem should result in a minimum of difficulty."

### Southern Conference To Study Grievances

WASSAIC, May 3.—The Southern Conference of The Civil Service Employees Association met at the Wassaic State School. The Conference was welcomed by Nellie Innocent, President of the Wassaic State School Chapter, who turned the meeting over to the Chairman of the Conference, Francis A. MacDonald, who is also Social Welfare Department Representative on the Executive Committee of the Association.

Mr. MacDonald thanked the entire Conference for the interest and activities displayed and for the excellent attendance at the meeting. Reports of committee chairmen were submitted.

Chairman MacDonald reviewed the legislation passed at the last session of the Legislature.

"The Association had one of its most successful years," commented Chairman MacDonald. "The salary increases of 15, 10 and 5 per cent are concrete proof of the work done by the Association, and of the administration's recognition of the needs of State workers in meeting the burden of inflationary cost of living."

#### H. W. Phillips Is Impressed

Vice-chairman Harry W. Phillips reported on the previous meeting of the Board of Directors of the Association and on the meeting of Conference chairmen, held on the same day, both in Albany. Mr. Phillips praised the teamwork that was demonstrated in achieving Association objectives and expressed amazement at the great amount of work done, and with speed and efficiency, on behalf of improving State employees' conditions.

Rangwald H. Brusie, Treasurer of the Conference, submitted his report, which was approved.

Laurence J. Hollister, Field Representative of the Association, reported on the progress of the building fund drive and stressed the importance of everybody lending a real hand to assure the drive of notable success. He also stressed the necessity of making

advance reservations for hotel accommodations and tickets to the Association dance to be held on Saturday, May 22, at Albany. A special meeting of the Association will be held on the same day.

#### Dues Discussed

The Conference discussed the proposal to increase the membership dues in the Association, and the consensus was that an increase is necessary, but the chapters felt that raising the dues should also result in further increase of service to members.

On the question of publicity, the Conference voted in favor of continuing the praised relationship with The LEADER.

A committee, headed by Mr. Brusie, was appointed to submit proposed revisions of the Conference constitution and by-laws.

Nick Glusko, President of the Bridge Authority Chapter, reported on working conditions and looked to the Association to obtain correction of conditions objectionable to employees.

A committee was appointed by Chairman MacDonald, with representation from every department which has Conference membership, to canvass the problems in the departments, state objectives and report back. Copies of the committee report will be sent to the four other Conferences, in line with the policy of Conferences letting one another know what they are doing.

E. Kenneth Stahl, Chairman of the Capitol District Conference, was among the notables at the meeting. Mr. Stahl participated in the discussion and cited the value of unity among Conferences. He thanked the officers of the Southern Conference for help in getting the Capitol Conference established. He received rousing rounds of applause and was invited to attend all future Southern Conference meetings as a guest of honor.

A nominating committee was appointed to submit a proposal for a slate of officers of the Conference to be voted on at its next annual meeting, in June.

"Much good has been accomplished at this meeting," remarked Chairman MacDonald.

The meeting adjourned at 7:15 p.m. and the delegates repaired to the Brookside Inn for dinner.

Departments represented at the meeting and dinner included Mental Hygiene, Correction, Social Welfare, Conservation, Public Works, Armories, and Bridge Authority. Chapter representation included Wassaic State School, Hudson Training School, Hudson River State Hospital, Hudson Valley State Hospital, Westfield State Farm, Orange County Public Works, Hudson Valley Armories, Bridge Authority, New Hampton and Warwick.

### Letchworth Diners Hear Employee Aims Acclaimed

The Letchworth Village Chapter at its annual dinner was host to Senator Thomas E. Desmond and Assemblyman Robert Walmsley and many friends from neighboring Association chapters.

William F. McDonough, Executive Representative of the Association, brought to the meeting the greetings of Dr. Frank L. Tolman, President of The Civil Service Employees Association, and reported upon legislative action and the general activities of the Association.

"It is now clearly apparent that the efficiency of public service and sound employment conditions for public workers are the direct result of intelligent organization of public employees dedicated to high ideals of public service and public employee welfare," said Mr. McDonough.

"The Civil Service Employees Association, of which your chapter is a very helpful part, has initiated each movement for improvement of State service through careful selection and promotion of personnel and the establishment of employment conditions vital to the welfare of personnel. It is proud of the fact that it has secured for its members conditions as to salaries, hours, vacations, holidays, sick leave and compensation as satisfactory as exist in the most advanced public and private employment anywhere.

#### Still Room for Improvement

"It is conscious that improvement is still possible in recruitment, promotion, dismissal and retirement laws and procedures. These are the most substantial matters in personnel administration. They overshadow in importance compensation and leaves. They have to do with stability of employment and recognition of sound principles of advancement to positions of greater responsibility and greater satisfaction to the worker. They are essential to home and community planning.

"Our basic civil service laws require recruitment on the basis of merit and fitness for all positions in civil government with competitive tests the rule. They require the safeguarding of promotion opportunities on the same basis of merit and fitness. Our various agencies of recruitment and promotion are obviously not meeting satisfactory standards of performance, whether by reason of inadequate finances, unworthy political pressures, or lack of vibrant faith in the merit plan principles. Thousands of workers have not been recruited on basis of merit and fitness and thousands await action to attain merited promotions. Governor Thomas E. Dewey, and the Legislature, this year, provided generously for civil service administration and this will undoubtedly expedite the day of efficient application of civil service laws and rules.

#### Inadequate Pension Provisions

"Our pension provisions have been proven inadequate to meet present-day needs. No relief was provided by our lawmakers this year. The Association's program, reflected in various measures introduced in the Legislature, stands unchallenged as the sound way of

improvement of our retirement system.

"It is not enough for any progressive group that they may be better off than they were in a previous period of time, or that they enjoy better things than may prevail elsewhere. To my mind any such satisfaction is retreat from the ideals set forth in the purpose and policy of the Association. The progress made thus far must be a stepping stone to greater accomplishment on behalf of good government and sound social conditions. As Gilbert Chesterton so well puts the matter: 'Conservatism is based upon the idea that if you leave things alone you leave them as they are. But you do not. If you leave a thing alone you leave it to a torrent of change. If you leave a white post alone it will soon be a black post. If you particularly want it to be white you must be always painting it again.'

"We particularly want the merit system to be respected and applied in every department and every part of our program for the best possible civil service and sound labor relations in public employment. We know from first hand experiences that efficient government is assured only where the best fitted among our citizens have an opportunity to serve in the positions of civil government and once chosen that personnel administration must be such as to stimulate the maximum of efficiency in the individual."

Mr. McDonough cited Senator Desmond as one of the most progressive statesmen to sit in the State Legislature in the history of that body.

#### Other Distinguished Speakers

Other speakers were Assemblyman Robert Walmsley, Frederick J. Walters, President of the Mental Hygiene Employees Association and 3rd Vice-president of the State Association; Victor J. Paltsits, Vice-president of the Metropolitan New York Chapter and Banking Representative on the State Association Board of Directors; William J. Farrell, 2nd Vice-president of the Mental Hygiene Employees Association, and Mr. Hygiene Representative on the Board; Angelo J. Donato, President of the Bear Mountain Chapter, and Frederick Seminara, President of the Rockland State Chapter.

Mr. Walters made a plea that employees stop the abuse of sick leave and spoke of the inadequacies of the present pension system. He expressed confidence that in the near future some measures will be taken to remedy pension inequities. He expressed sincere regret that John Harris had retired from the office of Delegate for Letchworth Chapter. He praised Mr. Harris's accomplishments in previous years, and the outstanding work he had performed not only for the Chapter but for the association in general. He hoped Mr. Harris would still keep in touch with Association matters, and suggested that he be made a key man for consultation by the officers of the Chapter on important issues.

Mr. Paltsits discussed the need

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### Moore Presents Check to Delaney

ALBANY, May 3.—State Comptroller Frank C. Moore, presented a \$20 check and a Certificate of

Merit to Alfred A. Delaney, Principal Account Clerk in the Department of Audit & Control, for his suggestion to increase the efficiency of claim payments.

The award was recommended by the State Employees Merit Award Board in recognition of Mr. Delaney's proposal that a new form be used for posting claims schedules which will simplify and speed up their handling by punch-card machines operators.

Mr. Delaney, who lives in Albany, received his award at a ceremony in the Comptroller's office.



Angels in the show, Cella Vartigan, Education; Theresa Leahy, DPUI; Edna Walsh, DPUI; Elizabeth Mihanian, DPUI; Dorothea Hoffman, Correction; Mary Clark, Correction; Elizabeth Cregan, Correction; and Catherine Holton, Correction, at Association dinner.

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# STATE AND COUNTY NEWS

## Raising of Dues Discussed

ALBANY, May 3—Members of the Civil Service Employees Association are considering the advisability of raising membership dues to \$5 a year.

The organization points out that it is growing and that it must function in a manner consonant with its increased power and activities. It holds that the problems of State and local employees require the most modern, efficient kind of activity. It feels that these problems will be formidable, and that the Association must be prepared to meet them adequately. It points out that, even if dues should go up to \$5, this figure is still by far the lowest of any group organizing public employees; in fact, less than half the amount charged by other groups; and that \$1 today brings no more in services than \$3 purchased in pre-war days.

Association headquarters makes it clear that it does not intend to make the decision for the employees—but does want them to know all the pertinent facts, and to give in full the answers to such questions as "What do members get for their money?"

### What the Members Get

One quick reply to this question is that in 1948, the members are getting more than \$20,000,000 in pay increases. This pay raise, as a matter of cold fact, would never have come about without the careful work of the Association. It came because of a thorough mashing of all the Association's resources—six months of negotiation; a year of "pounding" by the Civil Service LEADER; a thorough study by Association experts of the Salary Standardization report and a technical answer to that report which Governor Dewey accepted; the lining up of strong legislative support throughout the State; the building of arguments so formidable that the administration had to be impressed by them; and the long-time building of mutual good relations with the administration.

These activities took effort, brains, and money. The Association probably spent less for the achievement of this great gain than any other similar organization could possibly have done.

Every year since the Association assumed the leadership in promoting employee welfare and safeguarding the merit system, the problems to be met have increased. Today the Association is faced with the need of expanding its services in these fields.

### Legislation

A huge quantity of work is performed today by the Association's Counsel and Assistant Counsel, working closely with the Board of Directors and chapters throughout the State. Additional research, conferences, secretarial assistance, public relations and publicity are needed. Some of the most important of the Association's State-wide legislative objectives, like improvement of the Retirement System, enactment of a Public Employees Labor Relations Bill, an improved vet preference law, will require powerful marshalling of strength through the publicity facilities of the Association.

### Safeguarding Merit

Every employee is directly concerned that he should not lose out because of non-merit actions. He requires assurance of appointment on the basis of legal civil service; full protection of promotion principles; extension of the competitive class; a fair rating system; equal pay for equal work; employee representation before the Civil Service Commission, Salary Board, Classification Board, Rating Board; improved examination procedures; a good in-service training plan. These matters affect each employee at one time or another, and staff study and action call for expansion of force and facilities.

### Services to Individual Members and Chapters

The Association wishes to expand an important branch of its service to members. Scores of chapter problems and problems of

individual members relating to examinations, salary status, classification status, retirement, vacations, sick leave and dismissals pour into headquarters every day. This requires expert legal and technical services within headquarters, and contacts with department heads, commissions, budgeting authorities and other administrative officials. Association headquarters is the clearing house for every employee problem, and the desire is to do even more in this important direction. No one has so much knowledge and know-how; but the Association must have the force and facilities to clear each case promptly.

### Organization

The building of Association membership does not come by itself. This fundamental work takes enormous effort. The Association has added a field representative for the County Division, has stepped up its organizing. Strength lies in numbers, and the decision of Association members was that organization should expand, to make the Association the most powerful public employee group in the United States. Membership growth takes effort, including a large amount of secretarial and bookkeeping activity. The Association feels it must invest in new office machinery to make this end of its work more efficient, to add employees where necessary to its staff.

### Publicity

The public must know the facts as to public employee needs. Publicity through the press, through the Association's own publications, through the radio, through paid advertising—all these are vital to the success of the employee's program. The Association needs powerful publicity punch to get the attention it needs of public employees and of the public service. How important such publicity can be is demonstrated by the independent action of the Civil Service LEADER in furthering Association interests. In one case, The LEADER at one point prevented the scuttling of the Feld-Hamilton through its contacts with the Legislature and through its public exposure of the proposed "scuttling." On another occasion, The LEADER, as a private newspaper, investigated the background of a lawyer who had set up a new organization to compete with the Association. The LEADER's reporters discovered this individual had been up on serious charges before the Appellate Division, printed the facts, and put an end to that organizing attempt. The LEADER is read and respected by every important State official. It makes the influence of the Association felt on a scale far beyond the confines of the employees themselves, and has helped to bring the needs and problems of the employees to all the citizens. Governor Dewey has publicly commented on the importance of this paper. State of-

ficials are extremely sensitive and responsive to it.

Strong conference and chapter pressure on local legislators has been an outstanding contributant to success of association objectives.

### Field Services

The Association's 125 chapters function through organization. Nothing is so vital as meeting members locally in their chapters where, by word of mouth, question and answer, they may express their opinions and voice their needs in a democratic way. Close contact with Association headquarters demands a competent and sufficiently large field force to visit chapters and conference meetings, and to perfect liaison between members, officers, and headquarters. Travel is expensive.

### Office Space and Facilities

All employees who have been in Albany know how hampered the Association is for lack of space. The present Building Fund Drive, if successful, will supply the office space; operational costs will depend on adequate dues.

### Court Cases

The record of the Association in the courts has been brilliant. Sometimes the rights of public employees can be protected only by appeals to the courts. The Association's counsel is excellent. Means are adequate to present all court cases properly and promptly. This is another investment that pays off exceedingly well in results for members.

### The 60c Dollar

During recent years of spiraling living costs, State employees experienced great difficulty in making ends meet. So did the Civil Service Employees Association. Its dollar today buys 60% of what it bought in pre-war times. All the services, commodities and supplies the Association must purchase in order to protect and promote the welfare of its members have greatly increased in cost.

Through the organized efforts of the Association, its members gained relief through the war emergency bonuses of 1943, 1945, 1946, the overtime pay act of 1947, and the emergency salary adjustment effective April 1, 1948. The Association needs additional income to maintain and improve its service to members.

At a meeting of Association delegates in October, 1946, a resolution was adopted that the Executive Committee be directed to prepare an amendment to the by-laws increasing dues in the State Division to \$5 a year, with \$1 refund to chapters, and that the amendment be effective October 1, 1948. The resolution also called for action by the delegates at spring meeting.

This meeting will be held May 22. The by-law, if approved by the delegates, would read as follows:

"The dues of members of the State Division shall be at the rate of five dollars per annum, of which one dollar shall be refunded to chapters as hereinafter provided."

## The Public Employee

By Dr. Frank L. Tolman

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



### DISHONOR WHERE HONOR IS DUE

TREMENDOUS harm is being done to the public and to the public employee by the constant parrot-like repetition of indiscriminate accusations against the industry, honesty, ability and the loyalty of public employees. The stream of abuse directed against them is having its effect. It is at present centered in Washington. It is no new thing in New York.

Professor Charles E. Merriam, a distinguished student of American politics and government, recently said: "We cannot forget that just treatment is a highly significant factor in morale and loyalty. Indiscriminate baiting of public servants stands across the way of the finest type of public service and the liveliest forms of allegiance to the common good. It tends to drive men away from the public service without which the nation cannot live."

Did Professor Merriam perhaps see the item in "Trends" stating that "the Government has been losing career personnel to private industry at an accelerating rate"?

### Kicking The Wrong Person

The nation and the State cannot live without good government, and good government means simply honest loyal and efficient public employees devoted to the common good.

There can be no objection to candid, fair and factual criticism of the work or of the character of public officials. "Kicking the rascals out" is an essential part of the democratic process. Kicking the able and patriotic public servant about is another matter.

If any fair-minded person wishes to learn the real character and performance of the large body of civil service employees who serve him, he might remember a few facts of common knowledge.

Many career men enter the public service at a considerable financial sacrifice. They may accept a few dollars a year when they are drafted from industry, or they may prefer a government job because of its inherent interest and importance, well knowing they could earn far more in the market place.

Many career men stay in public service even though they are offered higher pay in private business.

Many top public officials stay in their public jobs as long as they can afford to. They leave when they must earn more money.

The service of public employees is tested in many ways, by service record ratings, by competitive examinations, by awards for service beyond the call of duty. By all tests, the civil service plan of selecting the best ability to serve the state compares favorably with any employment plan private industry can show. If judged and known solely by the fruits of their efforts, public employees would be honored rather than ignored or maligned.

## Moore Explains Method Of Speeding Up Pay Checks

ALBANY, May 3. — State Comptroller Frank C. Moore's new method of processing institutional employees' salary checks was detailed today.

Effective with current payrolls the new procedure increases the efficiency of payments to institutional employees, Comptroller Moore said.

At a meeting with Dr. Frank L. Tolman, President, and John T. De Graff, counsel, of The Civil Service Employees' Association, Comptroller Moore announced his decision to eliminate from institutional stub checks cumulative salary and tax withholding data to expedite processing.

Decision was reached after review of payroll procedures embracing twelve types of payrolls, including: regular, overtime, extra service, maintenance refunds, officer's food allowance refunds, hazardous and arduous, part and full time, special skilled labor, special unskilled labor and petty cash payroll payments.

"Change in the institutional employees' check stubs will not eliminate any essential information now available to the employees," said the Comptroller. "Correct accumulated totals of both the total salary paid and the total tax withheld for each employee will be currently available in the office of the payroll officer of each institution. Statements of these year-end totals will still be furnished each employee for income tax purposes as heretofore."

## Salary Board To Hold Hearings

ALBANY, May 3 — The following hearings will be held by the Salary Standardization Board:

May 7 — Department hearing, 10 a.m., Board's Office, Superintendent of Boys' Training School.

May 21 — Department and employee hearing, 10 a.m., Hearing Room II, State Office Building, Albany: Correction Institution Teacher and Correction Institution Vocational Instructor.

May 28 — Employee hearing, 10 a.m., Hearing Room II, State Office Building, Albany: Factory

Inspector, Supervising Factory Inspector, Supervising Boiler Inspector, Supervising Safety Inspector, Supervising Construction Safety Inspector, Mine and Tunnel Inspector, and Supervising Mine and Tunnel Inspector.

The Board consists of Dr. Newton J. T. Bigelow, Chairman; T. Harlow Andrews, William Killian, Everett N. Mulvey and Raymond W. Houston. Philip E. Hagerty is Principal Salary Research Consultant.



Albany Tax Chapter Entertainment Committee—Rita Lemieux, Gerald Ryan and Mrs. Dorothy Hesch. Standing, Solomon Kase and Vincent Campbell.

# STATE AND COUNTY NEWS

## Moore to Discuss Pensions At May 22 Association Meeting

ALBANY, May 3.—The program for the big May 22 special meeting of employee delegates was released this week by the Civil Service Employees Association. Delegates were advised that the hotel situation in Albany is acute, and that reservations should be made immediately.

Association headquarters also requested that remittance for Building Fund Ball tickets be forwarded to Albany immediately. The meeting promises to be of outstanding importance, with a review of the year's work and development of strategy for the Association's advance.

Frank C. Moore, Comptroller, will make an important address on Problems of the Retirement System.

### The Program

The program follows:  
8:30 a.m.—Registration of Delegates and Representatives, Temporary Association Headquarters, Library Room, 3rd Floor, DeWitt Clinton Hotel.

9 a.m.—Meeting of County Division Delegates with Pension Committee, Canary Room, 3rd Floor, DeWitt Clinton Hotel; Presiding: J. Allyn Stearns, 4th vice-president.

10 a.m.—Business Meeting, Crystal Ballroom, DeWitt Clinton Hotel; Presiding: Frank L. Tolman, President. Subject: Amendment to By-laws to Increase Membership Dues of State Division.

12:30 p.m.—Luncheon Meeting, Crystal Ballroom, DeWitt Clinton

Hotel; Presiding: Frank L. Tolman, President. Speakers: State Comptroller Frank C. Moore. (Another interesting talk by a prominent State official is being arranged).

2 p.m.—Business Meeting, Chancellors Hall, State Education Building; Presiding: Frank L. Tol-

man, President. Subject: Continuation of Consideration of Amendment to Bylaw to Increase Membership Dues of State Division and Other Amendments to Constitution and By-laws.

9 p.m.—The Building Fund Ball, State Armory, Washington Ave., Albany.

## Merit Board's Pamphlet Explains Suggestion Plan

The Merit Award Board of the State Department of Civil Service has published a pamphlet explaining the New York State Employees' Suggestion Plan. The Board has found that according to reports of State agencies, \$100,000 has been saved during the first calendar year of operation of the Suggestion Program.

The Suggestion Program was initiated to stimulate State employees to submit their ideas on how to increase efficiency. Any employee or group of employees of New York State may send their suggestions to The New York State Employees' Merit Award Board, The Gov. Alfred E. Smith Office Building, Albany. They should state what they want to do, how to do it, and what will be accomplished and then sign their names with the title of their position, where they are employed, and their mailing address.

## Judge on Stand Denies Charge of Bias in Exam

ROCHESTER, May 3.—Citizens of Monroe County, and particularly civil service employees, are displaying keen interest in the action in Supreme Court brought by Mrs. Jennie E. Jacques, Assistant Director of Probation, Children's Court, to be promoted to Director of Probation or to have a new "proper and competitive" examination held for the position. Mrs. Jacques was represented by Attorney Arthur V. Chamberlain.

Alleging that she was underrated, and placed fourth on the promotion list, by the Monroe County Civil Service Commission. She charged bias to Children's Court Judge Henry D. Shedd.

On the witness stand, Judge Shedd denied bias, and stated he had marked Mrs. Jacques with an "X" for "tact and self-control" to indicate that he regarded her as easily upset or irritated.

## Assn. Asks That Money Be Turned in Promptly In Building Fund Drive

ALBANY, May 3.—The last ten days of a building fund drive are the ones that count the most, and since the drive of The Civil Service Employees Association is now in that stage, all Chapters are asked to send in at once the money that they have collected as contributions to the fund.

If all hands pull together with determination, the Building Fund is sure to go over the top with a bang. Much depends on the drive's success, since the fund will be used for a building for Association headquarters, to provide room for equipment already purchased, for which there is no room in the present quarters in the Capitol, and enable prompter and more efficient service to the membership and privacy of interviews with member visitors.

Charles A. Brind, Jr., Chairman of the Special Building Fund Committee, made a final plea to the Chapter Building Fund Committees to get their returns in at once and then to start afresh and with increased zeal on the work of a grand windup of solicitations. The hope is that the grand success of the drive can be celebrated at the Association's dance in Albany on Saturday, May 22.

### Committee Members

A continuation of the publication of the names of Chapter members of Building Fund Committees follows:

**James E. Christian Memorial Health Department:** George Fisher, Chairman, Betty Slick, Ellen McMannus.

**Public Works District No. 1 Albany:** John D. McNamara, James B. White, Earl Ingraham, Murray Sarr, Lowell Slocum, Howard Green, Hurl Bean, Edith Near, P. Albertine, J. J. Murphy, Lawrence O'Neil, Harry Maynard, Frank Finn, O. Fortier, T. Burke, Frank Barber, John Bennett, Frank Barber, John Bennett, Frank Sand.

**George T. Gilleran Memorial Public Works Department:** Virginia Wessle, George Pearson, May Kelley, Charles Scholtes, William Zeh, Mr. McCoy, Edward Grennon, Raymond Klein, Cletus Benjamin, Lenore Traver, Joseph LaFleur.

**Department Social Welfare:** Eleanor C. Buchholz, Gladys L. Brown, Edward Groeber, Harry Lore, William Stodart, Morris Weiner, Rendle Fussell.

**Department of State:** Louise Kelly, Chairman; Isabel Pattinson, Ann Farrell, Sadye Rosen, Mrs. Margaret Burgess, Helen Nolan Allen, Maetta Hazelum, Joseph J. Maloney, Viola Zimmer, Mary Johnston, Joseph A. Thaler, Rita Pickett.

**State Department of Taxation and Finance:** Henry LaBarba, John Haggerly, Anne McConville, Vivian Quarfordt, Margaret Hussey, Matthew Dempsey, Edward Conroy, George Walsh, Alice Allen, Gerald Ryan, Agnes Sullivan, Francis Kavanaugh, Thomas Fealey, Martin McNulty, Rita Lemieux, Hilda Strisower, Irma Philpot.

**Buffalo:** Virginia Lotkowiak, Robert Hanks, James Wolcott, William Burke, Blanche Norris, Bert Wallace, Rita Kenny, Leroy Hardy, Celeste Rosenkranz, Albert H. Ferguson, Norman Stiglmeier, Edward Schilke, Walter Bell, Helen Wayne, J. Milford Diggins, Henry Lapp, Frank English, Jane DiAdario, Albert C. Killian, Katherine Stall, Edwin A. Keller, Margaret A. Miller, Regina Reidy, Mary Herbster, M. Agness Cassidy, Herbert Ashley, Michael Regan.

**Ithaca:** Ruth Burt, Chairman.

Mrs. Veda Lawson, Mrs. Mabel P. Ford.

**Oneonta:** Mary Volweider, Ruth Stearns, Clarence Bull, Margaret Wells, Ruth Howland, Harold H. Wedge, Ellis H. Whitaker, J. Curtis Stewart, Alethea L. Wilsey, James M. Terpenning, Herbert Torrey, Agnes Williams, Gladys Butts, Gordon Beams, Lucille Brooks.

**Rochester:** Lucile Pennock, Roger Travis, John J. Walsh, John D. Smith, Charles Rudolph, Margratta Bantrell, Lawrence Cavanaugh, Newell Ferris, Blanche Tillim, Madalyn Lauer, Charles Gerling, Ruth Lazarus, Wm. G. Gaffney, G. S. Peters, Gertrude Newberry, Mallon Kennedy, Glenn Huggins, Claire V. Kendelen, Arthur Wasserman, Eleanor Gleason, Josephine Goodrich, Mary Pixley, Donald Lyons, Samuel A. Frazette, Lester A. Fanning, Olga Johnson, Vera O'Reilly, Henry Hall, DeWain Feller, Mary Sweeney.

**Utica:** Ethel Ehlinger, M. Adelaide Morgan, Angeline Cardinale, Joseph Blase, Charles A. Hughes, Frank T. Wareing, Murray Shanahan.

**Saratoga Springs:** Adrian L. Duncel.

**Long Island Inter-State Park:** George H. Siems, Marie A. Owen, Katherine Gernes, Emanuel Somol, Clyde H. Morris, Robert A. Donaldson, Sr. Michael Sabia, Samuel Askoff, Elizabeth Carman, Fred Pedersen, James L. Biggane, George E. Caffrey.

**Southwestern:** Leight J. Batterson, Oscar R. Lindberg, DeForest A. Matteson, Robert C. Remington, John L. Burch, G. Clair Phillips, John J. Phalan, Earl F. Holdridge, Earl H. Brandt, Albert W. Bergamon, Gerald J. Boyer, Harold Wadsworth.

**Attica State Prison:** Lawrence Slocum, Chairman, Kenyon Tice, Larry Law, N. Waggoner, E. Schmidt, A. Meyers, Roland Clark.

## Pension Liberalization Drive

(Continued from Page 1)

1 of this year. This insurance was further extended by two bills on the Association's program, the first of which continues the provision for insurance until July 1, 1948, which is the effective date of the recodification of the language of the Retirement Law, and the second continues until March 31, 1950 the life insurance provisions on loans to members. Such insurance is an important step in providing for the security of the survivors of State employees dying in service.

### Military Service Credit

A problem with which the Association and the Retirement System have been greatly concerned during the past year revolved around the failure of veterans to re-enter State service within 90 days from the date of discharge. To obtain retirement credit without cost for the period spent in military service, the law required that the employee must return to State service within 90 days following the date of his discharge from military service.

Numerous cases arose in which veterans had been denied this credit. A typical example arose when a veteran applied for reinstatement within the 90-day period but was requested by the appointing officer to permit the temporary employee who had filled the position under a war duration appointment to continue until the next payroll period. The veteran consented, unaware that he was jeopardizing his rights, and anxious to accommodate his temporary replacement. As a result he was not reinstated until the 99th day, and under the strict wording of the law could not be granted

pension credit. Another typical case arose when a veteran applied for reinstatement within the required period but through inadvertence did not have his name placed on the payroll until the 91st day.

As a result of conferences, an Association program bill extends the 90 day period to one year. This extension will blanket in all known cases where the difficulty arose and will insure that veterans formerly denied these benefits will obtain them.

### Correction System Options

The Association again this year obtained the passage of its bill which would permit members of the Correction Retirement System, now closed to new entrants, to exercise options similar to those now in effect for members of the State Employees Retirement System. The Correction System differs from other systems in that members make no contributions to purchase annuities. The bill was vetoed on the ground that the cost of granting such options at this time would be prohibitive.

### Cornell Prior Service

Certain employees at Cornell University, by their failure to exercise the option granted in the Retirement Law to perfect membership in the system within the prescribed time, found that they were no longer eligible for such membership. The Association's bill to extend the time during which such employees may join the system successfully passed the legislature and became Chapter 672 of the Laws of 1948.

### Workmen's Compensation

The Association, in cooperation with the Retirement system,

sponsored a bill which authorizes the Comptroller to pay members of the Retirement System benefits on account of accidental disability pending the determination of such members' rights to Workmen's Compensation. The bill provides that the system, in the event that the employee's injury is found to be compensable, shall be reimbursed out of unpaid installments of any compensation which may be due. This newly-enacted law will materially speed up procedures and should prevent delays which now often ensue when an employee is injured in service.

### Policemen and Firemen

Two measures endorsed by The Association allow municipal policemen and firemen, and firemen and police in regional State Parks who are now members to elect to contribute for retirement after 25 years of service.

### Additional Annuity

For some time the Association has urged upon the administration the passage of a bill which would permit members of the Retirement System to make additional contributions toward annuity, to increase their final retirement allowances. Such a bill was introduced again this year but failed of passage. The Association is confident that it will be adopted next year.

### \$1,200 Minimum

"We hold that a minimum retirement allowance of \$1,200 is an absolute essential and must be enacted soon," said Messrs. De Graft and Holt-Harris. "We feel that there is every equity in our proposal to have the employer and the employee equally divide the cost of an election to retire at age 55. We maintain that employees should be permitted to make additional contributions to the retirement system for the purpose of producing increased annuities. We still contend that certain types of employment are so hazardous and arduous that provision should be made for the retirement of employees engaged in them after 25 years of service.

"These and other liberalizations are necessary, to provide a minimum standard for future pensioners and present employees.

"Recent Federal income tax legislation permitting an extra \$600 exemption for persons over 65 will do much to alleviate the financial condition of persons who are now retired from State service."

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# STATE AND COUNTY NEWS

## NEWS ABOUT STATE AND LOCAL EMPLOYEES

### Industry

The regular meeting of the State School, Industry, Chapter was well attended. Clifford Hall, President of the Chapter, presided. Following the regular business session, William F. McDonough, Executive Representative of the Association, addressed the members.

Mr. McDonough reviewed the legislative program and important problems facing public employees.

"The serious threat to merit system principles present in the prevailing constitutional provision granting unlimited preference in appointment and promotion in State and local government in New York State, received constructive attention by the Legislature whose session just ended," said Mr. McDonough.

**Proposed Preference Changes**  
"Two proposals to change the present constitutional provision were adopted.

"One would continue present provisions as to disabled veterans intact and extend present preference for non-disabled for original appointment beyond the expiration of the five years now provided.

"The other would replace present complete preference with a point preference plan for disabled of 10 points on original examination and 5 points on promotion examination, and in the case of non-disabled veterans preference of 5 points on original examination and 2½ points on promotion examination, a preference claimed by the veteran to be used in connection with one original appointment or one promotion appointment.

"The second proposal was supported by the Association, many veterans and by various civic groups, as meeting the matter of preference for military service in a fair, practicable way.

"The two proposals will be submitted to the next Legislature and one or both are expected to be presented to the people in the fall of 1949.

### Important to Employees

"I feel sure that a careful study of the whole question of preference for veterans in civil service will incline almost unanimous support of proposal number two outlined above, which was embodied in the bill of Senator MacNeil Mitchell, of the 20th Senatorial District, and Wilson C. Van Duzer, of Orange County.

"It is important that each State employee know just what is involved in the proposed amendments so that veterans and non-veterans within the service may express themselves to their representatives in the Legislature and give support to the plan best suited to maintain the efficiency of civil government which is a common concern of both veterans and non-veterans as citizens."

### Craig Colony

The Craig Colony, Sonyea Chapter, held a most successful dinner and dance, under the direction of J. Walter Mannix, President, and an able committee.

William F. McDonough, Exec-

utive Representative of the Association, addressed the dinner meeting. He reviewed the legislative program and outlined the problems facing public employees.

"The fine spirit of mutual helpfulness which has so long been apparent in your Chapter now prevails in the over 120 state and county chapters now organized," said Mr. McDonough.

"The success of organized effort on behalf of good public service and good employment conditions as reflected in the accomplishments of the Association throughout the past 20 years has given encouragement to public workers everywhere throughout our State and Nation.

"Your officers and members of the Board of Directors visualize a great future for the Association. They are practical men and women and in planning for prompt development of Association usefulness have included the project of suitable headquarters building and business facilities. The Association does not now have available one quarter of the space required to carry on the business of an organization that has grown from 600 members in 1930 to over 42,000 today and which must plan for a constantly increasing membership. Your splendid enthusiasm here and like enthusiasm being exhibited elsewhere in the Association's Building Campaign will result in supplying needed office space and add to the functioning of headquarters while also increasing the prestige of the Association in all matters affecting public employment."

### West Haverstraw

The State Rehabilitation Hospital Chapter, West Haverstraw, elected the following to serve for the coming year: President, Mary Elizabeth Baker; Vice-president, Edward O'Keefe; Secretary, Kathryn Repave; Treasurer, Bryan Person; Delegate, Joseph A. Cooney.

### Niagara County

The April meeting of the Niagara Chapter was held at the American Legion Club, Tonawanda. President Howard L. Kayner appointed the following committees:

**Legislative:** J. McCabe, Chairman; Wm. C. Leyden, Wm. Dallman, Rose Kuhn, Henry Nevins, Clinton Hermanson, and Ada Sipson.

**Membership:** Charles Daboll, Chairman; Joseph Shomers, Robert Bernecker, Grace Bennett, Renetta Rausch, Edna Cook, Mabel Beatty and Clarence Salmons.

**Building Drive:** Paul Pils, Chairman; Alice Gammon, Vice-chairman; Forrest Maxwell, Elizabeth Doyle, Joe Police, Agnes Judd, Madalyn Rodenbaugh, Ethel Redhead, Arthur Barger, Renetta Rausch and Grace A. Brett.

**Crievance:** J. McCabe, Chairman; H. Nevins, C. Hermanson, **Publicity:** William Doyle, chairman; Carl Reisig, and Ethel Redhead.

A special entertainment com-

mittee was appointed: Wm. McNair, chairman; Agnes Judd, Florence Fay, Jesse Welch, Richard Allison, Harry Ellingham and Clarence Salmons.

The committee decided to hold a banquet at the Park Hotel, Lockport, on May 3.

### Westchester

**White Plains**  
The Civil Service Employees' Association of White Plains, a Unit of the Westchester Chapter, held its annual meeting at the City Hall, White Plains. Howard C. Hoffman, of the Department of Public Works, was elected President for the ensuing year, succeeding George E. Mullen, who declined renomination.

The other new officers are: First Vice-president, Archie Bunting, Planning Board; Second Vice-president; Adelaide Cummings, Recreation Department; Financial Secretary, Regina Marano, Finance Department; Treasurer, Edward Harmon, Finance Department; Secretary, Anita Minck, Assessor's Office. New Directors elected included Mrs. Marie Graham, City Clerk's Office; Mrs. Margaret Taylor, City Court; Betty Huntington, Department of Public Safety and Miss Minck and Mr. Mullen.

### County Employees

President Michael J. Cleary of the Westchester County Competitive Civil Service Association, Inc., a Unit of the Westchester Chapter, announces the completion of a survey by his organization to determine the desire among County Employees for reinstatement of the payroll deduction plan for the purchase of U. S. Savings Bonds. This plan was discontinued by the County sometime after the end of the War due to a serious drop in the number of participants.

Mr. Cleary stated that the survey, which was conducted at the request of the U. S. Treasury Department and the County Finance Office, indicated that a minimum of twenty to twenty-five per cent of County Employees wished to avail themselves of the Payroll Savings Plan. No decision has yet been made on the matter, he stated.

### Annual Dinner

The annual dinner of the Westchester County Competitive Civil Service Association, honoring County Executive Herbert C. Gerlach, will be the outstanding affair yet held by the County Service and one of the biggest successes of the year, revealed Chairman J. Allyn Stearns. The dinner, which will be held to-night (Tuesday), at Schmidt's Farm, Scarsdale, has been booked solid by the members of the Association and their friends who wish to pay their respect to Mr. Gerlach.

### Steuben

A meeting of the Steuben Chapter was held at the Court House at Bath, and the principal speaker was Isaac Hungerford, representing the New York State Retirement System. A large attendance of chapter members and other civil employees gathered to hear the address. Considerable interest was shown in the question and answer period after the meeting.

The discussion was one of a number of meetings that will mark meetings of the chapter under the direction of President Catherine V. Canny, so that the civil employees of the county may know more about civil service rules and regulations under which they work.

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**Senior Typist (Prom.), Westchester County**—Bessie VanWagner, Agnes D. Miller, Henrietta Zink, Augusta B. Platte, Veronica Magrath, Frances S. Maher, Mary N. Eccles, Loretta Angevine, Mary K. Corbalis, Sarah R. Pizzuto.

**Water Works Superintendent, Grade 3 (Prom.), Water Dept., Vil. Irvington, Westchester County** — Frank E. Unzner.

**Sr. Stenographer (Prom.), Village of Mamaroneck, Westchester County**—Josephine Shields.

**Statistician (Prom.), Insurance Department**—Adele S. Browner.

**Sr. Stenographer (Prom.), Westchester County**—Bessie VanWag-

ner, Oive Yerks, Rose D. Barton, Vivien E. Penalver, D. L. Schnitker, Helen Henker, T. R. Prisciantelli, Lillian V. Sexton, Margaret J. Ryan, Edith Suydam, Frances Soriero, Anita E. Neil, Veronica McGrath, Marion A. Dunstan, Vincie T. Codella, Marie T. Fusco. **Sr. Account Clerk & Steno (Prom.), Westchester County** — Frances Soriero.

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# STATE AND COUNTY NEWS

## Digest of Laws of 1948

The following completes the publication of digests of laws enacted at Albany at the last session. The chapter number, laws of 1948, is given first, introductory number next. S stands for Senate, A for Assembly. Effective dates are in 1948, unless otherwise stated. The data are based on, or consist of, digests prepared by Counsel Joseph Shechter, for the State Civil Service Commission. Sponsorship identification is supplied by The LEADER.

### State Civil Service

364. Bennett (S. 1120). Under the former provisions of Section 200 of the General Municipal Law, one of the qualifications for the title of exempt volunteer fireman is service as a member of a volunteer fire company for a period of five years. This new law eliminates the five years' service requirement in the case of a volunteer fireman who, as a result of the performance of his duties as such, shall have become incapacitated for performing the full duties of a volunteer fireman. Effective March 21.

10. Hammer (S. 558). This law creates a Tenth Judicial District by taking the counties of Queens, Suffolk and Nassau out of the Second Judicial District and placing such counties in the Tenth Judicial District. Effective April 1.

589. Rules Comm. (S. 2553). This law provides that Supreme Court employees presently employed in the Second and Tenth Judicial Districts shall be continued in office even though they are not residents of their respective judicial districts. Effective April 1.

513. Brook (A. 2085). This law adds a new section (3a) to the Public Officers Law and provides that public officers who are removed for failure to sign waivers of immunity or for failure to testify before a grand jury on matters relating to conduct of office shall not be eligible to hold office for a period of five years from the date of removal. Effective March 29.

350. Stuart (A. 808). Under the former provisions of Section 63 of the Public Officers Law, leaves of absence with pay must be granted to veterans on Memorial and Armistice Day. The new law provides that a leave of absence with pay on Memorial and Armistice Day must be granted to veterans, except where such action would endanger the public safety or the safety or health of persons cared for by the State, in which event such persons shall be entitled to leave of absence with pay on another day in lieu thereof. Effective March 21.

### Local Civil Service

324. Lupton (A. 452). Examinations for town police positions shall be conducted by the appropriate civil service commission, rather than by the State Civil Service Commission. Effective Mar. 21.

(Above law sponsored by The Civil Service Employees Association.)

323. Lupton (A. 451). To the same effect as above, but relating to special policemen. Effective March 21.

(Above law sponsored by The Civil Service Employees Association.)

63. Lupton (A. 453). Same as two above, but relating to village police. Effective March 21.

(Above law sponsored by The Civil Service Employees Association.)

41. Lupton (A. 454). This law deletes an obsolete provision from Section 188-a of the Village Law which required that the rules of the State Civil Service Commission be extended to village police departments and policemen. Effective March 27.

519. Wilen. (A. 2906). This law deletes from subdivision 5a of Sec-

tion 12 of the County Law the provision that salaries of county officers or employees, elected or appointed for a definite term, shall not be increased or diminished during such term, and that a Board of Supervisors may not fix salaries of its members. Effective March 27.

871. Ostertag (A. 2653). Details for administering a veteran assistance division or bureau in a county or city under Social Welfare Law and General Municipal Law. Effective April 12.

844. Gugino (A. 899). Unemployment insurance made optionally applicable to employees of local government.

(Above bill sponsored by The Civil Service Employees Association.)

294. Desmond (S. 1244). Repeals provisions of General City Law for promotion of police lieutenants to captains from expired promotion lists. Law was held unconstitutional. Effective March 21.

(Above law sponsored by The Civil Service Employees Association.)

874. Halpern (S. 1966). This law adds a new subdivision (subdivision 32) to Section 20 of the General City Law and authorizes the governing body of a city to create by resolution a board, commission or department of traffic control. Such traffic control agency shall consist of not less than five nor more than nine members who shall be appointed by the mayor. The chairman or head of such agency shall be a licensed professional engineer who shall have at least ten years' experience in traffic engineering and he shall also be the city traffic engineer. Effective April 12.

666. Anderson (S. 2048). This law creates the Binghamton Parking Authority which is empowered to construct, operate and maintain parking projects. Effective June 1.

637. Hammond. (S. 1936). This law creates the Elmira Parking Authority which is empowered to construct, operate and maintain parking projects. This law contains the same civil service provisions set forth above in the Binghamton Parking Authority Law (Chapter 666). Effective April 1.

588. Hughes (S. 2150). This law creates the Syracuse Parking Authority. Effective April 1.

158. Sill (A. 543). This law creates the Massena Housing Authority in the Village of Massena. Effective March 9.

409. Cusick (A. 2245). This law creates the Auburn Housing Authority and contains the same provisions as are set forth above in the Massena Housing Authority Law (Chapter 158). Effective Mar. 23.

399. Hatfield (S. 2090). This law creates the Poughkeepsie Housing Authority and contains the same provisions as are set forth above in the Massena Housing Authority Law (Chapter 158). Effective March 23.

722. Rules Comm. (S. 2517). This law creates the Watertown Housing Authority and contains the same provisions as are set forth above in the Massena Housing Authority Law (Chapter 158). Effective March 31.

777. Johnson (A. 2632). This law makes the office of Sheriff of the County of Genesee a salaried office as of January 1, 1949. Effective January 1, 1949.

405. Condon (S. 588). Provides that no patrolman employed by a town in Westchester County shall be eligible to take a promotion examination until he has become a first grade patrolman. Effective March 23.

86. Volker (A. 1065). Deletes an obsolete provision from Section 3

of Chapter 616 of the Laws of 1932 which required that the appointment of town policemen in Erie County shall be made in accordance with the rules of the State Civil Service Commission. Effective March 3.

575. Sullivan. Provides for the reclassification of titles of positions of employees under the jurisdiction of the Buffalo Civil Service Commission. Effective March 29.

633. Burney. (S. 1342). Extends for six months, until July 20, 1949, the term of the eligible list for Court Crier in Erie County (which was due to expire on January 20, 1949). Effective March 29.

### Veteran Preference

— Mitchell (S. 2370). Proposed Amendment to the constitution regarding veteran preference. To disabled veterans, without time limit, 10 extra percentage points would be given in open-competitive (entrance appointment) examinations and five extra points in promotion examinations, provided they pass the examination without the aid of the extra points. Preference is limited to one examination from which appointment or promotion results.

To non-disabled veterans, without time limit, 5 extra points would be given in open-competitive (entrance appointment) examinations and 2½ extra points in promotion examinations, provided they pass the examination without the aid of the extra points. Preference is limited to one examination from which appointment or promotion results. The Legislature is authorized to provide retention preference for veterans of both classes. (Effective date, January 1, 1951).

— Condon (S. 2259). Proposed preference amendment to the constitution. Disabled veteran preference would be unchanged. Non-disabled veterans for five additional years, until December 31, 1955, would continue to get present preference, but only in open-competitive (entrance appointment) examinations and retention; all preference to non-disabled war veterans in promotion examinations would be abolished. (Effective date, January 1, 1950.)

### Requirements for Enactment

Both the Mitchell and the Condon bills were passed by the Legislature. Being proposed constitutional amendments, they do not go to the Governor for action. They will be voted on by the next session of the Legislature. If either or both of them pass at that session, it or they will be voted on at a referendum at the polls in the general election in November, 1949.

### Middletown Chapter Has 600 Membership

MIDDLETOWN, May 3 — The monthly meeting of the Middletown Chapter of The Civil Service Employees Association was held in the club rooms. Arthur K. Gunderson presided. The revision of Constitution and by-laws was tabled until the next meeting.

The Secretary reported that the membership was now over the 600 mark, an increase of 140 members this year. Much credit for exceeding the 600 was given to Willard Barnes, who obtained 28 new members in 24 hours, and a vote of thanks was recorded in his minutes.

Dr. Wilbur Merkley showed films of travel through Florida.

### No Conflict in Dates Of Similar Exams

ALBANY, May 3 — The State Civil Service Commission announced that there is no conflict between its examination for Office Machine Operator (Tabulating-IBM) originally included on the June 5 schedule and the examination of the City of New York for a similar title also scheduled for June 5. The State examination will be held June 19 rather than June 5, a fact that was inadvertently omitted from the June 5 announcement.

## 54 Reallocations And 57 Additions

ALBANY, May 3—Thirty-six upward reallocations and 57 allocations where none had existed were announced by the State Salary Standardization Board. Two of the 36 positions were jumped from grade 39 (\$7,750—\$9,250) to grade 50 (\$10,000 and up).

Chairman Newton J. T. Bigelow said:

"Since the Salary Board's action on these titles was taken subsequent to October 1, 1947, the reallocations are not retroactive to April 1, 1947, but are effective as of their various dates of approval."

The titles and changes:

Title	Former Grade	New Grade
Administrative Direc. of Audits and Acc.....	G39	G50
Apiculturist .....	None	G21
Assistant Commissioner of Mental Hygiene.....	G46	G50
Assistant Director of Miscellaneous Taxes.....	G28	G31
Assistant Director of Research (Budget).....	None	G35
Assistant Estate Tax Director.....	G31	G34
Assistant Income Tax Director (Administration)....	G32	G34
Assistant Parole District Supervisor.....	G22	G23
Associate Corporation Tax Examiner.....	None	G23
Associate Curator (Entomology) .....	None	G20
Associate Research Analyst (Veterans' Affairs).....	None	G32
Blister Rust Foreman.....	None	G 9
Boiler Inspector .....	None	G12
Budget Consultant-Administrative Management.....	G42	G50
Building Maintenance Inspector.....	None	G12
Business Assistant to the Commissioner.....	G42	G50
Chief, Bureau of Fire Safety.....	None	G32
Chief, Bureau of Police Safety.....	None	G32
Chief Auditor of State Payrolls.....	None	G32
Chief Bank Examiner .....	G43	G48
Chief Budget Examiner .....	G46	G50
Communicable Disease Veterinary Consultant.....	G25	G27
Construction Safety Inspector .....	None	G12
Construction Wage Rate Investigator.....	None	G 9
Consultant for Placement of Nurses.....	None	G20
Counsel to the Div. of Placement and Unemployment Insurance .....	None	G39
Curator ((Group of Classes) .....	G 8	G13
Deputy Comm. of Tax. and Fin. and Counsel.....	G39	G50
Deputy Tax Comm. and Manhattan Dist. Supervisor..	G43	G50
Director of Special Investigations.....	G39	G50
Disease Control Veterinarian .....	G14	G17
Employment Training Supervisor .....	None	G23
Engineering Consultant for Handicapped Workers...	None	G20
Factory Inspector .....	None	G12
Farm Consultant .....	G20	G21
Farm Placement Representative .....	None	G 8
Farm Placement Supervisor .....	None	G20
Grounds Construction Foreman .....	None	G12
Head Beverage License Examiner.....	G22	G23
Housing Management Inspector .....	None	G25
Industrial Reviewing Examiner .....	None	G22
Inspector of Welfare Institutions.....	G14	G17
Institution Farm Advisor .....	G16	G18
Junior Budget Analyst .....	None	G14
Junior Laboratory Illustrator .....	None	G 8
Labor Market Analyst .....	None	G20
Linotype Operator .....	G11	G13
Mine and Tunnel Inspector .....	None	G12
Museum Education Supervisor .....	None	G14
Museum Exhibits Designer .....	None	G13
Museum Exhibits Planner .....	G17	G20
Museum Instructor .....	None	G-9
Museum Technical Apprentice .....	None	G 3
Museum Technician .....	None	G 8
Occupational Analyst .....	None	G20
Occupational Analyst (Testing Technician) .....	None	G20
Park Patrolman .....	G 6	G 7
Parole District Supervisor .....	G25	G26
Parole Officer .....	G14	G15
Printer .....	G11	G13
Printing Shop Assistant Foreman.....	G14	G16
Printing Shop Foreman .....	G19	G20
Publicity Agent (Engineering) .....	None	G14
Radio Technician .....	None	G12
Regional Public Health Nurse .....	None	G23
Senior Boiler Inspector .....	None	G19
Senior Construction Safety Inspector.....	None	G19
Senior Construction Wage Rate Investigator.....	None	G14
Senior Curator (Botany) .....	G14	G17
Senior Curator (History) .....	G14	G17
Senior Factory Inspector .....	None	G14
Senior Farm Placement Representative.....	None	G14
Senior Mine and Tunnel Inspector.....	None	G19
Senior Museum Technician .....	None	G13
Senior Research Analyst (Criminology).....	None	G25
Senior Research Analyst (Veterans' Affairs).....	None	G25
Senior Social Worker (Parole).....	None	G12
Sign Painter .....	None	G 9
Social Worker (Child Welfare).....	None	G 9
Stock Trans. Tax Adminis. Supervisor.....	G24	G25
Superintendent of Farm Placement.....	G22	G27
Superintendent of State Forests.....	None	G23
Supervising Boiler Inspector .....	None	G23
Supervising Construction Safety Inspector.....	None	G23
Supervising Disease Control Veterinarian.....	G20	G21
Supervising Factory Inspector .....	None	G23
Supervising Mine and Tunnel Inspector.....	None	G25
Supervising U. I. Hearing Representative.....	None	G23
Supervisor of Office Services.....	None	G17
Supervisor of Social Work (Parole).....	None	G25
Supervisor of X-Ray Services.....	G20	G14
Training Aid .....	None	G14
Unemployment Insurance Hearing Representative....	None	G 4
Vari-type Operator .....	G 2	G20
Youth Commission Field Representative.....	None	G25
Youth Commission Recreation Program Supervisor	G21	

In a subsequent announcement the Board listed 26 titles it had recommended upgraded, 18 of which were approved by the Budget Director and 8 disapproved. The Board in a statement said:

"All the increases announced are retroactive to April 1, 1947, since the decisions to increase the pay was made by the Salary Board previous to October 1, 1947 and just recently approved by the Director of the Budget.

"Most of the 2400 incumbents affected are serving in four titles: Assistant Interviewer, Employment Interviewer, Compensation Claims Investigator and Industrial Investigator.

(Continued on Page 7).

## Display Sheet Boosts Ball

ALBANY, May 3—A handsome display sheet, advertising the Building Fund Ball of The Civil Service Employees Association, which will take place on Saturday evening, May 22, at the State Armory, Washington Avenue, Albany, greets the eyes of many thousands of persons throughout the State. It is on display at prominent centers, as well as in offices and store windows.

featuring the Clooney Sisters, Stubby Pastor, and Buddy James, will provide the music and entertainment. Dancing will take place from 7 until 1.

Admission is \$1.50, plus 30 cents tax. Tickets may be obtained at Association Headquarters, Room 156, State Capitol, Albany, or from individual chapters. The number of tickets will be limited, to assure comfortable dancing space.

Buy U. S. Bonds

STATE AND COUNTY NEWS

Table of Grades and Increments

Table with 8 columns: 1st Year Salary, 2nd Year Salary, 3rd Year Salary, 4th Year Salary, 5th Year Salary, 6th Year Salary, Yearly Increment, Total of Increments. Rows 01 to 50.

The 50 grades of State positions, as they exist today, are given in the table with annual salary increments.

Employees Aid Drive for B.T. Washington Memorial

Civil service employees are being canvassed to support the drive to erect a memorial in honor of Booker T. Washington, said Nicholas H. Pinto, member of the New York Commission Against Discrimination and State Chairman of the drive.

The following chairmen have been appointed in State Departments: Division of Safety, Austin O'Brien; Audit and Control, Martin P. Lanahan; Correction, Nora A. Kearney; State College of Ceramics, Prof. Willard J. Sutton; Social Welfare, Leonard F. Requa, jr., and Samuel A. Allen; State

Education, Francis T. Spaulding; Health, Edmund Shreiner; Commerce, Edward D. Meacham; Conservation, William E. Tinney; Board of Parole, Samuel Viner; Taxation and Finance, Norman Gallman; Agriculture and Markets, Dorothy J. Smith; Labor, Mrs. Bertha J. Diggs.

Shopping Guide

Wittenberg's Gift Shop, 604 Marlboro R., Brooklyn, has a host of gifts for Mothers Day. They have a unique gift plan, which provides unusual savings for its participants.

While you're "remembering Mama" consult the advertisers in this column—you will get more for your money from Thor Ironers to top coats, from fountain pens to wrist watches, from the dealers listed here. Don't forget to tell them you're a Leader reader.

Remember Mama! MAKE HER LIFE EASIER WITH LESS WORK! Includes list of items like Pressure Cooker, Electric Steam Iron, Automatic Elec. Iron, Heavy 4-qt. Waterless Steam Cooker, Ritz Electric Broiler, 24-pc. Everbright Stainless Tableware, 3-pc. Alum. Cook Pot Set, Famous Make Carpet Sweepers, Automatic Pop-Up Toasters.

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Reallocations Announced

Dr. Newton J. T. Bigelow, Chairman of the Board, said that the latest list brings the total of titles reallocated upward to 215 and the total number of employees affected to nearly \$15,009.

Table with 5 columns: Title, Present, Proposal, Action. Lists various positions like Assistant Director of Health Dept. Accts., Associate Unemployment Ins. Reviewing Ex., Chief Tax Collector, etc.

MAMA'S GIFT AT MUNICIPAL EMPLOYEES SERVICE. Here you will find a wide assortment of merchandise which will please her. MAKE HER LIFE EASIER—Broilers, Toasters, Vacuums, Pressure Cookers, Washers, Refrigerators, a New Stove.

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B. ROBERTS. IN NYC 552 7th Ave. (40 St.) 2d fl. 50 W. 26th St. (Nr. 6th Av.) 2d fl. 2801 Bway. (Nr. 108th St.) 523 W. 207 St. (Nr. Sherman) IN BKLYN. 30 Newkirk Plaza (Brighton line BMT to Newkirk Station).

LIQUIDATION SALE. Wholesaler going out of business offers high quality Swiss watches, watch bands, wedding and emblem rings at 25-50% below retail prices. BUCHMAN JEWELRY, Room 1907, 220 W. 42nd St.

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## A THOUGHT FOR THE WEEK

You will never "find" time for anything. If you want time, you must make it. — Charles Buxton.



# Civil Service LEADER

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TUESDAY, MAY 4, 1948

## The Civil Service Law As an Educational Topic

THE State Civil Service Department is engaged on an educational campaign to expound the workings of the civil service law and its adjuncts to the world and his wife. The present concentration is on the force and effect of classification. An historical background is given, reaching the 1938 climax, when the Feld-Ostertag act gave the State its first central classification agency. The object was to invest the State with the highest standards and to have an agency of government continuously on the job.

However, civil service terminology being what it is, and none too good, the first task is to explain away the fact that there are four classes of civil service: the competitive, non-competitive, the exempt and, in cities, the labor class. One would imagine therefore that terminology would be selected in law that would avoid contradictory or confusing terms, since a classification board might be expected to be one that had the power to shift a job from one class to another. But it hasn't. That would be basic or jurisdictional classification. An adjective has to be injected to differentiate the erection of promotion ladders by proper titles from the division of all the State's public service into basic classes. Hence we have position classification.

### Worthy of Encouragement

Now, changing a job from one basic class to another might result in higher pay, and if not, another object would be to appoint somebody without competition. Also, position reclassification would be aimed at higher pay. Why not? Promotion itself has that very objective and there could be no finer one.

Another way of getting salaries increased is by re-location, whereby a position's title isn't changed, or more closely defined, but the job is put into a different grade. If there's upgrading that's fine, if higher pay results. But it turns out that the State has taken the position that the benefit to which the employee is admittedly entitled may be postponed, and the employee, with few exceptions, finds that the postponement can whittle away all the benefit beyond what he would have obtained by increments. Some adjective should be inserted to clarify that logic. However, a case is in court on appeal by the State, which was defeated on this contention in Special Term of the Supreme Court.

With a terminology that isn't of the best, so that even when experts discuss these matters they must first agree on what the words mean, all effort to make clear that which is obscure should be encouraged. Also, if the educational program leads to the increase of even one salary, it's all to the good. An expounder will occasionally let slip a valuable tip.

All students of civil service should not neglect to read the small print.

## A Public Employee Labor Relations Program

ONE OF THE MOST significant plans ever to be evolved in the relations between public employees and Government is the Public Employee Labor-Relations Program, which came before the State Legislature this year.

The sweep and scope of this plan are so momentous as to constitute a major addition to the techniques of good government. Sponsored by The Civil Service Employees Association, it provided the mechanisms for the handling of employee-management disputes, mechanisms still lacking in New York State. The bill did not survive the legislative hurdle. It was a little too new, perhaps, too untried, too far outside the experience of legislators and administrators. Certainly no one could question its immense importance, nor did anyone advance any argument against its effectiveness.

The LEADER suggests consideration, both by administration and employees, of the possibility of setting up a preliminary system administratively, as a prelude to passage of the bill next year. There might be an important advantage, in that "bugs" could be located and eliminated before introduction of the measure into the Legislature next year.



UNDER consideration by the O'Dwyer administration are a city income tax and a 5-cents-a-month tax on telephones. First idea of a nickel a month for each phone connection has been discarded as too costly to the big corporation users; now it's figured at a nickel per trunk line . . . Gentleman who becomes absent-minded about money in taxicabs is going to hear soon the results of investigation by the FBI of his income tax. Seems there's been more evidence of absent-mindedness . . . Other income tax cases, involving equally known figures, will break about the same time . . . Name of the co-ordinator of activities for World Peace Week at City College, Dr. James S. Peace . . . Grass fires worry Prof. Edward F. McCarthy, of the State College of Forestry, Syracuse University. Don't let children start grass fires, he warns.

H. Eliot Kaplan, Executive Secretary of the Civil Service Reform Association, offered a responsible State office, declined it because he feels he'd rather continue his work at present in behalf of the merit system . . . Governor Dewey, talking with his staff about the Stassen boom, said: "It seems that if you want to run for President today you have to be unemployed for three years." . . . Congratulations to the people in the State Labor Department who get out the well-prepared Industrial Bulletin . . . Of the six appointees on the New York State and New York City Civil Service Commissions, only one had had extensive personnel experience before appointment.

Railway Mail Clerk examinations opened in 47 States, but not in N. Y., indicating no vacancies here . . . Option of retirement at age 55, after five years or more of Federal service, is asked in a bill introduced by Representative George Miller (D., Calif.). He complains that under the new retirement law, age 62 is the minimum, so that even a widow with dependent children couldn't get a retirement allowance after many years of U.S. service. Five-year service would produce small pensions.

Members of Uniformed Pilots and Marine Engineers Association, NYC Fire Department, gleeful over additional day of vacation allowed them by Commissioner Frank Quayle. Not that a mere day means so much, but "it confirms our pride in and belief that there is a distinction in the type of duty we render." . . . Roman J. Laurence, because of court-ordered reinstatement to State Police, is entitled to \$2,694 back pay. He's President of the statewide Police Benevolent Association . . . More than a hundred Washington (D.C.) legislative employees get \$10,000 a year or more.

Private industry has been getting all the breaks by tapping the dean's list at the colleges and the brightest students from high schools and business schools. U.S. Civil Service Federal-College Council trying to equalize matters at that level, and now a new idea is being mused—to lower the entrance age from 18 to 16, so that the lads and lassies who, being brightest, get out of high school at 16, can become U.S. employees. High school dip dispensens with need for working papers. . . . House Appropriations Committee seriously considering reporting out riders to one appropriation bill after another, requiring withholding pay of U.S. employees who are members of unions whose officials refuse to sign the non-Communist affidavits. Labor Department appropriation bill first on that list.

When you read of officials in high-paying political jobs resigning over difference on policy, remember that the paramount policy is that the administration does not want to get rid of them.

## Merit Man

KEEPING in good physical condition, and doing something to see that the aim is attained, is one of life's important but too-often neglected necessities, in the opinion of Francis Neitzel. He abides by his own rule; in fact, he started in athletics as a young student and now finds that physique helps a lot in the arduous work of establishing gains for and protecting the rights of public employees.

He was born in Albany, and attended the Albany High School and Albany Academy, playing varsity baseball and football for three years at the Academy. Later he attended the Detroit Institute of Technology.

He entered State service June 1, 1935 as Assistant Storekeeper at Pilgrim State Hospital. Subsequently he occupied positions of Voucher Clerk, Accountant and Senior Account Clerk and Principal Accountant Clerk.

More Than Doubled Membership  
He has been President of the Pilgrim State Hospital Chapter of The Civil Service Employees Association for the past five years and prior to that served on various committees.

Upon his assuming office the membership was approximately 300 and today is 750.

He instituted regular monthly meetings held on an open forum basis in an informal way. Regular social activities are held which include an annual outing and an annual dinner.

The Chapter makes awards to the outstanding freshman student nurse and to the winning teams in the various hospital bowling



FRANCIS NEITZEL

leagues. Perhaps the largest accomplishment was the formation of the local Blue Cross Unit handled entirely by the local Chapter, bringing the benefits of this service to all the employees in the hospital. It is believed that this is the only such Blue Cross group in a State Hospital.

He attempts to do something with roses and delphiniums, with the aid of his wife, Lucille Neitzel. They have two young children. He captains a team in the hospital men's bowling league which recently finished fourth.

## HISTORY OF CHAPTERS

### Education Unit of Civil Service Employees Association

The Education Department Chapter of The Civil Service Employees Association was the idea of Dr. Wayne W. Soper, Chief of the Bureau of Statistical Services, who is the representative of the Education Department on the Executive Committee of the Association. He believed that a Chapter in the Education Department might coordinate and sponsor certain activities of the department not the specific function of the Council of Women or the Men's Group, develop a spirit of unity among the department employees looking toward the solution of common employees problems.

Other aims were interest in in-service training preparation for civil service examinations and the like, organize a plan for recognition of sick and deceased members and for those retiring from civil service, perform numerous services now done by the single representative of the association, and increase member participation in affairs of the Association by giving opportunity to members to express their opinion on certain Association proposals.

The Board of Directors and Committees of the Chapter have formulated some policies with respect to handling grievances, education of the members in matters relating to civil service procedures, maintaining close contacts with administrative heads, studying proposals for legislation and developing a social program.

#### Dr. Corey is President

Dr. Albert B. Corey, State Historian, is President of the Chapter. Mary B. Brewster, Vice-president, is head of the Reference Section, State Library. L. Emilie

Ruchti, Secretary, is a Stenographer in Dr. Cheney's office.

The Executive Council include Ward C. Bowen, Director of Visual Education, Radio and Visual Aids; Lloyd L. Cheney, Personnel, in charge of Public Relations; Samuel Clements, of Public Relations Division; William N. Fenninger, Associate Supervisor of Technical Schools; James O. Hoyle, Professional Law Investigator, and Dr. Soper, Chief of the Bureau of Statistical Services.

#### List of Committees

The Committees of the Chapter are:

**Auditing**—Agnes Wall, Chairman; John G. Broughton and Bernard M. Campbell.

**Budget**—William N. Fenninger, Chairman; Charles M. Armstrong, Health Babcock, Theodore C. Held and Anne D. McMahon.

**Education**—Edward S. Mooney, Chairman; Elizabeth B. Carey, Eugene D. Fink, Anne Kennedy and Lillian J. Reeves.

**Grievance**—G. Samuel Bohlin, Chairman; Ellis H. Champlin, Samuel Clements, Lottie Edwards and Dorothy S. Lawson.

**Legislative**—Hugh N. Flick, Chairman; Winifred Goldring, James O. Hoyle, Lillian M. Hyatt and Wayne W. Soper.

**Membership**—Frederick H. Bair, Chairman; all members of the Board of Directors.

**Publicity**—Florence Boochever, Chairman; Eleanor A. Clancy, Frederick J. Moffitt, Charles F. Probes and Paul T. Williams.

**Social**—Mary Lindsey, Chairman; Deloras G. Fussell, Benedict A. Moloney, Agnes Beck Vedder and William K. Wilson.

The annual meeting is held on the second Monday in May.

## Comment

It Must Have Been Good Editor, The LEADER:

I thought your resume of the provisions of the Condon and Mitchell veteran preference proposals, adopted by the Legislature last month, and which appeared in The LEADER of April 12, was excellent. It gave a clear, concise

synopsis of the basic provisions of the two proposals, as contrasted with the existing constitutional preferences for disabled and non-disabled veterans.

H. ELIOT KAPLAN  
Executive Secretary,  
Civil Service Reform  
Association.

### Rating Board Admits Employee Member

For the first time employees of the Administrative Staff of the Board of Education were permitted to have employee representa-

tion in rating service. William Koczko was elected by secret ballot to represent the employees in rating clerk employees of the clerical service.



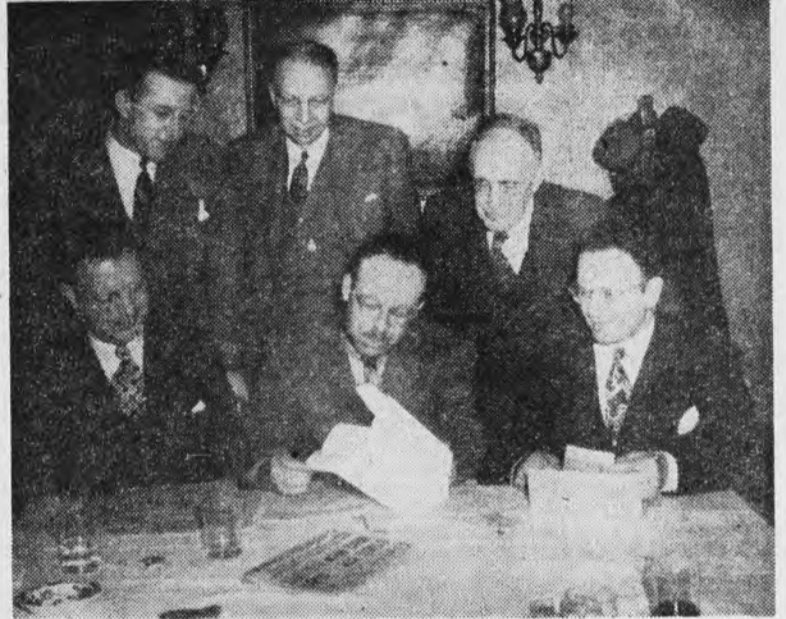
# STATE AND COUNTY NEWS



Special Committee on Service Record Ratings: Sitting: Victor J. Paltsits, Banking Department, Chairman; Dr. Frank L. Tolman, President of the Association; Helen Esray Chase, Civil Service, an observer; J. Allyn Stearns, Health Department. Standing: J. Allyn Stearns, Westchester County chapter; Robert Hopkins, Buffalo.



Miles Heberer, Commerce Dept., who played the Devil in the show, and Dorothy Kennedy, Dept. of State, who played the Devil's Assistant, in Assn. dinner show.



Committee on revision of the Constitution and by-laws: First row: Robert Killough, Education Department; Ted Becker, Civil Service, Chairman; Morris Goldfarb, Public Service. Standing: John E. Holt-Harris, Jr., Assistant counsel; John T. DeGraff, Counsel; Dr. Frank L. Tolman, Association President.



Here's the County Division's Executive Committee: First row: Fred Walters, of Middletown, Association 3rd Vice-president; Counsel John DeGraff; President Frank L. Tolman; John F. Powers, 2nd Vice-president; Vernon Tapper, President of the Onondaga chapter. Standing: Wayne Soper, Executive Committee member, State Education Department; J. Allyn Stearns, Westchester County, Association 4th Vice-president; William E. Reylek, Sr., Suffolk County chapter; Robert Baylor, Ulster chapter; George Flach, President, Orange County chapter; Ivan S. Flood, President Westchester County chapter.

## Letchworth Village

(Continued from Page 2)

of unity among State employees of all departments to accomplish the Association aims for the good of all civil service employees.

Talks by Desmond and Walmsley  
Assemblyman Walmsley praised the splendid relations existing between the Administration of the State and the officers conducting the affairs of the Association. Never before in the history of the State Association have the Governor and his Cabinet placed so much confidence in this organization, nor have the legislators felt as sympathetic toward the pressing needs of civil service employees, as was indicated throughout the last session, he said.

Mr. Donato brought out an interesting incident in the early career of Senator Desmond. He told how about 30 years ago, when he himself was employed at the Newburgh Shipyard, he first met Mr. Desmond, a civil engineer at the yard. They were both interested in the welfare of their fellow-employees and served on a Grievance Committee.

Senator Desmond emphasized that State Institutions are bringing prosperity in a measure to the Rockland-Orange district, because of the large appropriations made by the legislature for maintaining these establishments and praised the humanitarian work of State Civil Service employees. He mentioned \$12,456,363 as this year's allotment for the district, which includes Letchworth Village, Rockland State Hospital, Reconstruction Home, Warwick State Training School and the Middletown State Hospital, for salaries, supplies, equipment, etc.

"Realizing the importance of these institutions, I have been glad during my terms as State Senator to devote considerable time to them, and fortunately have had considerable success in improving the standards of institutional service in this Senatorial district, as well as elsewhere throughout the state," he said.



Some of the members of the Special Committee on Regional Conferences: Leo Britt, Great Meadows Prison; Ernest Conlon, Binghamton; Mrs. Alice Wagner, Albion; Harry Phillips, Matteawan. Also on the committee, but not present when the picture was taken, are: Francis C. Maher, Law Department and John Collins, Motor Vehicle chapter.

## Chautaugua County Group Joins Employees Assn.

ALBANY, May 3. — Employees of Chautaugua County have voted to affiliate with The Civil Service Employees Association.

Charles R. Culyer, Field Representative of the Association's County Division, who made several visits to the Chautaugua group, reports interest high, with local employees joining the new group in large numbers. A Chautaugua chapter of the Association is now in process of organization.

Elliott Is President  
Officers of the local group are: Y. Elliott, President; Charles B. McBride, Vice-president; Esther Gross, Secretary-Treasurer.

At the most recent meeting, Mr. Culyer and President Elliott discussed the Association's legislative program. A resolution was adopted asking the Board of Supervisors for a 5-day work-week.

Mr. Culyer has also addressed the Municipal Civil Service Association of Jamestown, at City Hall

in that community. The meeting, well-attended, had been arranged by Fred J. Douch, secretary of the group. Mr. Culyer explained the workings and objectives of the County Division, and told the group how it could avail itself of the Association's services.

Much interest was expressed in protection of the merit system in civil service. Employees wanted to know how local governments could participate in the application of the equal-pay-for-equal work principle.

### Custodians Join

Mr. Culyer reports increasing interest in Association plans for the non-teaching employees of local school districts. The custodians of the City of Dunkirk recently were addressed by him and became members of the Association. Custodians and school clerks at Fredonia have also joined. Both these groups will be units of the Chautaugua chapter.

## Four More Awards Made To Employees by Board

ALBANY, May 3.—The State Employees Merit Award Board announced four more awards to State employees. The following three receive \$20 cash and a Certificate of Merit:

Sidney Alexander, Psychiatric Institute and Hospital, NYC, for recommended procurement of a device to salvage the silver salts existent in waste film developing solutions. Adoption of the proposal by all State agencies using x-ray and other photographic equipment will result in considerable annual savings, the Board stated. This is the second merit award granted to Mr. Alexander.

Alfred A. Delaney, Albany Office of the Department of Audit and Control, for a form revision which he proposed, to insure uniformity and reduce possibility of transcription errors.

Rosemary P. Hylant, Buffalo office of the Alcoholic Beverage Control Division, for suggested changes in procedures for the mailing of thousands of license applications. Adoption of the ideas which she advanced will result in sizeable monetary savings as well

as increased efficiency, says the Board.

Another Woman Honored  
The following woman was given a Certificate of Merit:

Sadie Leader, Albany, an employee of the Department of Taxation and Finance, for suggesting that a special bulletin board for announcements of Civil Service examinations be placed on each floor of the State Office Building.

### Board Now Permanent

The Board, which operates the Employees' Suggestion Program, was recently been made a permanent agency in the Department of Civil Service by act of the Legislature. The Program was instituted to stimulate on-the-job thinking and to reward employees of the State for meritorious suggestions and accomplishments that will promote greater efficiency and economy in State government.

To date 1,152 suggestions have been offered by employees. It is estimated that \$100,000 in savings accrued to the State as a result of time and labor saving proposals adopted during the last calendar year, whereas the cost of operating the Program was under \$9,000.



At the Letchworth Village Chapter's annual dinner, notables included, left to right, Fred Seminara, President, Rockland State Chapter; Victor J. Paltsits, Banking Department; Mrs. Paltsits; Senator Thomas C. Desmond; Hiram Phillips, President, Letchworth chapter; Assemblyman Robert Walmsley; Mrs. Seminara; Fred Walters, President Mental Hygiene Association; William F. McDonough, Executive Representative; Angelo J. Donato, President, Bear Mountain Chapter, and William Farrell, Mental Hygiene Department. Messrs. Paltsits and Farrell represent their departments on the Executive Committee of The Civil Service Employees Association.

# STATE AND COUNTY NEWS

## 21 Eligible Lists Established by State

The State Civil Service Commission has released 16 eligible lists resulting from open-competitive examinations and five promotion lists.

The open-competitive ones follow: Senior Stenographer (66-07); Senior File Clerk (6608); Social Worker (Psychiatric) (6025); Senior Statistics Clerk (6610); Senior Mail and Supply Clerk (66-11); Senior Account Clerk (6609); Cameraman (6087); Analytical Chemist (6076); Assistant Physician, Summit Park Sanatorium (4386); Engineering Draftsman with Knowledge of Photography, New York County (6282); Harbor-master (Seasonal) (6096); Employment Assistant for the Blind (Type B), Social Welfare (6093); Junior Civil Engineer (Airport Development), Commerce (6277); Assistant Industrial Foreman (Garment Shop), Correction (61-38); Gas Tester, Public Service Commission (6285); and Senior Education Supervisor (Home Economics), Education Department (6119).

Senior Stenographer Largest  
The largest of these lists was

that for Senior Stenographer. There are 496 eligibles. There are two disabled veterans, 17 non-disabled veterans, and 477 non-veterans. The high mark was 95.3 and the lowest passing mark was 77.7. The examination was failed by 813.

There are 325 eligibles on the Senior Account Clerk list. Of these, 24 are disabled veterans, 143 are non-disabled veterans, and 158 are non-veterans. The high mark was 96.1. Three candidates received the lowest mark of 78. Six hundred and eleven candidates failed the examination.

Two hundred and five eligibles are on the Senior File Clerk list. Of these, 8 are disabled veterans, 31 are non-disabled veterans, and 166 are non-veterans. The high mark was 93. The low mark was 76. The examination was failed by 170 applicants.

### Other Entrance Lists

The Senior Statistics Clerk list has 461 eligibles. Four are disabled veterans, 30 non-disabled veterans, and 127 are non-veterans. The high mark was 95.4. The low mark was 79.4. Two hundred and

nine applicants failed the examination.

There are 155 on the Senior Mail and Supply Clerk list. Sixteen are disabled veterans, 56 are non-disabled veterans, and 83 non-veterans. The high mark was 92.1. The low mark was 76.3. The examination was failed by 366.

The Social Worker (Psychiatric) eligible list has 142 names. Three are disabled veterans, 10 are non-disabled veterans, and 129 are non-veterans. The high mark was 90.2. The low mark was 75, received by seven eligibles. Twenty-seven applicants failed the examination.

The other lists have the following number of people on them: Cameraman, 42; Analytical Chemist, 26; Assistant Physician, 1; Engineering Draftsman with Knowledge of Photography, 6; Harbor-master, 2; Employment Assistant for the Blind, 14; Junior Civil Engineer, 19; Assistant Industrial Foreman, 2; Gas Tester, 3; and Senior Education Supervisor, 6.

All the lists may be inspected in The LEADER office, 97 Duane Street, Manhattan, two blocks north of City Hall Park and just west of Broadway.

### Promotion Lists

The Commission released five

Instructor (Machine Shop) Correction Department, (5144); rection Institution Vocational Instructor (Masonry), Walkway on (5143); and Senior Clerk, County Clerk's Office, Chester (5145).

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# STATE AND COUNTY NEWS

## Court Upholds Dropping Vet from a List

ALBANY, May 3. — The question was: Could a veteran, once on an eligible list, be removed for being unable to pass certain physical standards? The decision came down from the Albany County Supreme Court. The decision was: Yes. The case was brought by Onofre P. Germano, a disabled veteran on the Motor Vehicle Examination Commission. Germano had been removed from the list for failing to meet the standards—standards which had been published. Justice Brogan: There is no doubt that the Commission has the right to impose a physical examination appropriate to the position. It is not unreasonable to certify an appointment with a condition that eligibles must thereafter be physically fit. The Commission had moved Germano up on the list "several places" on the basis of disabled veterans preference. But, the Judge ruled, "the Commission was not bound by the preference thus acquired by his physical condition, or by thus adding him to the list, to regard him as qualified physically for the position."

### Crucial Point

When the decision makes a point of basic significance to disabled veterans applying for civil service positions. The crucial issue seems to be whether a disabled veteran is not to be treated upon the same level of qualification for civil service positions generally. The subject is carefully regulated by statute. Every disabled veteran has a physical disability. It is only a disability that renders him incompetent to perform the duties of the position which will affect his right to certification.

**HIGHWAY CONDITION MAP**  
ALBANY, May 3.—New York resumed publication of its Highway Condition Map. Charles H. Sells, State Superintendent of Public Works, said that the map will be displayed at approximately 7,000 information centers throughout the State. Printed copies will be distributed the first day of each month, through October.

**MARSLOE TO SPEAK**  
Deputy Commissioner Anthony Marsloe, in charge of the Investigation Bureau of the State Labor Authority, will address the Club of Cold Spring, Putnam County, today (Tuesday), at 7:15 p.m., in the Hudson View Hotel, Cold Spring.

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# What is Status of Civilians In State Military Jobs?

What is the status of civilian employees in the Division of Military and Naval Affairs? John T. DeGraff, counsel to The Civil Service Employees Association, has undertaken to clarify the question because such matters as their sick leave and vacation rights are involved. Below is Mr. DeGraff's analysis, which was in the form of a letter to the State Civil Service Commission:

A question has arisen as to the true status of civilian employees in the Division of Military and Naval Affairs. These employees include clerks, stenographers and other administrative positions in the Adjutant General's office, together with laborers, electricians and other employees in armories throughout the state. Subdivision 3 of section 2 of the Civil Service Law states:

"The 'civil service' of the State of New York or any of its civil divisions or cities includes all offices and positions of trust or employment in the service of the State or of such civil division or city, except such offices and positions in the militia and the military departments as are or may be created under the provisions of article twelve of the constitution."

### Only Militia Covered

Reference to Article twelve of the constitution indicates that it covers only the State Militia, the Adjutant General and other commissioned and noncommissioned officers. Section 2 of Article twelve of the constitution further provides that entry into the State Militia is by "enlistment."

It is clear therefore, that under the foregoing definition in section 2 of the Civil Service Law, the civilian employees of the Division of Military and Naval Affairs are in the civil service rather than the military service.

### Reinstatement Exam

The NYC Board of Education has announced an examination for reinstatement for teachers of Speech in day high schools. Applicants for reinstatement must have attained permanent tenure prior to resignation, must have had 80 days of teaching within the five years preceding the date of application for reinstatement, and must apply to be reinstated under the license corresponding to that originally held.

The final date for filing application is Monday, May 17. The salary is \$2,500 to \$5,125 in sixteen salary steps. Persons who offer thirty semester hours of approved course beyond a baccalaureate degree are entitled to a differential in salary of \$200 at each step of the schedule. Apply for further information to Mrs. Vesta F. Davis, Chairman, Committee on English Licenses, New York City Board of Education, 110 Livingston Street, Brooklyn 2, New York.

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When we refer to the Military Law however, we find that section 19, which refers to the powers of the Adjutant General, contains the following language:

"The assistants, clerks, employees and laborers provided for by this section shall be considered as being in the military service of the state and shall be subject to military discipline."

Section 189 of the Military Law, which relates to employees in armories, provides as follows:

"The employees provided for by this article shall be considered as being in the military or naval service of the state as the case may be."

### Appear Unconstitutional

If the foregoing sections of the Military Law were constitutional, these employees would undoubtedly be in the military service rather than the civil service. These two sections of the Military Law however, appear to be unconstitutional. Under our form of government it seems clear that Congress lacks the power to declare that civilian employees in the War Department are in military service. In the same way, the Legislature lacks power to declare that civilian employees in the Adjutant General's office or in any other state department are ipso facto in the military service. Our constitution contemplates that entry into the State Militia shall be solely by enlistment except for officers who are appointed as provided by law. The notion that a citizen who happens to be working for a particular state department can, by legislative enactment, be placed in military service, is entirely foreign to our concept of government. There would be no need for a Selective Service Act if either Congress or the states had the power to say that citizens, by virtue of their employ-

ment in certain civilian capacities, were ipso facto in military service.

### In Classified Service

If we conclude that sections 19 and 189 of the Military Law are unconstitutional and that this group of employees is therefore "in the civil service" we must turn to section 9 of the Civil Service Law to ascertain whether they are in the classified or the unclassified service. Since section 9 does not place this group of employees in the unclassified service, it follows that they must be in the classified service because section 9 declares "the classified service shall comprise all positions not included in the unclassified service."

The foregoing leads to the conclusion that all the civilian employees in the Adjutant General's office, including employees in our state armories, are in the classified service and subject to the jurisdiction of the State Civil Service Commission. If this is true, they are subject to the sick leave and vacation rules promulgated by the State Civil Service Commission and they are likewise entitled to coverage under the Unemployment Insurance Law on

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STATE AND COUNTY NEWS

PROGRESS REPORT ON STATE EXAMINATION

Following is the latest report from the State Civil Service Commission on the progress of examinations:

- Code
NS—Rating not yet started
RSP—Rating scale being prepared
WP—Written in progress
WC—Written completed
PTP—Rating of performance test in progress
TEP—Training and experience in progress
TEC—Training and experience completed
IP—Interviews in progress
MP—Medicals in progress
CW—Clerical work in progress
V—Pending establishment of veteran or disabled veteran claims (all rating completed)
SRR—Pending service record ratings
LP—List sent to printer
OPEN-COMPETITIVE
4247 Elevator operator—LP.
6008 Field Investigator of Narcotic control.—WC, TEC, CW.
6010 Jr. Insurance Examiner—LP.
6016 Recreation Instructor, Mental Hygiene.—DV.
6022 Sr. Public Health Physician (TB).—LP.
6078 Assistant Architect.—LP.
6087 Cameraman.—LP.
6079 Assistant Director of Nursing (Psychiatric).—WP.
6080 Assistant District Supervising Public Health Nurse.—CW.
6085 Associate Economist (Social Research).—LP.

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- 6119 Senior Education Supervisor (Home Economics).—LP.
6093 Employment Assistant for the Blind.—LP.
6094 Gas Inspector, held 9/20/47.—DV.
6095 Guidance Supervisor.—WC TEP.
6097 Institution Fireman.—V.
6098 Institution Patrolman.—WC TEP.
6099 Instructor of Nursing.—WP
6106 Library Assistant.—WC, TEP
6155 Probation Officer, Kings County.—CW
6031 Probation Officer, New York County.—LP.
6126 Senior Psychiatrist.—CW
6130 Sergeant, Park Patrol.—CW
6131 Social Worker, W.C.B.—V.
6127 Senior Social Worker, W.C.B.—CW.
6129 Senior Statistician.—WP.
6132 Steam Fireman.—CW.
6135 Supervisor of Social Work (Psychiatric).—WC, TEP.
6136 Telephone Operator.—CW.
6137 Title Examiner.—WP.
6089 Dietitian.—WP.
6116 Senior Dietitian.—WP.
6248 Assistant Accountant.—V.
6278 Assistant Building Structural Engineer.—V.
6287 Compensation Claims Investigator, S.I.F.—WP.
6262 Senior Laboratory Technician, (Clinical Pathology).—WP, TEP.
6261 Junior Laboratory Technician.—WP.
6263 Senior Laboratory Technician (Serology).—WP, TEP.
6270 Social Worker (Medical).—WP.
6272 Associate State Publicity Agent (Radio).—WP.
6273 Principal State Publicity Agent (Radio).—WP.
6271 Senior State Publicity Agent (Radio).—WP.
6281 Assistant Architectural Estimator.—WP.
6279 Senior Building Construction Engineer.—WP.
6253 Community Recreation Ad-

- visor.—WC, TEC, CW.
6290 Court Attendant, 1st and 2nd Judicial District.—RSP.
6275 Director of Publications and Public Relations.—WC, TEC, CW.
6293 Factory Inspector.—WP.
6288 Industrial Investigator.—WP
6284 Motor Vehicle Inspector.—WP.
6259 Occupational Instructor.—WP.
6265 Assistant Superintendent of Training School.—WP.
6307 Floating Plant Supervisor.—V.
6289 Labor Relations Examiner.—WP.
6308 Assistant Mechanical Construction Engineer.—WP.
6252 Office Machine Operator (Key Punch).—WP.
6251 Office Machine Operator (Cal. Key).—WP.
6349 Park Patrolman, Conservation.—WC, MP.
6350 Prison Guard, Correction.—RSP.

PROMOTION

- 3200 Senior Office Machine Operator (Tabulating), Audit and Control.—LP.
3138 Senior Office Machine Operator (Tabulating), Audit and Control.—LP.
3198 Senior Office Machine Operator (Key Punch), Audit and Control.—LP.
3127 Senior Office Machine Operator (Key Punch), Audit and Control.—LP.
3117 Senior Commodities Tax Examiner, Dept. of Taxation and Finance.—LP.
3183 Supervising Commodities Tax Examiner, Dept. of Taxation and Finance.—LP.
3209 Captain, Correction Dept.—WC, TEP.
3210 Lieutenant, Correction Dept.—WC, TEP.
3207 Principal Keeper, Correction Dept.—CW.
3361 Senior Mail and Supply Clerk, Health Dept.—LP.
3208 Assistant Principal Keeper, Correction Dept.—CW.
3211 Sergeant, Correction Dept.—WC, TEP.
5009 Assistant Director of Mental Hospitals, Mental Hygiene.—WP, TEP.
3393 Head Account Clerk, Dept. of Public Works.—WP.
3394 Principal Account Clerk, Dept. of Public Works.—WP

- 3395 Senior Account Clerk, W.C. B.—WC, TEC, CW.
3387 Insurance Collector, S.I.F.—LP.
5051 Chief Bridge Operator, Public Works.—WC, TEC, SRR.
5048 Canal General Foreman, Public Works.—WP.
5132 Associate Building Construction Engineer, Public Works.—WP.
5141 Director of Mental Hospitals.—WP.
5142 Guidance Supervisor, Correction.—WC, TEP.
3388 Institution Fireman, Mental Hygiene.—DV.
5113 Institution Patrolman, Mental Hygiene.—WC, TEP.
5052 Chief Lock Operator, Public Works.—WP.
5054 Senior Occupational Therapist, Mental Hygiene.—WP.
3362 Senior Office Machine Operator (Tabulating), Dept. of Health.—WP.
5041 Supervising Psychiatrist, Mental Hygiene.—SRR.
5055 Supervisor of Occupational Therapy.—WP.
5067 Supervisor of Social Work (Psychiatric).—WC, TEP.
5034 Chief Court Attendant, New York County.—WP.
5225 Deputy Chief Probation Officer, Bronx County.—CW.
5162 Senior Laboratory Worker, Health Dept.—SRR.
5194 Head Maintenance Supervisor, Mental Hygiene.—WC, TEC, SRR.
5193 Stationary Engineer, Correction.—CW.
5218 Senior Stationary Engineer, Mental Hygiene.—WC, TEC, SRR.
5196 Telephone Operator, Mental Hygiene.—SRR.
5346 Senior Account Clerk, Social Welfare, Albany.—RSP.
5063 Senior Account Clerk, Taxation and Finance, Income Tax Bureau.—RSP.
3314 Senior Account Clerk, Taxation and Finance, Motor Vehicle Bureau, New York.—RSP.
3239 Senior Account Clerk, Taxation and Finance, New York Office.—RSP.
5158 Senior Clerk, Department of Commerce.—RSP.
5342 Senior Clerk, Conservation.—RSP.

- 5190 Senior Clerk, Correction.—RSP.
5108 Senior Clerk, Health.—RSP.
5154 Senior Clerk, Public Commission.—RSP.
5229 Compensation Claims Investigator, S.I.F.—WC, TEC, SRR.
5228 Compensation Investigator, W.C.B.—WP.
5118 Senior Milk Accountant, Agricultural Markets.—RSP.
5348 Senior Stores Clerk, Hygiene.—WP.
5189 Principal Clerk, Correction.—WP.
5365 Principal Clerk, Institution.—WP.
5046 Principal Clerk, Public Works.—WP.
5136 Head File Clerk, Public Works.—WP.
5203 Principal File Clerk, Public Works.—WP.
5183 Chief Industrial Investigator.—WP.
5184 Sr. Industrial Investigator.—WP.
5185 Supervising Industrial Investigator.—WP.
5137 Senior Law Clerk, Law Dept.—WC, SRR.
5217 Occupational Inspector, Mental Hygiene.—WP.
5111 Sr. Statistics Clerk, Taxation and Finance.—TEP.
5198 Senior Statistics Clerk, Taxation and Finance.—TEP.
5208 Stenographer, Mental Hygiene.—WP.
5155 Senior Stenographer, Conservation.—WP.
5213 Senior Stenographer, Conservation.—WP.
5364 Senior Stenographer, BD.—WP.

(Continued Next Week)

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LEGAL NOTICE

MAJHER, MERI GEFFERT, also as MARY GEFFERT and MERI GEFFERT. Citation. P 3239. The People of the State of New York by the grace of God free and independent to Anna Rimarcik, Joseph Geffert, Paul Geffert, Anna Geffert, Mary Rondzik, Andrej Geffert and Majher, if living, husband John Geffert, if living, of the late Meri Geffert, also known as Mary Geffert and Meri Geffert, whose whereabouts residences are unknown and unable after due diligence, and if said Thomas Majher's and John Geffert, next of kin, executors, administrators, distributees and successors, test, whose names and addresses are known after due diligence, the kin and heirs at law of Meri Geffert, her, also known as Mary Geffert and Geffert, deceased, send greeting. Whereas, George Sabo and John Sabo who respectively reside at Passaic Spring Valley, N. Y., and 54 Street, Clifton, New Jersey, have applied to the Surrogate's Court of the County of New York to have a instrument in writing, bearing date 18, 1940, relating to both real and personal property, duly proved as will and testament of Meri Geffert, also known as Mary Geffert and Geffert, deceased, who was at the time of her death a resident of 437 E. Street, the County of New York. Therefore, you and each of you are cited to show cause before the Surrogate of our County of New York, in the County of New York, on the 14th day of May, one and nine hundred and forty-eight, past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate will of real and personal property. In testimony whereof, we have caused the seal of the Surrogate's Court of the County of New York to be affixed. Witness, Honorable James C. Chanty, Surrogate of our said County of New York, at said county, the 5th day of April, in the year of our Lord one and nine hundred and forty-eight. (L.S.)

GEORGE LOESCH, Clerk of the Surrogate's Court

STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that the certificate of dissolution of 157 NEW CHELSEA REALTY has been filed in this department and that it appears therefrom that the corporation has complied with the provisions of the Stock Corporation Law and is dissolved. Given in duplicate in my hand and official seal of the Department of State, at the City of Albany, this 8th day of March, 1948. Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that the certificate of dissolution of STAYTEX CORPORATION has been filed in this department and that it appears therefrom that the corporation has complied with the provisions of the Stock Corporation Law and is dissolved. Given in duplicate in my hand and official seal of the Department of State, at the City of Albany, this 29th day of December, 1947. Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

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# NEW YORK CITY NEWS

## Patterson Answers Questions on Raises, Jobs and Promotions

By H. J. BERNARD  
Salaries of new entrants in service, to be appointed by the City, and otherwise, include the \$250 raise by NYC to the Police, Sanitation and other departments, but the minimum will be filled at the minimum grade as it existed prior to the raising of the raise.

Budget Director Thomas J. Patterson stated today in an interview with The LEADER. His answer was made in answer to questions raised by the LEADER. He stated that the raises were granted to City employees, and not to non-city employees, as the prospective new grades now are," declared Mr. Patterson.

### Raise Was Granted

It would not be considered a practice in any business if positions were filled at higher than the minimum grade salaries which they were offered, and which the applicants were willing to accept. Especially when employees are getting a reward for both their past services and as a recognition of their needs, as far as the City can afford to grant such a raise.

There are real problems in connection with the increases, concerning some present City employees, but none concerning future employees, for, unless the future raises' pay is one set by law, minimum grade appointments made at grade minimum. Promotions, however, would not be restricted as to increases, only those in titles that are eligible are promoted.

### Welfare Department Problem

In the Welfare Department, for instance, we have a problem of the Social Investigators," he said. "At first we thought that was settled, but now it isn't, we're holding that in abeyance for a while."

He did not elaborate, but evidently was referring to the problem of provisional employees, who will be on the new Social Investigator eligible list, and who will be appointed provisionally soon, but their permanent status after their probationary period is not yet completed. In their case, the probationary period is a mere formality, as they've proved themselves during their provisional employment of a longer period than required six months. Evidently, they want the \$250 raise because they were City employees, even though provisionals, and they want to get a raise.

There was a lot of loose talk around," commented Mr. Patterson, "that the provisional Social Investigators, who had received a kind of increment, would be appointed from the eligible list at the original entrance salary, and that no provision was made in the budget to continue them at their higher salary. Well, of course, the money is in the budget to carry them on at their present pay, and not make them get a wage cut. I just don't see how you can deny all erroneous statements but that one certainly is wrong."

### Police and Fire Dept. Cases

In reference to statutory salaries being paid has a bearing on the reduction in attainment of top-grade pay by Patrolmen in three years, instead of five. The money for it is in the budget, and a Council bill would change the statutory nature of the salaries. It is believed that the bill will be changed, and being voted on at the next meeting of the Council, and the \$250 increase, to maintain the statutory nature of the

regarding the promotions that Commissioner Frank J. Quayle gave the impression that would be approved as requested, and that the only question was the effect of the authorization upon other aspects of the financial needs. As soon as the budget is straightened out, the budget certificate would be approved. Fireman appointments re-

quested would come under the same rule.

### Hitch to Police Promotions

In the Police Department, the promotion prospects are not so bright, for other than budgetary reasons. The Police Lieutenant list is not being rushed to completion by the Civil Service Commission because it is tied in with the Police Sergeant eligibles' law suit, indirectly, the one that attacked multiple answers to questions calling for "best" answer only. The courts have upheld the eligibles and the Court of Appeals will give the final word. There were some multiple best answers also in the Police Lieutenant examination, so the Commission is awaiting a decision that will provide a standard of action. If the appeal is lost by the city, the Sergeant and Lieutenant papers would have to be re-rated and the eligible lists would change.

Mr. Patterson was unable to give any assurances that the Patrolman appointments, about 200, that would normally be due about June 1, when the present Police Academy class of probationary Patrolmen is graduated, will be made before the new budget gets into effect, on July 1 next. That would postpone the appointments for about a month. Monetary reasons were cited by Mr. Patterson as the cause for such delay and he seemed to feel confident that the course that will be pursued would be the one he had in mind.

### Patrolman Prospects

The last number reached on the Patrolman list is 589. That is the number, in the order of numerical standing by percentages, of the last eligible appointed after canvassing the list for disabled veterans. All the disabled veterans have been appointed, the Police Department revealed, and next the non-disabled veterans will be certified. The next certification will be of non-disabled veterans from the residue of the list, from top to bottom.

### Raise Affects Grades

The raise in pay has given the Civil Service Commission a problem. It has a classification, in which the grades have top and bottom salary limits. The raise would put many employees a salary above their grade. Hence it is expected that the pay grades will be revamped to reflect the budgetary salaries, which requires a resolution by the NYC Commission, approval by the Mayor and affirmative vote by the State Civil Service Commission. However, the problem is budgetary, and Mr. Patterson will confer with Civil Service Commissioners, and all hands will one day repair to Mayor O'Dwyer's office, to see what's to be done. From what Mr. Patterson said about grade minima, it would appear that he is opposed to a permanent upward change in the grading, since if the grade minimum is raised for all purposes, newcomers would be beneficiaries of the raise. It is evidently the administration's intention not to grant the raise to newcomers, so the grading problem becomes one of requiring a new distinction: minimum grades for existing employees higher in

pay than minima for future appointees.

### Not Keen for Reclassification

Mr. Patterson had no great interest in any survey looking toward a reclassification of the NYC grades, and definitely said that "the City won't spend \$250,000 for it, or for any purpose like it." He remarked that employees in one title doing the same work as employees in another title were not a budgetary matter, but had to do with the administration of a department, and afforded no basis for requiring a reclassification. He added that his office is ever alert to classification and is about to recommend some important changes. He possibly meant the Parks Department reclassification, for raising pay rates and establishing a more promising career service.

The \$250,000 figure he got out of an editorial in last week's LEADER, favoring a general reclassification survey, and to attain which wheels have been set in motion, if not by Mr. Patterson.

The Citizen Budget Commission, which made a careful study of the ancient NYC classification, was certain that a reclassification was imperative.

"Grades are one thing and duties are another," continued Mr. Patterson. "You know very well that if a Clerk Grade 3 is on a promotion list for Clerk Grade 4, and the list is about to expire, he strives very hard to gain promotion, and stresses the fact that it costs the City only a dollar a year to advance him into the next Grade. Well, when he becomes Grade 4, the duties remain likely the same."

A witty bystander interjected: "I even know of cases where the duties declined when the employee advanced in the grade."

Mr. Patterson laughed loud. He's been in the City government for forty years.

### Skilled Labor Agreements

As a parting word Mr. Patterson revealed that contracts are being arranged with skilled and semi-skilled employees who may elect to be paid the prevailing rates of private industry under \$220 of the Labor Law, or enter into annual-pay agreements with the City. These contracts, which he doesn't like to have called contracts, had been held up because of a law case, but the case was decided in court in favor of the legality of the agreements, after factual determinations and also after the case had been up to the Court of Appeals once.

"I'm sure that the court's decision will stand because it presents an unanswerable argument," said Mr. Patterson. "We're going right ahead with the agreements with those employees who desire to make them because of the steady work, regular pay and other features they consider advantageous. Why, you should have heard how some of them, and their wives, complained about the uncertainty of seasonal work, and looked thankfully toward an annual basis agreement. Now their wishes can be fulfilled."

## Word on Promotions Is Awaited by Quayle

Budget Director Thomas J. Patterson has before him a request from Fire Commissioner Frank J. Quayle for the promotion of 26 Captains to Battalion Chief, 29 Lieutenants to Captain, 36 Firemen to Lieutenants, and the appointment of 69 Firemen. The Commissioner is anxious to have the promotions and appointments effective on May 16.

No word was received on the request from the Budget Director by the Fire Department up to The LEADER'S presstime. It was certain that promotions will be made, but the question was, How many? Enough names already have been certified by the Civil Service Commission, at Commissioner Quayle's

request, to enable all the promotions.

The 26 promotions to Battalion Chief would include the three eligibles who claimed disabled veteran preference, who would be reached for promotion without the benefit of the disability preference, because they're non-disabled veterans. The top two, Captains Charles Flynn and James M. Keenan, waived primary preference early. The waiver of Captain Charles E. McKeogh depended on the 26 promotions being made, whereupon he'd be the 26th promoted, but he finally waived, also. If three more, or 29, promotions are made, all veterans would be promoted, and four more would include the first non-veteran.

## New Classification for Parks Department on Way

The Park Department and the Budget Director are studying the classification of civil service positions in the Department. They aim to reclassify the positions so as to make possible higher salaries and better careers for the employees.

Arthur S. Hodgkiss, Executive Officer of the Park Department, read a statement by Park Commissioner Robert Moses at a Communion breakfast held by the Catholic Guild of the Park Department at the Hotel Commodore. Mr. Moses wrote:

"In the near future we hope to present to the proper authorities a plan to revise civil service classifications and to establish a special park service in the department. This will make the department more attractive to career men and women, eliminate employees working out of title, and last but not least, result in increased salaries for those involved."

## Welfare Ozanam Guild Work Clubs Aid Boys and Girls

George R. Donahue, President of the Association of Catholic Trade Unionists and International Vice-president of the United Wholesale, Retail and Department Store Workers, CIO, was the lay speaker at the annual Communion breakfast of the Ozanam Guild of Catholic employees of the Department of Welfare in Hotel Waldorf-Astoria on May 2. He has been a leader in the fight against Communists in his own union and throughout the CIO.

Clubs of girls and boys are learning thrift, ingenuity and practical living through Work Ways. Pledged to being useful in home and neighborhood, boys and girls meet in neighborhood clubs, to have fun together, to report on what they are doing to help, and to learn, among other things, to cook, to sew and to carpenter.

Catholic staff members from the fifteen Welfare Centers of the Department; the Municipal Shelters, the Children's Center and from the various Bureaus and Divisions at 902 Broadway attended to fill the Starlight Roof to its capacity of 800. John Patrick Power, former 1st Vice-president of Welfare Council 330 of the Civil Service Form, was Chairman of the Breakfast Committee. The Rev. Henry J. Peregenser, of St. Rose of Lima Church, Manhattan, is Chaplain of the Guild and Anthony C. Russo of Flushing, is President.

Boys and girls of from 8 to 16, from Manhattan, Kings, Bronx and Queens, are invited to join. Parents and children may send in their names to Work Ways, Inc., 299 Broadway, New York 7, New York, or may call Cortlandt 7-3144 to be referred to the chairman of the county where they live. Work Ways children may have two months on a New Hampshire farm for recreation and training in farm and country living.

## 4 Exams Open To Public in May

The May series of NYC open-competitive examinations will include Door Stop Maintainer, Hose Repairer, House Painter, and Carriage Upholsterer. Applications for these examinations will be issued and received from Monday, May 10 to Tuesday, May 25.

In addition the following promotion examinations will be opened for applicants during the same period: Supervisor (Child Welfare); Cement Mason; Quartermaster; Mate, Ferry Service; Assistant Supervisor (Child Welfare); Senior Supervisor (Child Welfare); and Captain, Ferry Service.

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**LEGION TO HONOR OLSON**  
The NYC Transportation Post 1172 American legion, will give a dinner to Olof G. Olson, Bronx County Commander, at Mayer's Parkway Restaurant, 613 East 233rd Street, The Bronx, on Wednesday evening, May 26. Reservations are in charge of James J. Schrang, 2250 Grand Concourse, The Bronx, and John J. Galvin, 2950 Bainbridge Avenue, The Bronx.

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# NEW YORK CITY NEWS

## Funds Voted to Give Patrolmen Progress Report Top Pay After Three Years' Service

An appropriation of \$750,000, added to the budget by the Board of Estimate and approved by the Council, was included for financing top pay for Patrolman (P.D.) in three years, instead of five. The appropriation was the main stumbling block. The Council Majority had given assurances that the Schick bill would be adopted, amending the Administrative Code, so that the three-year plan would be effectuated. The Patrolmen's Benevolent Association, of which John E. Carton is President, had submitted the measure.

### Changed Pay Scale

The Council Committee on Civil Employees and Veterans held a hearing on the proposed local law and immediately thereafter reported favorably on the bill, which was laid over by full Council, as it contained pay clauses that would be affected by pending pay increases. The bill would have made the base pay for First Grade \$3,150; Second Grade, \$2,650; Third Grade, \$2,150. Third Grade incumbents, with one year's service, instead of six months, would be advanced to Second Grade. There would be no Fifth, Sixth and Seventh Grades, in other words, the seven grades would be reduced to three. The salary increase of \$250, it is expected, will result in a change being made in

the bill, to bring the figures to \$3,400, \$2,900 and \$2,350, respectively. Adding the \$750 bonus the figures are \$4,150, \$3,650 and \$2,400.

### Text of Provisions

On the assumption that the pay changes would be the only ones, and that they would be on the basis of adding \$250 to base pay in each instance, the law would read:

"Section 1. Paragraph seven of subdivision a of section 434a-10.0 of the administrative code of the city of New York, as last amended by local law number forty for the year nineteen hundred forty-two, is hereby amended to read as follows:

"7. The grade and pay or compensation of patrolmen or policemen shall be as follows:

"(a) All such members who are patrolmen and who shall have served three years or upwards, shall be members of the first grade. All such members who shall have served for less than three years, and two years or upwards, shall be members of the second grade. All such members who shall have served for less than two years, and one year or upwards, shall be members of the third grade. And all such members who shall have served for less than one year, shall be members of the fourth grade.

"(b) Whenever any member of the fourth grade shall have done service therein for one year, he shall be advanced to the third grade. Whenever any member of the third grade shall have done service therein for one year, he shall be advanced to the second grade. Whenever any member of the second grade shall have done service therein for one year, he shall be advanced to the first grade.

"(c) The annual pay or compensation of members of the police force who are patrolmen as afore-

said, shall be as follows: For members of the first grade, at the rate of not less than three thousand four hundred dollars each; for members of the second grade, at the rate of not less than two thousand, nine hundred dollars each; for members of the third grade, at the rate of not less than two thousand, four hundred fifty dollars each; for members of the fourth grade, at the rate of not less than two thousand, four hundred dollars each.

"§ 2. Every patrolman or policeman serving in the police department on the effective date of this local law shall on such date, be a member of the grade to which he belongs pursuant to the provisions of administrative code section 434a-10.0, as hereby amended, by reason of the number of years for which he has done service in the police force prior to such date, notwithstanding the grade or grades to which he belonged prior to such date. In determining the date upon which such patrolman or policeman shall be entitled to advancement in grade pursuant to such section as hereby amended, such patrolman or policeman shall be credited with the time served by him in the grade to which he belonged prior to the effective date hereof as time served in the grade to which he becomes entitled by virtue of this local law. On and after the effective date of this local law, the annual pay or compensation of every such patrolman or policeman shall be governed by the provisions of administrative code section 434a-10.0 as hereby amended.

"§ 3. This local law shall take effect July first, nineteen hundred forty-eight."

The committee consists of Councilmen Frederick Schick, Walter G. McGahan, S. Samuel DiFalco, Bertha Schwartz, L. Gary Clemente, Walter R. Hart, Edward A. Cunningham, William M. McCarthy and Edward Vogel.

### OPEN-COMPETITIVE

Railroad Clerk. Physicals in progress until Tuesday, May 11.

Cleaner (Men). Physicals will begin on Monday, May 10, at 2 p.m. There will be 370 candidates on that date. On Tuesday, May 11, there will be 375 candidates, starting at 2 p.m. On Friday, May 14, also 375 candidates will be called, but starting at 8 a.m. On Tuesday, May 18, there will be 371 candidates again and the same number on Wednesday, May 19.

Laborer (Male). Investigation of candidates is now taking place. The physicals have been completed.

Conductor. Eligible list expected today (Tuesday).

Bookkeeper. Written test being rated.

Attendant. Written test being rated. The list is expected during the summer.

Social Investigator. Some of the orals have been completed. List should be out in a few weeks, even before all orals are completed.

Transit Patrolman, Bridge and Tunnel Officer, and Correction Officer. Written examination will be rated when key is validated.

Clerk, Grade 2. Papers being rated.

### PROMOTION

Deputy Chief (Fire Department). List expected by mid-May.

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### LEGAL NOTICE

BAR, JEAN EUGENE HENRI.—The People of the State of New York, by the grace of God free and independent, to Claude Bar, Collector of Internal Revenue, State Tax Commission, Helene Crosnier, Stephen F. Spiegel, Garnett Gardnier De Stackelberg; Banque Franco-Chinoise Pour Le Commerce Et L'Industrie, being the persons interested in the estate of Jean Eugene Henri Bar, deceased, who at the time of his death was a French national domiciled in the Republic of France, and was late of the French Concession of Shanghai, Republic of China, send greetings:

Whereas, Irving Trust Company, a New York corporation, with its principal office at No. One Wall Street, Manhattan, New York, has lately applied to the Surrogate's Court of the County of New York to have its account of proceedings as ancillary administrator of the goods, chattels and credits of Jean Eugene Henri Bar, deceased, judicially settled and for instructions of the surrogate; therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records, in the County of New York, on the 14th day of May, 1948, at half-past ten o'clock in the forenoon of that day why, 1. The account of proceedings of said Irving Trust Company as such ancillary administrator of the goods, chattels and credits of Jean Eugene Henri Bar should not be judicially settled; 2. Said ancillary administrator should not receive the instructions of the court as to what action, if any, it is required to take upon the policies of insurance referred to in the petition; 3. The surrogate should not instruct the ancillary administrator as to the action which it is to take in respect to the property in the free zone and 4. The court should not take proof of the services rendered by counsel to the ancillary administrator and direct payment thereof in an amount not to exceed the sum of \$5,000, and disbursements as may be fixed by the court.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable James A. Delahanty, a Surrogate of our said county, at the County of New York, the 5th day of April, in the year of our Lord one thousand nine hundred and forty-eight. (L.S.)

GEORGE LOESCH, Clerk of the Surrogate's Court.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of 744 COL. AVE. CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 15 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 31st day of March, 1948.

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

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of ALEXANDER CLOTHING CO., LTD. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 10th day of December, 1947.

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

Lieutenant, Police Department. List being delayed because of lar issues in Sergeant Elliot's suit, now in court.

Patrolman, Police Department. Next batch of appointments expected after July 1. Highest number reached, 589.

Assistant Supervisor, Supervisor and Senior Supervisor, Department of Welfare. Rating of written progress.

Clerk, Grades 3 and 4. Papers being rated.

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### LEGAL NOTICE

#### CITATION

The People of the State of New York, by the grace of God, free and independent, to JOHN MCCARTHY, ELLEN M. MCCARTHY, CONSUL GENERAL OF IRELAND, and to MICHAEL J. O'GORMAN, deceased husband of MARGARET MCCARTHY, deceased, whose Post-Office address is known, and cannot, after diligent inquiry, be ascertained by the petitioner herein living and if dead, to the executor, administrators, distributees and assigns, names and Post-Office addresses unknown, and cannot, after diligent inquiry, be ascertained by the petitioner herein being the persons interested as creditors of the said County of New York, at the time of her death was a resident of 170 East 96th Street, New York City. Send Greeting:

Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 308, Borough of Manhattan, and County of New York, as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, at the Hall of Records, in the County of New York, on the 21st day of May, 1948, at half-past ten o'clock in the forenoon of that day, why the account of the Public Administrator of the County of New York, as administrator of said goods, chattels and credits of said deceased, should not be judicially settled. In Testimony Whereof, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. (SEAL)

Witness, Honorable WILLIAM T. LINS, a Surrogate of our said County of New York, the 1st day of April, in the year of our Lord one thousand nine hundred and forty-eight. GEORGE LOESCH, Clerk of the Surrogate's Court.

## READER'S SERVICE GUIDE

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# NYC NEWS

## FIRE LINES

Fire Dept. Gunners  
The Fire Department Rifle Revolver Club has completed series of twelve matches in the New York Pistol League. The Fire Fighters finished first. The League consists of sixteen competing teams. Under the direction of Fireman Gregg Delaney, captain, and the Pistol Committee, the fire gunners showed intense interest and spirit. Medals will be given to Fireman Nugent, H. 14, club champion for 1946 and 1947, with the highest average; Walter H. Garriek, club slow-fire champion; and Public Assembly, who finished second; Ed Kurpiel, H. 101,

third, and George Koval, E. 39, fourth.  
Finishing behind the medal winners in this order were: Lieut. Hammond R. Fox, E. 154; Fr. Fred Adelman, H. 42; Fr. Fred Beyer, H. 27; and Fr. Gregory K. Delaney, E. 215. Those competing in less than 75 per cent of the matches were as follows: Fr. Nat Gruber, E. 278, fourth in club standings; Fr. A. Dennerlein, E. 16; Fr. "Hank" Feil, H. 9; Fr. Al Deyell, E. 234; Lieut. Bill Brancik, E. 56; Fr. Milt Shapiro, E. 57; Fr. J. Herman, Jr., E. 16; Lieut. J. E. Coghlan, E. 304; Fr. Ray Pousson, E. 321; Fr. Carl Springer, E. 217; Ret. Fr. Mike Judge; Capt. D. L. Garrick, L. S. S. 1; Fr. A. V. Matthews, M.M.O.; and Fr. Walter Feldt, H. 106.

## Queens Group Asks Fund for Employees; Not Jubilee

The Queens Civic Committee has expressed its opposition to the \$100,000 expenditure for celebrating the city's Golden Jubilee, unless such time as essential services are assured.  
John F. Rapp, of Woodhaven, Queens, Vice-president of the committee, told Grover Whalen, Jubilee chairman, that more than a half-million dollars for "goldplating" was unjustified in light of the city's financial situation.  
In a letter to Whalen, Mr. Rapp said:

"1. We are opposed to this waste of City funds, so long as City employees are grossly underpaid.  
"2. We are opposed to this waste of City funds as long as kids are being killed on the streets of Queens because the City of New York cannot find sufficient funds to erect traffic lights at numerous 'death corners.'  
"3. We are opposed to this waste of money so long as the City of New York will not appropriate sufficient funds to appoint 100 additional patrolmen, sorely needed to patrol the streets."

## Sidelights

U.S. employees again number more than 2,000,000. Up 15,000 in month... Good laugh in story about Economic Co-operation Administration to use U.S. registers for filling Stenographers and Typists vacancies. Regular departments can't even fill their needs from lists, and exams are held repeatedly. But Second Region (N. Y. and N. J.) did better than expected in its call for candidates and ended last week. More than 10,000 responded. Jim Rossell did another good recruitment job.

## Clerk Promotion Test Set for June 19

Part II of the written test for promotion to Clerk, Grade 5, has been scheduled for Saturday, June 19, by the Municipal Civil Service Commission.

## Deputy Fire Chief List Due in 2 Weeks

President Joseph A. McNamara said that the NYC Civil Service Commission expects to publish the eligible list for promotion to Deputy Chief, Fire Department, about the middle of this month.

**PHOTOGRAPHER STUDY AID**  
The Municipal Reference Library has study material for the forthcoming civil service examination for Photographer. The Library has complete previous examination papers and answers which also may be consulted. The library is open from 9 to 5 on week days and 9 to 1 on Saturdays. It is in Room 2230, Municipal Building, Centre and Chambers Streets, Manhattan.

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Civil service employees will receive special attention if they ask for Mr. Stang.

## Guild Diners to Hear Talk by Father Peyton

The Rev. Patrick J. Peyton, the Family Rosary Hour priest, will be the principal speaker at the ninth annual Communion breakfast of the Catholic Guild of the Office of the President Borough of Manhattan on Sunday, May 16, at 10:15 a. m., at the Iceland Restaurant, 1680 Broadway.

Borough President Hugo E. Rogers, honorary guest, also will speak. Monsignor Joseph A. Nelson is Moderator of the Catholic Guild.

The officers of the Guild are Raymond J. Harrington, President; Marin F. McDermott, Vice president; Anna M. Douglas, Secretary; Francis X. Duffy, Treasurer; Katherine Faeth, Financial Secretary, and Edward P. May, Marshal.

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# Exams for Steady Public Jobs

## U.S.

**2-15 (1948). Junior Professional Assistant, P-1 \$2,644.** Option: Librarian. For positions in federal government agencies in New York and New Jersey. Applications will be accepted from Librarians, or persons eligible to apply who: (a) were over 35 years of age on the closing date (November 3, 1947) of the original announcement; (b) have not passed their 62nd birthday on the same date; and (c) were not previously covered under the waiver of age requirements specified in the basic announcement (Announcement No. 2-210 (1947) for Junior Professional Assistant. Federal employees covered by the above who are serving in these positions in New Jersey and New York should apply if they do not have a competitive status and wish to qualify for permanent appointment. Applicants must have either (a) Four year college course including or supplemented by 30 semester hours of study in library; (b) Four years experience in library work; or (c) equivalent training and experience. Students who will complete requirements by September 30 may file. File Form 5000-AB with Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, N. Y. (Closes Wednesday, May 12).

**2-53-1 (1948). Mathematician, P-2 to P-6, \$3,397 to \$7,102.** For positions in Federal government agencies in New Jersey and New York. Requires either (a) Four year college course with bachelor's degree in mathematics; (b) Four years experience in mathematics; or (c) Equivalent combination. Must have varying degrees of additional experience for different grades. Federal employees in these positions should apply if they do not have a competitive status and wish to qualify for permanent appointment. Send Form 57; and Card Form 5001-ABS to Executive Secretary, Board of U. S. Civil Service Examiners, U. S. Coast and Geodetic Survey, Federal Building, Christopher Street, New York 14, N. Y. (Closes Thursday, May 6).

**96. Physical Therapist, \$2,644 to \$5,905.** For positions in U. S. Public Health Service, the Children's Bureau, and St. Elizabeth's Hospital in Washington, D. C. and in U. S. Public Health Service and Marine Hospitals throughout United States. Appointments may be made to other Federal agencies (except Veterans Administration) in Washington. No written test. File Form 57, Card Form 5001-ABC, Form 14 (if required in your case), and Form 12 (if required in your case) with U. S. Civil Service Commission, Washington 25, D. C. (Closes Tuesday, May 18).

## STATE

### Open-competitive

**8118. Tax Research Assistant,** Department of Taxation and Finance. One vacancy in Albany. Requires bachelor's degree in statistics or economics and 3 years' experience, or substitution of additional experience for college. Entrance salary \$4,242 which includes a cost-of-living bonus of \$522 this year. Five annual increases of \$180. Fee \$3. (Closes Monday, May 24).

**8119. Examiner of Municipal Affairs,** Department of Audit and Control. No vacancies in New York City, Westchester or Long Island, 4 vacancies in Albany and around Albany, and 42 vacancies throughout the remainder of the state. Requires 6 years' business or office experience, 2 in municipal accounting; or satisfactory equivalent. Entrance salary \$3450 which includes a cost-of-living bonus of \$450 this year. Five annual increases of \$132. Fee \$2. (Closes Monday, May 24).

**817. Medical Technician, State Institutions, \$2,346 total.** Five annual increases of \$120. Fee, \$2. Vacancies at Binghamton, Brooklyn, Central Islip, Creedmoor, Gowanda, Harlem Valley, Hudson River, Kings Park, Manhattan, Marey, Pilgrim and Utica State Hospitals, Letchworth Village, Newark and Wassaic State Hospitals, Department of Mental Hygiene. Must have either high school graduation and course in medical technology of at least one year or equivalent. (Closes Monday, May 10).

**8106. Senior Medical Technician,** State Institutions, \$2,622 total.

Five annual increases of \$120. Fee, \$2. Vacancies at Brooklyn, Harlem Valley, Marey, and Rochester State Hospitals and Letchworth Village, Department of Mental Hygiene. Must have high school graduation, course in medical technology, and two years experience; or equivalent. (Closes Monday, May 10).

**8105. Assistant Principal, School of Nursing, Mental Hygiene, \$3,450 total.** Five annual increases of \$132. Fee, \$2. Vacancies in Central Islip, Marc yand Pilgrim State Hospitals. (Closes Monday, May 10).

**8104. Junior Civil Engineer, State Departments, \$3,450 total.** Five annual increases of \$132. Fee, \$2. Vacancies in Public Works in district offices at Albany, Utica, Syracuse, Rochester, Buffalo, Hornell, Watertown, Poughkeepsie, Binghamton and Babylon. (Closes Monday, May 10).

**8103. Junior Civil Engineer (Design), Public Works, \$3,450 total.** Five annual increases of \$132. Fee, \$2. (Closes Monday, May 10).

**8102. Senior Civil Engineer (Design), Public Works, \$5,232 total.** Five annual increases of \$220. Fee, \$4. (Closes Monday, May 10).

## Promotion

**7060. Principal, School of Nursing, Institutions, Department of Mental Hygiene, (Prom.), \$4,242 total.** Five annual increases of \$180. Fee, \$3. One vacancy in Utica State Hospital. Must be permanently employed in institution of Department of Mental Hygiene and have served as Assistant Principal, School of Nursing for one year preceding date of examination, and shall have completed minimum of 30 earned credits in a college or university in a program including courses in nursing education. (Closes Wednesday, May 12).

**7801. Principal Payroll Examiner, Division of Placement and Unemployment Insurance, Department of Labor, (Prom.), \$4,242 total.** Five annual increases of \$180. Fee, \$3. Must be permanently employed in Division of Placement and Unemployment Insurance and must have served as Senior Payroll Examiner for one year. (Closes Wednesday, May 12).

**7049. Senior Stenographer, Elmira Reception Center, Department of Correction, (Prom.), \$2,346 total.** Five annual increases of \$120. Fee, \$2. Two vacancies in Elmira Reception Center. Must be permanently employed in Department of Correction in Elmira Reception Center and must have served for six months preceding examination in a grade allocated to G-2 or higher, and must have had one year stenographic experience. (Closes Tuesday, May 18).

**7050. Senior Stenographer, Rochester Office, Department of Education, (Prom.), \$2,346 total.** Five annual increases of \$120. Fee, \$2. One vacancy. Must be permanently employed in Rochester Office of Education Department, and must have served in position allocated to G-2 or higher, and must have had one year stenographic experience. (Closes Tuesday, May 18).

**7051. Senior Stenographer, Department of Health (exclusive of Division of Laboratories and Research and Institutions), (Prom.), \$2,346 total.** Five annual increases of \$120. Fee, \$2. Three vacancies in Albany. Must be permanently employed in Department of Health (exclusive of Division of Laboratories and Research and Institutions) and must have served for one year preceding examination as clerks, stenographers, typists or machine operators and must have one year stenographic experience. (Closes Tuesday, May 18).

**7052. Senior Stenographer, Roswell Park Memorial Hospital, Department of Health, (Prom.), \$2,346 total.** Five annual increases of \$120. Fee, \$2. One vacancy in Buffalo. Must be permanently employed in Department of Health in Roswell Park Memorial Hospital and must have served in grade allocated to G-2 or higher for one year preceding examination and must have had one year stenographic experience. (Closes Tuesday, May 18).

**7053. Senior Stenographer, District No. 4, Department of Public Works, (Prom.), \$2,346 total.** Five annual increases of \$120. Fee, \$2. One vacancy in Rochester. Must be permanently employed in Department of Public Works in District No. 4 and must have served

in grade allocated to G-2 or higher for one year preceding examination and must have had one year stenographic experience. (Closes Tuesday, May 18).

**7054. Senior Typist, Bureau of Motor Vehicles, New York Office, Department of Taxation and Finance, (Prom.) \$2,346 total.** Five annual increases of \$120. Fee, \$2. One vacancy in New York. Must be permanently employed in New York Office of Bureau of Motor Vehicles in Department of Taxation and Finance and must have served for one year preceding test in grade G-2 or higher and have one year typing experience. (Closes Tuesday, May 18).

**7055. Principal Clerk (Personnel), Department of Commerce, (Prom.), \$2,898 total.** Five annual increases of \$120. Fee, \$2. One vacancy in Albany office. Must be permanently employed in Department of Commerce and must have served for one year preceding examination as either Senior Clerk or in clerical service in grade allocated to G-6 or higher and have three years' experience in personnel work. (Closes Tuesday, May 18).

**7056. Senior Office Machine Operator (Multilith), Department of Civil Service, (Prom.), \$2,346 total.** Five annual increases of \$120. Fee, \$2. One vacancy. Must be permanently employed in Department of Civil Service and must have served for one year preceding examination in clerical service in a grade allocated to G-2 or higher and must have one year experience in operation of multilith and mimeograph machines. (Closes Tuesday, May 18).

**7057. Account Clerk and Book-keeping Machine Operator, Comptroller's Office, Erie County, (Prom.), \$2,100 to \$2,400.** Fee, \$2. Appointment expected at \$2,100 plus 1948 cost-of-living adjustment. Must be permanently employed in Erie County Comptroller's Office and must have served for six months preceding examination in positions with salaries from \$1,800 to \$2,100 and must have either three years' office experience, some of which involved operation of bookkeeping machine, and graduation from high school or equivalent combination of training and experience. (Closes Tuesday, May 18).

**7058. Principal Clerk, County Laboratory, Erie County, (Prom.), \$2,300 to \$2,600 total.** Fee, \$2. Must be permanently employed in Erie County Laboratory and must have served for six months in position with salary range of \$1,800 or \$2,100. Must have either seven years' office experience, three years' office experience and graduation from high school, or equivalent combination. (Closes Tuesday, May 18).

**7059. Assistant Superintendent of Recreation, Recreation Department, Westchester County, (Prom.), \$4,380 to \$6,000 total.** Fee, \$4. One vacancy. Must be permanently employed in Department of Recreation, County of Westchester and must have served for one year preceding examination in position with salary of at least \$2,910. Must have either graduation from college with courses in literature, dramatics, classical and applied arts, music, athletics and social sciences and eight years' experience in recreation work of which two years must have been in executive position, or satisfactory equivalent. (Closes Tuesday, May 18).

**7061. Senior Stenographer, Main Office, Albany, Department of Public Works, (Prom.), \$2,346 total.** Five annual increases of \$120. Fee, \$2. Four vacancies in Albany. Must be permanently employed in Main Office of Department of Public Works and must have served for one year preceding examination in clerical service at G2 or higher, and must have one year stenographic experience. (Closes May 18).

**7800. Personnel Administrator, Division of Placement and Unemployment Insurance, Department of Labor, (Prom.), \$3,582 total.** Five annual increases of \$132. Fee, \$3. Preference in certification will be given to employees in promotion area in which vacancy exists. Must be permanently employed in Division of Placement

and Unemployment Insurance and must have served for one year preceding examination at G-8 or higher and must have either six years' experience in public administration, personnel administration, or related fields and graduation from high school and one year supervisory experience, or three years in personnel office and graduation from college and one year supervisory experience, or equivalent. (Closes Saturday, May 8).

## NYC

### OPEN-COMPETITIVE

**5575. House Painter, \$14 per day.** Eligible list resulting from this examination will be certified as appropriate for Painter (Housing Authority). Fee, \$50. Fourteen vacancies at present; Others from time to time. Requirements; five years experience or equivalent. Must not have passed 45th birthday. Written test, weight 30; Performance, weight 70. (Opens Monday, May 10; Closes Tuesday, May 25).

**5584. Hose Repairer, \$2,500.** Fee, \$2. One vacancy in Fire Department; Others from time to time. Requirements; three years experience or equivalent. Performance test, weight 100. Must not have passed 45th birthday. (Opens Monday, May 10; Closes Tuesday, May 25).

**5503. Carriage Upholsterer, \$2,750.** Eligible list resulting from this examination will be certified as appropriate for Furniture Maintainer (Upholstery). Fee, \$2. Five vacancies in Department of Sanitation; Others from time to time. Requirements, Five years experience or equivalent. Performance test, weight 100, 70% required. (Opens Monday, May 10; Closes Tuesday, May 25).

**5585. Door Stop Maintainer, \$2,190.** Fee, \$2. Four vacancies in Department of Education; others from time to time. Three years experience or equivalent required. Performance test, weight 100. (Opens Monday, May 10; Closes Tuesday, May 25).

## NYC Education

**2348. Teacher of Health Education in Day High Schools (Women only), \$2,500 to \$5,125 in 16 salary steps.** Persons offering 30 semester hours beyond baccalaureate degree entitled to \$200 differential. Fee, \$5. Apply to Samuel Streicher, NYC Board of Education, 110 Livingston Street, Brooklyn 2, N. Y. (Closes Friday, May 21).

**23-48. Teacher of Speech in Day High Schools, \$2,500 to \$5,125 in 16 salary steps.** Persons offering 30 semester hours beyond baccalaureate degree entitled to \$200 differential. Fee, \$5. Apply to Mrs. Vesta F. Davis, NYC Board of Education, 110 Livingston Street, Brooklyn 2, N. Y. (Closes Monday, June 14).

## Promotion

**5543. Senior Supervisor (Child Welfare), (Prom.), \$3,720 to \$4,200.** Open only to employees of Department of Welfare. Fee, \$3. Vacancies occur from time to time. Must be permanent employee in Department of Welfare in position of Supervisor. Must have had not less than two years experience in social case work in child welfare field. Written test, Saturday, October 30. (Opens Monday, May 10; Closes Tuesday, May 25).

**5549. Assistant Supervisor (Child Welfare), (Prom.), \$2,520 to \$3,000.** Open only to employees of Department of Welfare. Fee, \$2. Vacancies occur from time to time. Open to permanent employee in Department of Welfare in position of Social Investigator, Grade 1, Social Investigator, Grade 2. Must have had not less than two years experience in social case work in child welfare field. Written test, Saturday, October 30. (Opens Monday, May 10; Closes Tuesday, May 25).

**5569. Mate, Ferry Service, (Prom.)** Open only to employees of the Department of Marine and Aviation, \$3,300 and over. Fee, \$4. Vacancies from time to time. Open to permanent employees of Department of Marine and Aviation

in position of Quartermaster, time of performance test, present license issued by U. S. Coast Guard as master and pilot of ferry steam or motor vessel on waters for which municipality operated ferry boats are certified. Performance test begins Thursday, June 17. (Opens Monday, May 25).

**5570. Quartermaster, (Prom.)** \$2,500 to \$3,000. Open only to employees of Department of Marine and Aviation. Fee, \$2. Vacancies from time to time. Must be employees of Department of Marine and Aviation in positions of Master or Deckhand. At performance test must have U. S. Coast Guard license as pilot, first class, of steam or motor vessels on waters for which municipality operated ferry boats are certified. Performance test begins Tuesday, June 22. (Opens Monday, May 25; Closes Tuesday, May 25).

**5544. Cement Mason, (Prom.)** \$14.70 a day. Open only to employees of Board of Higher Education. Given for the purpose of reclassifying employees in title of Maintenance Man. Fee, \$50. One vacancy. Performance test begins Tuesday, June 22. (Opens Monday, May 10; Closes Tuesday, May 25).

**5590. Supervisor (Child Welfare), (Prom.), \$3,120 to \$3,600.** Fee, \$3. Vacancies from time to time. Open only to employees of Department of Welfare employed as: Assistant Supervisor, Home Economist, Medical Social Worker, Grade 2, or Psychiatric Social Worker. Applicants must have had not less than two years experience in child welfare field. Written test, Saturday, October 30. (Opens Monday, May 10; Closes Tuesday, May 25).

## RETIRED MEN MEET

A meeting of the Conference Committee of the Retired Men's Associations was held at Werdmann's Hall, President Chamber McKie asked those present to recommend to their Police and Fire Department organizations joining the Conference. Fred H. Boettcher is Secretary of the Conference Committee.

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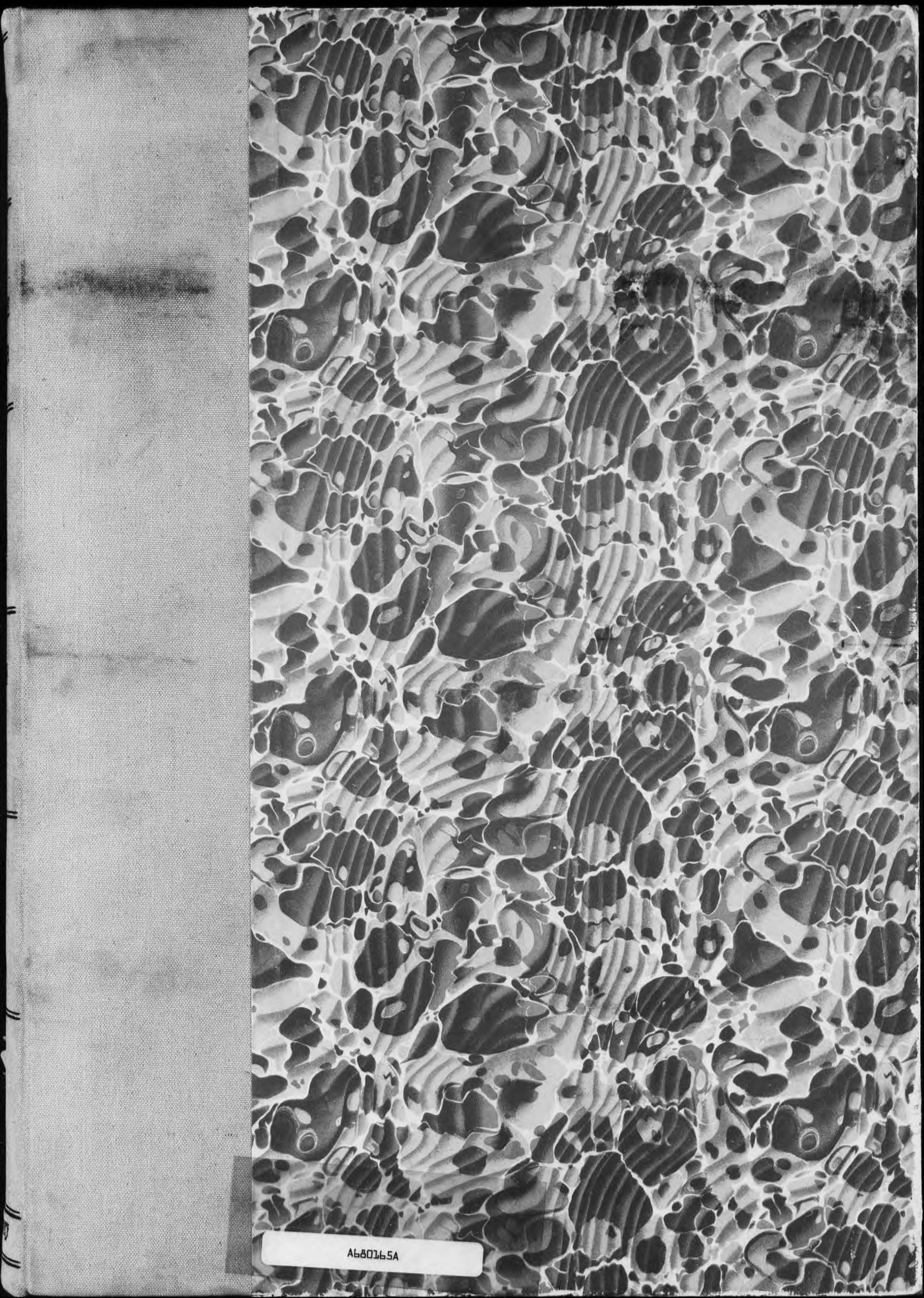
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