

Civil Service LEADER

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See Page 6

Legislature Passes \$300-\$1,000 Pay Raise, To Begin Apr. 1; 55-Yr. Retirement Extended; 'Loyalty' Bill Wins; Pension Aid Approved

ALBANY, March 19 — A big brace of civil service bills was passed by the Legislature in the final week of its existence. Among these measures:

A pay raise to employees of the executive, legislative, and judicial branches of government. The raise, which will go into effect on April 1, is in accordance with this formula: 12½ percent on the first \$2,000 of salary; 10 percent salary from \$2,000 to \$4,000; and 7½ percent on all pay above \$3,000. There is a minimum of \$300 and a maximum of \$1,000 on the pay increase.

A measure designed to curb "anti-subversives" in so-called "sensitive areas" and "sensitive positions" of State and local governments. The bill had been introduced near the end of the session, and had created much controversy.

55-Year Bill Passed

The 55-year retirement plan, which had gone out of existence as of December 31, 1950, was passed once again, with a deadline of September 30, 1951.

The Commission to Revise the Civil Service Law, operating under Assemblyman Preller, was given another year by the Legislature to complete its work which may affect every public employee. And earlier in the session, the Legislature had voted \$75,000 to study the operations of Civil Service, a survey being conducted by the Commission on coordination of State activities.

Pension Assistance

A bill which would provide temporary special pension assistance to needy retired employees bringing their pensions up to \$75 a month where they are receiving less than that. The bill is considered of questionable constitutionality. It was sponsored by Comptroller McGovern as a stop-gap when he opposed the Mahoney amendment which would have given the Legislature authority to act on behalf of under-privileged pensioners.

A Great Success

One of the greatest successes of all was passage late on the last day of the session by the Assembly of the Mahoney constitutional amendment which will now go to the voters in a referendum next fall. This amendment, subject of furious controversy during the final weeks of legislative action, permits the State and its subdivisions to supplement pensions now being

paid retired public employees. The amendment had passed the Legislature in 1949, and had been unanimously approved by the Senate at this session. Only when it was undergoing final processing in the Assembly was it suddenly stopped, via a series of technical objections by Comptroller McGovern. These objections were deemed by many competent authorities to be without merit, and from all parts of the State came messages to the leaders to permit the humane measure to go through. But they remained adamant, and only in the final few hours was the amendment approved. Had it not been, three years would have been required before another Constitutional Amendment could be processed.

In a dramatic hour-and-a-half debate, GOP Assemblyman Stuart, assisted by Democrat Wilcox and Turshin, carried the ball for this amendment. Assemblyman Turshin landed John T. DeGraff's memorandum, which he said completely demolished the Comptroller's objections.

The Pay Raise

The 12½-10-7½ percent pay raise represented a formula which the Civil Service Employees Association had refused to accept. The Assn. had fought with unparalleled vigor for a 15 percent across-the-board pay increase. In negotiations with representatives of the administration, the Association's conferees were able to bring the increase up from an original 8 percent offer. It had been pointed out that the good-will and morale of the employees, as well as the economic facts, called for a higher increase. The Association also pointed out that a salary report which the Governor had ordered was never released. It was strongly felt that the facts of this report supported the employee figures. The \$300 to \$1,000 increase was sponsored by administration spokesmen after the final negotiation conference with the Association spokesmen, and represents a partial concession to the case made by the employees.

The Association's prestige was much enhanced by the manner in which it fought for the pay raise.

Other bills of importance which passed permit hearings and council in case of dismissal. Such measures had failed in previous years, and represent an important step.

The loyalty bill, now in the

DON'T REPEAT THIS

Hogan Deemed Breath of Fresh Air After Kefauver Probe

WHAT HAPPENS after "the greatest show"—the spectacular Kefauver Committee investigation — and the various other probes now playing to capacity audiences, are completed?

How will the political scenery change? Who will emerge clean, who tarnished?

People Deeply Disturbed

One thing is certain: A wave of disgust has arisen in the State of New York, a revulsion at the revelations that an under-government digs its termite-infested buttresses into the respectable over-government. The people have been

(Continued on page 6)

hands of the Governor, provides for the transfer or dismissal of employees in agencies considered important to defense. No agencies or "security positions," are named. The bill applies not only to State but to local employees, and gives wide powers to local officials. The measure was not received with glee, and passed over strong opposition from variegated groups.

A listing of important civil service bills which passed appears on page 11. Next week's LEADER will carry a summary and analysis of the Legislature's action on civil service measures.

Virus Keeps Them Away

Many State employees, particularly in the Albany District, were bedded down with virus infection. Governor Dewey himself was afflicted.

Rent Jobs Offered Fired DPUI Aides; Problem Still Acute

ALBANY, March 19 — The worsening situation in the State Division of Placement and Unemployment Insurance last week received a small blood-transfusion with the announcement that a plan had been worked out whereby dismissed assistant claims examiners could obtain appointments to the State Rent Commission. The positions in the Rent Commission would, however, pay less than those in the DPUI.

Meanwhile, President Jesse B. McFarland of the Civil Service Employees Association and Harry Spodak, of the Association's special DPUI Committee, again conferred with Civil Service Commission representatives concerning

the use of assistant claim examiners as employment interviewers.

The Association urged re-instatement of a September 1950 ruling which permitted temporary appointment as employment interviewer of anyone appearing on the assistant claims examiner preferred list. The Commission had ruled recently, with respect to February and March layoffs, that only those persons on the preferred list who had all of the specialized experience required for employment interviewer could be temporarily appointed. The Association representatives point out that permanent experience as a claims examiner could well substitute for the one year's specialized

(Continued on Page 3)

Assn. Will Hold Fall Art Show

ALBANY, March 19—Jesse B. McFarland, president of The Civil Service Employees Association, announced that the Association plans a fall art show open to all civil service employees. It will be held in Albany.

This is the first in a series of regional shows that will give civil service employees the opportunity to exhibit their creative work.

The show will consist of exhibits of paintings, etchings, ceramics and sculpture.

The regional area of the Albany show will include the counties of Essex, Warren, Saratoga, Washington, Rensselaer, Albany, Columbia, Green, Schoharie, Fulton, Montgomery, Schenectady and Hamilton.

Mr. McFarland appointed a permanent committee which will be responsible for all the details and working plans of the show. The committee: Charles Sheridan, Division of the Budget, chairman; Margaret Ciccolella, Department of Health; Helen Leahy, State Retirement System; Margaret Mahoney, Public Service Department; Nicholas Appar, Department of Health; Vincent Popolizio, State Education Department; Joseph Rothman, State Bureau of Rights and Ways; Gerald Schroeder, Department of Health; Clayton Seagars, Conservation Department; Dr. William Siegal, Department of Health. Mrs. Clover Mikol, of Delmar, a well-known artist, and Robert Wheeler, director of the Albany Institute of History and Art,

were appointed as advisors to the committee. Margaret Ciccolella, Health Department, was appointed secretary.

Please Fill in Blank Form

It is felt that within the Association, with its membership of more than 50,000, many have hobbies such as painting, sculpturing and working with ceramics.

As far as the Association knows, it is the first time that an art show of this type has been attempted in the United States for governmental employees.

The Association would like to know the identity of persons who would be interested in this type of show. The Association asks that members or relatives check one or both of the following squares:

- Civil service employee
 - Member of immediate family
- Type of art which you wish to exhibit:
- Painting
 - Sculpture
 - Ceramics
 - Etchings

Name

Street

City or town

Send filled-in blanks to Phillip Kerker, The Civil Service Employees Association, 8 Elk St., Albany 7, N. Y.



Pictured are the newly elected officers of the Westchester County Competitive Civil Service Association at the annual meeting held recently in White Plains. From left, Solomon Leider, Grasslands, sergeant-at-arms; John J. Breen, Park Commission, 1st vice president; Eileen Kelleher, Public Welfare, treasurer; Delos J. McKinstry, Penitentiary, 2nd vice president; Anna H. McCabe, Health Department, president; Richard A. Flinn, Children's Court; and Walter M. Bogio, Steward, directors. Also elected were Marion S. Miller, Grasslands, secretary; Ralph P. DePina, County Clerk's, directors. The officers were installed by J. Allyn Stearns, chairman of the board of directors of the Association.

17 P. C. Raise Held Likely For Federal Workers

WASHINGTON, March 19—The present prospect is that a 17 percent raise will be voted by Congress to those 17.8 million employees receiving up to \$5,000.

There is no inkling of what's in the wind for employees who receive above \$5,000. One legislator said that there is a tossup between a flat \$500 for those in the higher brackets and no raise at all.

No Sad Songs for Anybody In Assn. Stunt Show

At the recent dinner meeting of The Civil Service Employees Association the original words to songs sung in the stunt show made a big hit. Here are specimens:

"The Hostess With the Mostes' on the Ball"

Sung by Mary Goode Krone (Miriam Taafe)

I was born on a thousand acres
Gainseville, Georgia land—
Nothing grew on the thousand
acres for it was gravel and sand
One day father started digging in
a field, hoping to find some soil.
He dug and he dug and what do
you think? Oil, oil, oil.
The money rolled in and I rolled
out with a fortune piled so high
Albany was my destination and
now who am I?
I'm the chosen party giver for the
Capitol clientele
And they know that I deliver what
it takes to make 'em jell
And in Albany I'm known by one
and all.
As the Hostess with the Mostes'
on the Ball,
They would go to Janet Hill Gordon
when they had an ax to grind
They could always grind their ax
well, at the parties she designed
But the hatchet grinders now prefer
to call
On the Hostess with the Mostes'
on the Ball,
I've a great big war and good ca-
viar, Yes the best that can be
found
And a large amount in my bank
account when election time
comes 'round
If your thoughts are presidential,
you can make it, yes indeed
There are just three things essen-
tial, let me tell you all you need
Is an ounce of wisdom and a
pound of gall
And the Hostess with the Mostes'
on the Ball,
Entertaining vodka drinkers is a
job they'd give to me—
Making nice guys out of stinkers,
seems to be my cup of tea
What you really need behind the
iron wall
Is the Hostess with the Mostes'
on the Ball,
There's a book of regulations, as
to who sits next to who—
But there may be complications
with the blue bloods not so blue
So the priestess with the leastes'
protocol
Is the Hostess with the Mostes'
on the Ball,
An ambassador has just reached
the shore, he's the man of many
loves
An important gent from the Orient
to be handled with kid gloves
He can come and let his hair
down, have the best time of his
life.
Even bring his new affair down,
introduce her as his wife.
But she mustn't leave her panties
in the hall
For the Hostess with the Mostes'
on the Ball.

"Get Out Those Old Records"

Sung by J. Edward Conway (Matthew Fitzgerald)

Get out those old records
Those old personnel records,

'Cause Senator Mahoney's on the
prow!

We're in a bright spotlight
And if our records are not right,
We'll hear the damndest Legisla-
tive howl!

This new coordination commission
Has a high-falutin' name
And though their feet aren't flat
You'll see no derby hat
They're detectives—just the same.
Let's not appear frightened
The noose will never be tightened
We'll BLAME THE BUDGET—as
we have BEFORE!

We'll say Mahoney, Stephens and
Spreeman
Are against us—one and all
They won't be satisfied
Until they have our hide
Hanging high upon the wall.
When we get through talking
You won't hear any more squawk-
ing

We'll BLAME THE BUDGET—as
we have BEFORE!

Tell 'em Hurd is to blame
'Cause he's new at the game
He'll discover he's not funny
Bein' stingy with his money.
Say that Furman is tight,
Cuts the budget for spite,
We'll BLAME THE BUDGET—as
we have BEFORE!

"Far Above Cayuga's Waters"

Sung by T. Norman Hurd (Harold A. Callogar)

Way above the Plaza pigeons
Stands the Capitol
Where I allocate State budgets
Far from dear Cornell.
There are times I get to musing
When the taxpayers yell
Then I wish I were John Burton
Safe at old Cornell.
But in answer to your question
Let me put you right.
There's an end to heavy taxes
But it's not in sight.

250,000 Are Expected To Have Eyes Tested

It is estimated that in the next
12 months 250,000 civil service em-
ployees will need eye examination
and new glasses.

S. W. Layton, Inc., opticians at
130 East 59th Street, between Park
and Lexington Avenues, and Powell
Opticians, Inc., on Broadway, be-
tween 73rd and 74th Streets, sell
glasses and also give careful exam-
inations to civil service workers at
wholesale prices.

The two concerns are operated
by the same wholesale company.

Public Administration Group to Meet March 27

The New York Metropolitan
chapter of the American Society for
Public Administration will
meet Tuesday, March 27 at 6:30
p.m. at the Hunter College Fac-
ulty dining room, 69th Street and
Park Avenue.

Charles B. Stauffacher, execu-
tive assistant director, Bureau of
the Budget, in President Truman's
office, will speak on organization
for mobilization and the reasons
for the creation of the offices for
mobilization.

So you'd better save your pennies
And your dimes as well
'Cause the State has no endow-
ments
Like dear old Cornell.

"Let's Do It Again"

Sung by Governor Dewey (Ken Sullivan)

I got a kick out-a last year's
election—

Let's do it again.

I love the way that they made
their selection—

And boy it sure was fun

Let's do it again.

To see you run

And prove it was a cinch

You made it rough

And got real tough

When you were taking care of
Mister Lynch.

I gotta hunch from the way that
they voted

They love me again.

I gotta hunch that you might get
promoted.

If I do, what then—

Well Gee if they pick you

In fifty-two

Well you can bet your life I wanna
be there too.

We'll always get such a kick out-a
winning—

Let's do it

Let's do it

Let's do it again.

Central Conference and Oneonta Chapter to Hold Joint Dinner on April 7



Clarence W. F. Stott, chairman
of the Central Conference, which
will hold a joint dinner with the
Oneonta chapter of The Civil
Service Employees Association.

A regular meeting of the Cen-
tral New York conference will be
held in the Conference Room, Ho-
tel Oneonta, Oneonta, on Satur-
day, April 7 at 2:30 P.M.

Since Oneonta Chapter's An-
nual Dinner is to be held that
evening, the Conference Dinner
will be included in it and the
dual event will be held in the Ho-
tel Oneonta at 7:00 o'clock sharp.

The nominating committee of
the Conference will meet at 3
P.M. Chapter nominations should
be mailed in well beforehand.

All meetings will begin prompt-
ly on the hours stated, because of
the program events.

Dinner reservations should be
made with Mrs. Gladys Butts, 7 1/2
Pine Street, Oneonta, N. Y. by
April 1.

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Jesse B. McFarland, president of the Civil Service Employees Association, in conversation with employee leaders from various parts of the State. Standing next to Mr. McFarland is Melba R. Binn, president of the Rochester chapter, Grace Hillory of Buffalo, vice president of the Western Regional Conference, and William F. Kuehn, president of the Agriculture and Markets chapter. The group met during the recent annual Association dinner in Albany.

LOCAL SALARY REPORT

With this column, *The LEADER* continues the study of county, city, and other local salary increases, which appear periodically. This information is valuable to local employee groups in their campaigns for pay improvement.

County and Municipal Pay Increase
Brighton District No. 1, \$200 cost of living increase granted to non-teaching employees effective January 1, 1951 was announced by W. E. Howley, Superintendent of Schools.

Galway Board of Education, Saratoga County, \$150 cost of living increase granted effective January 1, 1951. Money payable in six equal installments between January 1, 1951 and September 1, 1951. Committee has been directed to continue study preparatory to issuing of salary notices for 1951-1952 school year. Five day sick leave granted all full time employees.

Seneca, Gorham-Potter Central School, \$200 cost of living increase to each full time employee announced by President of Board of Education, Lawrence C. Rippey.

Holley Central School District, Monroe County, \$200 cost of living increase effective January 1, 1951 to all full time employees for remainder of current school year announced by Principal Alfred Perry.

Johnstown, Fulton County, \$240 increase effective 7-1-51.

Little Falls School District, Herkimer County, \$300 increase effective 1-1-51 announced by Carl Nordgren, President of the Board of Education, to all teachers, principals, secretaries and custodians.

Medina, Orleans County, \$200 effective January 1, 1951, \$200 for custodial employees; 10c hourly increase for cafeteria and library employees announced by Jack Vernon, President of Board of Education.

Schenectady, Schenectady Co., 5 percent increase effective February 1, 1951 for per diem em-

ployees who were not included in the 5 per cent given to teachers and other employees.

Scotia, Glenville Central School, Schenectady County, \$250 increase for 10 custodians. Seven-step custodian schedule now starts at \$2,050, goes to \$2,750. Starting salary in Draper \$2,700, Niskayuna \$2,600, Rotterdam District 13 \$2,550, Senior Stenographer now \$2,600--\$3,100, Stenographer \$2,000-\$2,800; Typist \$1,400-\$1,800.

Waterford School District, Saratoga County, \$400 increase for 44 teachers and 5 custodial employees announced by Charles H. Feld, Superintendent of Schools.

Yorktown Central School District No. 2, Westchester County, \$150 increase for teachers and non-teaching employees.

Great Neck, Long Island, 10% increase effective January 1, 1951 for teachers and staff workers employed in the schools in nine incorporated villages comprising Great Neck.

Elmira — February 3, 1951, the City Council has tentatively decided on a 10% wage increase for most city employees. This would represent an increase of 3% above a former boost granted January 1. The increase is 10% of the 1950 salaries. Opinion seems to be swinging behind Mayor Emory Strachen's proposal for a 2% sales tax to raise funds to meet this increase.

Corning—December 2, 1950, 125 county highway workers received hourly wage increase as a result of public hearings on the county budget. Increase effective January 1 and amounts to \$30,000 annually. County Highway Superintendent Louis R. Bennett pointed out that the wage increase does not affect the budget since the wages are paid through state aid and the county's share of motor vehicle and gasoline tax returns. Increases are as follows: it ups the hourly wage scale paid various classifications of workers, such as laborers, 90 cents; truck drivers, 95 cents to \$1.05; shop mechanics, \$1.05; grade operators, \$1.25; shovel operators, \$1.45.

Cash Awards Granted To State Employees

ALBANY, March 19—Henry D. Ryan of Albany Public Works won the \$100 employees' suggestion award for designing and manufacturing a special template for use in drawing plumbing symbols on architectural plans. It is estimated his idea will save \$1,000 annually, the NYS Employees' Merit Award Board stated.

Vivan R. Warner, Public Works, Fort Edward, gained a \$75 prize for developing a simplified method for checking the air-gap and bearings in the valve and gate motors on canal locks. Awards of \$50 went to Paul R. Fleckner, State Insurance Fund, NYC; Chester Gibbs, Taxation and Finance, Albany; jointly to Edward J. Connolly and Laurence J. Meighan, Motor Vehicle Bureau, NYC, and jointly to Alexander H. Klein and Milton M. Silbert, DPUI, NYC. P. Richard Kalica, Motor Vehicles, Albany, and Leonard V. Wood, Correction, Napanoch, earned \$25 each for their contributions.

Certificates of merit were won by Florence Yakely Boak, Education, Canton; Romolo Coluzzi, Motor Vehicles, NYC; Lawrence Crippen, Correction, Comstock; Theodore H. Cline, Board of Equalization, Albany; Marcus H. Moses, Alcoholic Beverage Control, NYC; Doris Anne Nielsen, DPUI, Geneva; Eugene Reiser, DPUI, Utica;

Irving Stricker, DPUI, NYC, and Elmer G. H. Youngman, Public Works, Buffalo.

Other Awards

Besides the above, Henry A. Cohen, Chairman, has announced awards by the Merit Award Board to the following State employees for practical ideas.

\$30

Florence O'Neill, of Troy, a Senior Office Machine Operator in the Department of Taxation and Finance. She proposed revisions in the instructions on Income Tax forms relative to deductions. Her suggestion is expected to eliminate errors in many joint returns and thus result in increased tax revenue for the State.

Mrs. Marjorie C. Martinetti, of Albany, Employed in the Bureau of Motor Vehicles. Mrs. Martinetti developed a check-off system which expedites the processing of license renewal applications. According to the Bureau, her idea will be especially valuable during rush periods and estimates that it will save the State about \$300 per year.

\$25

Mrs. Rose G. Silverman, of Albany, recommended a procedure for use in connection with the collection of Estate Taxes that cuts down paper work in her Bureau by eliminating several hundred letters per day. She is a stenographer in the Tax Department.

Non-Vets in DPUI Start Litigation

Non-veterans in the Division of Placement and Unemployment Insurance, State Department of Labor, are contributing to a fund to test the constitutionality of veterans' retention preference rights and to force the State to locate comparable jobs in other departments at their skill levels for dismissed DPUI employees.

The group, calling itself the Association to Advance the Career and Merit System in Civil Service, has retained Samuel Resnicoff of New York City as counsel. The group charged "buck passing" by the administration and the Civil Service Commission. D. Sanders is spokesman for the group.

"There are 6,800 vacant jobs in the State of New York civil service and many more," he asserted.

He branded the Veterans' Preference Law as "a definite attempt to break down the merit system" and as "class legislation." Calling it an ex post facto law, depriving non-veteran employees of rights and privileges existing before the law passed the Legislature, he said "he feels the law is unconstitutional."

Assn. Explores Tying DPUI Jobs to National Plan for Job Security

(Continued from Page 1)

experience in interviewing that is normally required of the employment interviewer.

Pressure Reported

It is understood that the State Labor Department is putting pressure on the Civil Service Commission against the appointments. The Civil Service Employees Association is continuing its fight, however to safeguard the gain won in September.

Problem Far-Reaching

These safeguarding measures, however, are only part of the larger problem of stabilizing employment in the DPUI, which, especially in the bureau handling unemployment insurance claims, is subjected to devastating job upsets. As economic conditions improve, and jobs are more plentiful, the private industry hiring branch of the DPUI gets busier, while the unemployment insurance claims drop off. The number of employees in either branch de-

pends on the case load, under a Federal formula of reimbursement. Thus either one would be affected, although in opposite directions, by economic changes. Such changes being recurrent, the Association is seeking a broad solution.

Jesse B. McFarland has sent out a circular, describing the Association's efforts and explaining its position.

Loyson Interviewed

The questionnaire, on the basis of which an employee's suitability for another job based, known as the PR-10, is filled out by those laid off or about to be. It has not produced entirely satisfactory results, in the employees' estimation. The Association has induced the department to review rejected PR-10's and also to consider the acceptance of amended ones. The forms deal with prospects of appointment as employment interviewer, particularly for those who lost out as assistant

claims examiners in the insurance branch.

The Association counsel has seen Milton Loyson, the executive director of the DPUI, and plumped for a bill which would provide a remedy for the unsettled conditions in the DPUI. This bill would create a steady effect through a "rolling base" and a benefit year. Another bill would let the State keep penalty payments and thus create a \$750,000 a year fund which could be used for personal service, and to that extent alleviate layoffs.

Also, the special DPUI committee of the Association is exploring broad fields of possibilities. Other States are being canvassed as to their formula for Federal contribution to payroll, and State or other efforts at job stabilization. It is hoped to obtain a uniform pattern that would assure nationwide job stability in the employment and insurance offices.



Arnold Moses, president of the Brooklyn State Hospital chapter, CSEA, during a recent visit to Albany. He is shown talking with Ruth Bailey, an employee of the Association.

Activities of Assn. Chapters

Civil Service Employees Assn.

Geneva

A FIRE which raged through the tenant house on the Geneva Experimental Station's Cornell Farm took the life of John Murray, a member of the Administration field crew for the past 10 years. He had been living in the house with his brother Tom, also a Station employee.

Mr. Murray had just begun his annual vacation and was alone in the house when the fire was discovered. Firemen from Seneca Castle and Geneva answered the alarm and it was not known for certain that he was in the building until the body was discovered.

Early opinions place the blame for the fire on an oil heater. A quilt found near the body seemed to indicate that Mr. Murray had made an effort to smother the flames before being felled by the smoke. He had had difficulty in maneuvering because of an old leg injury.

He was born in Hall, N. Y., in 1887 and operated a farm near Stanley before going to the Station, where he worked on a temporary basis for two years before being permanently assigned in 1941. In his younger days he was a semi-professional baseball player and also served as an umpire. He is survived by his wife, a daughter, Mrs. Don Stevens of Madison, Wis., a son, William, of Gorham, three sisters, Abbie Murray and Mrs. Mary Buckley of Geneva, and Sister M. Bernadine of Rochester, two brothers, Tom and Neil of Geneva, and a granddaughter.

Oneonta

THE ANNUAL DINNER of the Oneonta chapter will be held on Saturday, April 7 at the Hotel Oneonta at 7 p.m. a meeting will be held at 2:30 P.M. of that day in the conference room. Music for dancing by Linus Houck and Orchestra and a floor show are also included in the \$2.50 tickets for the dinner that night.

Tickets may be obtained from Mary Carr, Ruth Howland, Lucille Brooks, Clarence Bull, Thomas Natoll Gerald Bennett, Elizabeth Burbridge, Joe Lennon, Aletha Wiley, James Terpenning, and Gladys Butts. Please make reservations by April 1.

Creedmore

THE Creedmoor chapter heard Mrs. Helen C. Peterson, president, and Julia Steinbaker report about the Association dinner meeting held in Albany.

The chapter plans a social activity program and Mrs. Peterson is asking all members to support it. If you have any special talent, or if you wish to attend some of the classes sponsored by the educational program let us know. If any members of the chapter are interested in any of the following activities, they should send their names to John Mackenzie, Bldg. "N" O.T. The activities: Glee Club, Employees Orchestra, Art Club or Variety Show.

The "Highlights of '51" annual minstrel show, was held on March 7, 8 and 9. The patients put on a wonderful show. The night shows on March 8 and 9 were complete sellouts and the public responded with well-rounded applause. The Police Department and the Fire Department of

NYC sent their Glee Clubs. Guest stars from the sports world and the theatrical field appeared.

Dr. H. A. LaBurt, Senior, Director, extended thanks to the guest stars and to all the patients and the personnel that helped put on the show.

John L. Duffy, recreation director of the hospital, has taken a vacation trip to Florida accompanied by Mrs. Duffy.

Mr. and Mrs. Maurice Massaro have just returned from their vacation to Florida.

Many of the employees have been sick with virus infections and severe colds. We hope they will soon be back to work, enjoying good health.

Madison

NORMAN L. LARSEN and Seymour H. Clark of Oneida reported at the chapter meeting in Senior High School on the dinner meeting of the State Association held in Albany.

It was decided to hold the director's April meeting in conjunction with an open meeting for all public employees in Madison County. This meeting will be held in the Village Hall in Wampsville on Thursday, April 26.

Rochester

AN EXECUTIVE COUNCIL meeting of the Rochester chapter was held at the Red Men's Club. Reports on the Association's annual dinner were the main topic. Ray Munroe, 2nd vice president of the CSEA and Lawrence Cullano, reported on legislation and explained the background of the salary increases.

An amendment was added to the Chapter's Constitution. All past presidents become a member of the Executive Council for three years.

The Nominating Committee for the election of officers in May follows: Charles Rudolf, chairman; Merely Blumstein, Ann Cyrkin, Wm. Danskin and Earle Struke.

According to President Melba R. Binn, a survey is being made of the training needs of the employees in the Rochester area.

The Employment Service has settled into its newly decorated quarters at 155 Main Street, West.

The Rochester chapter will hold a card party after its bi-monthly business meet at the Employment Service on Friday, March 30. The meeting is open to members and friends.

Billy Wilson is chairman of the Committee on arrangements, assisted by Frank Mathews, Edith Wilson and Helen Speidel. There will be bridge, canasta and pinocle, 25 cents a person, with refreshments.

Mike DeAngelo of the WCB, who had been hospitalized for the past month because of a foot injury incurred during the war, is back on the job again, much to the delight of everyone.

While we are welcoming Joyce Burns and Jerry Antinorelli into the WCB, one of the mainstays of District Administration J. J. O'Brien's office, Esther Linzy, is leaving. The department will surely miss her. Good luck, Esther.

Division of Parole, Albany

THE EXECUTIVE COUNCIL selected a nominating committee for the annual election. Mrs. Martha Hendler was appointed chairman and George Faircloth



Raymond L. Munroe reported to his Western Conference constituents on the actions taken at the annual dinner of The Civil Service Employees Association.

and Hazel Delaney committee members. The committee will nominate candidates for president, vice president, secretary, treasurer and representatives of clerical, parole officer and supervisory staffs.

The annual election will be held on April 16. The committee requests that members submit any suggestions relative to nominations prior to April 6.

Harry J. Haines is chairman of the Publicity Committee.

Brooklyn State Hospital

GRADUATION took place at Brooklyn State Hospital. Dr. C. H. Bellinger, Senior Director, presided and introduced Charles Partridge, chairman of the board of visitors. Mr. Partridge introduced the various speakers. Jessie L. Crampton, executive director of the Brooklyn Juvenile Guidance Center, gave a very interesting talk concerning the opportunities for registered nurses in their field.

Dr. Bellinger presented the diplomas to the graduates. Edwene Schmidt presented the pins to the graduating class. Mrs. Grace Wilson Whitehall, secretary of the board of visitors, gave an inspiring speech to the new graduates. The Rev. Halvorsen, pastor emeritus of the Lutheran Church, gave the invocation and the Rev. James E. Daly of St. Ignatius Church gave the benediction. The graduates are: Arthur R. Barth, Dorothy T. Benedicks, Edward P. Hurd, Lohania G. Hodge, William S. Johns, Arline M. Licardi, Florence C. Scala, and Joseph E. Sweeney. Prizes were awarded. Arthur Barth received the scholarship prize, the alumni prize and the efficiency prize.

Come on gang—hop on the band wagon and make the dance of the chapter a success. This will be held March 30 in the Amusement hall, at 9:00 P.M.

The Nurses Alumni is sponsoring the Atomic film and a discussion on atomic warfare by Dr. Alexander Kruger on Tuesday, March 13th, at 4:30 P.M. in the Amusement Hall.

The Psychiatric Forum will hold the next monthly meeting on Thursday, April 5, at 8:30 P.M. in the Amusement Hall of Brooklyn

State Hospital. The speaker will be Dr. Alex Reid Martin, child psychoanalyst. He will speak on problem parents.

Edward Bookchin will marry Molly Camhi at the Celian Mansion on March 25. We wish them all possible happiness.

Celia Erickson is recovering from her recent operation at the South Side Hospital on Long Island.

Mrs. Jean Haber is visiting her sick brother in Canada.

The employees sincerely hope that Miss Betty Dimmer, one of their former co-workers, will make a speedy recovery from her illness at Peck Memorial Hospital, Brooklyn.

Sympathy to Ernest Polgar on the recent death of his mother, and to Mr. and Mrs. Torres on the sudden bereavement of Mrs. Torres' father.

We are very happy to say that the following employees are making good recoveries from recent illnesses: Mrs. Lottie Houston, Mrs. Gertrude Keane, Mrs. Catherine Griffin, Mrs. Kampe, Miss Beatrice Cohen, Mrs. Lily Ketham, Mrs. Jane Kelly, Mrs. Martin Coleman, Mrs. Lida MacDonald, Mrs. Josephine Pender, John Leonard, William Walters, Leo Foster and St. Clair Robinson.

The following are enjoying vacations: Mrs. Ella Ford, Pearl Iriberry, Antonio DiGregorio.

Ray Brook

THE CHAPTER'S March 7 social prov. to be another success. The efforts of Vice-President John Bala, Treasurer Ernest Brusso and others have resulted in growing attendance.

Louis Ebl and Sophie Philipowitz and Carol Perry walked away with many of the prizes. Elizabeth Rule won an award.

The next social is scheduled for March 28.

Thomas Indian School

MR. AND MRS. Norman Pullen attended the annual meeting of the Civil Service Employees Association at Albany.

At the regular March meeting of the Thomas Indian School chapter Mr. Pullen presented a report on the annual meeting.

Jean Fairbanks has resigned as assistant cook to accept a position

at the Biggs Memorial Hospital, Ithaca.

Donna Gordon of Gowanda is employed in the dining room. Lester Bell suffered a fracture of the wrist while on duty.

Dr. Louis Sklarow is on a trip to the West Coast.

Mrs. Joella Clark and Inez Vall are vacationing in Texas.

Dr. and Mrs. Hjalmar F. Scoe and daughter, Carole, are in Florida.

Newark

NEWARK STATE SCHOOL chapter held "the most lavish stage show we've seen outside Broadway," said a local paper, referring to "Minstrel Fun for '51'" presented at the High School auditorium.

Directed and written by William Berbridge and presented by State School patients with costumes and scenery by James O'Connor and the occupational therapy department, the show was enthusiastically received by capacity audiences.

Dr. Isaac N. Wolfson, State School director, said the show is presented to the public to acquaint it with the training given to patients.

It was the seventh annual minstrel production and the third year of public performance. Every department of the school aided in making this year's production a success.

Industry

JAMES YOUNG, president, and Joseph McMahon, delegate, attended the annual dinner of The Civil Service Employees Association in Albany.

Larry Hollister, field representative of the Association, was the speaker at the last chapter meeting.

In connection with the Civil Defense Program, the Monroe County Sheriff's Department is conducting a seven weeks' course of instruction in auxiliary police work. Attending these meetings at Rush Town Hall are Louis Jasnau, Frank Finch, Samuel Cafalone and Walter Chapin, industry policemen.

The Geneseo State College Choral Group and Band presented a full evening's program for (Continued on page 5)

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Chapter Activities

(Continued from page 4)

boys and staff in the Assembly Hall. Lyman Thomas of Livonia, who worked as boys' supervisor at Swenoga Cottage for six years, died.

Manhattan State Hospital

The Manhattan State Hospital Chapter has voted unanimous agreement with President Jesse B. McFarland's stand that New York State employees need a 15 per cent salary rise. . . .

John Wallace, chapter president, explained the function of the labor relations panel recently introduced in Mental Hygiene. 47 members expressed a desire to serve on the panel and their names appeared on a ballot distributed to every employee. Results have not yet been determined. . . .

Mechanics in State service are still awaiting word on their salary reallocation appeal and hearing

before Classification Division. The mechanics of all trades requested that those not in Grade 9 be re-allocated from Grade 8. Meanwhile, maintenance men in all trades are waiting for word on the outcome of their hearing with Mr. Kelly (see story in this issue). They appealed to be reallocated from G5 to G8. Also seeking re-allocation are Laundry employees. Requesting a three grade increase, they have not yet had a hearing.

The West Home recreation room is now open and at the disposal of employees. Among the features: pool table and equipment; comfortable chairs and couches; magazines; and new paint and decorations. The employees extend sincere thanks to Dr. John H. Travis, senior director, and Arthur Gillette, business officer for their cooperation in making the room available.

Get well wishes to Ray Phillips, Mrs. Mulroy, Anne Martyn, Mrs. James O'Malley, May Bonfield, William O'Brien, and Pat and Delia Clonan, Dela Castner and

Theresa Parenti embarked on a trip to Cuba. . . .

The next regular meeting of the chapter will be held in the fire-house lecture hall at 4:45 p.m.

Westchester County

A COMMUNION MASS and breakfast in memory of Michael J. Cleary, president of the Westchester County Competitive Civil Service Association, will be held on Sunday, April 1. Mass will be celebrated at 9:00 a.m. in the Auditorium of Grasslands Hospital, Valhalla, where Mr. Cleary was employed as Clinic Registrar. The Very Rev. John D. Walsh, pastor of the Roman Catholic Church of the Holy Name, Valhalla, will officiate.

The breakfast will be held in the ballroom of the Roger Smith Hotel, White Plains, at 10:30 a.m. Many members of the Westchester County Service and other friends of Mr. Cleary will be at the breakfast, in addition to those who assist at Mass. Father Walsh will speak at the breakfast.

A committee headed by Dr. A. G. Debbie and including Father Cunniffe, Mary Corballs, Loretta Smythe, Marion Miller, Marion Camp, Mary Dugan, Harry Segur, and Charles Mohor, may be contacted for tickets for the breakfast. Leonard Meca, of the Finance Department, also a member of the committee, may be contacted in the County Office Building.

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Applications Close Wed., March 21 — N. Y. C. Examination for **INSPECTOR of PLUMBING - Grade 3**
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Back Pay Awarded in Budget Dispute

The New York County Supreme Court awarded \$380 in back pay each to several Municipal Court attendants and auto enginemen. Their salaries had been cut by a local law passed in 1942. The salary cuts were put into effect after the 1942-3 budget had been adopted. The local law, therefore, was held illegal.

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TUESDAY, MARCH 20, 1951

Legislative Session— Victories and Defeats

THE State legislative session which ended last week took a number of actions having great importance to public employees; not all of these actions can be considered on the affirmative side.

In the realm of salary improvement, a \$300-to-\$1,000 increase, the administration's plan which had been rejected by the employees' representatives as inadequate, was passed. A 15 per cent across-the-board increase, more in line with actual needs, was by-passed. A modified formula, which would have called for a 15-10-5 per cent wage increase formula, and might have served as a compromise, was killed through powerful administration opposition. The New York Times, which has carefully analyzed the salary situation, said that the legislative result "cannot be considered fully satisfactory." Perhaps the only positive statement to be made is that State employees, through strong negotiation, pulled the increase far higher than the administration had been willing originally to grant. The gain exceeds that of public employees anywhere else in the State.

Most spectacular victory was passage, in the final hours of the session, of the amendment which would permit the State and localities to increase the amounts paid pensioners. With the Comptroller's sturdy opposition, it had appeared that the humane measure was destined to defeat. An avalanche of deep emotion, in all parts of the State, indicated to the legislators the extent of feeling about this measure. The Civil Service Employees Association demolished, one by one, the Comptroller's tenuous arguments.

On the negative side must be counted passage of the "anti-subversive" loyalty bill. There are many grave objections to it. A matter of such far-reaching significance should have been the subject of extensive public hearings. This measure was introduced late in the session, got very little discussion, and has caused deep disturbance in the minds of many citizens. Thus, the legislative committee of the Employees Association said: "... we fear the dangers inherent in the bill under present conditions may be even greater than those which it seeks to cure." Several legislators have argued that no one has shown existence of a problem so imperative as to require legislation of this kind. The doctrine of "guilt by anticipation," implicit in the measure, is distasteful to American traditions. Charles Burlingham, president of the Civil Service Reform Association, has noted that the measure applies to local as well as State agencies, and feels abuses may well occur. "... with administration left in the hands of certain local authorities, and with the vindictiveness that often occurs on the local landscape, one might well question the uses to which such a measure might sometimes be put—even with the presence of appeals at higher levels of government." The bill has also been criticized as loosely drawn in some respects. The Albany Knickerbocker News felt editorially that it has in it seeds which could grow into an infringement on freedom of the press. All in all, it would seem wisdom on the part of Governor Dewey to veto the measure, even though it originated with the administration.

STATE WILL OPEN 24 EXAMS ON APRIL 2

The State Department of Civil Service will open applications on Monday, April 2, for 24 open-competitive exams. The tests are scheduled for Saturday, June 9, and follow:

Associate Civil Engineer (Fire Prevention), \$6,700.
Safety Field Representative (Fire), \$3,583.
Safety Field Representative (Police), \$3,583.
Assistant Radio Physicist, \$3,451.
Junior Hydro-Electric Operator, \$2,208.
Game Pathologist, \$3,451.

Associate Clinical Psychiatrist, \$6,700.
Senior Clinical Psychiatrist, \$5,232.
Supervisor of Occupational Therapy (Tuberculosis), \$3,978.
Assistant Recreation Instructor (Unwritten). Application for this exam will be accepted up to June 9, \$2,208.
Associate Education Supervisor (Research), \$5,232.
Principal Attorney (Health), \$6,538.
Junior State Reporter, \$3,000.
Matron, \$2,070.

Welfare Training Consultant, \$5,232.
Group Care Consultant, \$4,242.
Welfare Training Assistant (Child Welfare), \$4,242.
Training Assistant (Social Work), \$4,242.
Social Worker (Workmen's Compensation Board), \$2,780.
State Laboratory Administrative Officer, \$4,242.
Senior Economist, \$4,242.
Principal Traffic Clerk, \$3,174.
Office Machine Operator (Calculating—Key Drive), \$1,840.
Office Machine Operator \$1,840.

DON'T REPEAT THIS

(Continued from page 1)

joiled out of their lethargy; there are many signs that they are disturbed. Their anger is being directed at both major political parties, Republicans as well as Democrats. The tears which Senator Tobey publicly shed last week at a hearing of the Kefauver Committee, tears over his horror at what his committee was finding, are tears that spoke of the feeling within the citizens. The feeling is indicated by such statements as these, heard on the streets, in the stores, in the shops, in the offices, in the factories, on the farms: "Where is the moral fibre of our country?" "Do gangsters run the government?" "This is the best propaganda the Russians ever had—all they have to do is distribute the front pages of our newspapers." "How did we get so rotten?" The people are discovering what the great newspaperman Lincoln Steffens discovered, and so profoundly revealed, half a century ago—that crime doesn't exist in its own four-cornered compartment; rather, it is intermixed with politics and with respectability. The evidence on every hand shows that there has been little change since Steffens' time. The disturbance of our people lies in their worry over whether the underworld is inextricably, inescapably, and permanently woven into the fabric of our government.

Their Feelings Will Spill Out

In coming elections, it is reasonable to believe that their feelings will spill out against incumbent politicians of all parties. They will look for candidates who, they think, can assure them of a cleansing process. In New York City, the only breath of fresh air, from a political standpoint, flows from the office of New York County District Attorney Frank S. Hogan. There would be little competition to him for major office, either as United States Senator, Governor or more likely NYC Mayor, if the professional political machines do not interpose their own considerations.

The name of Tom Murphy, Police Commissioner, is also large in the public mind as a "doer," but Murphy already carries several negatives which weigh against him. He is not popular with the men in his department; and even today, in the time of their deepest travail, the 18,000 policemen are still a weight and a power which must be considered by the kingmakers. Murphy's clean-up of the Police Department will not loom sufficiently large by election time. His one big claim to public celebrity was his handling of the Hiss case. He has, it is true, caught the public imagination; but he cannot, as Police Commissioner, continue to hold that imagination forever. In the nature of his task, he must make moves which will cause opposition: such moves, for example, as the arrest of "hoodlums" just before election time—"hoodlums" some of whom turned out to be law-abiding citizens, caught in a police action whose civil rights are open to serious question. Murphy's best strategic move, politically speaking, would be to leave the Police Department while his reputation remains at its present level.

Brooklyn Names

Other names rising on the political scene are Miles McDonald and Judge Samuel S. Leibowitz of Brooklyn. While McDonald is part of the John Cashmore-John McGrath political scheme and is an organization regular, he's earned good editorial acceptance for his celebrated probe into Brooklyn gambling and the ties between gamblers and police. His star will continue to rise especially if his net pulls in some really big fish

in addition to the small-fry he's caught so far.

Leibowitz has been working hard on the Brooklyn racket probes, and his name is now linked with the establishment of a citizen's crime commission, which is an asset politically. But as an oldtimer in politics, Leibowitz will have a tougher time going ahead.

A New Name — Halley

The Kefauver probe also brings to the forefront another interesting New York personality—Chief Counsel Rudolph Halley. His command of a complex situation has won the respect of professionals; his questioning of witnesses, before the largest audience which has ever seen or heard such a thing, via television, is as cool, calculated, sharp, decisive, direct and objective as Dewey's was when the Governor was a prosecuting attorney. Halley is the only man who has been able to make Costello look like a bum.

Hogan's Opportunity Greatest

But Hogan has the greatest opportunity. Murphy may be a shooting star, possibly soon to flicker out. Halley is new, yet relatively unknown. Hogan, however, has a record with the public, with the newspapers. In its present mood, the public may well demand for major office the "prosecuter type." The only thing politically against Democrat Frank Hogan is his loyalty to Republican Thomas E. Dewey. The Democratic bigwigs do not forget that in 1944 Mr. Hogan walked out of the nominating convention which named Franklin D. Roosevelt for a fourth term to the presidency. The story is that when Hogan went as a delegate he was unaware that his friend and sponsor Dewey would be the Republican candidate. He didn't leave, however, until he knew that his alternate at the convention, I. Howard Lehman, would vote for FDR, thus allowing Hogan himself to refrain from participating in the convention's

action. While his attachment to Dewey is considered detrimental by the organization Democrats, they must admire his loyalty to the man who "made" him.

Another loyalty which Hogan holds strongly is Democratic Judge John Mullen, who together with Dewey won for him his first nomination for District Attorney. Mullen is conceded to be important in political decisions which Hogan must make.

Perhaps another factor might count against Hogan, but less perceptibly: his failure to show "dramatics" or imagination in a job that provides many opportunities for imaginative handling. How would this seeming lack operate on a larger political landscape? No one knows. Perhaps with a new corps of additional advisers, a new brilliance would approach in relation to municipal or Statewide problems. On the other hand, all concede that Hogan is an excellent speaker and would make an effective campaigner.

Young Democrats would support Hogan—they want a clean-up. The Liberal Party would not oppose him. Even the seasoned Democrats now know, bitterly, that the mob-boys do talk and do name names: so they might as well go along with Hogan and get rid of the mob element once and for all. If the District Attorney completes some of his pending investigations with indictments—not the relatively small-time stuff but matters dealing with the highest rungs of City government—he will still further enhance his standing.

One other NYC official fits into this political scene—Comptroller Lazarus Joseph, who is interested in the United States Senate. Joseph has remained singularly free from connection or even insinuation with the current probes. A political ticket of Hogan-Joseph might go places. And they are personally friendly.

IF I WERE BOSS

Below is another poetic contribution from a civil service employee. The LEADER welcomes literary expressions (or doggerel) from individuals in the public service. The subject should deal with some phase of the job. Address contributions to The Editor, Civil Service LEADER, 97 Duane Street, New York City.

If I were the boss of the pension system
I'd certainly request an inquisition
To attempt to find a better way
To allow earlier retirement, at half-pay

If I were the boss of the pension system
I'd surely use a little wisdom
To change the law in some manner
To allow the employees a little more manna.

Ah! If only I were boss
I am sure I wouldn't be at a loss,
For I would make some retribution
And cut the exaggerated contribution.

If I were boss I'd look alive
And make some changes in the "55"
So everybody from top to bottom
Would have equal chance at Elysium.

If I were boss of our pension law
I'd give myself a chance to thaw,
And be more receptive to a 25-year pension
For those who worked for years under tension.

If I were boss I would realize
That now is the time to liberalize
Our antiquated old retirement laws
That are full and full and full of ... flaws.

If I were boss I would consider it thrifty
To allow retirement after 25 at 50
Along with 30 at 55
'Cause after that, health takes a dive.

If I were boss of the pension system
The Prison Guards — I would give them
A pension after 25 years at the gate
The same as State Troopers, since '38.

Yes, if I were only boss
I'd sign such a bill — because
The men have proved they're deserving
And the job itself is unnerving.

The Federal Prison Guards retire
At half-pay, after 25 years of hire.
Or forty percent of half-pay
When they've worked 20 years to the day.

Yes, I'd grant the plea of these men
'Cause they gave the best that was in them.
The rest of the years are a loss
So I'd sign the bill, were I boss.

If I were boss my final request
Would be to do the things that are best
I mean paragraphs one to eleven.
Then I could peacefully die and rest in heaven.

WILLIAM A. PATERNO
Napanoch, N. Y.

How Broader Coverage Is Attained Under Assn. Group Accident Policy

By E. J. VANDERBILT

(This is the second of a new series of articles explaining the new and increased benefits at no extra cost under The Civil Service Employees Association's Group Plan of Accident and Sickness Insurance.)

In the preceding article we explained exactly what we mean by "increased benefits" as it applied in the case of the principal sum provision of the policy. In this article we shall demonstrate exactly what we mean by the term "broader coverage."

This term is probably most clearly explained by showing how the

Association's Group Plan Policy will pay two benefits at the same time for the same injury. Under the Group Plan Policy it is actually possible to receive payments under two separate and distinct provisions of the policy for the same accidental injury. These two provisions are the principal sum and accident indemnity provisions of the policy.

More Benefits

Ordinarily, as explained in the preceding article, either the principal sum is payable in full or one-half the principal sum is payable for accidental dismemberment, depending upon the extent of the dismemberment suffered, or the regular Monthly Indemnity for injury is paid for time lost from work due to accidental bodily injuries. Under the Association's Group Plan Policy now, not only is the regular monthly indemnity for accident payable from the first day of the disability and thereafter for as long as you are unable to go to work, up to a maximum of 10 years, for non-occupational injuries, but, in addition, you may receive payment of the full principal sum. That happens if you suffer the loss of two members of your body or any combination of members, as a result of and within ninety days from the date of the accident.

Why It's Possible

If you were insured under our policy for \$150 monthly indemnity and you were unfortunate enough to become seriously injured in an accident which, within 90 days, resulted in the loss of sight of one of your eyes and loss of one of your hands and prevented you from performing the duties of your occupation for seven years, you would receive payment of the full principal sum, \$1,000 in one lump sum, plus \$150 a month for seven years, or a total of \$13,600. Furthermore, by keeping up your regular premium payments, your policy would remain in full force and effect when you do return to work.

This is made possible only through the liberal renewal conditions of the Association's Group Plan Policy, which has been its outstanding feature for 15 years. Under this one provision alone the value of our policy to you should be immediately apparent. The benefit cannot be taken away from you when you need it most.

Your Group Plan Policy will not be cancelled or ridered by the Company as long as:

1. You are under age seventy.
2. Premiums are paid.
3. You do not leave State Service.
4. You maintain membership in the Civil Service Employees Association.
5. The Group Plan as a whole remains in force.

You alone determine when this policy and its valuable coverage shall no longer be in force.

(In the third article, next week, we shall explain how it is possible under the Association's Group Plan Policy for a monthly benefit to become actually more than merely a monthly benefit. We invite your questions. Please direct them to E. J. Vanderbilt, Jr., 148 Clinton Street, Schenectady, New York for prompt and personal attention.)

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STATE

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3035. Disability Benefits Examiner, (Prom.), Labor Workmen's Compensation Board, \$2,898 to \$3,852. Two vacancies in NYC. Fee \$2. Candidates must be permanently employed and have served on a permanent basis in the Workmen's Compensation Board for one year preceding May 5, the exam date, in a position with minimum salary of equal to G-6 or higher. (Last day to apply, Friday, March 30).

3036. Senior Disability Benefits Examiner (Plans), (Prom.), Labor Workmen's Compensation Board, \$3,714 to \$4,440. Four vacancies in NYC. Fee \$3. Candidates must be permanently employed and have served on a permanent basis in the Workmen's Compensation Board for one year preceding May 5, the exam date, in a position with minimum salary of equal to G-10 or higher. (Last day to apply, Friday, March 30).

3037. Associate Disability Benefits Examiner (Plans), (Prom.), Labor Workmen's Compensation Board, \$4,242 to \$5,232. One vacancy in NYC. Fee \$4. Candidates must be permanently employed and have served on a permanent basis in the Workmen's Compensation Board for one year preceding May 5, the exam date, in a position with minimum salary of equal to G-14 or higher. (Last day to apply, Friday, March 30).

3038. Principal Disability Benefits Examiner (Plans), (Prom.), Labor Workmen's Compensation Board, \$5,232 to \$6,406. One vacancy in NYC. Fee \$5. Candidates must be permanently employed and have served on a permanent basis in the Workmen's Compensation Board for one year preceding May 5, the exam date, in a position with minimum salary of equal to G-18 or higher. (Last day to apply, Friday, March 30).

Repeated Temporary Appointments Called Ground for Permanency

A proceeding was instituted this week in Kings County Supreme Court by Nathaniel Maxwell to regain his estate tax examiner position, a State post which he held since 1949.

Mr. Maxwell passed an open-competitive exam in 1946. He was appointed to a temporary position for six months. He was thereafter reappointed for successive temporary six-month periods. Last month his services were terminated.

Samuel Resnicoff, counsel for Mr. Maxwell, is seeking reinstatement upon the ground that the State Civil Service Commission, in hiring Mr. Maxwell repeatedly on a temporary basis acted illegally. The Commission may not, by the subterfuge of a temporary appointment, defeat permanent appointment. Mr. Resnicoff contends,

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How Association Bills Fared in Legislature

ALBANY, March 12—Below is the result of measures having particular interest to civil service employees...

Here is the meaning of symbols used: (D)...Drafted by the Association and introduced at its request; (A)...Approved after conference with the administration...

With each bill a group of additional symbols are shown. Example: S.; Erwin; 428; (F) 3rd. This means that the bill is in the Senate; it was introduced by Senator Erwin; its introductory number is 428; it is in the Finance Committee.

The committee codes: F—Finance; WM—Ways and Means; CS—Civil Service; J—Judiciary; L—Labor; D—Defense; RW—Relief and Welfare; MA—Military Affairs; R—Rule; T—Taxation; CO—Codes; CV—Conservation

PASSED Salary Legislation Increment Credit

1. Salary Adjustments

The Civil Service Employees Association had presented the Administration with a survey in which the necessity for a 15% increase in basic salaries plus a 3% temporary increase for every 5 point rise in the BLS cost of living statistics from April 1, 1950 is demonstrated.

On November 22, 1950, the Association requested the Governor to give special attention to the problem of salary adjustments. On December 4, 1950, the administration was supplied with factual data in support of the salary adjustment program.

Salary adjustment bills calling

for a 15% increase for all State employees have been introduced by Senator Seymour Halpern and Assemblyman Orrin S. Wilcox. The minority leaders in both houses, Senator Elmer F. Quinn and Assemblyman Irwin Steingut have also introduced bills calling for upward salary adjustments.

The Administration had introduced bills calling for 12 1/2% increase on the first \$2,000 of salary, 10% on salary from \$2,000 to \$4,000, and 7 1/2% on salary above \$4,000—with a minimum of \$300 and a maximum increase of \$1,000.

2. Wage Freeze—Public Employees Exempt. (D)

S.; Wachtel; Resolution 32; (A) This resolution adopted on January 30th, calls upon the Congress and The Federal Wage Stabilization Board to adopt laws and regulations exempting public employees salaries from The Federal Wage Freeze. The Association is confident that The Federal Wage Freeze will in no way effect upward salary adjustments for public employees.

3. Increment Credit—Temporary and Provisional Service. (D)

S.; Erwin; 428; (F) 3rd A.; Wilcox; 805; (WM) Provides that increment credit earned by service as a temporary or provisional employee is retained upon permanent appointment to the same or similar position. The present law expires April 1, 1951. This bill extends such provisions to April 1, 1952.

7. Salary Plan and Work Conditions — Armory Employees. (D)

S.; Brydges; 1552; 1621; (F) A.; Becker; 1826; 1881; (WM) Creates salary plan with regular increments and establishes working conditions for civilian employees in State Armories.

Retirement Legislation

8. Retirement at Age 55. (D)

S.; Halpern; 2623; 2791. A.; Noonan; 2460; 2579; (WM) The present liberal 55 year retirement plan expired on December 31, 1950. This proposal would extend the right to elect such benefits to December 31, 1951.

16. Increased Pensions — Retired Employees. (D)

S.; Mahoney, F. J.; 688. Under present constitutional prohibitions allowances for those already retired cannot be increased. This proposal amends the constitution to permit such increases. Has already passed Legislature once. Will be submitted in November, 1951.

18. Increased Earnings — Retired Employees. (E)

S.; Campbell; 2442; 2610; A.; Noonan; 2457; 2576; Passed Extends date of present law per-

mitting retired employee to earn \$750 in public employment if retirement allowance does not exceed \$1500.

30. Contribution Toward Additional Annuity (D)

S.; Campbell; 2443; 2611; Passed A.; Noonan; 2458; 2577 (WM). Continues until July 1, 1953 privilege of contributing 50% in excess of required rate to buy increased annuity. Present provision expires July 1, 1952. This bill was introduced during week of February 12.

Veterans Legislation

31. Military Service Credit Continue (A)

S.; Halpern; 118; (D) A.; Becker; 60; (MA)

Renews provisions of 246 of Military Law to extend protection given to veterans of World War II to employees entering service since World War II. The original section 246 was written by the Association and the Association intends to take a leading part in the protection of the rights of persons called to Military Service during the present crisis.

Civil Service Amendments

46. Appeals — Power to Reinstate (D)

S.; Manning; 1818; 1899; (CS) A.; Wilcox; 2124; 3462; (CS)

Empowers Civil Service Commission after hearing appeal to order reinstatement of dismissed employee to job from which dismissed. Under present law, if appeal was sustained Commission could only provide for transfer of employee or preferred list status.

47. Right to Hearing and Counsel Upon Removal (D)

S.; Manning; 994; 1688 (CS); Am'd. Passed Senate. A.; Cusick; 877; 1821; (CS); Am'd. Passed Assembly.

Provides that all employees in competitive class shall have the right to a hearing when charges are preferred, with right to counsel and to summon witnesses. Only veterans and exempt firemen had right to hearing under former law.

52. Commission to Conduct Management Survey of Civil Service (A)

S.; Mahoney, W. J.; 285; A.; Ward; 602; 604

Appropriates \$75,000 to Commission for coordination of state activities for purpose of complete study of Civil Service Department leading to more efficient methods

(Continued on page 12)

John DeGraff Hits McGovern Points On Pension Bill

ALBANY, March 19—Comptroller McGovern's objections to the Mahoney amendment, to a bill designed to help pensioners living on pittances, was answered in detail by John T. DeGraff in a memorandum to the legislative leaders before the law-making body adjourned last week.

Mr. DeGraff, who is counsel to the Civil Service Employees Association, made these points:

First. The Comptroller's contention that the restrictive definition of the word "member," as used in the statute applicable to the State Employees' Retirement System, only one of the many retirement systems affected by the Mahoney bill—, can be invoked to restrict or nullify the provisions of a constitutional amendment is too frivolous for serious consideration. It is elementary that the terms of the Constitution must prevail over the words of a statute.

Second. The Comptroller's comment that Article VIII, Sec. 1 of the Constitution, pertaining to local finances, is not being amended, is wholly irrelevant because the Mahoney bill expressly authorizes the Legislature to increase the pensions paid by a retirement system of a subdivision of the State.

In this contention the Comptroller has placed himself on the horns of a dilemma. He claims that the Mahoney bill, despite its express authorization to the Legislature, is insufficient to permit local units of government to contribute to any part of the cost, but, in the Rules Committee bill, he has included provisions authorizing local units of government to pay 50% of the cost.

Third. The Comptroller's contention that the actuarial soundness of the State Employees' Retirement System might be jeopardized under the Mahoney bill, is nothing more than an expression of 'no confidence' in the integrity of the Legislature. The Legislature has heretofore preserved the actuarial soundness of the State Retirement System. We are confident that it would continue to do so if the Mahoney amendment is approved by the people.

Fourth. The Comptroller says 'It is conceivable that a constitutional amendment might not be necessary' because 'a liberalization of those classified as needy... might possibly solve the problem.' It would be difficult to phrase a weaker statement in sup-

port of the constitutionality of the Rules Committee bill.

Fifth. The Comptroller suggests 'a supplemental assistance fund' as distinguished from 'an increase in pensions.' This is a distinction without a difference. Obviously any formula that could validly be enacted now could likewise be enacted after the adoption of the Mahoney amendment.

Sixth. The Comptroller fears that the Legislature may authorize 'a general increase across the board for all pensioners.' This is an argument against the Legislature, not the Mahoney amendment. We believe that the propriety and reasonableness of any legislation to be adopted under the Mahoney amendment may well be left to the sound discretion of the Legislature.

The Comptroller recognizes the 'urgency of the problem' and states that 'every effort should be made to solve the problem at the earliest possible moment.' We agree. We maintain, however, that the only safe and certain solution is through the adoption of the Mahoney amendment. The last-minute substitute offered through the Rules Committee is of doubtful constitutionality and may well prove to be an illusion to the needy pensioners who depend upon the Legislature for adequate relief.

Mr. DeGraff also pointed out that the Mahoney bill authorizes, but does not mandate, the Legislature to provide for an increase in the pension 'of any member of the State or of a subdivision of the State.'

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JOB MARKET

(Continued from page 9)

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Metallurgist, Physical, \$55-\$70 wk., 1, citizen. (b)
Electrical Equipment Engr., \$55-\$100 wk., 2, ignition equipment. (b)
Model Maker, \$1.35-\$1.40 hr., 5, (b)
Production Planner, \$52-\$90 wk., 7, small parts for machining. (b)
Aut. Screw Mach. Opr., \$1.42-\$1.59 hr., 6, mult. spindle, set-up. Acme Gridley. (a)
Mechanical Draftsman, \$2650-\$3825 yr., 10, small tools. (b)

PLATTSBURG
Draftsman, Tool Design, \$60-\$100 week., 1, (b)

POUGHKEEPSIE
Methods & Estimating Man, \$64-\$87, 5, (b)
Process Engineer, \$74-\$98, 5, (b)
Layout Engineer, \$74-\$98, 5, prepare complete drawings. (b)
Draftsman, \$51-\$69 wk., 5, parts and assemblies details. (b)
Draftsman, \$64-\$87 wk., 5, assist layout or design engr. (b)
Turret Lathe Set-Up Man, \$1.89 hr. (a)
Tool Maker, \$1.91 hr. (a)
Turret Lathe Opr., \$1.68 hr., 5, (a)

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Mechanical Engineer, Physicist, \$68 wk., 1, (b)
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Electrical or Electronics Engr., \$3100-\$5400 yr., 15, (b)
Mechanical Engineer, \$3100-

\$4800 yr., 15, (b)
Radio Repairman, \$1.37-\$1.50 hr., 20, (a)
Radio Electrician, \$3100-\$3825 Design, \$58.48-\$68.09 wk., 1, (b) yr., 15, (b)
Mechanical Draftsman, Tool Design, \$58.48-\$68.09, 2, (b)

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Santa Claus, \$50 wk., 1, grow long, white beard. (b)
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Printer, \$50 wk. to start, 1, comb. man, non-union. (a)

SCHEENECTADY
Mechanical Draftsman, \$65-\$100 wk., 12, 5 yrs. exp. mech design. (b)
Machinist, \$1.50 1/2-\$1.78 hr. D.O.E., 10, (a)
Layout men (large castings), \$1.89 hr., 3, (a)
Engine Lathe Operator, Anticipate \$1.94 1/2 hr., 10% diff. for shift, 4, Union (machine shop). (a)
Horizontal Milling Machine Operator, \$1.67 hr. plus 10% diff. 2nd & 3rd shifts, 6, (a)
Vertical Boring Mill Operator, \$1.94 1/2 hr. plus 10% diff. 2nd & 3rd shifts, 4, (a)
Structural Steel Workers, \$1.78 hr. anticipated, 10% diff. 2nd & 3rd shifts, 8, (a)
Turbine Erectors (millwright), \$1.55 1/2-\$1.73 hr., 10% diff. 2nd & 3rd shifts, 20, (a)

SYRACUSE
Corsetier, \$70-\$80 wk., 1, (c)
Machinist, \$1.50-\$1.75 hr., 33, (a)
Toolmaker, \$1.65 hr., 5, (a)
Turret Lathe Operator, \$1.65 hr., 7, (a)
Floor Molder, \$1.25 hr., 5, (a)

UTICA
Draftsman, Structural, \$1.50-\$1.75 hr., 1, (b)
Tompkins Spring Needle Kniters, \$60-\$70 wk. piece work, 2, exp. balbriggan & fleece lined materials. (c)
Combination Man, to \$1.82 1/2, 1, exp. central off. equip., repair & installation, pole work. (a)

WATERTOWN
Design Engineer, to \$100 wk., 3, paper mill machry. (b)
Draftsman, Engineering, \$60 wk., 10, paper mill machry. (b)
Tool Designer, \$74-\$98 wk., 1, (b)
Industrial Relations Man, \$250-\$350 mo., 1, (b)
Patternmaker, Wood, \$1.72 hr., 5, (a)
Manager, Retail Apparel, \$40 wk., 1, (g)

WELLSVILLE
Draftsman, Engr's, \$50-\$100 wk., 12, steam turbines. (b)
Draftsman, Tool Design, \$50-\$55 wk., 1, vet pref'd. (b)

WHITE PLAINS
Electronic Engineer, Research, \$5000-\$6000 yr., 1, 5 yrs. exp. (b)
Electronics Engineer Flight Test, to \$4000 yr., 1, (b)

YONKERS
Knitting Machine Opr., \$1.35-\$1.70 hr., 3, (c)
Knitting Machine Fixer, \$100 wk. min., 1, (c)

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX
J. STANLEY PELES, Plaintiff, against AGNES PECK, JOSEPH GILDE, MATHILDA GUSCHER, also known as MATHILDA GUSCHER, KARL GUSCHER, also known as KARL GUSCHER, all of said defendants if living, and if they or any of them be dead, their respective executors, administrators, husbands, heirs at law, next of kin, legatees, devisees, grantees, assignees, judgment creditors, receivers, trustees in bankruptcy, trustees, committees, heirs, and successors in interest, and their husbands, wives, widows if any, and all persons claiming under or through any of them as respects the said defendants AGNES PECK, JOSEPH GILDE, MATHILDA GUSCHER, also known as MATHILDA GUSCHER, KARL GUSCHER, also known as KARL GUSCHER, CARL F. GUSCHER, also known as CARL F. GUSCHER, individually and as executor of the Last Will and Testament of MATHILDA GUSCHER, OTTILIE SMITH, also known as OTTILIE B. SMITH, ELIZABETH G. DOHEN, JOHN GUSCHER, also known as JOHN GUSCHER, HENRY SMITH, individually and as Executor under the Last Will and Testament of OTTILIE SMITH, also known as OTTILIE B. SMITH, GATHELINE ZINN, MICHAEL GILDE, CITY OF NEW YORK, JOHN "BOE" and "RICHARD" "BOE" and second names being fictitious, parties intended as being Tenants, and EASTCHESTER SAVINGS BANK, Defendant.

SUPPLEMENTAL SUMMONS
To the above named Defendants:
You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance on the plaintiff's attorney within 20 days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint.
Dated: New York, January 17, 1951.
GODFREY JULIAN JAFFE,
Attorney for Plaintiff,
511 Fifth Avenue,
Borough of Manhattan,
City of New York.

To the above named Defendants:
The foregoing supplemental summons is served upon you by publication pursuant to an order of Honorable EUGENE L. BRISACH, a Justice of the Supreme Court of the State of New York dated and filed January 16, 1951, and the second amended complaint filed February 7, 1951, in the office of the Clerk of the County of Bronx, at the County Courthouse, 161st Street, Grand Concourse, Borough of Bronx, City and State of New York.

The object of this action is for the foreclosure of two certain Transfer of Tax Liens, as follows:
(a) Transfer of Tax Lien No. 44797-A bearing date the 10th day of January, 1933, in the amount of \$1878.49 made to the City of New York, on a lot of land in the Borough of Bronx, County of Bronx, City and State of New York, shown on the tax map of the City of New York, for the Borough of Bronx, as Section 18, Block 6338, lot 118 of 110, Borough of Bronx, as same was designated on the Tax Map on January 10, 1933.
(b) Transfer of Tax Lien No. 44797 bearing date the 10th day of January, 1933, in the amount of \$3185.07 made to the City of New York, on a lot of land in the Borough of Bronx, County of Bronx, City and State of New York, shown on the tax map of the City of New York, for the Borough of Bronx, as Section 18, Block 6338, lot 110 of 110, Borough of Bronx, as same was designated on the Tax Map on January 10, 1933.

Dated: February 8, 1951.
GODFREY JULIAN JAFFE,
Attorney for Plaintiff,
Office and P. O. Address:
511 Fifth Avenue,
Borough of Manhattan,
City of New York.

FREE NOTARY PUBLIC SERVICE
As a service to applicants for Civil Service jobs, applications will be notarized without charge at the office of the Civil Service LEADER, 97 Duane Street, across the street from The Civil Service Commission.

Vet Preference Answers

Questions on the Mitchell amendment to the State constitution, relating to veteran preference, were answered by the Information and Training Extension Service. Four agencies united in rendering the service—the State Department of Civil Service, the State Conference of Mayors, the State Department of Education and the Municipal Training Institute of New York State.

Q. How is veterans' preference in retention affected by the new law?
A. Chapter 493 made no change in the present provisions of Section 21 of the Civil Service Law relating to preference in retention. Therefore, in the event of the abolition or elimination of positions in the civil service for which eligible lists are established, or in the event of the abolition of any positions in the labor class in cities, suspension or demotion shall be made in the following order: (1) non-veterans; (2) non-disabled veterans; and (3) disabled veterans.

Q. Is there any advantage to a candidate in using his additional credits to obtain a permanent original appointment when he could relinquish his additional credits and be appointed from his lower position on the list?
A. Yes. By using his credits and thus being appointed from a higher position on the list, an appointee gains seniority for lay-off purposes over others lower on the list who were given an original appointment on the same day. For example, suppose the first 10 eligibles on a list are given original appointments on the same day. X is appointed from position No. 3 with additional credits, but could have relinquished his additional credits and been appointed from position No. 10, his rank on the list without credits. In the event of a subsequent lay-off, X has seniority and is entitled to be retained over Numbers 4, 5, 6, 7, 8, 9 and 10 who, although appointed on the same day as X, were appointed from positions below X on the eligible list.

Q. How does the new law affect veterans' preference in retention?
A. No change, therefore, in the event of the abolition or elimination of positions in the civil service for which eligible lists are established, or abolition of any positions in the labor class in cities, suspension or demotion shall be made in the following order: (1) non-veterans; (2) non-disabled veterans; and (3) disabled veterans.

Q. Has an appointee exhausted his additional credits if he was permanently appointed from an eligible list as a result of additional credits but was dropped at the end of his probationary term?
A. No. A person who is dropped at the end of his probationary term is not considered to have been permanently appointed as he never gained permanent status and, consequently, is not deemed to have used the additional credits in his appointment.

Q. Has an appointee exhausted his additional credits if he was permanently appointed from an eligible list as a result of additional credits, but resigned at or before the end of his probationary period?
A. No. A person who resigned during his probationary term is not considered to have been permanently appointed as he never gained permanent status. Therefore, he is not deemed to have used the additional credits to obtain his appointment.

Q. Will additional credits help a candidate pass an examination?
A. No. The additional credit will be added to a candidate's final earned rating only after he has qualified (i.e. received a passing grade) in a competitive examination for appointment or promotion.
(Continued on page 15)

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Mental Hygiene Group Presses for Reforms

ALBANY, March 14—At a meeting of the Mental Hygiene Employees Association held here, changes were suggested in many factors concerning working conditions for the benefit of institu-

tion workers. Thomas H. Conkling of Brooklyn, representative of the Safety Department, presented projects to be sponsored: Increase in the number of titles within the institution patrolmen field.

Adoption of standard uniform and badges.

Establishment of a departmental school for institution patrolmen.

Granting of peace officer status to institution patrolmen.

William Farrell of Brooklyn asked that the problem of meal tickets and the split shift be taken up with Commissioner Newton Bigelow.

Walter Jenner of Syracuse requested that the matter of farm employees getting time off to attend farm meetings be submitted to the Commissioner.

Methé Does Not Choose to Run

President Charles D. Methé stated he did not seek re-election because of his many other duties but urged that new members be considered. He appointed the following committee to select a slate of officers for 1951-52: Mr. Conkling, chairman, John Graveline of St. Lawrence, Robert Soper of Wassala and Mr. Jenner. The list of candidates will be presented at the July meeting and voted on them. Mr. Methé stated he would be a candidate, however, for the seat on the board of directors of The Civil Service Employees Association.

Mr. Methé said, for the benefit of non-members of the MHA:

"The Mental Hygiene Association is working for the Mental Hygiene institution employee at all times. In looking over past years many gains can be noted that originated in this organization and which are now being enjoyed by Mental Hygiene employees. We need your support, your ideas, and your aid in airing your problems, plus your membership fee of only \$1 a year. Please join and help us in our goal. We seek better salaries, better working conditions and a solution to many problems."

LEGAL NOTICE

STRANGE SANCTUARY COMPANY.—The following is the substance of Certificate of Limited Partnership subscribed and acknowledged by all partners, filed in the New York County Clerk's office on February 15, 1951. The name and location of the principal place of business of the partnership is STRANGE SANCTUARY COMPANY, 240 West 44th Street, New York, New York, and its business is producing the play "THE HIGH GROUND". The general partner is ALBERT H. ROSEN, residing at 340 West 57th Street, New York City. Limited partners, their cash contributions, benefits, shares and residences (all of which are New York City, unless otherwise noted), are as follows: L. BERKQUIST, 1528 Gardland Ave., Janesville, Wisconsin, \$1,000, 1%; IRA BLUE, 8 West 40th St., \$700, 1/2%; DOROTHY BROOKS, 14 Bellgrove Drive, Montclair, N. J., \$500, 1/2%; PHILLIP BROOKS, 14 Bellgrove Drive, Montclair, N. J., \$125, 1/4%; ROBERT CHRISTENBERRY, Hotel Aetor, 44th St. and Broadway, \$1,000, 1%; EMANUEL COHEN, 12 E. 89th St., \$2,000, 2%; B. L. COLLATA, 80 Grove St., \$1,000, 1%; HENRY DEKOVEN, 780 West End Ave., \$500, 1/2%; LEE ELMORE, 225 E. 49th St., \$1,000, 1%; ANDREW GROLY, 151 W. 46th St., \$1,500, 1 1/2%; BYRON GOLDMAN, 670 West End Ave., \$1,000, 1%; RALPH HART, 100 Riverside Drive, \$2,000, 2%; JOHN J. HOLIAN, 745 Brook Ave., Apt. No. 9, \$2,000, 2%; ARTHUR KLAR, 570 Ft. Washington Ave., \$2,000, 2%; EDWIN C. KNILL, 10 Rockefeller Plaza, \$1,000, 1%; ALICE KLEISS, 127 W. 75th St., \$500, 1/2%; MAC LANDSMAN, 631 W. 51st St., \$1,000, 1%; A. H. LEWIS, 118 Park Ave., \$1,000, 1%; EVA LEWIS, 1185 Park Ave., \$500, 1/2%; HARRY LINDNER, 14 Woodland Road, Bernardsville, N. J., \$500, 1/2%; JOSEPH LOVE, 101 Central Park West, \$2,000, 2%; LESTER MEYER, 430 E. 86th St., \$4,500, 4 1/2%; EDWARD A. MILLER, 225 W. 39th St., \$1,000, 1%; HORTENSE MILLER and ALLAN MILLER, 11 Hoskier Rd., So. Orange, N. J., \$1,000, 1%; MINNIE MILLER, 3182 Rochambeau Ave., \$500, 1/2%; DR. SOLOMON J. MINK, 340 W. 67th St., \$500, 1/2%; WICKLIFFE MOORE, c/o Montgomery Paper Co., 400 Madison Ave., \$500, 1/2%; SAMUEL NIRENSTEIN, 1182 Broadway, \$500, 1/2%; J. ORTMAN, 10 E. 47th St., \$500, 1/2%; JOHN G. PHILLIPS, 335 W. 86th St., \$500, 1/2%; I. POSNER, 2019 Morris Ave., \$1,000, 1%; JOE PORTER and MAUDE PORTER, 4 Chapel Street, Freshman, N. J., \$2,000, 2%; A. H. ROSEN, 240 W. 44th St., \$1,500, 1 1/2%; CLAUDE ROSEN, 340 W. 57th St., \$1,000, 1%; CHESTER SACKETT, 90 Riverside Dr., \$500, 1/2%; SARA SACKETT, 90 Riverside Dr., \$500, 1/2%; B. HILLS, 28 Park Row, 11th B., \$1,000, 1%; DOROTHY B. STROCKLER, 21 E. 52nd, \$1,500, 1 1/2%; HAROLD STEELE, 90 DaCosta Ave., Rockville Centre, N. Y., \$500, 1/2%; D. STEINBERG, c/o Kal Velde Studios, Fort Lee, N. J., \$1,000, 1%; ROY E. TILLES, 905 Fifth Ave., \$4,000, 4%; CHARLES TORIAS, 140 Riverside Drive, \$2,000, 2%; LENORE TOBIN, 240 W. 44th St., \$500, 1/2%; REXFORD E. TOMPKINS, 52 Wall St., \$375, 3/4%; LOUIS E. WALKER, 46 Cedar St., \$500, 1/2%; The partnership term commences on filing of certificate, continuing until all partnership rights in play are terminated. Limited Partners' contributions returnable in cash only after play opens in New York City and after payment or provision for all liabilities plus cash reserve of \$15,000. Additional partners, admissible, but share of profits payable only out of general partners' share. Substituted limited partners prohibited. No priority to any limited partner as to contributions or compensation. Partnership terminates on death, insanity or retirement of the general partner. No additional contributions required.

William B. Folger Feted By 225 in Westchester

WHITE PLAINS, March 19 — with an oil painting by Eric Sloane. William B. Folger, newly appointed executive director of the New York State Insurance Fund, and former Budget Director of Westchester County, was honored by a testimonial dinner in White Plains attended by 225 persons, many of them County employees who had worked closely with the official during his years as chief Westchester fiscal officer.

A telegram from Lieutenant Governor Frank C. Moore lauded the service of Mr. Folger. Mr. Moore was scheduled to be the principal speaker but was unable to attend the dinner that was held at the Women's Club. In his stead, former Supreme Court Judge William F. Bleakley the first County Executive of Westchester County, paid tribute to Mr. Folger's service under him.

An art fancier, the former Budget Director was presented

They Sing to Him

A chorus of thirty-five off duty patrolmen of the Westchester County Parkway Patrolmen's Benevolent Association provided musical entertainment for the gathering.

Many Dignitaries Present

Benjamin H. Carroll, newspaper editor, was toastmaster and chairman of the Dinner Committee which was sponsored by the White Plains Civic and Business Federation. Serving on the Committee was J. Allyn Stearns, a Director of the Federation and 3rd Vice President of The Civil Service Employees Association.

Among those present were State Civil Service Commissioner Alexander A. Falk, Westchester County Executive Herbert C. Gerlach, District Attorney George M. Fanelli, Finance Commissioner Edward J. Ganter, Recreation Superintendent E. Dana Caulkins, Park Superintendent George S. Haight, Public Works Commissioner James C. Harding, County Attorney Harry G. Herman, Health Commissioner William A. Hoila, School Superintendent Harold E. Hollister, Personnel Officer Denton Pearsall, Jr., Budget Director Arthur G. Sammarco, Supreme Court Judge Frederick G. Schmidt, Supervisor Robert B. Stewart, Public Welfare Commissioner Stanton M. Strawn, former Commissioner Ruth Taylor, and Parkway Police Chief William J. Slater.

Also Mayor Edwin G. Michaelan and former Mayor Frederick C. McLaughlin of White Plains, Mayor Joseph J. Hannan of Rye, Anne H. McCabe, President of the Westchester County Competitive Civil Service Association, Ivan S. Flood, President, and Eileen Kelleher, Richard A. Plinn, and Chester A. Garfield of Westchester Chapter, The Civil Service Employees Association.

COMMENT

AGREES NYC IGNORES EMPLOYEE GROUPS

Editor, The LEADER:

We wish to thank you sincerely for your editorial in your issue of February 27.

Your remarks about the present NYC administration absolutely ignoring the employee organizations is so true. It is also ignoring the dire needs of the employees.

Please follow up your suggestion for setting up a committee like the Arthur S. Meyer Committee that studied the Board of Education.

A SUFFERING FAMILY



Director of the Budget T. Norman Hurd (above) has been appointed a member of the State Board of Equalization and Assessment by Governor Dewey and Assessment by Governor Dewey, succeeding John E. Burton of Ithaca. He also inherits Mr. Burton's post as chairman of the Sponsoring Committee for the Intern and Graduate Training Program.

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WHAT EMPLOYEES SHOULD KNOW

By THEODORE BECKER

Hearings for Dismissal

IF YOU are an honorably discharged war veteran, you have special protection against arbitrary removal from your job. If you are up on charges which may result in your removal, you are entitled to a formal hearing, with counsel, your own witnesses, and the right to cross-examine the witnesses against you. If found guilty and ordered removed, you are entitled to have a court review of the entire proceedings, including the record made at your hearing. The same rights are granted to exempt volunteer firemen, as defined in the General Municipal Law.

If You Aren't a Vet

If you are neither an honorably discharged war veteran nor a volunteer fireman, and are in the competitive class, you are entitled only to written charges and an opportunity to answer them in writing. If you are found guilty and ordered removed, your only recourse is to your civil service commission (which cannot order your reinstatement, although it can direct your transfer or place your name on a preferred list) or to the courts (which can order your reinstatement, although it can direct your transfer or place your name on a preferred list) or to the name on a preferred list) or to the courts (which can order your reinstatement only if a technical defect exists in the disciplinary proceeding). If the punishment imposed on the basis of a finding of guilty as charged is demotion, or suspension for more than ten days, then you are still entitled to appeal to the courts or your civil service commission, as the case may be. But no such right to appeal exists where the suspension is for ten days or less, or the punishment consists of a fine or a reprimand. In these latter cases, you have no recourse.

The question arises, however, whether this same limitation on the right to a review applies in

the case of an honorably discharged war veteran or exempt volunteer fireman. This question was recently raised in a court case involving a Navy veteran disciplined by the Triborough Bridge and Tunnel Authority.

Suspended Four Days

The employee had received a four day suspension without pay following a hearing on charges, notice of which informed the employee that, if found guilty, he would be subject to removal from his position. The employee sued to set aside this suspension. The authority countered by urging that no such right of review exists in that subdivision 3 of Section 22 of the Civil Service Law, which limits the cases in which court review can be had, is as applicable to veterans hearing cases under subdivision 1 as it is to non-veteran disciplinary proceedings under subdivision 2.

This contention found favor with the Supreme Court in New York County which dismissed the proceeding. The Court stated:

For Good of Service

"While the question is not free from doubt, I am of the opinion that the Authority's position is well taken. The language of subdivision 3 is broad and all-inclusive; it makes no exception in favor of veterans. Its obvious purpose is to maintain wholesome discipline without sacrificing the substantial rights of those in the public service. The Legislature undoubtedly confined the right of review as it did in the conviction that the review of minor penalties would tend to undermine discipline and impair and disrupt the service. So viewed, there is no reason why veterans should be exempt from this limitation. The protection against removal without a hearing given to veterans does not place them beyond the reach of reasonable disciplinary measures such as the one here considered enacted for the general good of the service." (Storrier v. Moses 3-6-51 N.Y.L.J., Front page, col 4)

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Director, Career Service

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NYC Resolutions Approved by State

Eight resolutions, sponsored by the NYC Civil Service Commission, have received State approval. They are:

- Including the title of Secretary to the Chairman in the exempt class in the NYC Parking Authority.
- Amending the salary ranges of 24 services to include the cost-of-living salary adjustments.
- Amending salary ranges for Court Officers' Service, Municipal Court.
- Amending salary ranges of positions in the Dietitian Service.
- Amending salary ranges in the Engineering and Architectural Service, the Administrative Service, and the Budget Examining Service.
- Amending salary ranges of positions in the Social Service.
- Reclassifying employees of the Staten Island Division of the New York City Transit System.
- Amending salary ranges of positions in the Correction Service, Sanitation Service, and the Sheriff's Service.

Vel Preference Query

Q. Can this disclosure of his veterans' status result in discrimination against a veteran in the grading of his examination papers?

A. No. Every precaution is taken by the civil service commissions to prevent favoritism or discrimination in the grading of civil service examinations. A candidate's examination paper is identified only by a number. His name does not appear on his examination paper and the examiner grading the paper has no way of determining the name or status of the candidate who wrote it. It is only after the papers are graded and the eligible list is about to be established that the candidates' names are matched with their identifying numbers.

18 Tests in NYC Close On March 21

(Application for these tests will close on Wednesday, March 21):

- OPEN-COMPETITIVE**
- 6243. Inspector, Dock and Pier Construction, Grade 4, Marine & Aviation Department, \$4,021. Fee \$4. Tests: Record and seniority, weight 5, 70% required. Written, weight 50, 70% required.
 - 5887. Buyer (Instructional Materials), Department of Education, \$4,400. Fee \$4. Tests: Written, weight 60, 70% required. Experience, weight 40, 70% required.
 - 4832. Buyer (Foods With Knowledge of Forage and Livestock), Department of Education, \$4,400. Fee \$4. Tests: Written, weight 60, 70% required. Experience, weight 40, 70% required.
 - 5886. Buyer (Hardware, Tools and Metals), Department of Education, \$4,400. Fee \$4. Tests: Written 60, 70% required. Experience, weight 40, 70% required.
 - Buyer, \$4,400.
 - Buyer (Chemical, Scientific Equipment), \$4,400.
 - Buyer (Paper, Paper Products), \$4,400.
 - Buyer (School Office Furniture), \$4,400.
 - Boroughs No. 7200 Operator, \$1,980.
 - Boroughs No. 7800 Operator, \$1,980.
 - Deputy Supt. of Plant Operation, \$7,850.
 - Director of Cancer Control and Research.
 - Dockbuilder, \$22 per day.
 - Inspector of Live Poultry, Grade 2.
 - Machine Woodworker, \$15.40 per day.
 - Occupational Therapist, \$2,710.
 - Senior Industrial Engineer, \$6,650.
 - Weighmaster.
- PROMOTION**
- 6362. Assistant Housing Manager (prom.), NYC Housing Authority, \$2,400 to \$3,599. Fee \$2. Tests: Written, weight 50; 70% required. Record and seniority, weight, 50, 70% required.
 - 6301. Foreman of Pavers (prom.), Manhattan Borough President, \$4,450. Fee \$4. Tests: Record and seniority, weight 50; 75% required. Written, weight 50, 70% required.
 - 6300. Foreman Dockbuilder (prom.), Marine & Aviation Department, \$23 per day. Fee \$50. Tests: Record and seniority, weight 50; 70% required. Written, weight 50, 70% required.

Clerical Employees Seek Pay Equality In Transportation

NYC Board of Transportation employees who can't reach the highest maximum pay for the grade, because of their later date of entrance into service, wrote to Mayor Impellitteri, complaining that the present method is discriminatory. In a letter signed by Nicholas J. Ceglia and Martin Abidor they said:

"We, employees of the Board of Transportation, respectfully call your attention to salary inequities that are present within the titles of clerical employees Grade 2 and Bookkeeper. Maximum salary in these titles range from \$2,830 down to \$2,460, depending upon the time of entrance into service. Those in Grade 2 who were in service prior to 1942 reach a maximum salary of \$2,830. Those who entered service between 1942 and 1948 reach a maximum salary of \$2,710. Those who entered service subsequent to 1948 reach a maximum of \$2,460.

"The differences are due to bonus grants of \$120 and \$250 eventually included in the permanent salary of those who fall in the first two groups. Under present rulings, those who entered service after July, 1948 will not receive these bonus increments. Employees who entered service after July, 1948, feel that all employees in the same grade and doing the same work should have the same opportunity to reach the highest maximum salary."

14 HOURS

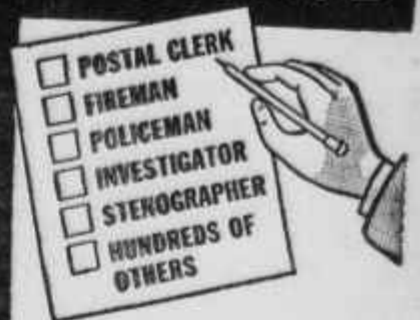
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- Administrative Asst. & Officer\$2.50
- American Foreign Service\$2.50
- Apprentice\$2.00
- Attendant\$1.50
- Attorney and Jr. Legal Assistant\$2.00
- Auto-Mach. Mechanic\$2.00
- Bookkeeper\$2.50
- Bus Maintainer (A & B)\$2.00
- Car Maintainer (all grades)\$2.00
- Chemist\$2.00
- Civil Service Arithmetic and Vocabulary\$1.50
- Civil Service Handbook\$1.00
- Civil Service Homestudy Course\$4.00
- Civil Service Rights\$3.00
- Clerk, CAF 1-4\$2.00
- Clerk, CAF-4 to CAF-7\$2.00
- Clerk, Grade 2\$2.00
- Clerk, 3, 4, 5\$2.50
- Clerk-Typist-Stenographer\$2.00
- Correction Officer U.S.\$2.00
- Dietitian\$2.00
- Electrician\$2.50
- Electrical Engineer\$2.00
- Engineering Tests\$2.50
- File Clerk\$2.00
- Fingerprint Technician\$2.00
- Fireman (F.D.)\$2.50
- Fire Lieutenant\$2.50
- Gardener\$2.00
- Asst. Gardener\$2.00
- General Test Guide\$2.00
- G-Man\$2.00
- Guard Patrolman\$2.00
- H. S. Diploma Test\$2.00
- Hospital Attendant\$2.00
- Housing Asst.\$2.00
- Insurance Ag't-Broker\$3.00
- Internal Revenue Agent\$2.00
- Junior Accountant\$2.50
- Janitor Custodian\$2.00
- Jr. Administrative Technician\$2.00
- Jr. Scientist & Engineer\$2.50
- Law Stenographer & Court\$2.00
- Jr. Management Asst.\$2.00
- Jr. Professional Asst.\$2.00
- Jr. Statistician and Statistical Clerk\$2.50
- Librarian\$2.00
- Mechanical Engr.\$2.00
- Mechanic-Learner\$2.00
- Messenger\$2.00
- Miscellaneous Office Machine Operator\$2.00
- Observer in Meteorology\$2.00
- Office Appliance Op'r\$2.00
- Oil Burner Installer\$2.50
- Patrol Inspector\$2.00
- Patrolman (P.D.)\$2.50
- Playground Director\$2.00
- Plumber\$2.00
- Public Health Nurse\$2.50
- Police Lieut.-Captain\$2.50
- Post Patrol Officer\$2.00
- Postal Clerk-Carrier and Railway Mail-Clerk\$2.50
- Power Maintainer all grades\$2.50
- Practice for Army Tests\$2.00
- Practice for Civil Service Promotion\$2.00
- Prison Guard\$2.00
- Real Estate Broker\$3.00
- Sanitation Foreman\$2.50
- Scientific, Engineering & Biological Aid\$2.00
- Sergeant (P.D.)\$2.50
- Special Agent\$2.00
- Special Patrolman Correction Officer\$2.00
- Social Worker\$2.50
- State Trooper\$2.00
- Stationary Engineer & Fireman\$2.50
- Steno Typist (CAF-1-7)\$2.00
- Structure Maintainer (all grades)\$2.00
- Student Aid\$2.00
- Telephone Operator\$2.00
- Tower Man\$2.50
- Train Dispatcher\$2.50
- Transit Sergeant, Lieut.\$2.50
- U. S. Gov't. Jobs\$.80
- Vocabulary Spelling and Grammar\$1.50
- Wage-Hour Investigator (U.S. Dept. of Labor)\$2.00

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What the Gulick Survey Will Do in NYC

While a rising chorus of citizen groups demanded that a contemplated study of the City's Police Department be undertaken, plans moved swiftly this week to get under way four management surveys which last week received approval of the Board of Estimate—studies of the Health Department, Welfare Department, Fire Department, and an engineering study of the City's heating efficiency.

The surveys are under the general direction of the Mayor's Committee on Management Survey, of which Comptroller Lazarus Joseph is the head and Dr. Luther Gulick the executive director.

The study of the Police Department was aborted by Commissioner Thomas Murphy, who wants a free hand to make his own clean-up.

Here is what the four new studies hope to accomplish:

The City's present expenditure for fuel amounts to \$10,000,000 annually — exclusive of the fuel used by the power plants of the Board of Transportation. Dr. Gulick feels that an annual saving of \$500,000 is "reasonably attainable."

The study will be made by a well-known heating engineer, Percival R. Moses. The contract for this study, which was developed by Professor Mario C. Giannini of New York University for the Mayor's Committee on Management Survey, required an appropriation of \$41,000. The study will be completed January 1, 1952.

Health Department
The second new study involves the Health Department and will cost \$101,700. This study is divided into two major parts. Part 1, the survey of the work and organization of the Department, will be a comprehensive review of the fundamental health needs of the City, and will outline a long-term public health program. It will be made by the American Public Health Association with a team of consultants headed by Dr. R. P. Kandle, Director of Field Studies of the Association, Dr. Ira V. Hiscock, the authority on public health administration of the Yale School of Medicine, Dr. Hugh R. Leavell, Professor of Public Health Practice, Harvard University and Dr. Abel Wolman of Johns Hopkins University, the leading consultant on sanitary engineering.

Part 2 is a survey of business operations of the Health Department, which has an annual operating budget of some \$14,000,000. It will be conducted by the management firm, Barrington Associates, under the direction of J. G. Jones.

Plans have been laid, Dr. Luther Gulick, Executive Director of the Mayor's Management Survey Committee, said, to bring together a conference of leading authorities on public health as a conference to review the general situation and the future program needs. This will involve the New York Academy of Medicine, the five country medical societies, and public health authorities from this area and from Washington, Albany and other major centers. Dr. Gulick stated that this plan for "re-thinking New York City's health

program in the light of new problems and new discoveries, and tightening up the administration on a thoroughly businesslike basis" has been developed after many conferences with Commissioner John F. Mahoney, the New York Academy of Medicine and its committee on public affairs headed by Dr. George Baehr; Dr. Thomas Farran, former New York State Commissioner of Health and more recently U. S. Surgeon General; Dr. Reginald Atwater; Dr. C. E. A. Winslow of Yale and others.

Under the plans adopted, the Mayor's Committee expects that this will be an epoch making study of urban health administration. "Public health problems have changed dramatically in the past generation" said Dr. Gulick. As reasons for this he pointed to three factors: the age composition of the city has changed, with many more senior citizens now than a generation ago; new drugs and treatments have revolutionized medical care; and generally disseminated health habits and high living standards have completely changed the problems which now need major attention. This study will be completed December 1, 1951.

Welfare Department

The management study approved for the Welfare Department will cost \$39,000. The plans for the study of this Department — the third largest in the City in point of funds expended, which for 1950-1951 will be about \$200,000,000, were discussed with Commissioner Raymond M. Hilliard, Deputy Commissioner Henry L. McCarthy; Miss Ruth Taylor of Westchester County, and State Commissioner of Social Welfare, Robert T. Lansdale. There will be four parts of the welfare study. One part will be handled on contract by McKinsey & Co., management engineers. It will involve a detailed work-simplification study of the activities of the social service investigators. Another part of the study will be handled by the Public Administration Service of Chicago, which conducted the organization survey of the Department of Welfare which was finished in December 1950. No part of the prior survey will be duplicated in the present work. Dr. Gulick stated. A third part of the Mayor's Committee study will relate to financial administration; and the final part to Federal-State-local relations. Completion date, August 1, 1951.

Fire Department

The study of the Fire Department, worked out in conference with Commissioner George P. Monaghan by George F. Mand, chairman of the subcommittee on fire of the Mayor's Committee, will cost \$57,500. This study will make the first comprehensive review and recommendations with respect to fire house location since the introduction of motorized apparatus. Fire prevention and the training of firemen and officers to apply the most modern fire fighting technology and to use the new scientific equipment will also be in-

cluded, as well as a thorough study of business management of the Department. Completion date, September 1, 1951.

The chief consultant on technical fire matters will be Arthur C. Hutson who has been for many years an engineer on the staff of the National Board of Fire Underwriters. The study of training ac-

tivities will be made by Chief J. W. Just who directs the Fire Extension Service of the University of Maryland. The business methods study of the Fire Department, and the general coordination of the work, will be entrusted to Arthur Lazarus, the well known management authority, lawyer and CPA. A large panel of experts on fire

fighting equipment has been designated by the various equipment manufacturers to advise the Mayor's Committee on equipment and maintenance problems. This panel will serve, Dr. Gulick stated, together with experts from the Fire Department and from the Offices of the Comptroller and the Director of the Budget.

Design and Development ENGINEERS

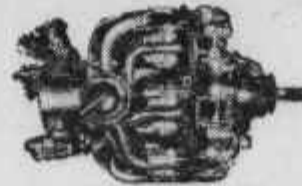
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Monroe County

THE MONTHLY meeting of the board of directors of the Monroe Chapter, CSEA, was held at the Hotel Rochester on the evening of March 13. A luncheon was served after the meeting.

Mrs. Melba R. Binn, president of the Rochester chapter, spoke on membership, social events and offered many timely suggestions.

Larry Hollister and Eugene Vanderbilt arrived in town just in time for the meeting. Larry, as usual, became involved in pension discussions and Van talked insurance.

In addition to other business, two important motions were passed. One was to request, through the board of directors of the Association, that the pension system provide a field representative to schedule visits to the various political subdivisions of the State for consulting members concerning their personal pension problems, and to clarify the pension laws in general. The other was to request that the president of the Association ask a review of the Workmen's Compensation Laws, with the object of getting broader coverage for county and city employees.

Preference Query

Q. Is there any limit to the number of times a veteran or disabled veteran may use his additional credits?

A. There is no limit to the number of times a veteran or disabled veteran may claim additional credits up to the time he is permanently appointed or permanently promoted from an eligible list on which he was allowed additional credit. However, once a candidate has received a permanent original appointment or promotion to a position in the civil service of the State, or in the civil service of any of its civil divisions, as a result of additional credit, either as a veteran or disabled veteran, he shall not thereafter be entitled to any additional credit under the new amendment in any examination (open-competitive or promotion) for any position in any jurisdiction (state, city, county, etc.), either as a veteran or as a disabled veteran. Furthermore, if the candidate's name appears on other eligible lists at the time of his permanent appointment or permanent promotion, his rank on these other lists shall be reduced by deducting from his final earned ratings the additional credits which he may have received on these eligible lists.