

REQUIREMENTS IN TEST FOR POST OFFICE CLERK

Complete Liberalized Retirement Plan Proposed By Employees Assn.

The following proposals for liberalization of the State Retirement System...

The 120,000 and more present members of the State Retirement System...

Membership in the system is about equally divided between employees of the State and employees of various municipalities...

Established in 1921, the system now provides: (1) an allowance at age 60 based upon the number of years of service...

Employee, Govt. Contribute The State or municipalities, and the member, contribute to the Retirement Fund...

At the present time the State and most municipalities contribute an average of approximately 8.1 per cent of payroll...

(Continued on Page 4)

Vexing Employee Problem On Way to Early Solution

ALBANY, June 28.—Three important problems affecting civil service employees of the State appear on their way to a solution...

- 1. What should be done about changing the status of employees in Matteawan, Dannemora, Westfield, and Albion?
2. Should there be a probationary period on certain types of promotions?
3. Should the probationary period for persons first entering the State service be increased to 6 months?

Dewey Quoted William F. McDonough, executive representative of the Association...

tion, and John E. Holt-Harris, its counsel, pointed out to the Commission that Governor Thomas E. Dewey had held that too many State jobs were in the noncompetitive class...

No decision was reached on the issue, but the tone of the discussion was such that an amicable conclusion will be arrived at.

Promotion Trial Period On the issue of inter-departmental promotions...

The proposal provided for "pooled" promotion exams in certain common titles. Three eligible lists would be set up: (a) unit promotion list; (b) departmental promotion list; (c) general inter-departmental list.

The U. S. Civil Service Commission, Second Region, which has been holding examinations for Substitute Clerk-Carrier in upstate localities, is preparing to go ahead with the examination for the New York, N. Y. post office...

Expected to Follow Standard No date for the opening of the period for issuing applications...

Idea of What'll Be Required The LEADER herewith gives the relevant excerpts from recent upstate examinations: Applicants must actually reside...

New Pay \$51.60 for Postal Jobs

A new examination for Substitute Clerk, Post Office Service, at \$51.65 a week, has been requested by Postmaster Albert Goldman...

The U. S. Civil Service Commission, Second Region, which has been holding examinations for Substitute Clerk-Carrier in upstate localities...

Expected to Follow Standard No date for the opening of the period for issuing applications or receiving the filled-in blanks has been set.

Idea of What'll Be Required The LEADER herewith gives the relevant excerpts from recent upstate examinations: Applicants must actually reside...

(Continued on Page 9)

Auto Enginemen's Raise Is Restored

The ban on payment of the budgetary \$250 pay increase to Auto Enginemen as the result of the institution of a prevailing rate action on behalf of some employees, has been lifted conditionally by NYC Budget Director Thos. J. Patterson with the approval of Mayor William O'Dwyer.

Resumption of payment was decreed following a conference between Mr. Patterson and Henry Feinstein, President of NYC District Council 37, American Federation of State, County and Municipal Workers, AFL.

Meanwhile the District Council has submitted its request for the establishment of a basic wage of \$3,250.

NYC to Lift Grades To Include Raise

By MORTON YARMON After a conference, Budget Director Thomas J. Patterson and representatives of the NYC Civil Service Commission have decided to raise the salaries of grades to incorporate the \$250 permanent pay rise...

Mr. Patterson has drawn up a tentative list of titles for which the raise will be included for prospective appointees, but as yet the list does not include all titles. However, since the problem of differentiation is insurmountable, some titles have been given raises and others not, for new entrants.

though the raise will be generally applicable to present employees. Representatives of the Budget Director and the Civil Service Commission will confer again next week. Meanwhile, the raises will be effective as of July 1, for all those new on the city payroll.

The bill is now before President Truman, and it is taken for granted that he will sign it.

U. S. Pay Raises Made Permanent

By CHARLES SULLIVAN Special to The LEADER

WASHINGTON, June 28.—The \$450 pay increase for postal workers will start with the pay period beginning Thursday, July 1, while the \$330 permanent increase for employees who come under the Classification Act will begin as of Sunday, July 11.

The difference in the effective dates arises from the fact that postal employees are paid on a twice-a-month basis, whereas the other Federal employees are paid every two weeks, or 26 times a year, instead of 24.

No specific date for the starting of the raises is mentioned, but the start is dependent on the pay periods.

Postal Raise July 1 For the postal service the pay periods are from the first of the month to the 15th and from the 16th to the end of the month.

The checks are dated accordingly, although payments are usually made on the 2d and the 18th of the month.

Raise for Others July 18 The other Federal employees' pay period ends on Saturday, so that the next day, Sunday, starts the new pay period.

For that reason the effective date of the Classification Act employees' raise for them, but the July 26 July checks would not carry the raise for them, but the July 26 payroll would.

Both raises are contained in the one bill (H.R. 6916) and the language is identical, as to the two groups affected, in determining the effective date.

For the postal employees it is found in Section 104 of Title I and for the others in Section 305 of Title III and is as follows: "This title shall take effect on the first day of the pay period which begins after June 30, 1948."

The pay period is the determining factor. (Continued on Page 10)

STATE AND COUNTY NEWS

Bright Ideas
Bring Cash
To Employees

ALBANY, June 28—The State is continuing on an increased scale to profit by suggestions made by State employees to the State Merit Award Board. Most recent examples included improvement of procedures.

We have the I. B. M. equipment available — why not utilize to the fullest extent? So reasoned Robert Reedy, an employee of the Department of Taxation and Finance, Albany. He then developed detailed procedures for the addressing of delinquent tax notices by tabulating machines. He sent his suggested plan to the Board. Result: A check for \$50 and a Certificate of Merit.

The report from the Committee investigating the feasibility of the idea stated in part: "The corporation Tax Bureau is of the opinion that this is one of the most advantageous thoughts that has been given to the proposed changes in this Bureau."

Idea Saves Time

Mrs. Matilda Getz, of Albany, won an award for proposing procedural changes in connection with the processing of requirements for materials, equipment, and supplies by the Division of Standards and Purchase where she is employed.

The report from the Committee which investigated the practicability of the suggestion stated in part:

"This suggestion has already been adopted by this Division. It will save considerable time on researching and consequently will save money as the files now need extra help and by adopting this suggestion one extra employee may not be needed."

Mrs. Getz is a Senior Stenographer. The development of operating procedures is definitely not a part of her duties. In recognition of her initiative and planning ability, the Board awarded her \$50 and a Certificate of Merit.

Efficiency Widely Improved

W. G. Crandall, Department of Public Works, Albany, received \$20 and a Certificate of Merit in recognition of an efficiency-improving record which he developed for maintaining highway construction data.

To Elizabeth C. Lyons, Dept. of Social Welfare, Albany, goes a cash award of \$20 and Certificate of Merit. She proposed a time-saving filing procedure whereby a lengthy inter-filing operation is eliminated.

Cardboard Liners

A cash award of \$25 went to Edward B. Walther, an employee of the Division of the Treasury, Department of Taxation & Finance, Albany, for a suggestion that cardboard liners be provided for file drawers. This will facilitate bulk transfer of material at the obsolescence date, without the necessity for re-filing. The procedure has been put into operation by the Division of the Treasury in connection with the retirement of millions of checks from the active to the storage files. The Committee which investigated the practicability of the suggestion reports that in addition to the increased efficiency, the estimated saving in labor is equivalent to about \$500 a year. As the idea is adopted by other State agencies, the economies may well run into thousands of dollars annually.

Onondaga Sanatorium Joins

SYRACUSE, June 28.—Employees of the Onondaga Sanatorium, located in Syracuse, held a special meeting to consider organization of a chapter within The Civil Service Employees Association.

The following were elected to take office as soon as the chap-

Gov. Dewey Has Always Maintained
'Open Door' for Civil Service LEADER

Employees of the State of New York developed with Governor Thomas E. Dewey, now candidate for President, the "conference method." This method, which began haltingly and became refined with the years, opened a means for considered, temperate factual negotiation of employee problems. And it has worked well.

The LEADER has always found an open door to the Governor's

office. Whenever it has been felt necessary to discuss an employee problem, or bring to the Governor's attention a matter concerning employees which could not be brought to him in other ways, The LEADER has always found ready entrance and an attentive ear.

Good Relations

The quality of employee relations in the State is good. Should

Governor Dewey be elected President, it would be wisdom for the incoming Governor, Joe R. Hanley, to consider relations of the same quality and effectiveness. The conference method is a method that works.

Gov. Speaks of LEADER

In addressing the 29th annual dinner of The Civil Service Employees Association in Troy early

this year, the Governor had this to say about The Civil Service LEADER and its publisher:

"Jerry Finkelstein, publisher of The LEADER, stands for stout accomplishment under our system of free enterprise. There isn't any other guy who represents it better. He was my office boy 13 years ago when I was racket-busting, and he became the publisher of the biggest civil service publication in the United States, all by his own efforts. It's an indication of what can be achieved in the United States under our free enterprise system."

"When Jerry came into the racket-busting activities," the Governor recalled, "Paul Lockwood hired him. No, somebody down the line must have hired Jerry because Paul Lockwood was too important. That was in 1935 when Jerry was a very fresh boy and full of ideas. He stayed one year and then went out to found his own paper."

"The American people have a curiously creative genius when they make a county prosecutor their Governor, as they did in 1942, while that boy Jerry was building up the greatest thing of its kind in America. The only thing I have against him is that he is a Democrat. I didn't intend to discuss this aspect, because my remarks are entirely non-partisan, but bring it up to show how well people can get along together in this country. I'm very proud of Jerry. He and his associates are doing a wonderful job on The Civil Service LEADER."

Watertown Employees Urge
Research in Pay Rise Demand

Special to The LEADER

WATERTOWN, June 28—Probably among the most remarkable tasks of its kind ever attempted by a group of local employees is a document entitled, prosaically, "A Petition to the City Council of Watertown, New York."

The document is a primary weapon in the attempt of local employees, banded into The Civil Service Employees Association, to obtain improved salaries. Those who have seen it suggest it as a valuable piece of research, a scientific attempt to solve a problem in a manner which may well be emulated by other employee groups. The approach here is to pay increases on a factual presentation of all the elements involved in salary structure, rather than to base the case purely on emotional appeal.

Nearly All Signed

The petition, which has been presented for consideration to the local authorities, was signed by 150 salaried employees of the City, which means 100 percent of these employees with the exception of

were ill or away. Negotiation is now in progress, and the chapter hopes to overcome the negative attitude on the part of some City officials. The petition was ready a week before the council would receive it. Chester Hoyt, of the Assessor's Office, president of the Jefferson County chapter, was told that the group would be allotted only 10 minutes to present it, even though it is a lengthy document. However, every preliminary skirmishing, all members of the council, the Mayor, the City Manager, received copies of the petition, and Mr. Hoyt read the full document to the assembled officials.

Action Awaited

The chapter representatives offered to answer any questions, but few were asked. No action was taken at the Council meeting, and to date employees have not been informed what the raise would be. A local rumor has it that an over-all \$200 annual increase is in prospect, but of this there has been no official confirmation. The budget is due to be made public July 1. The Chapter is asking \$400.

City Can Do It

In the discussion, Mr. Hoyt brought out the fact that Watertown, based on its tax rate and debt reduction, is better able to

pay salaries based on living cost than any other comparable city investigated by the chapter, that the community has a surplus in revenue so high as easily to be able an increase of \$400 a year.

Mr. Hoyt and his chapter are pleading locally for better employee relations also. The chapter has also extended thanks to Charles Culyer, field representative of the Association, for his cooperation.

Much Research

The petition compared salaries in Watertown and in other comparable cities; it included graphs proving that in a period when employee salaries rose 29.7 percent, the cost of living increase has been 68.7 percent. It showed the

movement of tax rates over recent years. It examined the salaries of employees in every department, and showed what employees on similar positions are earning in State jobs. The point was made statistically that even a \$400 increase would not meet present living costs.

The petition argued that a recent Basic Salary Compensation Plan approved by the City Council is inadequate. It was also stated that \$400 "is in no sense a bargaining figure . . . If we based this proposed increase upon cost of living, it would average several times \$400 for each employee."

A set of salary figures submitted by the Municipal Service Bureau of the State are considered sub-standard.

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CIVIL SERVICE LEADER

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ter is approved by the Board of Directors of the Association

President, Harold Webb; Vice-president, Bernard Venton; Secretary, Catherine Purcell; Treasurer Donald Johnson.

The Executive Council: Dr. David Sidnam, Medical Department; Mrs. Norma Hughes, R.N., and Mrs. Calista Wood, P.N., Nursing Department; Gladys Towner, Food Preparation; Newton Barrows, Maintenance Department; Mary Horsington, Office Department; Teresa Merrill, Housekeeping Department; and Russell Button, Ward Attendants.

The meeting approved a proposed Constitution and by-laws. Another meeting of employees will be held on July 13.

STATE AND COUNTY NEWS

The Public Employee

By Dr. Frank L. Tolman
President, The Civil Service Employees Association, Inc., and Member of Employees' Merit Award Board.



PUBLIC BUSINESS VS. PRIVATE BUSINESS

THERE has long been a wide divergence of opinion among individuals, political parties and organized groups of citizens as to the line that separates or should separate private business from public business. That divergence has now widened until it has split the world into two snarling camps.

Those groups that insist that all government is waste, that public business is an intolerable limitation of private business, proclaim anarchistic gospel, but often pin on their doctrine a label of "made in America." Those who would make government a dictator or a universal custodian of bankrupt business, or a holding corporation of all industry, adhere to the socialistic faith. The step to the police state and the totalitarian government is easy. I haven't any intention of consorting with either the economic anarchists or the stateists, but I venture to present a more moderate middle-of-the-road view.

Main Functions of Government

According to this view, government is limited in its field to a certain few essential activities of such importance that the very existence of the people depends on the control and exercise of the functions by the state. The protection of the private rights of citizens, the protection of persons and property from attack, the enforcement of equal justice to all and the defense of the realm are examples of these supreme obligations of the state.

In addition there is a vast number of functions that the state has been required by law to assume because no private group or organization could or would undertake the job. These are partly difficult but necessary jobs of regulating private corporations' activities and partly essential building and construction activities, where the chances of profit are so limited that private business is not interested. The field of government activities may properly contract or expand to compensate for business changes and trends, for depression and crisis, but in all instances government will limit the activities to essential public service to all the people; services that can not be properly or efficiently rendered by private agencies.

Of course no change in government functions or activities is effected except by direction of the people through their ballot and vote of their representatives in legislature.

Real Test of Government

The difference between public and private business follows from what has been said.

Public business is limited to a few services of supreme importance to the people.

Public business does not operate for money profit but for the common welfare.

Public business can not shut down to cut money losses.

Public business has no slack period.

Public business necessarily expands in periods of slack business and general unemployment.

The real test of government in time of crisis lies quite as much in its willingness and ability promptly to align its financial resources to meet changing needs as in reducing the total spent.

Governments must maintain the fundamental services by which order is maintained in human society, else we shall revert to anarchy. Justice, courts, police, prison and jail must be maintained. Disease must still be kept in control by public help and sanitation work. The public streets and highways must be kept open and safe through street cleaning, road-repair, street lighting and traffic control. Children can not be stopped from growing and in the interest of tomorrow as well as today education must continue without much curtailment. Properties must be protected from fire and theft.

Today's Problem One of Efficiency

Unfortunately, government must change to meet new challenges and new threats. In a depression Government has the primary duty of holding the social fabric together until the great human machine can operate again. In war Government and the people tend to become one and all private business becomes public business. Today the problem would seem to be to take all necessary steps to make our Government the most efficient of governments, the most democratic of governments and the best prepared Government for any emergency of all the world powers.



William J. Farrell, President of The Civil Service Employees Association chapter at Brooklyn State Hospital, places a wreath on a plaque honoring the 228 Brooklyn State employees who served in World War I, and the 8 of these who died. Among those taking part in the exercises were Arnold Moses, president of the Hospital Veterans Association; Drs. Christopher F. Terence and Nathan Beckenstein, assistant directors of the hospital; John R. Heilman, senior business officer, who acted as master of ceremonies; Rev. James F. Daly, chaplain; George E. Dennen, representing Brooklyn Borough President John Cashmore.

Mental Hygiene Workers Seek Salary Reallocation

ALBANY, June 28—With an array of facts, and high conviction in the justice of their appeal for higher salary allocation, a large delegation of Industrial Shop Workers and Head Industrial Shop Workers of the Department of Mental Hygiene, appeared before the State Salary Board recently. The group made a strong plea for complete restudy of the value of the industrial shops to the economic and rehabilitation efforts of the Mental Hygiene Institutions and for recognition of the skill and responsibility resting in the shop workers and head industrial show workers. They seek allocation of their salaries to at least Grade 11 \$2640-3240 for Industrial Shop Worker and Grade 14 \$3000-3660 for Head Industrial Shop Worker.

L. W. Kerwin Heads Civil Service Chapter

At a recent meeting of The Civil Service Department Chapter, Albany, Civil Service Employees Association, the following officers were elected to serve for the ensuing year: President, Lawrence W. Kerwin; Vice-president, Thomas Walsh; Treasurer, Matthew Lavenia; Secretary, Maryon Varney; Delegates, Donald Bruce and Carson Zausmer. The Executive Council Representatives of the Chapter are: John Dolan, Marie A. Dolan, Helen Forte, Mildred Kayo and Norma Wells.

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Sullivan Employees Join Assn.

MONTICELLO, June 28—More than 100 employees of Sullivan County met on June 22 at old Monticello's Court House to organize a chapter of the Civil Service Employees Association. The meeting was conducted by Charles Culyer, field representative for the Association's County Division. Mr. Culyer held forth on a give-and-take question-and-answer period. Next step was the selection of a slate of officers and adoption of a constitution and by-laws.

The officers:
President, Stanley Myers, County Highway Department;
First vice-president, Kenneth Ross, Village of Monticello;
Second vice-president, Gladys C. Durland, County Welfare Department;
Secretary, Louis Wober, Highway Department.
Treasurer, Frances Hodes, Welfare Department;
Representative to County Executive Board, Chris Meyer, Highway Department;
Alternate, Al Sharkey, Highway Department.

The constitution and by-laws were approved and the secretary instructed to send copies for the Board of Directors meeting in Albany.

done saves hundreds of thousands of dollars for the State in the various institutions in which it is carried on.

Many Responsibilities

The responsibilities of the shop workers cover a wide variety of industries—furniture building and repair, mattress construction and repair, rebuilding bed and box springs, canvas work: awnings, shades, camisoles, laundry bags, linoleum laying, printing, shoe making & repairs, rugs, stair runners, broom sewing, etc. The duties include estimating for needs for institutions having a patient population of nearly a hundred thousand, and supervision of employees and of many patients assigned to the work. The group professed to feel encouraged by the interest and questions of the members of the Salary Board. The Board was presided over by Raymond W. Houston, Chairman. Other board members present included Everett N. Mulvey and William B. Killian.

The Mental Hygiene group included Emil Bollman, Rockland State Hospital; Clarence G. Brown, Buffalo State Hospital; Harry Schwartz, Buffalo State Hospital; Percy Travis, Stephen Thomas, Fred Klein, Joseph Schmuck and Elwood DeGray, Kings Park State Hospital; James McGourian, Brooklyn State Hospital; Carl Dunn, Craig Colony, Raymond F. Salzer, Willard State Hospital; Roy Bergen, Marcy State Hospital; and representatives of other Mental Hygiene Institutions. William F. McDonough, Executive Representative of the Civil Service Employees Association, appeared with the representatives.

Marcy State Holds Buffet and Dance

The Marcy Chapter of the Civil Service Employees Association held a successful buffet supper and dance at the Assembly Hall on Wednesday, June 23. This buffet supper honored the past presidents of the chapter. This dance was unique in that all items of food and music were furnished by the chapter without cost. Admission was charged, and the money supplements chapter funds. All employees who are ill are remembered by small gifts and cards. About 200 persons attended the affair.

The dance was held under the Chairmanship of past president Kenneth Hawken and Mrs. Sylvia Tanner. Members of the committee assisted with donations of food, money, and time. Mr. Cahill, Chairman of the Ways and Means

Committee, supervised the setting up of tables and getting food and ice to the Assembly Hall. Incidentally, Mr. Cahill was instrumental in setting up the fine program for the year. Mr. Hawken and Mrs. Tanner were ably assisted by Florence Spring, Cecelia Podeske, Winifred Schultze, Lila Noble, Lucky Lagoe, Bill Fuller, John Coffey, Ruth Wellenstein, and all members of the June Committee.

Music was furnished by the Marcy State Hospital Orchestra, under the direction of Claude Hubley. Mrs. Cahill, Mr. Kahler, the Zaugg brothers, Mr. Phillips, Miss Dohr all donated their talent and time to augment the orchestra.

The officials of the Marcy Chapter are much indebted to all who made this event the success that

it was.

Plans are now under way for the Box Social to be held in July under the Chairmanship of George Enos and Helen Owens.

The main attraction of the year will be the First Annual Clambake and Outing, to be held at Mayfair Park in Marcy, on August 8th. This will run all day, so that all employees may be able to attend. A sale of donations books is now in progress so that the employees may be able to enjoy this outing at a minimum cost. Marcy extends an invitation to all Civil Service Units to attend this affair. Anyone wishing to attend may do so by writing to Charles D. Methe, Chapter President. There isn't a nicer place to spend a Sunday than in the beautiful Mohawk Valley.

STATE AND COUNTY NEWS

Liberalized Pension Plan Proposed

(Continued from Page 1)

changes since 1921, they maintain, justify broadening the plan.

Proposals for Liberalization

The Association, through a Committee headed by Charles DuBar of the State Insurance Department, after lengthy and thorough study, presents proposals which would aid the members in proper ways and which, the Committee says, would not impose excessive costs upon the State or upon participating municipalities. The proposals follow:

OPPORTUNITY TO PURCHASE ADDITIONAL ANNUITY

Economic independence in old age is a serious concern of all whose income through life is derived from salaries or wages. In the State service and in the service of municipalities which are members of the Retirement System, the public employee is required to become a member of the Retirement System. This obligatory feature makes it necessary for each worker to base his planning for old age or disability on the compulsory deductions from his salary for the benefit under the State Retirement System. It is not possible for many workers to finance, under present annuity plans, additional retirement insurance in private companies. It would be possible often for workers to make small additional contributions from their payroll income toward the purchase of additional annuity under the State's annuity plan. The Association believes such amendment fair and practical and strongly urges its

Ogdensburg Celebrates

OGDENSBURG, June 28—The City of Ogdensburg is celebrating its Sesqui-centennial during the week of August 14. Among other events, there will be a block party, with all civil service employees participating.

As a courtesy

TO MEN PLANNING TO TAKE FIREMAN PHYSICAL TESTS

the facilities of the Civil Service Institute Outdoor Course at Bronx Union YMCA will be made available

FREE OF CHARGE OR OBLIGATION

on Saturday, July 10

Under conditions identical with the city course at Van Cortlandt Park, you may run off

THE SIX EVENTS:
AGILITY - ABDOMINALS - PECTORIALS - PUSH-UP - PACK RUN - BROAD JUMP

This will give you a preview of your chances and will show you what further preparation you need to make.

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FREE COURTESY CARD admitting you to all six events.

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HIGHER MINIMUM PENSION
At present, the service retirement allowance is equal to the annuity purchased by the employee's accumulated contributions plus a pension provided by the State and municipalities of 1/140th of final salary times the years of member service. If the employee has received credit for prior service, an additional allowance is granted. Where an employee retires after 35 years of service, it is assumed that he will receive a retirement allowance approximately one-half of final average salary, and proportionate lesser amounts for shorter periods of

dependence upon their promised pensions.

4—The principle of minimum pensions is recognized in the Social Security Act in that proportionately larger pensions are granted to the lower paid employees.

5—Experience has shown that employees as a class do not retire at age 60 when they are first eligible to do so and in a substantial proportion of cases, retirement is deferred until age 70. It is quite clear that the primary reason for this is that the average employee is unable to live on the pension now provided. If somewhat larger amounts were granted for the lower paid em-

than 1/140 of average salary as at present plus the annuity purchased by the member's own accumulated contributions. The member's contribution would be increased under this plan by about 50 per cent over the contribution he is now paying. The Actuary of the Retirement System has estimated that such pension to commence as nearly as 55 would require an additional normal contribution of approximately \$1,350,000 with an accrued liability of approximately \$58,000,000. The annual contribution which would be necessary to liquidate the accrued liability would of course depend upon the period over which it is liquidated.

The data was used for this purpose was as of March 31, 1946. All figures are based on 4 per cent interest even though a considerable portion of the members is now on the 3 per cent basis.

The figures shown are based on the assumption that all the members of the System who would be eligible would elect so to do.

The study was based on averages and assumed that the figures developed for clerical and administrative employees would apply to all members of the System. It should also be observed that the plan discussed provides for retirement upon attainment of age 55 or at any time thereafter up to age 70. It does not require retirement at age 55. The plans are therefore really plans for increasing the amount of the benefit upon retirement whenever it occurs, as well as permitting retirement on or after attainment of age 55 instead of age 60.

VESTING OF RETIREMENT BENEFITS WHEN MEMBER LEAVES PUBLIC SERVICE BEFORE RETIREMENT

As it is now, a member of the Retirement System who voluntarily withdraws prior to retirement, receives only the return of his accumulated contributions and the pension provided by the State or municipality is forfeited. The proposed plan would permit a withdrawing employee who had served 5 years or more to elect a deferred retirement allowance to commence at age 60 equal to the deferred annuity purchased by his accumulated contributions plus a pension equal to 1/140ths of final salary times the total number of years of service. In the event of the member's death prior to age 60, only the accumulated contributions would be returned. The calculation of the deferred retirement allowances would be made on the basis of such tables and such rates of interest as the Comptroller might adopt. The As-

sociation's reasons for the plan are:

1—Members of the Retirement System do not come under the Social Security Act and therefore cannot take with them any pension credit on transferring to other employers.

2—The Federal Retirement System provides for a separation benefit after 5 years along the lines of the proposed bill.

3—The Retirement Law already allows a so-called discontinuance benefit, where the employee is forced to terminate service through no fault of his own, after having 20 years of service. The benefit granted is in certain cases approximately of the same value as under the Association's proposal. Where the member has served for 25 years and is over age 50, a much more liberal discontinuance benefit is granted. The above separation benefit will fill in the gap for other withdrawing employees.

4—Enlightened private employers who purchase group annuity contracts with life insurance companies generally vest employee contributions with employees who have served for some minimum period. In other words, the employer and employee contributions are used to purchase some form of a deferred annuity.

5—It should be kept in mind that a pension is in the nature of something which is earned annually and which under proper safeguards should be turned over to the employee upon his departure even though this may come before the normal retirement date. It is no longer considered by most employers that a pension is payable solely as a reward for the normal retirement date.

6—The Actuary of the Retirement System has estimated that a separation benefit after 10 years of service on the basis of present tables would involve an additional normal contribution of \$613,000 with an accrued liability of 9 million dollars. Comparable figures for a separation benefit after 5 or 10 rather than 15 years are not available at this time.

(Concluded Next Week)

In Next Week's LEADER
Watch for an installment of the History and Achievements of The Civil Service Employees Association; read the exciting background of the thinking and action that led to the Feld-Hamilton Act.

Also in next week's issue: What happened at the Western Conference and at the Metropolitan Conference of the Association.

service. Inasmuch as probably one-half of the employees receive a final salary of less than \$2,800, and since the average length of service is less than 35 years, it is understandable that the retirement allowance actually paid may involve small amounts.

The Association proposes that the pension portion in the future should in no case be less than \$30 per year for each year of service not exceeding 30 years and not exceeding three-fourths of final salary. This pension plus the member's annuity would provide a minimum retirement allowance of \$1,200 after 30 years of service. Reasons for this plan follow:

1—A study of the Actuary of the Retirement System disclosed that the average retirement allowance paid during the fiscal year 1943-1944 was \$999.89. Over 40 per cent of the retiring employees received less than \$600 per annum.

2—An investigation of the actual retirement in the System in 1944 showed that the average final salary was around \$2,100, the average length of service 25 years, and the average age at retirement was around 66 years. This illustrates why the matter of minimum pensions is so important to the vast majority of employees.

3—The State as an employer should be concerned with its social obligation in providing adequate pensions to employees who have served faithfully for long years. With changing economic conditions, higher income taxes, etc., it must be recognized that lower paid employees are compelled to place a greater degree of

employees, this might to some extent hasten retirement and open up possibilities of promotion to the younger employees. The formula of minimum pensions would not give any greater allowance to employees with a final average of \$4,200 or over.

6—An increase in the price level such as is now occurring, has a severe effect on retired employees. The annuities purchased by employee contributions, made at a time when the price level may have been normal, lose considerable of their value.

7—The Actuary of the Retirement System has computed that a scale of minimum based upon \$30 per year for each year of service not exceeding 30 years and not exceeding three-fourths of final salary would involve an additional normal contribution of approximately \$900,000, while the accrued liability would be in the neighborhood of 45 million dollars.

55-YEAR PLAN

This proposal provides that a member may retire at age 55 or thereafter and receive allowance equal to the sum of the pension based on 1/120 of average salary for each year of service rather

Problems on Way To Early Solution

(Continued from Page 1)

willing to consider a plan containing these elements:

1. The promoted employee's old job would be held open or filled temporarily during the three-

month probationary period.

2. If the employee were found unsatisfactory, he would be demoted to the old job.

3. He could elect, of his own accord, to go back to the old job if he so wished.

The third point would provide a necessary protection to the employee. Charles Campbell, administrative director of the Commission, pointed out that few employees are dropped in practice.

Mr. McDonough said he would take the revised plan back to the Association for consideration.

Open-Competitive Trial

The third point dealt with an increase of the open-competitive probationary period from three to six months. Appointing officers say that three months is insufficient time to tell, on certain jobs, whether the employee is satisfactory. Game protectors was specifically cited as such a case. "This is a panacea," replied Holt-Harris. "Because you feel it takes longer than three months to judge performance on certain jobs, you suggest an increased probationary period on all jobs. Let's try to analyze the jobs, and see which, if any, really do need a longer probationary period."

It was agreed to hold in abeyance any change in present probation regulations until the Civil Service Department has an opportunity to look into the various job titles for this purpose.

INTEREST FROM DAY OF DEPOSIT

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STATE AND COUNTY NEWS

NEWS OF STATE AND LOCAL EMPLOYEES

Manhattan Hospital

At a special meeting of the Manhattan State Hospital Chapter, William Walther was presented a \$25 savings bond for his wholehearted effort on behalf of the Association Building Fund. He helped considerably to put the Chapter in close range to the Fund Honor Roll.

A group of female attendants requested a change in color of uniform from the blue-gray to white. This matter has been taken up with the Department of Mental Hygiene.

Another resolution favored a law so employees may travel to and from work, without the added expense of additional fares, which will go into effect July. Any member interested in this resolution should contact the Chapter officers. Refreshments were served with the appreciated help of those present. This was the last meeting for the summer months.

All employees at the hospital are invited to join a proposed Bowling team. Practice will be held in the new Bowling Courts, to be installed under M6 in the fall. Please send in your name to Dennis O'Shea, c/o the Steward's office.

The central parking field, for

all employees, which will be in use with the present one under the bridge, will be ready to use soon. The finishing touches are being applied. The Chapter Personnel Relations Committee presented the matter to the attention of the Director, so hats off to another Association deed done, and to Dr. Travis for his fine cooperation.

Steve Durr of the Plumber Shop is coming along nicely, after an operation at St. Clare's Hospital. Dan McCormack is in the Ma-bon sick bay. Send him a card and wish him a speedy recovery.

Gene Broderick, of the Storehouse, also expects a session under the surgeon's knife.

Among those leaving is Robert Martin, Laundry Supervisor. Bob is a swell guy and we will all miss him.

Elizabeth MacSweeney, one of our Delegates, has been very busy preparing a list of educational opportunities for the employees at the Chapter. This is in line with a proposal made by the Metropolitan Conference. The Chapter Treasurer, Ted Kraje, has been very active in nursing affairs, and just recently returned from Albany where he attended a meeting.

John B. Martyn, Chairman of the Membership Committee, has been

doing a fine job of getting and filing cards. Al White, 3rd vice-president, has been swell telling employees of the many advantages offered by being a member of the Association. Best wishes are extended to John M. Reardon, Steward, on his retirement from State Service after 52 years labor.

Craig Colony

Thursday, July 8, is the date of the big Craig Colony chapter picnic. It will be a "gala" entertainment, says Walt aMnnix—and when Walt says it, it's so. Chapter members anticipate the biggest turnout in years, with plenty fun for everybody.

Schnectady

A summer recess from active business meetings has been taken by the Schenectady chapter of the Civil Service Employees Association. However, several key committees are remaining on the job. General membership meetings will convene again in the fall.

Working committees include: Employment Relations Committee: Chairman Harry Deuntington.

Membership Committee: Chairman, Frank Rooney.

Building Committee Makes Its Report

Special to The LEADER
ALBANY, June 28. — A high-water mark in The Civil Service Employees Association's campaign for its own building comes to-morrow (Tuesday), when the Special Building Committee presents its finding—to date—before the Board of Directors.

The Building Committee itself met this evening, to collect the facts, statistics, cost-estimates, and other data it had collected. The committee members have seen probably every available building in the central Albany area, and has collected the necessary facts on each one—form cost to the possible presence of termites.

Construct a Building?

One interesting new factor in the picture is the suggestion, from several sources that the Association consider constructing its own building. Adduced in favor of this solution is the argument that such a building could be constructed to the Association's own specifications, with every need pro-

vided for. On the opposite side is the consideration of high present day building costs. In any case, a number of empty lots have been seen; and the Board of Directors will have a report on this phase also.

No time limit has been set for occupancy in a new building. While Association officials would like to be in new quarters at the earliest possible, it is pointed out that every care is being taken so that the best possible value will be obtained. The following Special Building Committee members were scheduled to be present at the Monday meeting in the DeWitt Clinton Hotel, Albany:

Harry G. Fox, chairman, Civil Service Department. Dr. Charles A. Brind, Jr. State Education Dept. Henry A. Cohen, Dept. Public Works. Charles H. Foster, Division of Budget. Charles Massena, Dept. Public Works. Frank J. O'Marah, Dept. Public Works. Allyn Stearns, P.O. Box 827. E. Kenneth Stahl, Retirement Fund. Mrs. Beulah Bailey Thull, Dept. Audit and Control. Fred J. Walters, Middletown State Hospital. John T. DeGraff, Counsel to Committee.

Assn. Board to Choose Nominating Group

Special to The LEADER

ALBANY, June 28—The Civil Service Employees Association's Board of Directors is meeting in Albany on Tuesday, June 29, to select a nominating committee for determination of next year's Association candidates.

This is one of several items of business on the agenda.

Full agenda includes the following matters:

1. Consideration of new Chapters and their constitutions and by-laws: These chapters include: Broadacre Sanitarium, recently transferred to the State from Oneida;

Onondaga Sanitarium, also transferred to the State from county service;

Chautauqua chapter, a county group.

Willowbrook State School chapter, in Staten Island.

2. Selection of nominating committee in accordance with the following provision's of the Association's Constitution (Article IV, Section 4, b):

"A nominating committee shall be appointed by the Board of Directors at least ninety days before the Annual Meeting of the Association and such committee, after giving full consideration to all facts or petitions presented to it by individual members or groups of members, shall file with the secretary, at least sixty days before the annual meeting, nominations for officers of the Association."

Annual Meeting October 5

The annual meeting is scheduled to be held October 5.

3. Selection of oard of Canvassers. About this, the Association's Constitution says, in Article

II, Section 1:

"The board of Directors shall appoint a board of canvassers, of at least three members of the Association, to determine the validity of nominating petitions and to count the ballots."

Another article bears on this point (Article VII, Section 1, dealing with delegates). It reads: "Such delegate or delegates shall have one vote for each hundred members or fraction thereof in such chapter, based upon the paid membership in the Association on the first of July preceding the meeting. The number of votes each chapter or department is entitled to cast shall be determined by a board of canvassers appointed by the Board of Directors."

The Board of Directors will also hear a report of the Special Building Committee, of the Building Fund Committee, a report on membership, and regular reports of officers.

State Committee to Meet

The State Executive Committee is also scheduled to meet. This committee consists of Association officers, State departmental representatives, and regional conference representatives. Purpose of this meeting is stated in Article V, Section 2, of the Constitution: "A nominating committee shall be appointed by the State Executive Committee at least ninety days before the annual meeting of the Association and such committee, after giving full consideration to all facts or petitions presented to it by individual members or groups of members, shall file with the secretary, at least sixty days before the annual meeting, nominations for members of the State Executive Committee."

Albany Labor Chapter Hears Of Public Employees' Value

Special to The LEADER

ALBANY, June 28—On Monday, June 21, the Department of Labor chapter, Civil Service Employees Association, held its first installation of officers and dinner-dance. Ninety-seven persons attended, at Holiday Manor in Menands.

The dinner, it is reported, was excellent, from the tomato juice and Vermont roast turkey to the apple pie and coffee.

Daniel A. Daly, a popular career employee, acted as toastmaster, thanking the retiring officers for their services and asking more activity on the part of chapter members.

William F. McDonough, legislative representative of the Association, installed the officers, and also told about the past accomplishments and legislative program of the organization.

Speakers included Marvin L. Clarey, senior compensation claims examiner, State Insurance Fund, who is president of the chapter; John A. Forrest, Manager of the Albany Office of the State Insurance Fund, who has been in the State service since 1914.

Frank A. Pipito, Assistant Industrial Commissioner, made the key speech of the evening. He told the employees his door would be open at all times to them, and promised cooperation to the new president. Mr. Pipito has instituted a program permitting the chapter president to attend personnel conferences.

New Association officers are: Marvin L. Clarey, president; Arthur H. Lamborn, vice-president; Ogden W. Brown, 2nd vice-president; Frances R. Barker, treasurer; Betty K. Proctor, secretary. Delegates are Sophie V. Kavanaugh and Margaret Frawley Dillon.

The general committee which put on the affair consisted of these people: Daniel A. Daly, chairman; Grace O'Brien Myers, co-chairman; John W. Henry, Andrew C. Doyle, Frank E. Collins, Arthur H. Lamborn, Janet Goldring, Frances R. Barker, Kathryn A. Barry, William T. Whittemore, Ogden W. Brown, Margaret F. Dillon, Daniel J. Hogarty, Arthur Israel, Henry E. Lewis, John F. Miller, and William P. X. Sauer.

Labor Chapter, Albany, Installs New Officers

ALBANY, June 28.—At the highly successful dinner-dance at Holiday Manor, Menands, Daniel A. Daly, was Toastmaster. Frank T. Pipito, Assistant Industrial Commissioner; John A. Forest, Manager of the Albany Office of the New York State Insurance; Marvin L. Clarey, President of the chapter; and William F. McDonough, Executive Representative of the Association were speakers.

The event was the occasion for the installation of new chapter officer. These include Marvin L. Clarey, President; Arthur H. Lamborn, 1st Vice-president; Ogden W. Brown, 2nd Vice-president; Frances R. Barker, Treasurer; and Betty K. Proctor, Secretary. John W. Henry was in charge of dinner arrangements.

Both Mr. Pipito and Mr. Forrest assured of hearty administrative cooperation with organized workers.

In installing the officers, Mr. McDonough stressed the opportunity of the Association to fulfill its objectives, "to uphold and extend the merit system, maintain and promote efficiency in public service, and to advance the interests of all civil service employees." Said Mr. McDonough:

Civil Government Vital
"Civil government is the vital, active center of civilization. Upon its efficiency depends the lives, the liberties, the property rights, the freedom of enterprise of all citizens as well as encouragement to all of the arts and sciences and the benefits they bring to human welfare."

"New York State stands in the forefront of governmental units of the world both as to extent of public service and the efficiency of administration of those services."

Character and Efficiency
"This successful stewardship in government in our State is due primarily to the character and ab-

ility of the civil service employee within our State, and in a large measure to the unselfish and constant activity of the Association in keeping the value of the merit system always before the public. It is certain that the level of government will never rise higher than the level of character and efficiency of the civil servant.

Funds Are Available

"The vision of the great statesmen of New York State who established the merit system in our State Constitution is followed today by Governor Thomas E. Dewey in his splendid financial support of the Civil Service Department in this year's budget. The Civil Service Commission now has at its disposal funds to fully apply and to extend the merit system and good employment conditions generally. Unfortunately, for reasons not readily apparent but undoubtedly largely due to inadequate funds, application of the merit system to its full capacity for ministering to efficient government has not always been forthcoming. We look for a vigorous renaissance of the merit system in the light of public interest today in governmental functioning and in view of the funds now at the disposal of the State Civil Service Commission."

Broad Assn. Program

"The Association has a broad program to benefit public service and to advance the welfare of civil service employees. The 45,000 Association members included are charged with a great and good task in developing that program and bringing it to a successful application. The program actually reflects the thought of all of the over 500,000 civil service workers within New York State. As a group, public employees constitute most patriotic, thoughtful and influential bodies of citizens in our State, and let me say to you that publications received from the organized employees of many other States from Massachusetts to California indicate the influence which our Association wields in promoting good government and good public employment conditions. With our strength and power of numbers comes great responsibility. With the present leadership of the Association both in its chapters and in its top officers we have the assurance that no responsibility will be betrayed, and that positive action, as necessary, will be made by way of appeals and recommendations to executive, legislative, administrative and judicial branches of government to assure the dignity of the civil service worker and to secure for him the respect and the rewards that are his rightful due."

Paltsits Re-elected Head Of Metropolitan Conference

The Metropolitan N. Y. Conference of The Civil Service Employees Association re-elected its officers at the annual meeting, held at Jones Beach. They are Victor J. Paltsits NYC Chapter Chairman; John L. Murphy, Creedmore State Hospital, Vice-chairman; Clyde W. Morris, Long Island Inter-county State Park chapter, Treasurer, and Mrs. Marie S. Lauro, NYC Chapter, Secretary.

Mr. Paltsits is the Representative of the Association's oBard of Directors, as well as 2d Vice-presi-

dent of the NYC chapter, of which Michael L. Porta is President. Mr. Murphy is President of the Creedmore chapter.

Committee chairmen were named and resolutions wer adopted. A detailed report of these will be published in next week's LEADER.

Moses Co-operates

The meting was held in conjunction with a luncheon and picnic. The delegates and guests enjoyed the amusements at Jones Beach as the guests of the park. A membership card served as the

pass. Chairman Robert Moses, of the Long Island State Park Commission, co-operated fully, and on his behalf Stanley J. Polek, Superintendent of the Jones Beach park, made all arrangements.

Mr. Paltsits ad his follow-officers made complete preparations for the event. Laurence J. Hollister, Field Representative of the Association, rendered assistance right on the scene, as did Joseph J. Byrnes, Treasurer of the NYC chapter, George H. Siems, President of the Inter-county Park chapter and Amelia Bedell.

STATE AND COUNTY NEWS

Central Conference Asks Drive For Pension Gains and Higher Pay

Ray Brook Group Acts as Host in Saranac Meeting

Special to The LEADER

SARANAC, June 28.—The Central Conference of The Civil Service Employees Association visualizes two chief tasks now facing State employees: (1) retirement improvements; (2) maintaining and extending salary gains.

Most of the comment at the annual meeting of the Conference on June 19 revolved around these objectives. Other issues received consideration, too. The employees in the Central Conference area want to see a more equitable veteran preference bill; they are disturbed over inroads into the merit system; and they are eager to perfect the machinery which can make the voice of the public worker more strongly felt.

Ray Brook Is Host

The delegates to the Central Conference met in Saranac, with the Ray Brook Hospital chapter acting as host. Clarence W. F. Stott, Conference Chairman, presided over the smoothly run meeting. Emmett J. Durr, President of the Ray Brook chapter, acted as personal host at the proceedings at the reception which the chapter presented that evening at Durgan's, a dinner-and-entertainment emporium in the lake area nearby.

Confidence in LEADER

The Civil Service LEADER was warmly applauded for its efforts in behalf of employees, and many delegates arose to tell of the manner in which their chapters were aided through the newspaper. The Central Conference unanimously passed a resolution expressing confidence in The LEADER and thanks for its services.

"Hero" of the week-end meet-

ings and dinner-dance was without question Emmett Durr, whose kindly, easy manner impressed itself upon all who had come to the event, and who had made the occasion a smooth-running one. Mr. Durr's popularity both with his own chapter and with the members of the Conference was made evident every time he rose to speak.

Conference Advantages

Clarence Stott outlined in succinct form the advantages of the Conferences. He found 10 such advantages. Here they are, in his own words:

1. The Conference integrates the activities of the chapters within its area.
- 2] It promotes better understanding among its member chapters as to the problems of promoting the welfare of civil service employees and of insuring increasingly better service for the people of New York State.
3. It is a clearing house for ideas among the chapters.
4. It adds emphasis to the efforts of the individual chapter.
5. It reveals chapter opinion within its area and brings that opinion into sharp focus.
6. It checks the forces of disintegration by the unity it achieves.
7. It eliminates narrowness and provincialism in civil service thought.
8. It provides concerted cooperation of the Association at large.
9. It gives regional representation for the chapters on the Board of Directors of the Association.
10. It promotes good will among the chapters.

"An eleventh point I might add," Mr. Stott continued, "is the public relations advantage of the chapters. The leaders of our Conference chapters frequently have the opportunity of conferring with civic leaders such as legislators, department heads, businessmen, newspapermen, members of the clergy. It goes without saying

that this relationship automatically clears up misunderstandings that might otherwise obtain regarding public employees."

What Is a Conference

Citing the Central Conference as typical of the conference idea, Mr. Stott explained that a conference "is a regional subdivision of The Civil Service Employees Association. It is not an outside organization. Its interests are not narrowed down to one State department. It promotes the interests of all civil service employees. The Central New York Conference supports the policy of the Association and assists in its formulation."

He also made the point that "the conference is the instrument of the chapters and is ready to serve them."

Fewer Resolutions!

Paul H. Swartwood, of Cornell indicated an attitude on the part of local Association executives with regard to resolutions which go to Association headquarters in Albany.

"There are too many resolutions," Mr. Swartwood, who heads the Conference Resolutions Committee, pointed out, "too many are duplicates, and too many insufficiently considered. It means a huge quantity of work in Albany during the night before and on the very day of the annual meeting. Resolutions should be fewer and more carefully thought out before going to Albany."

The assemblage went along with Mr. Swartwood on this point, and also passed a recommendation that the Association's Resolutions Committee meet the day before the annual meeting for consideration of resolutions.

Seek Permanent Raise

The Conference then went on record with these points:

1. That the present State cost-of-living bonus be made a permanent addition to salary.
2. That the Association continue its campaign to have the State liberalize the retirement law,

with especial emphasis upon the need of a \$1,200 minimum retirement allowance. The Conference also endorsed the Association's entire retirement program.

There was debate based on the issue whether or not the Association should get behind a single retirement bill and push for it hard, rather than to submit a host of bills which "can only serve to confuse the legislators."

1,200 Minimum

E. L. Conlon of Binghamton argued that it would be possible to build up strong public support for a \$1,200 minimum retirement allowance if such a bill received the concentrated attention of the Association. The final decision was that delegates should discuss this matter with their chapter members, and see what the local sentiment on it is.

Institution Pay

Another subject which received careful consideration was one concerning the rate of pay of maintenance workers and others in institutions. It was pointed out that the State uses the 4,000-population figure in institutions as the dividing line, with those in institutions above this figure getting higher rates of pay. The consensus was that such a division is unfair, that employees in smaller institutions do as difficult and as responsible work as those in larger institutions. Often, it was pointed out, there are more headaches in smaller institutions with outmoded equipment.

The evening reception of the Ray Brook chapter was attended by officials of the institution and by dignitaries of the local clergy. Lee W. Emigh, steward at the hospital, acted as master of ceremonies. Among those who spoke—and all made short talks—were Harry A. Bray, M.D., director of the institution; Mr. Durr; Laurence J. Hollister, Field Representative of The Civil Service Employees Association; Mr. Stott, and Albert S. McClay, outgoing secretary of the chapter.

The Dinner-Dance Committee consisted of William Wigger, Chairman; Eunice Cross, hostess; Mary Swan Dickmoon; Robert Lawrence; John Arnet, and Albert Bersch.

New officers of the Ray Brook chapter were announced. They are: Emmet J. Durr, President; Herbert G. Neal, Vice-president; Eunice Cross, Secretary; Frank W. Witkowski, Treasurer.

5 State Lists Issued

The LEADER has received the following five open-competitive lists from the State Civil Service Commission.

Sr. Laboratory Technician (Clinical Pathology), State Dept. and Inst.; 6 eligibles.

Information Clerk, Westchester County; 20.

Clinic Clerk, Grade 1, Westchester County; 11.

Ward Clerk, Westchester County; 17.

Sr. Laboratory Technician, (Serology), State Depts.; 4.

These lists may be inspected at the office of The LEADER, 97 Duane Street, Manhattan, two blocks north of City Hall Park, and just west of Broadway. Ask for Envelope File No. 109.

Stilson Nails 'Phony' Poll Intended to Hurt Employees

Special to The LEADER

SCHENECTADY, June 28.—The Schenectady chapter of The Civil Service Employees Association has taken the unusual step of recommending a name for advancement to a high official position. The recommendation was based on the principle of merit. In a letter to the City Manager, chapter president Robert K. Stilson advanced the name of William F. O'Loughlin, Deputy Director of Finance, to succeed Harold A. Root, Director of Finance.

Wrote Mr. Stilson: "We base this resolution on the merit succession of all civil service employees, one of the basic principles of this organization.

"Our endorsement of Mr. O'Loughlin is, we feel, in the best interests of the City Government and civil service practice."

Question Figures

In another action, Mr. Stilson publicly questioned figures used

by Supervisor Joseph Donnan, 10th Ward Democrat, who conducted a poll of residents in his area on the question of a pay raise for City employees. "Grossly inaccurate," Mr. Stilson labelled Donnan's results.

The total cost of a \$450 pay raise would be \$322,650 less than the cost-figure used by Donnan," Mr. Stilson pointed out.

Then, pressing home his point, Stilson said: "Instead of increasing by \$24.70 the property tax bill on a home of \$5,000, the raises would increase the bill by only \$14.50."

Mr. Donnan's poll had revealed that residents in his district are overwhelmingly opposed to a proposed \$450 pay increase. In letter to various sections of his ward, Donnan had stated that the raise would benefit 1,771 regular employees of the City, and would add approximately \$796,950 to City operation costs. Stilson answered that the proposed raise would

benefit only 936 regular city employees and 177 non-teaching personnel in the Education Department. Those in the Education Department are asking a \$300 increase.

'Misinformed'

"It is unfortunate," Stilson added, "that the supervisor was misinformed and that the misinformation found its way to the public, endangering our efforts over the past year to secure pay raises."

"I am sure the residents of Bellevue would have shown a different attitude than that indicated by the poll had Mr. Donnan taken the care to obtain correct information."

At the same time, the chapter extended its appreciation for the unanimous approval of a \$250 pay raise by officials of Schenectady County (see LEADER, June 12). Although this amount is considered unsatisfactory, it is accepted as representing progress.

Insurance Benefits Described

(This is the sixth of a series of articles concerning the Group Plan of Accident and Sickness Insurance for all public employees in the State of New York, who are eligible for membership in The Civil Service Employees Association.)

By CHARLES A. CARLISLE, Jr., Ter Bush & Powell Inc.

Every legal document must have a starting and expiration date. Questions are frequently asked about the meaning of this phrase of the policy. Under an ordinary policy, this statement would mean exactly what it says; the policy would be good for one period, renewable at the option of the company. In the Group Plan, however, the renewal conditions are printed in the policy, the conditions which limit the authority of the company to refuse to renew individual policies. The individual policy is good as long as a member desires it, (unless the company exercises its option to refuse to renew the entire group on 60 days' notice to the Association) with four exceptions namely: (1) when the policyholder becomes 70 years of age, (2) when premiums are not paid, (3) if the policyholder ceases to be a member of the Association, and (4) if the insured retires or ceases to be actively employed by his present employer, whether that be State, county, city, etc. Supposing Mr. Jones, a policyholder, took out a policy the first day of 1944 and became stricken with a heart ailment. He would be paid for the period of total disability up to 12 months. Under the usual form of individual policy the company could refuse to continue his policy when he recovered.

But with the Group Plan, he would be entitled to full benefits for any future periods of disability, whether it be the same sickness or any other sickness or disability. This is true of every kind of sickness, except tuberculosis, where the limit is 12 months in the aggregate. In other words, the individual policies can not be cancelled by the company except as noted above. The advantage of this type of insurance is easily seen, and the weakness of the regular cancellable individual policy is obvious.

5. "Does hereby insure..." This Group Plan is limited to public employees who are members or become members of the Association. It is a cooperative enterprise and not the usual insurance set up. Ter Bush and Powell are the administrators of the Plan. The Plan cannot succeed, however, without the backing and active support of local employee groups. There has been some comment that the Association is too much interested in the Insurance Plan. Should it not be interested, however? The Association spent long months organizing the Plan, in order to provide good low cost, broad form insurance for its members, and this it has done. The record of claim payments proves that. Over \$1,500,000 already has been paid out.

6. The insuring clause "...from accidental bodily injury..." The insuring clause is the heart of any policy. You will note that the insuring clause of the Group Plan insures against "accidental bodily injury" and does not limit the coverage to "external and violent bodily injury occasioned solely through accidental means."

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Sixty delegates from all institutions in the Mental Hygiene Department assembled recently at Rockland State Hospital. They represented the second annual Recreational Institute. Dr. Frederick MacCurdy, head of the department, is the general director of the Institute. A. J. Bradley, Supervisor of Physical Training for the department, acted as the Institute's supervisor. Arthur J. Gifford, of Rockland State, was active in making the delegates comfortable. The photograph is by Frank MacDonald, Rockland State Hospital.

Batavia Elects Officers

The Batavia Chapter of The Civil Service Employees Association, elected the following officers: President, Mrs. Sophia Peruzzini; vice-president, Mr. Jack Stratton; Secretary, Dorothy Parker; Treasurer, Howard Lange.

Stark Heads Chapter

The Clinton Prison Chapter of The Civil Service Employees Association has held the annual election of officers. Selected to service for the current year are: President, Reginald Stark; Vice-President, S. Thompson; Secretary, J. Warner; Treasurer, E. Keyes.

STATE AND COUNTY NEWS

WHAT EMPLOYEES SHOULD KNOW

By THEODORE BECKER

Being Dropped During Probation

of the protections accorded appointing officers against a re-appointed competitive class employee who turns out to be un- satisfactory is the power to drop an appointee at the end of his probationary term. It is during this probationary period that the appointing officer, through super- vising officers, can participate in the selec- tion of public employees for com- petitive class jobs. The proba- tionary term preceding "perman- ent" tenure is used to determine whether or not the candidate for a position can pass the ultimate test of his competence—ability to do the job in the actual job set- ting. So that the appointee can demonstrate this competency and the appointing officer to evaluate his capacity, it is essential that the employee be permitted to serve the full period of probation. The probationary period (or periods) may be stated in the rules of the civil service commissions having jurisdic- tion over the position involved. Authority to fix probationary terms is found in the language of Section 9 of the Civil Service Law which specifies that such commis- sions may, by rule, "provide for conditions and extent of proba- tionary service."

Typical Rule

A typical rule is that adopted by the State Civil Service Com- mission. This states that every appointment to a position in the competitive class shall be for a probationary term of three months, except as otherwise pro- vided. The proviso covers proba- tionary terms of six months dura- tion and flexible terms of three to six months, for certain speci- fications. The rule goes on to state that the appointment shall become permanent upon the retention of the probationer after the end of the probationary term; but if the appointing officer, on the basis of the appointee's capacity or fitness of the probationer, is not satisfied that the services shall be discontinued at the end of such term. The rule also states that the appointing officer shall have the benefit of both the proba- tionary term and the opportunity to drop the probationer at any time during the probationary term. The latter has a legitimate complaint if the term of his proba- tionary period is improperly re- duced by the appointing officer. The way in which this reduction is attempted is by dropping the probationer during rather than at the end of his probationary term. Courts have held that any dropping without charges or without the opportunity to be heard in writing (or in the case of firemen, without a formal hearing on charges) is improper and entitles the employee to ob- tain reinstatement by court order. This principle was re-affirmed in a recent court case decided in the Supreme Court in Albany County. A former prison guard at the Boreham Institution for Detec-

tive Delinquents sought reinstatement on the ground that he had been improperly dropped during his probationary term. The Court there noted that the employee was an honorably discharged veteran and held that Section 22 of the Civil Service Law barred such summary removal. However, it did not order the employee's reinstatement until proof could be taken on the defense that he had volun- tarily resigned. (Wolf v. Conway)

Effect of Veteran Status

Although the Court referred to the employee's veteran status, the same rule of law applies to non-veterans. In other words, no com- petitive class employee may be dropped before the end of his proba- tionary term, although the remedy is not reinstatement in every case. If the probationer is dropped a few days before the end of his probationary period he may be able to recover only the few days lost pay, apparently because he could be dropped properly a few days after a judicial reinstatement any way.

The courts have also held that the dropping at the end of the probationary period must be in good faith and not based on pre- judgment of the probationer.

It should be noted also that vet- erans, including disabled veterans, have been held subject to drop- ping at the end of their proba- tionary terms in the same manner as non-veterans. But if an appoint- ing officer seeks to remove a vet- eran during his probationary term he must give the veteran a hear- ing on charges of incompetency or misconduct. If a nonveteran (or a person who is not an exempt volunteer fireman) is sought to be removed during his probationary term, he must be given written charges and an opportunity to answer in writing. In other words, before the end of the proba- tionary term, removal must follow the same pattern as if the employees involved had already passed his probationary term.

Rules Can Provide for Exception

One case where removal during the probationary term, without charges, would be allowable is where the rules so provide. For example, in State Mental Hygiene Institutions the probationary term for an attendant is nine months but the proviso is made "that if the conduct capacity or fitness of the probationer after three months of service be not satis- factory, his services may be dis- continued at any time during the remainder of the probationary term." (Rule XII, Rules for Classified State Service.)

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NYC Armory Group Elects

Frank M Gonsalves, of the 71st Regiment Armory, was re-elected President of the Armory Em- ployees Chapter, Metropolitan District, The Civil Service Em- ployees Association. The others voted into office for 1948-49 were Henry Clark, 13th Regiment, Vice- president; George Fisher, 102d Engineers, Treasurer; Frank A. Wallace, Executive Secretary; John K. Fisher, 104th Field Artil- lery, Corresponding Secretary; Sidney Bateman, Arsenal, Record- ing Secretary, and Herman A. Johnson, 105th Field Artillery, Sergeant-at-Arms.

The officers were installed by Major General Walter X. Stanton

and a talk was delivered by Ed- ward Cullen.

The election was held at the 258th Field Artillery armory, The Bronx. Delegates were appointed to attend the conference of all armory chapters, at the State Armory, Washington street, Al- bany, on Thursday and Friday, July 22 and 23. They are President Gonsalves and George Fisher. The alternates are Mr. Clark and Jack DeLisi.

Conference Delegates Chosen
The statewide Conference, of which George Fisher is Chairman, will start at 9 a.m. on July 22.

That evening a dinner will be held at American Legion Hall, Albany, at which distinguished speakers will be heard. On the following day at the armory the election of officers will be held. Nominations will be made from the floor and the delegates will vote for candi- dates at the same session.

James A. Deuchar, who had been ill, is back to work. He was welcomed by his fellow-employees, by whom he is held in high esteem for the continuous effort he has made to improve working condi- tions, vacations and pay of arm- ory employees.

Capital Conference To Meet on July 1

ALBANY, June 28—The Capital District Conference of The Civil Service Employees Association plans to meet on Thursday, July 1.

The officers of the Conference are E. Kenneth Stahl, Chairman; David M. Schneider, Vice-chair- man; Bileen Dailey, Secretary, and Margaret A. Mahoney, Treasurer.

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A THOUGHT FOR THE WEEK

Much from little is too much for any save little people to expect.



Civil Service LEADER

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TUESDAY, JUNE 29, 1948

Local Employees Are Growing Up

THE power of organization, and the fast-growing maturity of employees at the local level, is demonstrated by two stories in this week's LEADER.

One deals with the masterful way in which Robert K. Stilson, President of the Schenectady Chapter of the Civil Service Employees Association, demolished a "poll" conducted by a local supervisor. Using facts and statistics, Mr. Stilson prevented the establishment of a precedent which could have seriously hurt chances for a pay raise. The action got good coverage in the local press, and undoubtedly helped turn local sympathy in the direction of the underpaid employees.

The other case concerns the City of Watertown. Here, faced with the prospect of appealing for a wage rise, the employees decided to do it like economists. They put in weeks of research, wathered an overwhelming quantity of data, prepared a masterful document, and presented it to the local officials. The arguments are so formidable, yet so objectively presented, as to be unanswerable on their face.

Last week, The LEADER told the story of the manner in which the Ulster County chapter of the Association had participated in helping draft a new charter for the City of Kingston. And—again referring to the Schenectady group—we note that the chapter has publicly gone on record recommending advancement to an important local job on the merit principle.

Such activities as these can do much to improve local government, and to extend to local employee groups a prestige which such actions richly deserve.

Comment

U. S. Pay Still Lags

Editor, The LEADER:
I congratulate you on your editorials supporting a federal pay raise. They did much good.

As a CAF-2 there is no need in telling you that we needed a raise badly. The salary for a CAF-2 is \$1,954 a year, plus an increment of \$66.

I read about the various bills in Congress and the different amounts in each bill and all I can say that \$330, or anything less than \$500, is insufficient to

cope with the rise in the cost of living.

JAMES COLLINS.

Praise for Editorial

Editor, The LEADER:
After reading your great editorial of June 22 on the Federal pay raise, I, as a classified government employee, couldn't help but feel that The LEADER is a real champion and leader of all civil service employees.

FRANK S. CARLOMAGNO.

Rooney New Head of UFOA; Muesle Is Vice-President

At the first meeting that could be held by the Executive Committee with full attendance, because of completed vacations, the Uniformed Fire Officers Association, which had temporarily filled the office of President, voted Battalion Chief Joseph D. Rooney, of the 4th Battalion, into that office, to occupy it until the next general election. Deputy Chief Henry A. Wittekind, of the 1st Division, who had been President once before, and who was called in to fill the interim vacancy, stressed the desirability of spreading opportunity around, as an argument for choosing another than himself for the post.

The office of Vice-president was filled by the election of Captain Frederick J. Muesle, who succeeds Chief Rooney in that post. The other officers are Lieutenant John F. Dalton, Treasurer, and Lieutenant Henry J. Fehling, Secretary.

The Executive Committee of nine, which includes the four officers, pledged support of the administrations of Mayor William O'Dwyer and Fire Commissioner Frank J. Quayle.

Curran to go Abroad With Water Polo Team

The Municipal Swimming Meet was held Monday, June 28, at the Park Department Pool, 60th Street & 10th and 11th Avenues at 3 p.m. The events were open to men and women in all city departments.

John J. Curran, who is Chairman of the Swimming Meet besides being Manager of the U. S. Water Polo Team, awarded prizes to the first, second, and third winners of each event. A team trophy was given to the team scoring the greatest number of points. The meet was conducted under A.A.U. rules.

Mr. Curran will accompany the water polo team to London, where it will compete in the Olympic games.

City Record Celebrates

City Record, official NYC newspaper, celebrating its 75th anniversary, has had the same competent Supervisor, Seve Kelley, for 23 years, the same editor, Bill Viertel, and has suffered the same headaches over paper delivery shortages as any other publisher.

Don't
Repeat This!

NYC Civil Service Commission has asked Corporation Counsel J. P. McGrath for an opinion on the promotion of six men to Fire Lieutenant. They were disabled veterans with less than 10 p.c. disability rating, upped before Supreme Court Justice McGeehan ruled against that. Court of Appeals affirmed him. Retroactive slant is highly important because it could affect any number of previous appointments and promotions from many lists.

Civil Service Reform Association's annual report said that NYC Civil Service Commissioner-ship to succeed Ferdinand Q. Morton was filled on a partisan political basis. Two newspapers mistook the target to be President Joseph A. McNamara. His friends ribbed him about being under attack. The Commissionship vacancy created by President Morton's retirement was filled by Darwin K. Telesford, whom the Association meant. Association letters to the editors of the two papers, calling attention to the misake, never published.

Report that Dr. Kilpatrick, Assistant Director of Rockland State Hospital, will be named to Chairmanship of the State Salary Board. Present Chairman, Dr. Newt Bigelow, may be made Senior Director of the hospital, succeeding Dr. Russell E. Blaisdell, retiring July 1.

NYC employees already compiling data to show that higher pay must be granted all along the line, thus getting the new drive under way before he new raise goes into effect on July 1. . . . Problem of what to do about the raise piercing civil service grades to be solved temporarily by getting waivers from the NYC employees. Civil Service Commission dislikes waivers. Budget Director does, too, though he insists on them. Solution of the raise-grade problem too complex to be made in time for the new budget. . . . More jobs in the future: X-ray machines promised by State Health Commissioner Hilleboe to all of the hospitals that admit a minimum of 4,000 patients a year; NYC expanding its health center service, Health Commissioner Mustard saying the department's chief aims are to get enough doctors and other medical personnel and erect enough buildings and facilities.

Procedure adopted by the NYC Civil Service Commission on processing of veteran preference claims under the Court of Appeals decision in the Carey case is being followed by the State Civil Service Commission. Give three cheers to Secretary Frank A. Schaefer and Counsel Sidney M. Stern of the NYC Commission for getting the thing up. . . . President McNamara, of the N. Y. City Commission, passed a State exam for Law Clerk in 1911, when he was still at law school, was offered an appointment but refused it, on the advice of Justice Edward Lazansky, who told him: "Joe, you've got one degree and are about to get another. Who knows just how high you'll rise?" Asked if he's sorry he didn't accept, President Joe won't answer.

In the NYC Welfare Department some Investigators over-record, some under-record, and the department is trying to get all to attain a uniform degree of reporting. . . . Decision by the Court of Appeals in the NYC Sergeant promotion examination case, on which the Sergeant and Lieutenant promotions depend, expected on July 16 That's the case about the multiple best answers, with Patrolman George Blumenthal as representative petitioner.

A good parlay for judicial vacancies in Kings county — Corporation Counsel John P. McGrath, to fill the late Justice McCooey's post, and either District Attorney Miles F. McDonald, or Eugene Bannigan to mount the County Court bench, replacing the late Judge Taylor.

Merit Man

WALTER C. SCHMIDT

ONLY three years ago Private 1st Class Walter C. Schmidt, of the 29th Infantry Division, lay in an Army hospital in France, wondering about the future. He was no wondering whether business or financial success would come his way. He was wondering only if he would ever walk again.

A shell had torn through his side and back, injuring his spinal column. He had a 50-50 chance, the medics said, but only time would tell. Maybe the medics did a better job than they thought they could. Maybe he wasn't injured as seriously as they believed. Or maybe God had some work for him to do. But whatever the reason for his recovery, he was back on his feet—walking—in a few weeks and a few weeks later he was back with his outfit, in the lines.

That's about as much good fortune as any GI ever looked for, but recently Walter Schmidt, by dint of loyal service and hard work, did better for himself. He was appointed Deputy Commissioner of the State Liquor Authority.

Career Men Move Up

This is the second time in a year that Chairman John F. O'Connell of the State Liquor Authority has promoted staff members to appointive offices. A year ago, James T. Curtin, also an Investigator, was appointed Commissioner of the NYC Alcoholic Beverage Control Board.

Born in Brooklyn on April 24, 1920, Mr. Schmidt was educated in the city schools, New York University and the Brooklyn Law School. He was admitted to the bar in 1933.

A Civil Service career man since 1935, when he joined the State Liquor Authority as an Investigator, he moved up through the ranks in promotion examinations to the grade of supervising investigator, the position he held until his appointment as Deputy Commissioner.

Previously he had been employed by the Retail Credit Company, handling insurance cases. For a two year period, 1933-35, he practiced law in New York City with Alfred Van Ninkle.

Youngest of five brothers, Deputy Commissioner Schmidt was the only one in his family who didn't serve in World War I. Immediately after Pearl Harbor, though he was 40, he enlisted in the Army.

Talked His Way into Action

Because of his legal and investigative background he was earmarked for the Counter Intelligence Corps. But his brothers had all been foot-sloughing doughs in the first war and he would have nothing softer. It took a lot of talking to get himself assigned to the Infantry, for the Army knew that 40-year-olds couldn't stand the gaff.

But after he had survived 13 weeks of basic training and 17 more of divisional training, which melted his 227 pounds down to a tough 175, he convinced both himself and the Army that he had what it takes. Assigned to the 29th Infantry Division, the first to reach England, he trained for months for the amphibious landing his outfit was to make on D-Day on Omaha Beach in Normandy.

Forty-three days later, in the break-through that was to lead to St. Lo, a fragment from an exploded 88 brought him down—but didn't keep him there!

Looking Inside

By H. J. BERNARD
Reinstatement After Resignation No Cinch

PERSONS who resign from public service and later decide that they'd like to return to it frequently find it difficult to obtain reinstatement and feel that their rights are invaded. Under Federal, State or local government rules there is no right of reinstatement, but only what is termed a mere eligibility. Department head is required to take back an employee who signed, yet if he does decide to do so, the reinstatement may be made even as against eligibles either open-competitive or motion lists.

The chief problem in getting reinstated is to find an opening. Until that is done there is no possibility of reinstatement. As to get reinstated, the resigned employee must act within the prescribed time-limit, which for State and NYC is one year after resignation, and for the Federal service varies, depending on length of previous service.

In all branches of government service the reinstatement eligibility applies only to persons who held permanent positions; not former provisionals, temporary war-service employees or the employed on a fee or contract basis.

The rules on this subject are such that as to impel any employee to think twice before resigning a government job, because when the time comes, if it does to seek reinstatement, the accomplishment is far from easy, and the disappointed ones must realize that they are subject to administrative discretion and will not get reinstatement rights.

Risks of Job Market

Whether the department will take back a resigned employee will depend principally on the job market and on the presence of extenuating circumstances in connection with the resignation. If there is a severe shortage of good stenographers, a resigned stenographer has a good chance of being reinstated, but when opportunities are few, the reinstatement prospects are dim. Also, the former employee seeking reinstatement is always in possible competition with an eligible list, since the department may elect to use the list, rather than make a requested reinstatement.

In the State service, reinstatement may be made within a year after resignation, with the approval of the department head, but, to repeat, reinstatement is discretionary with him. It is not mandatory, a fact that too many find out too late.

In NYC the rule is similar and the period is also one year.

Federal Rule

In the Federal service the employee must have competitive status and, since the department head may fill a vacancy by transfer, promotion, or reinstatement, discretionary power is further emphasized. If the employee held permanent position for at least one year and for less than two years he may be reinstated within one year after resignation; if he was employed for more than two years and less than three years, the reinstatement must be made within two years, and so on up to five years of qualifying employment, after which there is no time limit, just as there is no time limit for veterans, regardless of length of service, presumably after at least one year of permanent status.

From these rules it should be clear that when one resigns, he resigns status, tenure and permanency, as well as all other rights, and all that remains is a thin degree of eligibility on which not too much reliance should be placed.

Must Do Own Hunting

Experience shows that resignations are not numerous, but those who do resign, many seem to think that they will have no difficulty at all in getting reinstated, should they change their minds.

The Civil Service Commission and the departments make no effort to reinstate; they never have the names of reinstatement eligibles certified to them after they want the Commission to try to find the vacancy. The resigned employee has to hunt for himself and the hunting is no too good.

EXAMS FOR PUBLIC JOBS

Exams for Permanent Public Jobs

(Continued from Page 1)

within the delivery of the post office named or be bona fide patrons of such office. Persons employed in the post office will be considered bona fide patrons of the office. Unless otherwise indicated, the place of examination is the same as the place of employment, and competitors must appear for examinations in the city designated as the examination point for that post office.

Veterans Given Preference

Veterans have certain marked advantages over nonveterans in appointment to clerk positions. Widows of veterans and wives of disabled veterans, under certain conditions, are given similar advantages.

Extra points added to examination ratings.—Disabled veterans, widows of veterans, and wives of disabled veterans have 10 extra points added to their examination ratings. Other veterans have 5 extra points added to their ratings.

Names of 10-point preference eligibles placed at head of list.—The names of 10-point preference eligibles are placed at the head of the registered and they get first consideration for appointment.

Appointing officers must give reasons for passing over veterans and appointing nonveterans.

Employment Opportunities

From the list of eligibles in this examination, certification will be made to fill vacancies in substitute clerk positions, and occasionally to regular clerk positions, unless it is found in the interest of the service to fill any vacancy by reinstatement, transfer, or promotion. Appointments are usually made to substitute positions, and promotions made to regular positions according to seniority of appointment. Substitutes are required to be available for duty on short notice and their employment may consist of only a few hours a day or week. Generally, however, there is some service required of them every day.

Salaries

Substitute Employees.—The basic rate of pay for substitutes is \$1.29 an hour. After the performance of 1 year of satisfactory substitute service, including time served as a special-delivery messenger, the basic rate of pay is increased 5 cents an hour each succeeding year until a maximum pay of \$1.79 an hour is reached. This increase is made at the beginning of the quarter following the completion of a year of satisfactory service in the next lower grade.

Regular Employees.—Basic rates for regular employees are based on a 40-hour week (five 8-hour days). Clerks in offices of the first and second classes are divided into eleven grades, the basic salaries of which are \$2,550, \$2,650,

\$2,750, \$2,850, \$2,950, \$3,050, \$3,150, \$3,250, \$3,350, \$3,450 and \$3,550 a year, respectively, and will be promoted successively after 1 year's satisfactory service in each grade, to the next higher grade until the eleventh grade is reached. When a substitute employee is appointed to a regular position, he is assigned to a salary grade corresponding to his salary as a substitute. Promotions will be made at the beginning of the quarter following the expiration of a year's satisfactory service in the next lower grade. In offices of the first class provision is made for promotions to 3 grades in addition to those shown above, up to a maximum basic pay rate of \$3,950 a year, upon completion of the required amount of meritorious service. Clerks of grade 9 and above are eligible for promotion to other postal positions in their respective offices, and if for any reason such clerks and carriers in grade 9 and above are not available those clerks and carriers in the lower grades in such offices shall be eligible for such promotions.

The salary named is in each case subject to a retirement deduction of 6 percent of the basic salary.

Night Work.—Employees who are required to perform night work are paid extra for such work at the rate of 10 per cent of their hourly basic pay per hour. For this purpose, night work is defined as any work done between the hours of 6 p.m. and 6 a.m.

Overtime.—Regular employees who are employed in excess of 8 hours a day shall be paid for such overtime service at the rate of time and one half.

III. Duties

Substitution Clerks.—The duties of newly appointed clerks are interchangeable with the duties of substitute carriers and do mail handlers, mail handlers being appointed only to perform the heavy tasks. The work consists of handling heavy sacks of letter mail, parcel post, and paper mail weighing in some instances one hundred pounds or more; sorting and distributing mail to railway post offices and to city carrier routes; and related duties as assigned. The work involves continuous standing, walking, throwing packages of mail, stretching to empty sacks and to reach all parts of the distribution case in sorting.

(Continued next week)

U. S.

4-69-1. Rural Electrification Engineer, \$3,39 to \$4,902.—Options: Design and Construction, Generation and Transmission, Farm Electrification, Wiring. For duty in Washington, D. C., and throughout the United States in the Rural Electrification Administration. **Requirements:** College study and/or experience in engineering plus appropriate professional engineering experience. No written test. Send application to the Executive Secretary, Board of U. S. Civil Service Examiners for the Department of Agriculture, Agricultural Research Center, Beltsville, Md. (No closing date.)

73. Student Dietitian, \$1,470.—Courses will be given in Veterans Administration, War Department, and U.S. Public Health Service hospitals. **Requirements:** Appropriate college study. No written test. Age limits for War Department: 20 to 26½ years; all others, 18 to 35 years. (No closing date.)

64. Veterinarian, \$2,644 and \$3,397.—Vacancies are in Washington, D. C., and throughout the United States. **Requirements:** Appropriate college study. For the \$3,397 positions, 1 year of professional veterinary work or 1 year of graduate study is also required. No written test. (No closing date.)

103. Medical Officer, First year—\$2,200; Second year—\$2,400; (Psychiatric Resident), \$2,400 to 4,100.—Appointments are open for July 1, 1949, at St. Elizabeths Hospital, Washington, D. C. **Requirements:** For Intern positions, applicants must be third or fourth-year students in an approved medical school; for Psychiatric Resident positions, applicants must be graduates of an approved medical

school with degree of doctor of medicine, and have served or be serving an approved internship. No written test. (No closing date.)

101. Patent Examiner, \$2,644.—Positions are in Washington, D. C., and vicinity. **Requirements:** Eligibility in written test plus appropriate education and/or experience. Age limits: 18 to 35 years. (No closing date.)

STATE Promotion

7105. Assistant Director of Psychiatric Social Work, (Prom.), Department of Mental Hygiene. Entrance salary \$4,836 includes cost-of-living bonus of \$576. In addition, there are five annual salary increases of \$180. Application fee \$4. At present one vacancy exists.

Candidates must be permanently employed in the Department of Mental Hygiene and must have served on a permanent basis in the competitive class in a grade the minimum base salary of which is allocated to 9 14 or higher for one year preceding the date of the examination. They also must have either (a) six years of satisfactory full-time paid experience in social case work in agencies or institutions adhering to acceptable standards of which two years must have been in general case work and four years in a hospital for mental diseases or in a school for the mentally deficient or in a psychiatric or child guidance clinic, including two years in an administrative or supervisory capacity, and graduation from a recognized college or university from a four year course for which a bachelor's degree is granted, supplemented by graduation from a two year course in an approved school of social work, in which the emphasis of academic and field work must have been in psychiatric social work;

or (b) a satisfactory equivalent combination of the foregoing training and experience, which, by reason of the duties of the position, must include graduation from a two year course in an approved school of social work.

Candidates who have already filed for No. 3296, Assistant Director of Psychiatric Social Work, need not file another application but must submit an additional fee of \$1 and a supplementary statement bringing their applications up to date. (Closes Thursday, July 15).

7045. Head Dining Room Attendant, Institutions, Department of Mental Hygiene (Prom.). Entrance salary \$2,070 which includes a cost-of-living bonus of \$270. In addition there are five annual salary increases of \$120. Application fee \$1. Several vacancies exist in different institutions. In so far as possible certification will be made from the resultant eligible list of males in the wards for male patients only and of females in the wards for female patients only. A separate eligible list will be written for employees of each institution. (Closes Tuesday, July 20).

7806. Assistant Director of Employment, Department of Labor, (Prom.). Entrance salary \$6,700, which includes a cost-of-living bonus of \$700. There are five annual salary increases of \$275. Application fee \$5. (Closes Wednesday, June 30).

7807. Junior Statistician, DPUI, Department of Labor (Prom.). Entrance salary \$3,036, which includes a cost-of-living bonus of \$396. There are five annual salary increases of \$120. Application fee \$2. Preference in certification will be given to eligibles in the promotion area in which the vacancy exists. (Closes Wednesday, June 30).

7810. Placement and Unemployment Insurance Superintendent, DPUI, Department of Labor (Prom.). Entrance salary \$5,430, which includes a cost-of-living bonus of \$630. There are five annual salary increases of \$220. Application fee \$4. (Closes Friday, July 2).

County Open-competitive

7104. Senior Laboratory Technician, Erie County Laboratory. Us-

ual range, \$2,400 to \$2,800. Application fee \$2. Appointment expected at \$2,400 plus a \$200 cost-of-living adjustment authorized year 1948. At present, one vacancy exists. (Closes Monday, July 12).

NYC Education

More than 1,200 Teachers and Supervisors are scheduled to be appointed this fall in the Board of Education's new program.

Of the new appointments, 675 will be to the 1A - 6B grades, 226 slated for the high and vocational high schools, and 160 for the junior high schools. The remainder, 139, will be assigned to other branches.

These appointments are designated to provide teachers for an estimated increase of 25,600 in pupil registration next fall.

A special reinstatement list, made up of former teachers who resigned some years ago but who now want to resume teaching, and the regular license No. 1 list, are both expected to be exhausted in filling 1A - 6B vacancies.

It is expected that there will still be 250 openings in the 1A-6B grades and these will be filled by substitutes pending the issuance of a new License No. 1 eligible list as a result of the open competitive test held last April. Additional exams will be held this fall to fill other vacancies.

Of the 675 slated for fall assignments, only 79 will be men. One will come from the reinstatement list and the others from the regular list.

About 15 first assistants (heads of department) will be included in the 226 high school appointees. There will be 15 laboratory assistants and 6 junior school clerks. The remainder will be regular teachers.

The appointment list also includes 24 teachers of classes for children with retarded mental development; one teacher for classes for the deaf; 13 for industrial arts; 3 for health improvement; 3 for speech; 4 for home economics and 4 school social workers.

NEW JERSEY

The New Jersey Civil Service Commission, has announced a series of open-competitive examinations. Applications may be obtained in person or by mail from the Civil Service Commission, State House, Trenton, 1060 Broad Street, Newark, or City Hall, Camden. The last date for filing is Thursday, July 15. The exams are:

State, County and Municipal Clerk, Clerk Stenographer, Clerk Typist.

STATE

Airport Engineer, Exterminator, Foreman, Stone and Tile, Graduate Nurse, Junior Architectural Draftsman, Junior Laboratory Technician, Model Maker, Shell Fisheries Protector.

COUNTY

Carpenter's Helper, Engineering Aide, Farmer, Garageman, Graduate Nurse, Janitor, Junior Civil Engineer, Laboratory Technician, Operator, Motor Equipment, Traffic Engineer, Ward Nurse.

MUNICIPAL

Assistant Janitor, Carpenter's Helper, Collector, Parking Meters, Dentist, Deputy Collector of Personal Taxes in Arrears, Director, Community Center, Engineering Aide, Engineering Draftsman, Family Visitor, Fire Alarm Operator, Garageman, Graduate Nurse, Investigator, Public Safety, Janitor, Junior Civil Engineer, Junior Laboratory Technician, Laboratory Helper, Laboratory Technician, Mechanical Repairman, Mechanic Helper, Operator, Motor Equipment, Plumbing Inspector, Repairman, Repairman, Equipment Maintenance, Reservoir Attendant, Resident Nurse, Supervisor, City Yard, Supervisor, Men's and Boys' Activities, Supervisor of Community Center, Supervisor of Property Management, Supervisor of Public Works, Supervisor of Traffic, Supervisor, Poultry Market, Supervisor, Women's and Girls' Activities, Tax Attorney, Veterinary Inspector.

* The position for which this examination is being scheduled exists in both State and Local Government Service. File only one application blank in such cases.

What to Expect In State Test for License Examiner

The State Civil Service Commission has authorized an examination for Motor Vehicle License Examiner. The period for issue and receipt of applications has not been set yet but it is expected to be sometime before the end of the year.

Motor Vehicle License Examiner, Bureau of Motor Vehicles, Department of Taxation and Finance, pays \$2,640 to \$3,240, with yearly increments of \$120. A cost-of-living bonus of 15 percent on the first \$3,000 and 10 percent on the rest.

Examiners will be required to examine applicants for licenses as chauffeurs and operators and investigate applications for licenses by driver schools. A knowledge of the traffic laws and safety regulations is imperative.

Hearing and Vision

Other duties of the Examiner will be conducting road and vision tests for applicants for a driver's license, investigating complaints, examining applications for licenses and registration and assisting in office work during certain periods of the year.

The only age requirement for candidates in the last exam was that they must not have passed their 45 birthday on the date of the written examination.

Good hearing was required, and not less than 20/40 vision in each eye, with or without glasses. Candidates must not weigh less than 135 pounds stripped and must not be less than 5 feet 6 inches tall. They must also be mentally sound and alert; physically strong, active and well-proportioned. Any candidate with a physical defect which would in-

terfere with his ability to perform his duties will not be accepted.

Candidates must have been licensed to drive automobiles for a period of five years and the license must be in effect. The State from which such a license was issued should be named on the Civil Service application form. Any person who ever had his license revoked or suspended was not accepted. Applicants had to be of good character, never convicted of a felony or violation of any law or ordinance for which a mandatory revocation of driving license would follow.

Sociability a Factor

The ability to meet and deal effectively with people without causing antagonisms and the ability to obtain cooperation was important. Examiners must be neat in appearance and courteous at all times. Appointees had to furnish their own uniforms at their own expense.

There was a written examination on the duties of the position carrying a weight of 7. Training and experience counted 3. A qualifying practical test in driving and a physical examination could be required.

As soon as the filing period is opened, but not before, candidates may obtain their applications from the State Department of Civil Service, Albany 1, N. Y. with the required fee of \$2. Fees paid by an applicant whose application is not approved will be refunded after the examination has been held.

The LEADER will publish the filing dates for this exam as soon as they are announced.

Assistant Accountant And Publicity Lists Issued

The open-competitive list for Assistant Accountant, State and County Departments and Institutions, with 84 eligibles, and the list for Director of Publications and Public Relations, State Departments, with 15 eligibles, have just been issued by the State Civil Service Commission.

The lists may be inspected at the office of The LEADER, 97 Duane Street, Manhattan, two blocks north of City Hall Park and just west of Broadway. Ask for Envelope File No.108.

Accountant Eligibles Form an Association

Thirty-four eligibles on the list for promotion to Accountant have formed an eligible association with David Fischkin as representative. The association plans to work for as many promotions as possible, for Junior Accountant to Accountant and fast use of this list.

106th INFANTRY REUNION to The Metropolitan Chapter of the 106th Infantry Division Association will hold a reunion at the 71st Regiment Armory tonight (Tuesday). There are 6,000 former members of the division in the metropolitan area.

FEDERAL NEWS

Reclassification Bill Fails to Pass in Congress

(Continued from Page 1)
ing factor, and not the date of payment of check.

Reclassification Not Voted

The raise is permanent for both groups. The conference committee, consisting of members of the Senate and the House appointed to iron out the divergences between pay bills, made that very clear in a statement accompanying its report. Representative Edward H. Rees headed the Managers on the Part of the House and Senator William Langer the Managers on the Part of the Senate. Each is Chairman of the Post Office and Civil Service Committee of his own House.

After effective date and permanency, the third most important aspect of the legislation is reclassification. The Senate made an effort to include reclassification as part of the pay bill, by incorporation of the Flanders-Baldwin bill, but the effort did not succeed. The Flanders-Baldwin bill had been reported to the House, and was before the Senate also, but was not voted by

either. Therefore no reclassification was approved by either House. Had it been approved, it would have set up 11 grades, to replace the 45 now existing, and eliminated the subdivisions into which jobs are now grouped by "services," such as CAF (Clerical-Administrative-Fiscal), P (Professional), etc.

Postal Pay Beneficiaries

As to the beneficiaries of the postal pay increase, these include all postmasters, officers and employees whose rates of compensation are prescribed by the Act approved July 6, 1945, as amended. They "shall receive additional compensation at the rate of \$450 per annum; Provided, That employees paid on an hourly or part-time basis shall receive an additional compensation at the rate of 25 cents per hour; Provided further, That postmasters at post offices of the fourth class shall receive additional compensation at the rate of a sum per annum equal to 25 per centum of their basic annual compensation."

Then this proviso appears: "Sec. 102. The provisions of this Act shall not apply to skilled

trades employees of the mail-equipment shops, job cleaners in first and second class post offices and employees who are paid on a fee or contract basis."

Equipment mail carriers are to get 7 cents a mile, instead of 6 cents, while the equipment allowance for special delivery messengers becomes 90 cents, instead of 75 cents.

New Ceiling \$10,330

The language of the bill, as affecting other than postal employees, includes the following under Title III:

"Sec. 301. Except as provided in Section 303, each officer and employee of the Federal Government, and each officer and employee of the District of Columbia municipal government, whose rate of compensation is increased by Sec. 2, 3, 4, 5 or 6 of the Federal Employees Pay Act of 1946 shall receive additional compensation at the rate of \$330 per annum; Provided, That any employee paid on an hourly or part-time basis shall receive additional compensation at the rate of 20 cents per hour."

The salary ceiling is raised from \$10,000 to \$10,330, to allow for the increase.

The bill provides for increased postal rates and higher rates for money orders and postal notes, beginning January 1 next.

Where To Apply

The following are the places at which to apply for Federal, State, County and NYC government jobs, unless otherwise directed:

U. S.—641 Washington Street, New York 14, N. Y. (Manhattan) or at post offices outside of New York, N. Y.

State—Room 2301 at 270 Broadway, New York 7, N. Y., or at State Office Building, Albany 1, N. Y. Same applies to exams for county jobs.

NRC—96 Duane Street, New York 7, N. Y. (Manhattan). Opposite Civil Service LEADER office.

NYC Education—110 Livingston Street, Brooklyn 2, N. Y.

New Jersey—Civil Service Commission, State House, Trenton; 1060 Broad Street, Newark; City Hall, Camden; personnel officers of State agencies.

Promotion exams are open only to those already in government employ, usually in particular departments, as specified.

NYC does not receive or issue applications by mail. New York State both issues and receives applications by mail and requires that all applications be post-marked before midnight of the closing date. The U. S. also issues and receives applications by mail, but requires that applications be actually on file by the closing date; a post-mark of that date is not sufficient. No return postage is required when applying for an application from the U. S. Civil Service Commission but a 6-cent stamped, addressed envelope, 3 1/2 inches or larger, should be enclosed with the letter requesting application blanks from the State.

EXAMINATION EXPECTED POST OFFICE CLERK

PAY INCREASE JULY 1

CLASSES WEDNESDAY AND FRIDAY, 1:15 & 7:30 P.M.

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Large Gymnasium Fully Equipped to Train You Under Official Test Conditions!

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Salary Range \$58 to \$70 a Week

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CLASSES WED. & FRI., 1:15 and 7:30 P.M.

Railway Postal Clerk

CLASSES WED. & FRI., 1:15 and 7:30 P.M.

Examination Expected in January

• Inspector of Plumbing

• Plumber

• Master Plumber's License

Class Limited in Size Enrollment Now Open

N. Y. City Examination Ordered!

INVESTIGATOR

MEN & WOMEN—No Age or Education Requirements Specified

\$53 a Week to Start — Promotion Opportunities

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Classes Starting — New Examination Expected in 1949

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ATTENTION VETERANS!

You Can Train for Patrolman and Many Other Civil Service Positions

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

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CAPT. A. J. SCHULTZ, Dir.

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Business and Foreign Service
LATIN AMERICAN INSTITUTE—11 West 42nd St. All secretarial and business subjects in English, Spanish, Portuguese. Special course in international administration and foreign service. LA. 4-2835.

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NATIONAL TECHNICAL INSTITUTE—Mechanical, Architectural, job estimating in Manhattan, 55 W. 42nd Street. LA 4-2929. In Brooklyn, 60 Clinton St., (Boro Hall). TR 5-1911. In New Jersey, 116 Newark Ave., BERgen 4-2250.

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FEDERAL NEWS

List of Exams Now Open

New Age Rule Aids Non-Vets in Exams

U.S.

10-10-8. Meteorological Aid (Trainee CAF-S) (SP-4), \$2,168 to \$2,619. Applicants must pass the written test to be given plus one year experience in the field of physical science or in technology in the laboratory, plant or field operations. A completion of a full high school course, including such subjects as mathematics and physical science may be substituted for one year of experience. Training of this sort obtained in the Armed Forces will be credited. Place of employment is located at the Department of Air Force Air Weather Service Data, Control Unit, New Orleans Port of Embarkation, New Orleans 12, La. Send applications to the Executive Secretary, Board of U. S. Civil Service Examiners for the New Orleans Port of Embarkation, New Orleans, La. (Closes Tuesday, July 6).

10-10-9. Microphotographer, \$2,644 to \$3,397. Applicants must have had at least three years of progressive experience in microphotographic work. Plus at least six months experience supervising two or more subordinate microphotographers. A completed resident course in photography, or an Armed Forces training course in photography may be substituted for six months of the required experience. Advanced training in resident photography in a technical institute or trade school above high school level may be substituted, year for year, up to a maximum of 2 years for the required experience. Technical or scientific education in chemistry or physics successfully completed in a college or university or technical institute above the high school level may be substituted for one half the required experience. No substitution will be allowed for the required six months of supervisory experience. There will be a written test. Positions are open in Department of Air Force, Air Weather Service Data Control Unit, New Orleans Port of Embarkation, New Orleans, La. Send applications to the Executive Secretary, Board of Civil Service Examiners for the New Orleans Port of Embarkation, 4400 Dauphine St., New Orleans 12, La. (Closes Tuesday, July 6).

101. Printer (Monotype Keyboard Operator and Slug Machine Operator), \$2.12 an hour.—For duty in the Government Printing Office, Washington, D. C. Requirements: Five years of appropriate experience. No written test. (No closing date).

18. Stenographer and Typist, \$1,954.—Jobs are located in Washington, D. C., and vicinity. Some positions at \$2,168 and \$2,394 may also be filled. Requirements: Writ-

ten test, including typewriting, general tests, and stenography (for stenographers only). (No closing date).

53. Psychologist (Personal Counselor), \$4,902.—Positions are in Veterans Administration in Washington, D. C., and throughout the United States. Requirements: Appropriate college study plus experience. No written test. File application with Board of Civil Service Examiners at the appropriate Veterans Administration Branch Office. (Closes Monday, July 5).

5-82-4(48) Chemist, \$3,397 to \$5,905. For duty in Communicable Disease Center, U. S. Public Health Service, in Hawaii and Baltimore, Md., at \$3,397 and \$4,149 a year. Requirements: Appropriate college study or combination of such study and experience in chemistry, plus professional experience in chemistry. Graduate study may be substituted for part of the experience. No written test. File application with Executive Secretary, Board of U.S. Civil Service Examiners, Federal Security Agency, U. S. Public Health Service, Communicable Disease Center, 605 Volunteer Building, Atlanta 3, Ga. (No closing date).

13-1-2(48), Engineer, \$2,644. For duty in the Bureau of Reclamation in Oregon, Washington, California, Arizona, Nevada, Idaho, Montana, Wyoming, Colorado, New Mexico, Utah, North Dakota, South Dakota, Nebraska, Kansas, Oklahoma, and Texas. Requirements: Eligibility in a written test, plus appropriate education or technical experience or a combination of such education and experience. Applications will be accepted from students who expect to complete their studies by October 1, 1948. Send application to the Executive Secretary, Central Board of U. S. Civil Service Examiners, Bureau of Reclamation, Denver Federal Center, Denver, Colo. Age limits: 18 to 35 years. (No closing date).

4-34-2. Chemist — Engineer — Metallurgist — Physicist — Mathematician, \$3,397 to \$5,905. — For

duty in Washington, D.C., and vicinity. Requirements: College study or technical experience or a combination of such study and experience, plus professional experience in the appropriate field. Graduate study may be substituted for part of the experience. No written test. File application with the Executive Secretary, Board of U. S. Civil Service Examiners for Scientific and Technical Personnel of the Potomac River Naval Command, Building 37, Naval Research Laboratory, Washington 20, D.C. (No closing date).

—Bacteriologist (Medical), P-2 through P-5, \$3,397 to \$5,905 yearly. Positions are opened in Veterans Administration establishments in the states of Iowa, Minnesota, Nebraska, and North and South Dakota. Applications will be accepted at the Board of U. S. Civil Service Examiners, Veterans Administration Branch Office No. 8, Fort Snelling, St. Paul 11, Minnesota. (Closing date has not been set).

—Medical Technician, SP-3 to SP-8, \$1,954 to \$3,397. Positions are opened in the states of Iowa, Minnesota, Nebraska, North Dakota and South Dakota. Applications will be received at the offices of the Director, Eighth U. S. Civil Service Region, Post Office and Customhouse Building, St. Paul 1, Minnesota. (Closes Wednesday, June 30).

5-82-4(48) Bacteriologist (Medical) — Serologist, \$3,397 to \$5,905. For duty in U.S. Public Health Service, in Hawaii and throughout United States. Requirements: Appropriate college study plus professional experience in medical bacteriology and serology. Graduate study may be substituted for part of the experience. No written test. File application with Executive Secretary, Board of U.S. Civil Service Examiners, Federal Security Agency, U. S. Public Health Service, Communicable Disease Center, 605 Volunteer Building, Atlanta 3, Ga. (No closing date).

Special to The LEADER
WASHINGTON, June 28 — The U. S. Civil Service Commission has amended its regulation to define a "war transfer" more closely. The amendment to Part 25, Federal

Employees Pay Regulations, follows:

"§ 25.225 War transfer. "War transfer" means any transfer authorized by the Commission under Executive Order Nos. 8973 of December 12, 1941, or 9067 of February 20, 1942, War Manpower Commission Directive No. X, or War Service Regulation IX, under conditions entitling the employee to reemployment in his former position or a position of like seniority, status, and pay; civilian employment in occupied countries subject to the provisions of Executive Order No. 9711 of April 11, 1946; employment with public international organizations subject to the provisions of Executive Order No. 9721 of May 10, 1946, and Executive Order 9862 of May 31, 1947; or employment of certain Foreign Service Officers or employees subject to the provisions of Executive Order 9932, February 27, 1948. (Sec. 605, 59 Stat. 304; 5 U.S.C. 945)"

Air Force Base Opens Tests for Group of Jobs

The U. S. Civil Service Commission has announced a series of exams for positions in Scott Air Force Base, Belleville, Ill. Applications must be obtained and filed with the Executive Secretary, Board of U. S. Civil Service Examiners, U. S. Air Force, Scott Air Force Base, Belleville, Ill. Applications close Tuesday, July 6. The exams follow:

- Fuel Station Attendant, 99 cents an hour.
- A/C Fabric & Leather Worker, \$1.24.
- Jr. A/C Fabric & Leather Worker, \$1.12.
- Jr. Auto Equipment Repairer, \$1.18.
- Painter, \$1.21.
- Sr. Seamstress, \$1.03.
- Office Appliance Repairman, \$1.24.
- Foreman, Roads, Grounds and Runways, \$1.44.

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NEW YORK CITY NEWS

Action Is Awaited Progress Report of Exams On Provisionals

By PHILIP FINE

The resolution to extend for one year, until June 30, 1949, the rule allowing for employment of provisionals on a war basis, meaning longer periods, is in the Mayor's office for signature. Acting Mayor Vincent R. Impellitteri has authority to sign it but is said to be waiting for Mayor William O'Dwyer's return from vacation, as he feels that the Mayor himself should pass on the matter. A controversy over it has arisen since objections were raised by H. Elliot Kaplan, Executive Director of the Civil Service Reform Association.

The NYC Civil Service Commission

feels confident that the extension will be granted.

A copy of the resolution was forwarded by the Mayor's office to Budget Director Thomas J. Patterson, who asked some questions about it, which President McNamara answered. In answering, Mr. McNamara put up a strong plea and thinks that Mr. Patterson will give his approval.

"There are too many provisionals now to be shuffled around to any advantage," said Mr. McNamara. "The extension would permit the gradual reduction of the number of provisionals to normal. Large lists already issued, and others of similar size to be issued, will accelerate the reduction of the number of provisionals."

It is estimated that there are 25,000 provisionals, the largest number in the City's history.

Eron Prep School Enters Its 49th Year

The 49th year of Eron Preparatory School, 853 Broadway, will be directed by Dr. A. Kroll, Principal, and Irwin S. Rosenfeld of Textile High School, Acting Principal, Dean George W. Tolg announced.

On the summer school staff, Mr. Tolg further announces as Registrars his two sons, George F. Tolg and Lloyd M. Tolg. They are accepting, during the summer, registrations for the Fall term.

Physical improvements made at the school include air-cooled rooms and additional classrooms.

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License Exams Are Open

Application are being received continuously by the NYC Civil Service Commission for the following license examinations; Master and Special Electrician; Master Plumber; Master Rigger; Motion Picture Operator; Portable Engineer (any motive power except steam); Portable Engineer (steam); Refrigerating Machine Operator (ten ton capacity); Refrigerating Machine Operator (unlimited capacity); Special Rigger, Stationary Engineer, First, Second and Third Grades; Stationary Fireman; Structural Welder; Oil Burning Equipment Installation.

License applications may be obtained in person or by representative at the Application Bureau of the Commission, 96 Duane Street, opposite The LEADER office.

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- NS—Rating not yet started.
- RSP—Rating scale being prepared.
- RC—Rating Completed.
- WP—Written in progress.
- WC—Written completed.
- PTP—Rating of performance test in progress.
- TEP—Training and experience in progress.
- FEC—Training and experience completed.
- IP—Interviews in progress.
- MP—Medicals in progress.
- CW—Clerical work in progress.
- V—Pending establishment of veteran or disabled-veteran claims (all rating completed).
- SRR—Pending service record ratings.
- LP—List sent to printer.

Promotion

- 5303. Stenographer, Grade 4—RSP.
- 5216. Clerk, Grade 5; Part 1—RC; Part 2—RSP.
- 5430. Clerk, Grade 3 (all depts.)—LP.
- 5431. Clerk (BHE), Grade 3—LP.
- 5432. Clerk, Grade 4 (all depts.)—RSP.
- 5433. Clerk (BHE), Grade 4—RSP.
- 5101. Stenographer, Grade 3—RSP.
- 5482. Foreman (Track); Orals held June 28-29.
- 5481. Foreman (Surf Track); Orals completed.
- 5471. Foreman (Mech. Power)—WC; Orals completed.
- 5389. Asst. Resident Building Superintendent—RC; Orals to be held.
- 5476. Conductor; list promulgated.

Open-competitive

- 5527. Transit Patrolman, Bridge and Tunnel Officer, Correction Officer (men)—MP.
- 5133. Stenographer, Grade 2—RSP.
- 5301. Policewoman; list being investigated.
- 5132. Social Investigator, Grade 1; list promulgated.
- 5393. First Assistant Marine Engineer (Diesel)—LP.

- 5551. Fireman (F. D.); medicals to start in July.
- 5262. Maintainer's Helper, Grade B; list promulgated.
- 5154. Auto-Engineman—LP.
- 5215. Cleaner (women) (lab class); medicals, physicals, and literacy tests completed.
- 5157. Playground Director (men)—PTP.
- 5149. Attendant, Grade 1—LP.
- 5467. Elevator Operator, Dept. of Hospitals—WC.
- 5390. Asst. Resident Superintendent—WC; orals to be held.
- 5335. Court Stenographer—PTP.

Suit Demand Promotion Pa Be Back-date

Joseph V. Ruskowski, a Foreman A, Power Distribution, the I. R. Division of the NYC Transit System, has filed a claim with the Board of Transportation for the years' salary increments and seniority credit under the State Military Law because of the two years' delay in his promotion to the Forman A grade.

Mr. Ruskowski states that in June, 1942, when he was a Foreman B, he and two other candidates passed an examination for promotion to the Forman A grade. The resulting promotion eligible list, Mr. Ruskowski was No. 1.

Mr. Ruskowski joined the navy on March 9, 1943 and served until October 28, 1945. While he was in the military service, and on January 16, 1944 the person who was No. 2 on the eligible list for promotion to the Forman A grade was provisionally promoted to the grade and the provisional promotion was made permanent on March 24, 1945. Subsequently, in 1946 two other persons whose names appeared on subsequent promotion eligible lists were also promoted to the Forman A grade, he says.

Mr. Ruskowski returned to his position in the Board of Transportation on November 14, 1946 and was reassigned as Foreman B. On December 16, 1945 he was promoted to Forman A, but he was not given the seniority credit and advanced salary standing to which he claimed to be entitled under the Military Law. He claims that he should have received seniority credit and that his salary should have been set as if he had been appointed Foreman A on January 16, 1944, when the person standing lower than he on the promotion eligible list was promoted to that position.

The claimant is represented by Attorney A. Mark Levine, of 1 East 44th Street.

Social Investigator List To Be Used as of July 15

The Social Investigator appointments to the NYC Department of Welfare from the recently promulgated list are planned so that the first group will get on the payroll beginning July 16.

There are to be 200 appointments every payroll period, until all the provisionals are replaced. However, many of the eligibles are present provisionals, and would attain probationary status, leading to permanency, on being reached for appointment from the list in the regular order.

Latest List Of Eligibles

Administrative Assistant (IBM) Equipment, Office of the Comptroller, Bureau of Audit (Prom.)
 Edwin Brenman
 Jos. P. Fortsch

Junior Accountant, Dept. of Welfare (Prom.)
 David Sherman
 Jacob Blum
 Jacob Kirsch
 Edw. J. Costello (v)
 Elliott Schneps (d)
 James Conte (v)
 Salvatore Grippi
 Julius Berman (d)
 Anita Stein
 Leon Ramer
 Henry Jontry
 John L. Harkins (v)
 Adolph W. McCook (v)
 Benjamin Kushkin
 F. Rosensweig (v)
 Alvin Block
 Hyman Hecht (d)
 Morris Wish
 Jack Brickman
 Pasquale DeLuca (v)

Supervising Inspector of Licenses, Grade 4, Department of Licenses, (Prom.)
 Jacob Liebman
 David B. Heyman
 Daniel M. Trupin
 Humbert J. Satziano
 F. J. Donovan (v)
 Charles N. Multer
 Daniel B. Bobb
 Harry Blumberg
 W. G. Conrad (d)
 John F. Russell
 John R. Walsh (v)

Telephone Operator, Grade 2, Department of Welfare, (Prom.)
 Mary T. Weber
 Ethel E. Storch
 Gertrude V. Marr
 Mary C. Flaherty
 Anna Tiedemann
 Margaret F. Haefely
 Ruth M. Johnson
 Ethel K. Borofsky
 Marcella M. Driscoll
 Mary F. O'Rourke
 Hazel E. Snyder
 Frances V. Bonano

Helen G. Leahy
 Katharine Q. McGrath
 Anna V. Bly
 Irene G. Sheehy
 Rose F. Byrne
 Agnes D. Lawrence
 Pauline B. Joseph
 Charlotte K. Rocks
 Eleanor J. Hemmer
 Mary F. Casalena
 Frances L. McCormack
 Barbara Samay
 Catherine A. Butler
 Mildred A. Albro
 M. M. Commender
 Mary Masterson
 Wilhelmina McQueen
 Grace M. Root
 Estelle H. Pesek
 Mae A. Leahy
 Marion M. Nelson
 Elizabeth R. Leadlie
 Frances A. Schultz
 Mary Gruel

Administrative Assistant (IBM) Equipment, Department of Education, (Prom.)
 John M. Devine
 Joseph G. Engels (d)

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NEW YORK CITY NEWS

Fireman Written Passed by 9,000

The NYC Civil Service Commission was greatly surprised to find that about 60 per cent of candidates who took the writ-

ten test for Fireman (F.D.) on May 15 passed. This is the largest percentage to pass a Fireman written test, so far as any records of the Commission disclose. The test was taken by 15,051 candidates, although the entire 17,928 who applied had been notified to appear at various high schools for the examination. Thus the number who passed

the written test is around 9,000, and that fact precludes the possibility of combining the physical and the medical tests.

Other Tests to be Speeded Up

The medicals will begin on or about July 16, when the medicals for the Transit Patrolman, Bridge and Tunnel Officer and Correction are expected to be completed.

The physicals for Fireman will be held in Van Cortland Park beginning in September, or possibly in late August. The need for advancing the date as far as possible also arises from the fact that the number to be examined is so large. The examination can not go on in cold weather because the contestants wear shorts. There will be no rescaling, since

the number who passed the written test is far in excess of what was expected or needed, and the physical test now assumes increased importance.

"The number exceeded our estimates," President Joseph A. McNamara, of the Civil Service Commission, admitted. The tentative key answers were approved without change.

Fireman Vets Get VA Pay for Training

As part of General Order 106, the Fire Department announced a procedure for veterans who desire to benefit by Federal payments of pay difference for on-the-job training. The order:

1. For the information and guidance of all Members of this Department who are veterans of World War II, an ON-THE-JOB TRAINING program (under Public Law 346, as amended) has been approved by the Industrial Commissioner, New York State Department of Labor, for the Fire Department, City of New York.

2. Members who were Probationary, 4th or 3rd grade Firemen on April 1, 1948, may apply, between the hours of 8.30 a.m. to 5 p.m. Monday to Friday, inclusive, at the following Veterans Administration Offices for the purpose of obtaining an eligibility and dependency certificate:

3. Members residing in Brooklyn, 15 Ryerson Street, Brooklyn.

4. Members residing in Manhattan, Bronx, Richmond and Queens, 50 Seventh Avenue, Manhattan.

5. Members visiting the Veterans Administration Office for the above purpose shall bring the following:

6. Photostatic copy of their discharge papers.

7. Marriage certificate.

8. Proof of dependency — birth certificates, etc.

9. The Veterans Administration will pay members the difference between their Fire Department gross monthly salary and the ceilings set under Public Law 346, as amended on the following basis:

10. Single Members, \$210 per month.

11. Member with one dependent, \$270 per month.

12. Member with two or more dependents, \$290 per month.

13. Company Commanders shall forward a report to the Office Chief of Staff and Operations on June 28, 1948, listing the name, rank, group number and date of appointment of all qualified Members desirous of participating in the ON-THE-JOB-TRAINING Program.

14. Won by the UFA

15. The payment of the difference made under the previous rates was obtained through the Uniformed Firemen's Association two years ago, but the cost-of-living bonus came along and threw the city pay over the top. Now that the VA rates have been raised, the differential again applies, and again through the efforts of President John P. Crane and a committee of the UFA.

16. The benefits apply only to 4th and 3rd grade Firemen, because the other Firemen's pay exceeds the VA maximum.

17. The principle involved applies also to other public employees whose work can be classified as training, but each group has to be passed on by the proper officials. The Firemen, for instance, must attend Fire College, to comply fully with the training requirement.

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NEW YORK CITY NEWS

40 Fire Promotions Asked; Chief Test Soon

By F. X. CLANCY

Another examination for promotion to Battalion Chief (F.D.) is on the horizon, because Fire Commissioner Frank J. Quayle expects to use up the present list by the end of this year. To avoid a gap, or period during which there would be no list, the examination would have to be opened in a few months, otherwise Acting Battalion Chiefs would have to be provisionally promoted from the Captain rank. That practice was

followed before, but Commissioner Quayle is winding up the present Acting Battalion Chief assignments on June 30. Promotions from the current Battalion Chief list will be made then.

Commissioner Quayle has requested Budget Director Thomas J. Patterson to approve a budget certificate to make 25 Battalion Chief promotions, as of July 1, when the new budget goes into effect. In addition, he has asked for permission for 14 promotions

to Lieutenant, one promotion to Marine Engineer and the appointment of 85 Firemen. The vacancies for Fireman exist in the expiring budget and are renewed in its successor, so that the 85 would fill the quota.

Quayle Discusses Job Prospects

Asked to comment on prospects of promotions and appointments, Commissioner Quayle told The LEADER that his plans for the continued improvement of the department's service to the public call for the addition of 112 Lieutenants to the Officer ranks on August 1, representing a new item to supplement the budget appropriation. He thought the Battalion Chief list would be exhausted by the end of the year and expected that 112 more Firemen would be appointed at or about the time that the 112 Lieutenant positions are added, assuming that his request is granted. (The promotions would be made of eligibles now in Fireman positions, hence would create 112 Fireman vacancies.—Editor). The promotions to Lieutenant should reach total about 300 by year's end, and the appointment of Firemen about the promotions and appointments 400 or more. Those figures include already made this year and anticipate the job-filling from here on out to December 31 next.

Lauds Career in Department

He emphasized the attractiveness of a career in the Fire Department. His remarks were made especially for the benefit of the prospective eligibles in the Fireman examination now in progress. "We train the men thoroughly and we take excellent care of them, besides," he said. "There are 30-odd specialties in which

members of the department have to be thoroughly versed and we teach them these subjects at the Fire College. This is now located at 48-34 Thirty-fifth Street, Long Island City, on the mezzanine floor of the new shops, and is equipped with the necessities of a classroom. Experts from our own department, who have gone through the practical experience on the basis of which they teach, give the men valuable courses.

Wants New Fire College

"However, there is need for further extension of this type of training, and the many subjects require constant and increasing instruction. Therefore I have renewed by request to the City Planning Commission for inclusion in the capital budget, of a special building for the Fire College."

The Commission will hold a hearing on this application on June 30. The building and equipment would cost \$885,500, and special apparatus and other classroom requirements would bring the total to nearly a million dollars.

The new building would be located at 36th Street and First Avenue, Brooklyn.

Medical Division on Job

As an example of the care taken

of the members of the Fire Department, Commissioner Quayle mentioned the work of the Medical Division, now running efficiently in its new quarters at Engine Company 30, 276 Spring Street, Manhattan. The authority at the Medical Division has been apportioned functionally, the Commissioner revealed. The Medical Unit is under Dr. Arthur Nilsson, the Dental Unit under Dr. L. Winter and the X-ray Unit under Dr. Edward Kaplan. There are 100 men, Fire Officers and civilian personnel of the department treated free. Recently an unusually delicate operation, involving new technique, was performed on a Fireman's jaw, and now he's back to normal again and it didn't cost him a cent. "The Medical Division is doing very well," commented Commissioner Quayle with a glow of pride in his eye.

DIME SAVINGS BANK OF BROOKLYN ADDS HOUSE MODELS TO ITS POPULAR EXHIBITION

An added feature of the New Home Buyers Exhibition of The Dime Savings Bank of Brooklyn is an attractive display of modern house models with sketch plan of each, located on the main floor at the Bank's main office, Fulton Street and DeKalb Avenue, Brooklyn.

These models were especially designed and built for *Good Housekeeping Magazine*. Built to scale, authentic and exact to the most minute detail, these models are fascinating to see, and are daily attracting hundreds of interested home seekers to "The Dime's" Home Buyers Exhibition.

More than 7,000 persons have visited the Exhibition since it opened on May 20. Complete information is afforded to home buyers, home builders and home seekers. Seventy-five local builders, members of the Long Island Home Builders Institute, are exhibiting their latest offerings of homes. Manufacturers and dealers in building material and equipment also have displays, and a large selection of catalogues and pamphlets and other informative material of interest to prospective home buyers is offered.

The exhibition is open Monday through Friday from 9 a.m. to 3 p.m., except that on Thursday it is open until 7 p.m.

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STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that certificate of dissolution of HURMONT CLOTHING CORP. has been filed in this department this 29th day of June, 1944, and that the corporation has complied with Section 12 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under hand and official seal of the Department of State, at the City of Albany, this 22nd day of June, 1944.
Thomas J. Curran, Secretary of State.
Edward D. Harper, Deputy Secretary of State.

NYC NEWS

FIRE LINES

The Uniformed Pilots and Marine Engineers Association elected following officers: Milford M. President; Gerard Fitzpatrick, Vice-president; Daniel Bar- Treasurer; Harold Johnson, Recording Secretary, and Michael Kelly, Sergeant-at-arms. The Executive Board was re-elected. The term has been changed to two years, from one year.

The four trustees are William Douglas Miller, Harry Jones and Arthur Dunne. The meeting held at 160 Chambers street. The Association voted to join the International Association of Firefighters, and thus be fellow-members of the same branch of the American Federation of Labor and the Uniformed Fire Officers Association and the Uniformed Firemen's Association. The UFOA vote is effective. John P. Vice-president of the 1st District, IFFA.

Edward P. Scully has had a change in the rating of his grade from Part 2 of the written test for promotion to Battalion Chief, Fire Dept., from 67.3 to 68.7 per cent.

Fireman Physical Test To Be Simulated by YMCA

Simulated civil service fireman physical tests will be conducted by the YMCA Civil Service Institute on July 10, at the Bronx Union YMCA, Frank W. Thomas, director of the institute, announced.

The tests will be conducted on a course located beside the Bronx Union YMCA. The course is an exact duplicate of the Civil Service Commission course at Van Cortlandt Park.

Mr. Thomas said the tests would begin at 9 a.m. and will last throughout the day. There will be no charge for participation. Applicants, however, must have previously passed the mental examination for fireman.

"Our object in conducting the simulated test is to give a preview of the final tests and to allow the candidate an opportunity to see whether he is prepared to pass the complete physical tests," Mr. Thomas pointed out.

Six events have been included in the program. Candidates will be conducted through tests in agility, weight lifting and the back-run.

More than 200 applicants have indicated participation in the event. It is expected that at least 100 candidates will take part in the tests. No applications will be given consideration after Thursday, July 8.

The tentative key in the Firemen written test was approved, without change last week. Out of the 15,051 candidates for the test, there were only 98 protests, covering 54 questions. The final rating of all papers is expected soon.

The Staten Island Chamber of Commerce has received assurance from the Fire Commissioner that all efforts are being taken to replace the F/B Strong, condemned last April, with a new fireboat. The old F/B Gaynor (34 years old) is now covering Richmond Bay.

The Fire Square Club will hold a moonlight sail on Tuesday, June 29, open to all. The designation is Keensburg, N. J. The boat will leave Pier A, Battery, at 8:15 p.m. Tickets can be obtained at the pier at \$1.50. There will be dancing and entertainment during the three-hour sail.

On July 27, 100 guests of the Ottilie Orphanage will be taken on an outing to Heckscher State Park, on Long Island, on a picnic.

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Book Tells of NYC History Over 50 Years

The first copy of "New York: The World's Capital City" was presented to Mayor William O'Dwyer in his office at City Hall just before he left on his vacation. Its authors, Cleveland Rodgers, Commissioner of City Planning, and Rebecca B. Rankin, Municipal Reference Librarian, made the presentation. They have dedicated their book to him.

It is published by Harper and Brothers and issued to commemorate Greater New York's Golden Anniversary. The book has reproductions of 83 photographs, showing the city's development from a tiny Dutch trading post to the world's capital city.

One section, of five chapters outlines the history of the city under the successive Mayors from Van Wyck to O'Dwyer.

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LEGAL NOTICE

At a Special Term, Part II of the City Court of the City of New York, County of New York at the Court House, 51 Chambers Street, Borough of Manhattan, City of New York on the 18 day of June, 1948.

PRESENT: HON. JOHN A. BYRNES

In the Matter of the Application of JOSEPH FABIANSKI for leave to change his name to JOSEPH FABINSKY.

Upon reading and filing the annexed petition of Joseph Fabianski of the County of New York, City of New York, duly filed the 16th day of June, 1948 praying for leave of petitioner to assume the name of Joseph Fabinsky in place of the present name and the court being satisfied that the averments contained in the petition are true and that there is no reasonable objection to the change of name proposed.

NOW, on motion of Samuel Fagelman, attorney for petitioner, it is ORDERED that Joseph Fabianski be and he is hereby authorized to assume the name of Joseph Fabinsky instead of the present name Joseph Fabianski on and after the 28 day of July, 1948 upon condition however that he shall comply with the further provisions of this order, to-wit:

ORDERED that within ten days after the making of this order the petitioner shall cause the same to be entered and with the papers upon which this order is made to be filed in the office of the Clerk of this court, and it is further ORDERED that a true copy of this order be published within ten days after the entry thereof at least once in the Civil Service Leader, a newspaper published in the County of New York, City of New York, and it is further ORDERED that within forty days after the making of this order the petitioner shall cause the affidavit of publication thereof to be filed and recorded in the office of the Clerk of this court, and it is further ORDERED that upon compliance with the conditions hereinabove set forth that and after the 28 day of July 1948, the name of Joseph Fabianski shall be known by the name of Joseph Fabinsky and by no other name.

Enter J. A. B., C. J. C. G.

The public came first



ANOTHER REPORT ON COLLECTIVE BARGAINING AT CON EDISON

Settlement of all wage issues between the Management of Con Edison and the Union representing its employees has marked another forward step in the progress of Collective Bargaining in this Company.

This is the second successive year in which the two parties — determined to maintain uninterrupted electric, gas and steam service to the people of New York—have agreed to submit their differences to a Board of Arbitration and to accept its verdict in advance.

By the terms of the Board's decision an average increase of 11 cents an hour is granted. This is equivalent to a rise of approximately 8 per cent of the Company's payroll as it was on December 27, 1947, and is estimated to increase it by \$6,040,000. Last year's award granted an increase of \$9,000,000, with another \$9,000,000 given the previous year.

This announcement of the Board's action was made by its Chairman, Dr. George W. Taylor of the University of Pennsylvania, who was also

selected to serve in the same capacity last year.

In his opinion, Dr. Taylor pointed out that "the average wage for all Consolidated Edison employees has been and is relatively high for the electric light and power industry. There is no doubt that the Company's relative wage position will be maintained under this award."

He also complimented the Company on its "unique wage structure," which, he said, had an unusual significance in that "progression and merit increases . . . are participated in by large numbers of employees and over extended periods of time."

Of more general interest, possibly, was Dr. Taylor's over-all comment recognizing that Company and Union had set up machinery for friendly settlement of disputed issues . . . and that because of this there had been no need to call upon government to intervene. In the Chairman's words:

"These facts call for special mention and signal recognition in days when there is a deep and growing concern about strikes that create national emergencies and threats to the public health and safety."

1933	AVERAGE STRAIGHT-TIME PAY . . .	\$29.50 _{wk}
1941	AVERAGE STRAIGHT-TIME PAY	\$37.42 _{wk}
1945	AVERAGE STRAIGHT-TIME PAY	\$46.40 _{wk}
Now	AVERAGE STRAIGHT-TIME PAY	\$60.64 _{wk}

The average straight-time pay of Con Edison's weekly employees is more than double what it was 15 years ago. Our average hourly rate has risen 53% since January 1, 1941. Since 1945, the rise has been about 31%. Con Edison people are trained for their jobs . . . almost 75% have been with us 15 years or more.

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