

SOCIAL INVESTIGATOR EXAM IS ANNOUNCED

Employees' Aid Will Be Sought in NYC Job Study

The proposed reclassification of NYC positions, which project Mayor William O'Dwyer is expected to approve soon in an official announcement, was discussed by ranking city officials last week. Suggestions were made as to how the work is to be performed and by whom.

The present project received its immediate impetus from President Joseph A. McNamara, of the Municipal Civil Service Commission, who volunteered to assign the Commission's counsel, Sidney M. Stern, aided by examiners, clerks and stenographers, to help to the job, in co-operation with Budget Director Thomas J. Patterson's office, if Mr. Patterson agreed. To this Mr. Patterson readily assented, and mentioned John Carthy as his top man for the work, with auxiliary assistance in line with that which the Commission would supply.

Deadline to Be Set

A committee is expected to be designated by the Mayor to direct the work. Since the Citizens Budget Commission did a noteworthy research job in bolstering up its request for a reclassification and has been urging the Mayor to act, it is expected that that Commission will be invited to designate a member to sit on the policy board, at no city pay. Most of the others at the policy level would be city officials, with possibly Chairman William Reid of the Board of Transportation included, and with representation offered to employee organizations. Messrs. Patterson and McNamara would be on the policy committee.

When the official announcement is made it will state that the reclassification is sincerely intended to improve the efficiency of the city's service to its taxpayers, on the basis of long-range results, and the morale of City employees, by eliminating inequities. There will be a guarantee that no present employee's salary will be reduced.

The confidence that employee organizations have in the O'Dwyer administration's no-wage-cutting policy is expected to stimulate participation by employee organizations, some of which have abundant data valuable in any reclassification. Along with the reclassification would go a pay scale, hence the importance of the Budget Director in the undertaking.

Dental Hygienists Needed

There are 16 positions for Dental Hygienists open in the Department of Health at \$2,160. A license from the State of New York is required. Apply in person at 125 North Street, Manhattan, Room 204, and see Mr. Newman, between 9 A.M. and 4 P.M.

JOHN K. MORAN DIES

John K. Moran, Supervising Investigator on the staff of the NYC Civil Service Commission, died of heart trouble in his office.

New U. S. Patronage Jobs Opened During Summer

During the months of July, August and September, a variety of positions has been "excepted" from the U. S. civil service. This means these positions are filled without examination; or, more simply, patronage. These positions add to the already great number of Federal posts which can be filled on a political basis.

The positions vary from top policy-making posts to positions known as "farmer fieldman."

The LEADER has been able to compile the latest roster of "excepted" positions. Those interested in political appointments should examine the titles, and make necessary "contacts."

Agriculture Department; scientific, professional, and subprofessional positions, filled by university or college faculty members or graduate students for limited period of time.

Children's Bureau, Federal Security Agency; professional and consultative positions required in connection with White House Conference on Children and Youth.

Civil Aeronautics Board; executive assistant to Chairman.

Civil Service Commission; Fair Employment Boards, members of.

Commerce Department; civilian positions on vessels operated by Coast and Geodetic Survey.

Economic Cooperation Administration; student assistants.

Federal Crop Insurance Corporation, Department of Agriculture; Farmer fieldmen.

Loss adjusters; period of employment increases to 180 days.

Managers and members of Board of Directors.

Housing and Home Finance Agency; assistant administrators.

Inland Waterways Corporation, Department of Commerce; positions under Warrior River Terminal Company, revocation.

Justice Department; temporary deputy marshals in lieu of bailiff in United States courts.

Maritime Commission; position of General Manager.

National Advisory Committee for Aeronautics; scientific, professional, and sub-professional positions, filled by college or university faculty members or research students.

National Military Establishment; special advisers.

Public Health Service, Federal Security Agency; positions of certain interns.

Securities and Exchange Commission; certain positions.

Standards, Bureau of, Department of Commerce; scientific, professional, and subprofessional positions.

NYC to Offer Hundreds of Welfare Dept Jobs at \$52

NYC will receive applications in an examination for Social Investigator in January, President Joseph A. McNamara, of the Municipal Civil Service Commission, announced today. The written test will be held as soon as possible after the period for receipt of applications ends, and the promulgation of the eligible list will be rushed, he added.

"The requirements in the new examination will be substantially the same as those in the last one," he revealed, "except that educational credits will be extended to graduates of the following June."

Hundreds of jobs will be open.

No Degree Required

The liberalization of educational credits allows candidates to compete, subject to high school or college graduation June, 1949. If the candidate does not attain the expected graduation, the credit claim is denied. The eligible list therefore is not expected to be out before June next, but will be out before the end of 1949.

"The eligibles on the present Social Investigator list are hereby warned," President McNamara resumed, "that their list will be terminated just as soon as the new list can be promulgated. In other words, we shall terminate the existing list as soon as possible."

"The new list would be out before the end of the year (1949) and any eligible on the present list, who wants a job, will have to act before the end of the year or lose his opportunity, and preferably should act much sooner."

As before, no college degree will be required.

The holding of a new examination so soon after the last one, the list for which has been out only a couple of months, results

(Continued on Page 8)

High-Powered Drive Under Way In Behalf of County Employees

ALBANY, Oct. 25 — A high-powered drive by the County Division of The Civil Service Employees Association rolled across New York State this week, highlighted by organization campaigns in several counties.

While public employees in Montgomery, Fulton, Cattaraugus, Warren, Nassau and several other counties were in the process of establishing Association chapters, statewide reports showed active campaigns for salary increases in other localities.

Reaching Peak

Charles R. Culyer, Association field representative, indicated this week that activity in the County Division was rapidly reaching a peak throughout the State.

Pointing out that the Association was prepared to carry its 1949 program into every section of the state, Mr. Culyer listed the following "centers of interest:"

In Nassau

All civil employees in Nassau County—county, city, village, town and school districts—have been invited to attend a meeting in Hempstead Senior High School at 8 p.m. October 27.

Speakers on the program, in addition to Mr. Culyer, will include: John F. Powers, second vice-president of the Association; Ivan S. Flood, Westchester Chapter president; L. A. Walker, Suffolk chapter president; Wm. F. McDonough, executive representative of the Association; James A. Cimintera Jr., president of the Nassau County School Custodians Association.

Cayuga County

In Cayuga County this week, civil employees will meet in the Fulton Street School in Auburn for an organization meeting. Mr. Culyer will preside.

Jamestown

On New York's western border October 28, Mr. Culyer will speak before a meeting of the Jamestown

Civil Service Employees Association in the City Hall to discuss affiliation of this 200-member group with the Chautauqua Chapter of the Association.

Sullivan County

The Village Board of Monticello has voted to give village employees coverage under the New York State Retirement Law. Action by the board had been sought by the Sullivan Chapter of the Association.

Erie County

The following day civil em-

Sick Leave Credit Can Be Lost

ALBANY, Oct. 25 — State employees going to work for a new agency from a preferred list are not always given credit for accumulative sick leave. The LEADER learned this week.

A check with the legal bureau of the State Civil Service Department showed that the question of credit for sick leave for State employees appointed or promoted from a preferred list is optional with the agency.

'Start From Scratch'

A survey among State employees brought to light one instance within the past month where a state employee with over 20 days of accumulated sick leave on the job was told by the new department "you'll have to start from scratch here."

Personnel officers in several other state departments told The LEADER: "We always give credit for sick leave to those employees appointed from a preferred list, who lost their former state job through no fault of their own."

ployees in Erie County will officially be welcomed into the Association when Mr. Culyer presents a charter to the Erie Chapter at a meeting in Legion Hall, Seneca. Nicholas J. Gianelli is president of the Erie Chapter.

Other highlights in the County Division field include:

Fulton County

Encouraging turnout by public employees in Fulton County to an organization meeting recently, attended by city employees in Gloversville and Johnstown as well. The meeting was held in the courthouse in Johnstown with William F. McDonough as speaker.

Herkimer and Suffolk

Association representatives have met with salary committees of Herkimer and Suffolk counties recently to discuss salary adjustments for the coming year. As a result of the Suffolk meeting, Mr. Culyer reports further meetings are planned between the supervisors and representatives of the Suffolk Chapter of the association.

Otsego

Recently in Oneonta, Mr. Culyer appeared before the Board of Public Safety to present a request for salary adjustments for members of the police and fire departments. The Otsego Chapter of the Association is vigorously backing the salary appeal.

Schenectady County

In other localities, efforts by the Association to obtain pay increases for public employees was bearing fruit. Pay increases were voted last week for public employees in Schenectady County, where an active Association chapter has been campaigning for salary adjustments.

Saratoga County

Saratoga County has granted its employees a general wage boost of \$200 and increased the auto travel allowance for officials and employees, from six to eight cents a mile.

Sniping Hits Discrimination Board Men

WASHINGTON, Oct. 25 — U. S. civil service officials are concerned over the sniping at the members of the new Fair Employment Board. This board was set up to deal with cases where discrimination is charged on the basis of race, creed, color or religion.

Sniping began as soon as the names were announced, and most of it was described as petty. One member of the Board was denounced because of the state he lives in, another because he is an AFL member, a third on the ground that the only interest he has is "6 percent."

It is felt here that such sniping cannot help the work of a board whose purpose it is to carry out the democratic concept of merit. Civil service officials say: "Give the Board a chance to go to work."

STATE AND COUNTY NEWS

Text of Resolutions Assn. Adopted

The Civil Service Employees Association, at its annual meeting, has passed resolutions affecting all phases of the employee-management relationship. The first groups of these resolutions were run during the past two weeks. The resolutions are completed in this issue. They are "must" reading for all employees and officials.

31. COMPETENT PERSONNEL OFFICERS FOR ALL DEPARTMENTS AND INSTITUTIONS

WHEREAS, one of the outstanding needs of successful performance in all lines of business, public or private, where large numbers of workers are employed, is a competent personnel administrator on each level, and

WHEREAS, this is especially vital to efficient and economical administration of Civil Government, and

WHEREAS, this feature of personnel administration has been largely neglected in the State Civil Service,

THEREFORE, BE IT RESOLVED, that the Association call upon the proper authorities to establish the position of Personnel Officer or Personnel Director and to supply necessary facilities to such Personnel Officer or Director in each Department and Institution, or other agency of government where a substantial number of workers are employed, and

BE IT FURTHER RESOLVED, that such Personnel Officers or Directors shall be in the competitive class of the Civil Service.

32. DENUNCIATION OF SUBVERSIVE INFLUENCES

WHEREAS, A prime duty of every citizen is loyalty to his government, respect for its laws and institutions, and a firm resolve to safeguard and defend his birthright of freedom, and

WHEREAS, It has transpired that agents of foreign governments have and are conspiring to implant in the minds of our citizens a false ideology with intent to overthrow our laws and institutions and replace them with a dictatorship and a form of government which have thus far yielded only moral degradation, brutality, poverty, fear and death to millions of human beings in many wide areas of the earth, and

WHEREAS, The technique of those who would destroy our government is one of subtlety, spying and cunning infiltration of key positions inside and outside government, and

WHEREAS, There is abundant evidence of attempts at infiltration in our national government and that there are organizations in our State devoted to similar ideologies and to similar attempts at infiltration and directly appealing to civil service employees of the State and its subdivisions,

THEREFORE, BE IT RESOLVED, That the delegates to this annual meeting of the Civil

Service Employees Association, Inc., do hereby condemn and denounce all Communist or otherwise inspired subversive efforts of individuals and groups, aimed at the destruction of our government.

33. LABOR RELATIONS IN GOVERNMENT

WHEREAS, This Association is dedicated to the principle that the Government is the servant and not the master of the people and that its objectives are to be attained by truly democratic methods, and its constitution further provides that the Association, with the conviction that the people are entitled to uninterrupted governmental service, renounces the use of the strike by public employees, and

WHEREAS, The arbitrary, restrictive and undemocratic provisions of the Condon-Wadlin Act deny to public employees many of the fundamental rights and privileges of citizens and have focused attention upon the fact that public employees do not possess full freedom of association or full liberty to discuss grievances or problems with their superiors; and

WHEREAS, It is necessary to establish appropriate machinery for consultation, negotiation and discussion of working conditions and other personnel matters affecting public employment;

NOW, THEREFORE, BE IT RESOLVED, That the Association bend its efforts to bring about the adoption of the bill prepared by the Association providing for a Public Employment Labor Relations Act which will lay down the principle that it shall be the public policy of the State to encourage the practice and procedure of joint, orderly and regular discussion and negotiation for the settlement of differences between public employees and the State, and its local subdivisions, and to protect public employees in the exercise of full freedom of association, self-organization and discussion by representatives of their own choosing for the purpose of regular discussion and negotiation of terms and conditions of employment or other mutual aid and protection, free from restraint, interference or coercion.

35. MORE ADEQUATE REIMBURSEMENT FOR MEAL EXPENSE

WHEREAS, the rules of the State Comptroller relating to allowances for meals and lodging provide a limit of \$9.50 per day with a limitation on the portion of this allowance which may be used for meals placed at \$4.00 per day, and

WHEREAS, It is increasingly difficult to purchase food in restaurants and elsewhere at costs which will permit the limit referred to.

THEREFORE, BE IT RESOLVED, That the Association urge immediate request to the Comptroller for review of the rules in question and a more adequate

36. IMPROVED WORKING CONDITIONS FOR NON-TEACHING SCHOOL EMPLOYEES

WHEREAS, There is wide variance in the hours actually worked and wide discrepancy in the pay received by non-teaching employees of school system to the State of New York, and

WHEREAS, The Legislature of the State of New York has considered and enacted legislation tending to fix the hours of employment and minimum wages in diverse fields of public employment and particularly State Hospitals and Prisons and also, at its last session fixed a minimum wage for school teachers,

NOW, THEREFORE, BE IT RESOLVED, That the Association urges the enactment of laws to effectuate a standard program of adequate pay and fair hours of employment for such non-teaching school employees.

37. MEAL CARD ARRANGEMENT

RESOLVED, That the Association recommends that meal cards be made available to employees in institutions wherever meals are served to employees, such cards to be furnished at present meal rates, and that such cards be punched by the person in charge of the dining room only for such meals as are actually taken by each employee and that the employee be charged only for the meals taken.

38. EMPLOYEE REPRESENTATIVE ON ALL PERSONNEL BOARDS OR COMMITTEES

RESOLVED, That the Association urge upon the State Civil Service Commission and the local Civil Service Commissions, personnel officers and proper authorities of political subdivisions, that in accordance with modern personnel procedure, employees, selected by the majority of fellow employees in a democratic manner, should be included on all boards, committees and similar bodies established to consider personnel matters, or provision should be made for responsible consultation with such employee representatives before decisions are made on matters of such nature.

39. ESTABLISH PROPER TRAVEL ARRANGEMENTS AND REIMBURSEMENTS

RESOLVED, That the State of New York as the Employer, and the Association as employee, jointly undertake a study of the on-the-job automobile transportation needs of State employees, doing this with the intention of maintaining this effort as a permanent and continuing activity, changing recommendations from time to time to that end that:

(1) Proper automobile equipment be furnished by the State and designated for the use of all and only its Employees when it can be shown that this would fac-

ilitate the work of the employee to the extent warranting the investment, and could thus be justified over the alternative of paying the employee for his on-the-job use of his or her own car.

(2) A proper scale be evolved for reimbursement for use by the employee of a personal car.

40. PROMPT SALARY PAYMENT

WHEREAS, it appears that despite excellent attention on the part of departmental agencies and the Department of Audit and Control and the Department of Civil Service to the processing of payrolls, that many instances occur where pay checks to field employees and others are delayed beyond regular pay periods, and,

WHEREAS, This is a serious matter to the employees concerned in that their obligations for necessary purchases for themselves and their families are interfered with, with resulting distress,

THEREFORE, BE IT RESOLVED, That the Association urge upon each office of government concerned that it adopt a policy which will assure that all pay checks are given priority and dispatched to the various field offices and employees so, as to reach them promptly and regularly as pay periods occur.

41. TRAVEL TIME ALLOWANCES

RESOLVED, That the Association appeal to the proper authorities to secure for all persons required to travel in transferring wards of the state beyond the regular tour of duty compensating time off or overtime pay for all time spent in traveling.

43. UNEMPLOYMENT COMPENSATION AND EMPLOYMENT SERVICE

WHEREAS, the service supplied under the Unemployment Compensation and the employment service laws are indispensable to the welfare of workers generally throughout the State of New York and the United States and

WHEREAS, the successful administration of these Laws has been and is being seriously interfered with by reason of unsound and unreasonable financial provisions for allotment of administrative funds, and

WHEREAS, such unbusiness-like practices have resulted also in wholesale dismissal at times, without warning, of hundreds of Civil Service employees, and consequent severe distress for such workers and their families in this State,

THEREFORE, BE IT RESOLVED, that the Association urge upon the Congress of the United States, the prompt adoption of legislation to assume the all monies collected under the Federal Unemployment Tax, otherwise, for the administration of the laws referred to, be automatically and permanently appropriated for such purpose and deposited in the Federal Trust Fund, and shall be at all times available for the administrative needs of the States, as required for the efficient and economical operation of the Unemployment Compensation and Employment Service Laws.

44. UNEMPLOYMENT INSURANCE FOR ALL PUBLIC EMPLOYEES

WHEREAS, the present Unemployment Insurance Law for public employees does not cover employees not in the classified service or who are not, by rule or regulation, deemed permanent although they may be employed for one or many years, or otherwise fulfill the purposes of unemployment insurance so far as coverage is concerned,

THEREFORE, BE IT RESOLVED, That the Association urge upon the Governor and the

(Continued on Page 4)

The LEADER BOOKSTORE is open Saturdays between 9 a.m. and 12 noon for the convenience of those seeking study material.

Thomas Indian School Plans Great Bazaar Nov. 3-4

What promises to be the finest event of its kind ever run is the annual bazaar put on by employees of Thomas Indian School, in Iroquois.

Enlisting the aid of local school children, as well as the school's own staff and students, the bazaar will put on a two-day entertainment Wednesday and Thursday, November 3 and 4, which is expected to bring visitors from all parts of the State and from outside the State's borders as well.

At the bazaar will be sold a variety of Indian-made products

—products obtained from Indian reservations all over the nation, and products made in the school itself. The money raised by the chapter from its annual bazaar goes for the welfare of the Indian children at the school. The children themselves will partake in the activities.

Much Entertainment

The entertainment will include dancing, singing, and acting. There will be craft exhibits, homemaking, Indian foods, "fortune telling," and one mysterious activity known simply as "White Elephant."

General Chairman of the Bazaar Committee is M. F. Brennan, with Joella Clark in charge of entertainment. Dr. H. F. Scoe, school

superintendent, is honorary chairman. One of the unusual features of the event is that every employee of the school is participating in some phase of it.

[Advice from The LEADER: If you can possibly get to the Thomas Indian School for this event, you should by all means. You'll love it!]

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STATE AND COUNTY NEWS

McDonough Says Employees Have Duty to Organize

HARTFORD, Conn., Oct. 25 — William F. McDonough, Executive Representative of The Civil Service Employees Association, comprising State, county and local government employees, one of the principal speakers at the annual conference of the New England Employees Association, discussed "The Part An Employees' Association Plays in Public Service."

"It is certain," he told his attentive listeners, "that the art of government will never rise higher than the character and ability of the civil service."

Necessity of Organization
 "Public workers not only have the right but the duty to organize in strong, effective associations to build public service and to safeguard and promote the welfare of civil service employees, and to participate intelligently and effectively with management at all times in the improvement of governmental services," said Mr. McDonough.

"The civil service employees of New York State recognized the need for organization as far back as 1910. In that year, a small group of State employees organized themselves into an association and pledged themselves in brief to these two objectives:

"First—to uphold and extend the principle of merit and fitness in public employment and to maintain and promote efficiency in public service, and
 "Secondly—to advance the in-

terests of all civil service employees.

"We have won, as an organization, through intelligent, vigorous and persistent pleas and publicity, old age and disability retirement, abolition of the 72 hour week in institutional service and the substitution of a forty-eight hour week for institutional employees with pay beyond forty hours, a maximum forty-hour, five day week for departmental employees, a four week vacation period, leave for ten holidays, a twelve-day-per-year sick leave accumulative to 150 days, and other good employment practices.

"Through our organization we have raised the basic salary scales from among the lowest in progressive jurisdictions. This has meant an increased income for State workers of many millions of dollars, particularly since 1938 when the Association's salary plan was adopted, and emergency pay of many more millions since 1943, with an additional emergency appropriation for the current year of \$21,000,000. The gaining of each salary adjustment required a tremendous amount of educational work with legislators, executives, and the people, before it was finally approved."

Publicity and Public Relations

Mr. McDonough recounted the growth and development of public service in the United States from the founding of the union and the

patronage squabbles and spoils of office up to 1883, when the first merit system law was adopted. The conflict didn't stop them, he commented, but an ideal was established. The growth of the merit system produced better and better qualified public employees, he said.

In his comprehensive speech Mr. McDonough dwelt also on publicity and public relations as an important arm of employee association activities and told of the varied aspects of this part of the Association's work. He told of the important part that The Civil Service LEADER performs in that work. He said:

"We have a contract with a weekly paper, The Civil Service LEADER, to carry Association news and articles dealing with our program, and we keep the facts as to salaries, hours, civil service administration, and so on currently before our membership and as this paper is read by legislators and executive and administrative heads of government we have a medium for constructive criticism that is invaluable. No public official likes adverse criticism. We do criticize courteously but firmly and sharply if we find public officials disregarding social justice and moral laws in dealing with personnel problems. And it is necessary and effective to have a weekly publication that goes beyond our own membership and more or less into general circulation."

The Public Employee

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



Assn. Resolutions Map Program

THE chosen delegates of the chapters and departments have presented their resolutions to the Annual Meeting of the Association. These resolutions have had the careful consideration of the important and able Resolutions Committee and they have, for the most part, been accepted and mandated by the action of the delegates.

These resolutions form the basic framework for the program of the Association for the new year 1948-9. They include some things old and some things new, but all of them vital to me or to you.

I plan to write about the major issues covered in these resolutions in future columns.

Today I wish to view the resolutions as a somewhat unified and coherent body of Association doctrines and to indicate some of its potency and pertinence.

Problem Always Here

There are, of course, many problems that are always with us, and we can and should constantly try to do something about them. These include salaries and wages, working hours, overtime pay, pensions and retirement, discrimination of all kinds, late pay checks, favoritism in appointment, promotion and discharge, political manipulation or intrusion into civil service administration.

Salary adjustments to meet rising costs and prices will always remain the number one objective of the Association. We have not asked for any increase in our salaries as measured in real dollars during the post war years of inflation. We have merely tried to keep up with the rising costs of living. Second only to salary problems come Pensions and the Retirement System. Here the Association has long had a broad program designed to bring the retirement plan into proper relationship with present costs and employment conditions. In my opinion, we can no longer be satisfied with excuses and a delaying policy. We must redouble our efforts to get a living pension as well as a living wage for our members.

Intelligent Civil Service

The Association is vitally interested in a Civil Service Administration that has a conscience and intelligence and that uses both equally. The time will come when the lion will sit down with the lamb, that is when the administration will sit down regularly with the employee to consider the health of the State and Local Governments and to work out better ways of working together for common ends.

Welfare of Members

As a whole, these resolutions testify to the real interest of the Association in the welfare of every member. They show that the Association is alert to new problems as these arise, and is ready to deal with them. They indicate that the Association is loyal and patriotic and will have no truck with subversive groups or individuals. They demonstrate that the Association exists to serve all the people of the State by aiding its members to operate the many vital public services of government with high efficiency and unquestioned integrity.

Albany Law Chapter Approved

ALBANY, Oct. 25—At a recent meeting of the Board of Directors of The Civil Service Employees Association, the Albany Office, Department of Law Chapter of the Association was approved. The new chapter has selected the following officers to serve for the coming year: president, Percy Lieberman; vice-president, Mildred Munson; secretary, Eleanor G. McGee; treasurer, John Hartigan.

Activities of Employees

Jefferson

The annual meeting of the Jefferson Chapter was held recently. The following officers were elected: president, Sheldon G. Stratton; 1st vice-president, George B. Daniels; 2nd vice-president, Evelyn Kellogg; 3rd vice-president, John A. Ward; secretary, Agnes E. Bence; treasurer, Doris M. Clark; directors, Leonard Murray, Chester Hoyt, Myra Atkinson, Walter Schell, Francis Mooney.

Brooklyn State Hospital

There will be a meeting of the Brooklyn State Hospital chapter, The Civil Service Employees Association, on Tuesday, November 9, at 4:15 P.M. in the basement meeting room of the Assembly Hall. The purpose of the meeting, according to chapter president William J. Farrell, is to consider the report of the delegates to the recent annual meeting of the Association in Albany. All employees of the Hospital are urged to attend this important session.

Coxsackie

Summer's news roundup:
 Clambake: The Annual Clambake was a huge success both financially and politically. The financial proceeds will be used to pay for the building already erected and to improve the grounds.
 V. J. Day Parade: The Administration was well pleased with the fine display of cooperation evidenced by the guards and personnel when two platoons and a color guard together with other members of the personnel took part in the V. J. Day Parade in Ellenville on August 14th.

Bowling League: The bowling teams are under the able management of Richard Corcoran. Each winter sees about 30 members taking part in the league, but, this year, 40 have signed up for this activity.

Genesee Armory

The Genesee Valley Armory Employees Chapter of the Civil Service Employees Association, recently approved by the Board of Directors of the Association, has

selected the following officers: president, Paul N. Lambert, State Armory, 100 Seneca St., Hornell; vice-president, John Foster, Sub-Arsenal, 1044 University Ave., Rochester; secretary, Arthur Troike, State Armory, 145 Culver Road, Rochester; treasurer, August Schicker, Naval Militia Armory, 5500 St. Paul Blvd., Rochester; delegate, Michael J. Murtha, 74 Bartlett St., Rochester.

St. Lawrence

The St. Lawrence chapter of The Civil Service Employees Association announces the personnel of its functioning committees for 1949:

Auditing Committee: Clark M. Bowman, Ogdensburg, Chairman; Carl E. Burns, Lisbon, Maurice J. Gardner, Canton.

Membership Committee: Mrs. Marian Murray, Gouverneur, Co-chairman; E. Stanley Howlett, Potsdam, Co-chairman; Carl Baxter, Canton; George Brossiole, Alton Charter, Hermon; William Costigan, Ogdensburg; Dolly Exelby, Canton; Yale Gates, Gouverneur; Philip George, Ogdensburg; Mrs. Lefe Gooshaw, Norfolk; Carson James, Potsdam; Leon Jones, Hermon; James Kane, Canton; Welthia Kip, Canton; Mrs. Jean Magee, Gouverneur; Mrs. Mary Manning, Ogdensburg; Burton McMonagle, Massena; Henry Montroy, Ogdensburg; Edgar Mooney, Ogdensburg; Henry Robillard, Ogdensburg.

Publicity Committee: Mrs. Jean

Magee, Gouverneur, Chairman; E. Stanley Howlett, Potsdam; Welthia Kip, Canton; Betty Whalen, Ogdensburg.

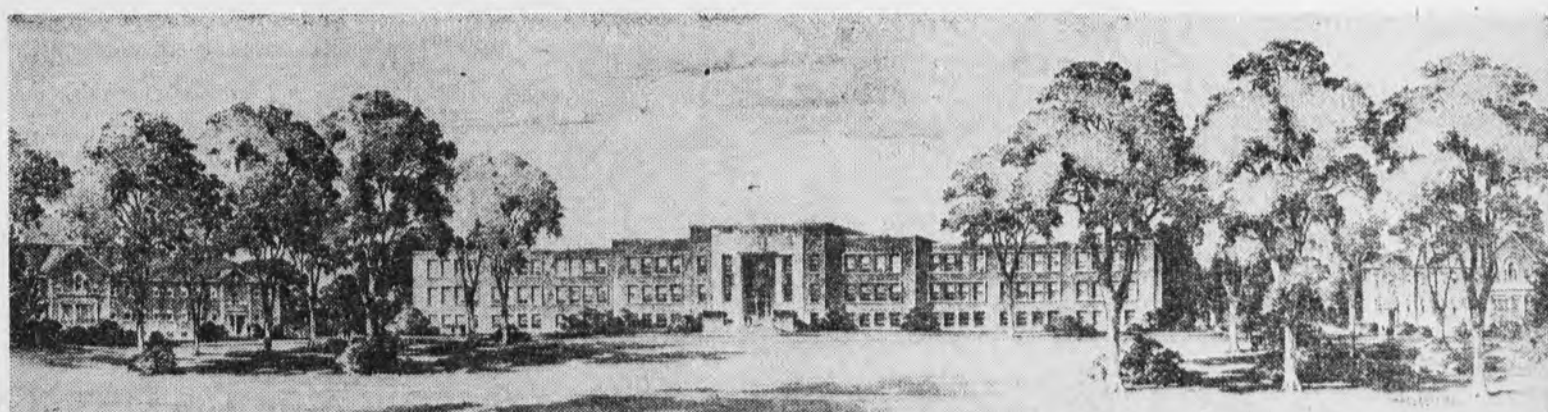
Grievance: James Kane, Canton, Chairman; Carson James, Potsdam; Henry Montroy, Ogdensburg; Kenneth Rogers, Potsdam; Ayelen Sovie, Ogdensburg; Ruth Venier, Ogdensburg; John Wells, Gouverneur.

Legislative: The Board of Directors.

Advisory: Hon. Ceylon G. Chaney, Canton, Chairman; Arthur B. Hart, Gouverneur; John J. Livingston, Ogdensburg; Charles H. Lord, Ogdensburg; Pierre Maltener, Canton; William S. Mead, Canton; Edgar Mooney, Ogdensburg; Herbert S. Myers, Ogdensburg; Donald E. Sanford, Ogdensburg; Alton Scruton, Canton; Charles M. Tait, Canton.

Finance: Glenn W. Miller, Gouverneur, Chairman; Carl Baxter, Canton; Roy W. Countryman, Massena; E. Stanley Howlett, Potsdam.

Social: Welthia Kip, Chairman, Canton; Mrs. Ola Bolton, Canton; Elizabeth Bowman, Ogdensburg; Alton Charter, Hermon; Fred Dubrule, Ogdensburg; Mrs. Katherine Fullerton, Potsdam; Mrs. Marjorie Hallahan, Canton; Mrs. Edna Hall, Gouverneur; Fredricka Hannan, Ogdensburg; Mitchell LeMay, Ogdensburg; Mrs. Mary Manning, Ogdensburg; Ra Isabelle Rasbach, Ogdensburg; Mrs. Edith Remington, Canton; Roy Stowell, Hermon; Mrs. Florence Wood, Canton.



The first major building project to be advanced by the State since the war is new Severne Hall which will replace the outmoded main building at the Batavia School For The Blind. It is under construction at a cost of \$1,810,411. The State Department of Public Works is erecting the work. The building will be operated by the State Education Department.

STATE AND COUNTY NEWS

Text of Resolutions

(Continued from Page 2)

Legislature provisions for the coverage of all employees paid by State government, its agencies and authorities, in all cases of unavoidable unemployment and regardless of civil service jurisdictional or time status.

45. ESTABLISHMENT OF FIVE-DAY WEEK

WHEREAS, the general practice throughout industry and Federal governmental service is a 5-day week, and,

WHEREAS, the closing of State and County offices on Saturdays would aid the health and welfare of such governmental employees without impairment of any essential services to the general public,

THEREFORE, BE IT RESOLVED, that the Association hereby urges that all State and County offices and Courts be closed on Saturday during the months of July, August and September, and throughout the year where this is possible, except for the maintenance of such particular offices deemed essential for the public welfare on that day and that any necessary legislation be introduced to effect them.

46. MAXIMUM 40-HOUR, 5-DAY WEEK WITH OVERTIME PAY

RESOLVED, That the Association urge upon the Legislature the adoption by law at the earliest possible time of a maximum forty-hour, five-day week, with additional pay for all time worked beyond forty hours per week, for all employees of the State.

47. DENOUNCE TITLE CLASSIFICATION BASED ON INSTITUTIONAL POPULATION

WHEREAS, The present policy of determining classification and salary allocation in certain of our state institutions by population is unfair and not in accord with the accepted policy of like pay for like work, and,

WHEREAS, This method of classification and allocation is harmful to morale, and impairs the efficiency of the smaller institutions because of the difficulty in recruiting and retaining competent and adequate staffs,

THEREFORE, BE IT RESOLVED, That the Association use every proper means to bring about a correction in this man-

ifestly unfair situation.

48. PUBLICIZE RETIREMENT OPTIONS

RESOLVED That the Association request the State Retirement System to prepare and publish such statement as will indicate clearly by examples the various benefits provided under the System.

49. REQUEST NOTICE FROM CIVIL SERVICE COMMISSION WHEN EMPLOYEE STATUS CHANGED

RESOLVED, That the Civil Service Commission be requested to establish a rule that civil service employees be given a written notification when:

1. A temporary position is changed to a permanent or probationary status.
2. When a probationary position is made permanent.
3. When a provisional appointment is made permanent.

50. REQUEST TIME FOR RELIGIOUS OBSERVANCE

RESOLVED, That the Civil Service Employees Association petition the Civil Service Commission to declare Holy Thursday and Good Friday as religious holy days for those of the Christian faith, and that members of all faiths be granted sufficient time for days of religious observance.

51. HEARINGS BEFORE REMOVALS URGED

RESOLVED, That there be a hearing, with advice of counsel and court review in removal proceedings instituted against employees in the competitive class.

52. REQUEST THAT EMPLOYEES BE ALLOWED TO PURCHASE AT INSTITUTION STORES

BE IT RESOLVED, That this Association attempt to have the necessary rules or legislation passed which would allow employees in State Hospitals and State Schools to purchase food and supplies at Hospital or School Stores.

53. 40 HOUR WEEK FOR PARK EMPLOYEES

RESOLVED, That the Association urge upon the Executive, Administrative and/or park Commissions and The State Council of Parks that a 40 hour, 5 day work-week be allowed to Park Patrolmen, Park Rangers and other groups of titles in State Work Service who are now working a 48 hour week where employees under similar titles in other State Departments are enjoying a 40 hour week.

BE IT FURTHER RESOLVED, That, if necessary, the Association urge every means where a six day work-week is required in

above mentioned titles — that overtime compensation beyond 40 hours be granted to these employees in accordance with provisions of the 40 hour law.

54. EQUAL PAY FOR WOMEN RESOLVED, That the Association urge upon the Governor and the Legislature to act to follow out the generally accepted principle of like pay for women with men when both perform the same or similar duties.

55. PREVENT DELAYS IN ESTABLISHING CIVIL SERVICE ELIGIBLE LISTS

WHEREAS, The establishment of lists of eligibles for many positions in the State service in the case of promotion and open competitive examinations has been delayed unreasonably and to the detriment of efficiency of State service and the discredit of the civil service system, and

WHEREAS, Delay in establishing such lists frequently results in the withholding of increments and salary adjustments for substantial periods and serious economic loss to the employee,

THEREFORE, BE IT RESOLVED, that the Association condemns the present manner of procedure that permits such delays and urges immediate action by the Civil Service Commission to expedite the processing of examinations and the establishment of eligible lists as essential to the efficiency of state service and the carrying out of merit system principles embodied in the Constitution and basic civil service laws, and

BE IT FURTHER RESOLVED, That the Association urge prompt attention to the holding and processing of examinations and the establishment of eligible lists in each of the sub-divisions of New York State.

56. CHANGE "FARMHAND" TO "FARMER"

WHEREAS, Virtually all positions have the title of "Farmhand" on State institution farms, call for ability and daily work similar to that performed by those having the title "Farmer," including the ability to operate tractors common to present farm development, and

WHEREAS, This position is not properly in the labor category and where labor needs exist employment should be under the title of "Laborer,"

THEREFORE, BE IT RESOLVED, That the title of "Farmhand" be eliminated and the present "Farmhands" be included under the title and salary allocation of "Farmer."

57. ESTABLISH TITLE OF FARM SUPERVISOR AND SENIOR FARM MANAGER

WHEREAS, The size of State

Better Space For Albany Employees

ALBANY, Oc. 25—Approximately 200 employees of the State Civil Service Department are now "parked" in what formerly was an automobile storage space in the Kennedy Building at 43 Columbia Street.

The department has taken over nearly 20,000 square feet of additional office space for its Examinations Division next door to its old headquarters in the Hoy Building. Estimated cost of the move, which is now completed, was \$31,000, including rental for one year. The Examinations Division, the staff of which has been considerably expanded in the past year, has taken over the third floor of the new building, permitting other civil service units to be reassigned to the vacated office space.

Rearranged

Visitors to the Hoy building will now find the Veterans Unit in the basement; the State Personnel Office on the ground floor at the front of the building; and Thomas L. Bransford, examinations director, in the "penthouse" on the fourth floor.

farms and the work units responsibilities differ.

THEREFORE, BE IT RESOLVED, That the position of Farm Supervisor and Senior Farm Manager be established.

58. RECOGNITION OF HAZARDOUS & ARDUOUS PAY

WHEREAS, the occupation of all employees in an institution of the Department of Mental Hygiene which brings the employees into daily contact with mental patients is highly hazardous or arduous, therefore,

BE IT RESOLVED, that the concept of hazardous and arduous duty be administered in such a way as to include all institutional employees whose normal occupation brings them in daily contact with mental patients, and,

BE IT FURTHER RESOLVED that such recognition be given in the form of a general upward re-allocation for all employees so affected.

59. IMPROVING CONDITIONS IN LONG ISLAND PARK COMMISSION

WHEREAS, at the present time the employees of the Long Island Park Commission are on a duty status for a period of six (6) days per week for a total of 48 hours. WHEREAS, under regulations,

Chapter 270, Laws of 1947, members of this department who are not executive, field, supervisory or reasonable employees believe that they are entitled to a 40 hour week.

WHEREAS members of this department receive a starting yearly salary of \$2180 plus the 15 per cent cost of living bonus.

WHEREAS members of this department are qualified to take positions in the New York City Police Department at a yearly starting salary of \$2900, in the Nassau County Police Department at a starting salary of \$2800, in larger villages of Nassau County at a starting salary of \$2800, even the small towns and villages of Suffolk County offer higher starting salaries. The Westchester County Park Commission, with an organization similar to the Long Island State Park Commission organization and operating in a suburban area with comparable living costs starts its patrolmen at \$2805 yearly.

WHEREAS it should be obvious that the department cannot expect to get or keep a high grade of men at the present starting salary.

WHEREAS the members of the department who have been promoted to the grade of Corporal are receiving the same salary as a majority of the patrolmen and will continue to receive the same salary as they would receive as patrolmen until April, 1952

WE, The Long Island Inter-County State Park Chapter of the Civil Service Employees Association, Inc., RESOLVE that this matter be brought to the attention of the Governor and the Legislature of this State for the purpose of correction of the present conditions approved by The Civil Service Employees Association Oct. 6, 1948.

60. CONSIDER HOLDING ANNUAL DINNER IN NEW YORK CITY.

BE IT RESOLVED, That the Board of Directors of the Association give serious and full consideration to the holding of the Annual Dinner in 1949 in New York City.

61. IMPROVE CONDITIONS IN BUILDINGS WHERE PUBLIC WORKERS ARE EMPLOYED

WHEREAS, the heating, lighting, ventilation and sanitary facilities provided in that part of the

(Continued on Page 5)

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For Surrogate

VOTE COLUMN 5, ROW A or ROW D

Praised by H. Eliot Kaplan

Executive Director Civil Service Reform Association

"Dear Judge Frankenthaler: This talk about your being nomi-

nated for Surrogate of New York County strikes a responsive chord among the enlightened string of advocates of good government, and appeals most strongly to me, for your selection will reflect recognition of merit and fitness for responsible office. As you know, that has been my lifelong ideal—selection of public servants for their peculiar fitness for public office.

"I sincerely hope that you may be given the opportunity to emulate the record of your late brother, who served us so well in the Supreme Court."



"George Frankenthaler has exceptional qualifications for this important office.

He has broad professional experience which has included substantial practice in the Surrogate Court, thus enabling him to bring to this office a background of familiarity with the specialized work of the Court. . . . Judge Frankenthaler's exceptionally broad experience, coupled with outstanding capacity, weigh the balance in his favor."

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STATE AND COUNTY NEWS

Text of Resolutions

(Continued from Page 4)

P. W. Building, Albany, occupied by certain employees of the D. P. U. I. are unsatisfactory from a standpoint of the health and welfare of the employees.

THEREFORE, BE IT RESOLVED, That the Association call upon the State agencies concerned to take immediate steps to provide suitable healthful and sanitary work quarters for the employees referred to, and.

BE IT FURTHER RESOLVED, That the Governor be requested to cause to be made a complete investigation of all offices or work rooms rented for public use to assure that safe, sanitary and healthful conditions prevail as is required by the State for employees in private industry

62. ADEQUATE SALARY SCHEDULE

RESOLVED, That the Association urge upon the State Civil Service Commission and the local Civil Service Commissions, Personnel Officers and proper departmental authorities of political subdivisions, the adoption of adequate salary schedules in accordance with established personnel practice.

65. MAXIMUM FORTY HOURS FOR LOCAL PUBLIC EMPLOYEES

RESOLVED, That the Association take all proper means to procure the passage by the Legislature and approval by the Governor of legislation establishing a maximum forty-hour week for employees of political subdivisions of the State, as has already been accomplished for employees in private industry and for employees of New York State.

66. SATURDAY CLOSING

RESOLVED, That the Association take all proper means to secure the passage by the Legislature and approval by the Governor of legislation to allow officers of political subdivisions to legally close on Saturdays, in the same manner as may now be done in the County of Westchester.

67. TIME AND A HALF FOR OVERTIME

RESOLVED, That a bill be presented to the State Legislature providing that overtime be paid for at time and one half to employees of the state and local subdivisions thereof.

68. INCREASED ALLOWANCES FOR RETIRED EMPLOYEES

RESOLVED, That in view of the increase in the cost of living, that this Association urge upon the Governor and the Legislature that prompt action be taken to provide increased retirement allowances for retired State employees.

70. SICK LEAVE CREDIT FOR MILITARY SERVICE

RESOLVED, That the State Association request the Civil Service Commission to allow sick time credit for men who were in the Armed Services during any war.

72. HEARING AND COURT REVIEW ON DISMISSAL

RESOLVED, That a bill be introduced into the State Legislature which provides for hearing and court review when removal proceedings are instituted against an employee in the competitive class.

73. RIGHT TO COUNSEL AT HEARINGS

RESOLVED, That this Association urge amendment to the Civil Service Law to extend to all civil service employees the right to counsel at any formal hearing before any appointing officer.

74. STATE RETIREMENT SYSTEM MEMBERSHIP

RESOLVED, That the Association use all proper means to effect the entrance of all employees of political subdivisions into the State Retirement System.

fect the entrance of all employees of political subdivisions into the State Retirement System.

76. LEAVES—SICKNESS, RELIGIOUS OBSERVANCE

RESOLVED, That the Association urge upon the State Civil Service Commission and the local Civil Service Commissions, personnel officers and proper departmental authorities of political subdivisions, the adoption of fair and uniform provisions for sick leave and leave for religious observance, in accordance with established personnel practice.

77. ANNUAL LEAVES

RESOLVED, That the Association urge upon the State Civil Service Commission and the local Civil Service Commissions, personnel officers and proper departmental authorities of political subdivisions, the adoption of fair and uniform annual leave provisions in accordance with established personnel practice.

78. STUDY SITUATION OF FIRE OBSERVERS

WHEREAS, The fire observers perform an exceedingly valuable service in protecting the resources of the state and whereas these employees are on a part time basis which is unsatisfactory and unrewarding from the standpoint of service performed,

THEREFORE, BE IT RESOLVED, That the Association urge special study of the situation and provision for full time work for the fire observers.

79. PATROLMEN — PEACE OFFICERS

RESOLVED, That the Association urge legislative action to create peace officers of all patrolmen in the Department of Mental Hygiene under Section 154 of the Penal Code.

80. RESOLUTIONS CHAIRMAN THANKED

A rising vote of thanks was given to Chairman Jesse B. McFarland and the Resolutions Committee for their arduous work.

81. RECORD OF RESOLUTION AND ACTION THEREON

WHEREAS delegates from local or regional or county chapters from time to time present resolutions that have been agreed upon through regular procedure and in many instances similar resolutions are combined and adopted or rejected, are passed or rejected by the general assembly of all delegates.

THEREFORE, We recommend that a record of all resolutions be kept and their status published from time to time or that this information be made available to all chapters concerned.

82. FELICITATIONS

WHEREAS, the Chairman of the New York Conference, Victor Paltsits and Mrs. Paltsits are celebrating their wedding anniversary and are absent from our gathering,

BE IT RESOLVED, that we extend to Mr. and Mrs. Paltsits our best felicitations and wishes for many future happy anniversaries.

83. IMPROVE WORKING CONDITIONS OF INSTITUTIONAL WORKERS

WHEREAS, it is the policy of the State of New York to accord to its mentally ill and other wards maximum of good health and curative care, and

WHEREAS, this involves planning of the most careful and scientific kind, not only as to the buildings, equipment and facilities necessary, but also as to the recruitment of personnel of character and ability, the payment of

adequate remuneration to such personnel, and the establishment of working conditions which provide satisfaction and incentive to workers,

THEREFORE, BE IT RESOLVED, that the Association call upon the Department of Mental Hygiene and all other departments in which institutions are maintained to inaugurate immediately a comprehensive program for raising the standards for personnel in the various titles; the improvement of salaries of all employees, professional and otherwise the reclassification of positions and the doing away promptly with the practice of working employees out of proper title; that study opportunities be afforded employees in the various positions so that their advancement in the service may be encouraged; that steps be taken to provide meal tickets and economy, and secure the abolition of the split shift, and otherwise to make attractive and remunerative to employment in state institutions.

84. EXTEND LUPTON BILL

WHEREAS, The Lupton Bill will expire on March 31, 1949 and **WHEREAS,** the conditions it sought to correct still exist in D. P. U. I. and other divisions and departments of the State,

THEREFORE, BE IT RESOLVED, That the Association take the necessary steps to sponsor and introduce a bill in the

8,000 to Take State Typist, Steno Tests

ALBANY, Oct. 25 — Approximately 8,000 candidates for State stenographer and typist appointments are slated to take the open competitive examination November 6 at various centers throughout the state.

The State Civil Service Department gave this figure to The LEADER this week as the result of its much-publicized "help wanted" call for applicants. In the new examinations speed

requirements for typists have been reduced from 40 to 35 words a minute and stenographers will be rated on dictation at 80 standard words a minute instead of 100. Opening salary for both positions is \$1,840 a year.

2,000 Job Vacancies

The department reports some 2,000 job vacancies in State departments, institutions and agencies throughout the state.

Legislature to extend the Lupton Bill until March 31, 1950.

85. HEADQUARTERS STAFF THANKED

RESOLVED, That the delegates hereby express thanks and appreciation for the efficiency and industry of the Association headquarters staff in caring for all arrangements of the annual meeting and for their courteous and understanding cooperation in all matters having to do with the convenience and pleasure of the delegates and all others attending the meeting.

'Why I Like My Job' Contest Closes

ALBANY, Oct. 25—The State Personnel Council is studying nearly 450 letters, submitted by State employees, in its "Why I Like My Job" contest, which closed recently. The seven prize winners will be announced in December.

The contest was held to stimulate employee morale and also to serve as an incentive to candidates for State jobs.

Memo

From: THE CITY'S FIREFIGHTERS
To: FELLOW CITY EMPLOYEES
Subject: PROPOSITION NUMBER ONE

**We Like Our Working Hours...
 So Do Our Wives...
 So Do Our Children...
 So Does The City Administration...
 We Ask Your Help To Keep These Hours...**

Please Remember to Pull Down the "YES" Lever on Proposition Number One When You Vote This Year. Tell Your Neighbors About It, Too.
You Can Legalize Our Present Working System. We'll Appreciate Your Support.

(Start at the TOP and VOTE DOWN)

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A THOUGHT FOR THE WEEK

Envy, like flame, blackens that which is above it, and which it cannot reach.—J. Pallit-Senn.



Civil Service LEADER

Tenth Year

America's Largest Weekly for Public Employees

Member of Audit Bureau of Circulations

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N. H. Mager, Business Manager

TUESDAY, OCTOBER 26, 1948

The Merit System Under Attack

THE merit system is today undergoing the subtlest attacks it has ever suffered. This is true in all jurisdictions. On the Federal front, jobs can be filled—and are—in a dozen ways that evade true merit selection. In the State, the number of exempt, provisional, and temporary positions remains unaccountably high; and political considerations enter into the filling of many posts. In NYC, employees who have exhausted their increments must frequently crawl to a political bigwig to get a pay increase; and here, too, whether or not one holds certain jobs depends only on the party one belongs to.

In coming months, The LEADER plans to document deviations from merit.

But now, an observation: As bad as the increasing power of patronage, is the lackadaisical public attitude toward it. Public employees have an enormous task in re-educating the general public to the concept that a good merit system means good government.

Letters from Officials Recall LEADER's Work During First Decade

During the past two weeks, dozens of letters have reached The LEADER's office from public officials who have followed our progress. As this newspaper enters the tenth year of its operation, we are gratified at the many evidences of good-will and respect, from Governor Thomas E. Dewey, New York City's Mayor William O'Dwyer, many of the important elected officials and department heads. We continue the publication of letters addressed to Jerry Finkelstein, publisher of The LEADER.

Vigorous Defender

From Frank S. Hogan, District Attorney, New York County:

I am happy to join your many well-wishers in congratulating the Civil Service Leader on its tenth anniversary.

It is scarcely more than a decade ago that you and I were associated together in the Special Rackets Investigation. Little did either of us suspect at that time that today I, as District Attorney, would be felicitating you on achieving your tenth year as the successful publisher of an outstanding civil service weekly.

It has been a pleasure to watch the progress of The LEADER. It serves not only as a valuable organ of factual information for the civil service employees in the County, City, State and Federal offices, but also as a vigorous defender of the interests of that great body of devoted public servants. In fulfilling this worthy objective, The LEADER displays at the same time an intelligent and realistic awareness of the problems of administration. Liberal in its outlook, constructive and responsible in its criticism of public policies, it is never animated by any doctrinaire or partisan spirit. In this sense The LEADER has rendered a distinct service to its readers and the cause of good government.

With best wishes for The LEADER's continued success and with warm personal regards,

FRANK S. HOGAN
District Attorney,
New York County

'Adjunct to Our Own Operations'

From Harold Keller, Commissioner, State Department of Commerce:

Ten years ago, when The Civil Service LEADER embarked upon a career that has been of real usefulness to all levels of government and to the workers who serve in government, there was no State Department of Commerce. Our agency was created as a Division in the Executive Department seven years ago and as a full-fledged Department four years ago.

During the years of our growth, we have come to look upon your publication as an important adjunct to our own operations. This attitude is typical of all State agencies with whom we are in contact. It is a pleasure, therefore, for the New York State Department of Commerce to salute The Civil Service LEADER on this occasion and to wish it many more decades of service.

HAROLD KELLER,
Commissioner, State Department of Commerce

Civil Service—Bulwark of Democracy

From J. Edward Conway, President, State Civil Service Commission:

As your flourishing enterprise rises into its tenth year of publication, I am happy to extend to you my congratulations and sincere wishes that in decades to come it may grow and prosper. The Civil Service LEADER serves a real need. The thoroughness and regularity with which it is read today by thousands of public employees is a measure of its usefulness.

All of us who are concerned with the improvement and strengthening of the public service have before us a challenging task. Your newspaper, besides fulfilling its function of bringing up-to-date information to the public employee about matters that directly concern his welfare and progress, serves also as a medium through

which the objectives and the high ideals of government service are kept before him.

The civil service is a bulwark of democracy. It is the very heart of government. The civil servant—whatever his job—is a defender of the peace, a builder of the better world which must ultimately emerge from the shadows now obscuring our future. His role is enhanced in importance during these unsettled times when scarcely a week passes without a new storm warning issuing from some part of the globe.

The connection between a single unspectacular job and the total effort of the public service may seem, sometimes, discouragingly remote. It is not. The whole is the sum of its parts, and this axiom has no truer application than to us who work for government. Though each of us plays only a minute part, we must think of our work in large terms, of each job in relation to all the others.

You have an enviable opportunity, through the pages of the LEADER, to keep before the government worker the high purpose toward which we are all working, to help him see the urgency of the job to be done and the importance of doing it well. Your efforts in this respect represent a significant contribution to the public good.

J. EDWARD CONWAY
State Civil Service Comm.

Kaplan Bestows 'All Honor'

From the Executive Director of the National Civil Service League:

Government—the biggest business in the world—depends for its successful operation largely on the competence and stability of our public service. The first front in carrying out and giving effect to governmental policies in our concept of democratic action is our civil service. Our governmental machinery would long ago have jolted to a grinding halt were it not for the host of earnest, conscientious, efficient and often inspired workers who make the wheels of government go 'round. Too often and for much too long these faithful public servants have been unappreciated by an ungracious part of the public which has held them in none too high esteem, through ignorance rather than anything else.

Private enterprise can claim no monopoly on progress, accomplishment and efficiency. The government service shares equally in that direction. Improvement of the public service can only be retarded by unfounded attacks, or by sneering at those who man our government agencies. The unthinking who take peculiar delight in belittling the civil service as a refuge for those allegedly seeking to shun responsibility or as a haven for the less competent, should remember that we owe to our civil servants many of the greatest monuments to our economic and social progress. The Panama Canal, the Grand Coulee and Boulder Dams, the Garand rifle, the macadamized road, the Hollerith tabulating machine, diptheria antitoxin, radar, and the "wonder-drug" streptomycin, and a host of other accomplishments—all are products of the inventiveness, ingenuity and untiring industry of public employees.

When, in one of his messages to the Congress, President Franklin D. Roosevelt, like many of his predecessors, called on critics of government employees to look behind the personnel statistics to the work the employees do, he undoubtedly had in mind not only what has been done by such illustrious scientists, engineers and administrators as these, but the anonymous hard workers who do the routine, unglamorous and indispensable tasks in protecting and serving the people, and the technicians and administrators who modestly sought neither money nor publicity and are known only through their outstanding achievements for the public welfare.

All honor to these the "little people," who from day to day make our government run so smoothly and effectively, and congratulations to The LEADER, which serves them so well. The ten years of your existence have been fruitful to government and its employees, and The LEADER'S ever-increasing prestige and power should indicate the still higher peaks that it will scale in the years to come.

H. ELIOT KAPLAN

Meets a Very Particular Need

From Perry B. Duryea, Commissioner, State Conservation Department:

It has just come to my attention that The Civil Service LEADER

CHARLES D. BREITEL
COUNSEL TO THE GOVERNOR

STATE OF NEW YORK
EXECUTIVE CHAMBER
ALBANY

October 21, 1948

Dear Jerry:

My very best wishes to you and your fine paper on its achievements in behalf of the civil servants. You have met with great skill the problems of balancing independence and objectivity with loyalty and support of Civil Service goals.

The Leader is doing a grand job in a situation which presents many difficulties and hazards.

With kindest personal regards,

Sincerely,

Lt. Jerry Finkelstein,
Civil Service Leader,
97 Duane Street,
New York, New York

Charles Breitell, Counsel to the Governor, writes to The LEADER publisher. Mr. Breitell has watched The LEADER's progress from the beginning, and lauds the job this newspaper is doing.

is entering its tenth year of publication as a newspaper devoted to the interests of public employees.

With the many advances that have been made and the changes that have occurred in public service during the last decade it has become increasingly important that public employees be more fully informed regarding the role that they play in advancing the service of government. In my own Department the large majority of our employees are engaged in the field and these employees are stationed over the length and breadth of the state. I am sure that the LEADER meets a very particular need in bringing to these employees information of interest to them and for the dissemination of which no other medium is available. You are to be congratulated on the success that your paper has achieved since its inception and I am sure that it will find in the future increasing opportunity for service to public employees.

PERRY B. DURYEA

Good Government Is the Theme

From Herman T. Stichman, Director, State Division of Housing:

My congratulations to you and your staff of The Civil Service LEADER upon entering your tenth year of service to the hundreds of thousands of employees who keep the wheels of government running smoothly and efficiently.

In one decade your publication has become outstanding in its devotion to the welfare of Civil Service employees and the promotion of good government. It is entirely fitting, therefore, that "Good Government" is the theme marking the celebration of your ten years of accomplishment.

Let me wish you continued success in your good work.

HERMAN T. STICHMAN

Highly Esteemed

From Henry A. Cohen, Chairman, State Merit Award Board; Director, Contracts and Accounts, State Department of Public Works:

Birthday greetings to The LEADER. The LEADER'S steadfast demand for, and unwavering support of equitable and progressive public personnel policies have been of immeasurable help toward achieving its prime objective—good government.

Civil Service employees should consider themselves extremely fortunate to have as their spokesman such a highly esteemed periodical as The LEADER.

Best wishes for a long and auspicious career.

HENRY A. COHEN,

'Pinnacle of Prestige'

From John Cashmore, President, Borough of Brooklyn:

I congratulate The LEADER on its splendid accomplishments and I am certain that its capable publisher and staff will continue to make it a factor in support of

the merit system and good government generally.

As you start your tenth year you have my heartiest encouragement and good wishes. Your paper has risen to a pinnacle of respect and prestige that attests to the competence and even the brilliance of the men and women behind it. JOHN CASHMORE, President, Borough of Brooklyn

'A Part of Our Lives'

From C. Chester DuMond, State Commissioner of Agriculture and Markets:

In its first ten years the LEADER has become so much a part of the lives of civil service employees that it is difficult to believe it has always been with us.

Workers in this department look forward each week to its appearance. May you continue to publish it for many years to come.

Sincerely yours,

C. CHESTER DUMOND
Commissioner, State Department of Agriculture & Markets

'Liaison Between Commission and Public'

From the President of the New York State Civil Service Commission:

During my service with the Municipal Civil Service Commission I have appreciated the value of The LEADER as a liaison between the Commission and the public in furnishing prompt and reliable information to candidates and others and in supporting the merit system and good government. I am glad to express appreciation of the part that The LEADER plays in aiding the Commission in matters of public relations.

JOSEPH A. McNAMARA

Congratulations

From Personnel Board

From Mary Goode Krone, Chairman, State Personnel Council:

May I join many other friends in congratulating you on the occasion of The LEADER'S Tenth Anniversary.

MARY GOODE KRONE
Chair, State Personnel Council

Onondaga Holds Meeting

The annual meeting of the Onondaga chapter, The Civil Service Employees Association, was held at McChestney Hall on Wednesday, October 13. The following officers were elected: president, Vernon A. Tapper; vice president, Kenneth Bowles; secretary, Robert Soblovitch; assistant secretary, Alyce Corey; treasurer, H. E. Tremble. Member of the Executive Committee, serving two years: Juliet Pendergast, Harry Whitford, Charles Slack.

A report of the annual meeting of the State association was given by President Tapper. The Chapter adopted resolutions supporting Mitchell amendment on Veterans preference and the \$1,200 minimum pension. Entertainment buffet lunch followed the meeting.

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FEDERAL NEWS

U.S. Workers Lose on \$6 Travel Pay

WASHINGTON, Oct. 25—The low Federal travel allowance is going to be strongly fought before the next Congress. The AFL Government Employees Council estimates that in Washington alone, some 10,000 employees lose more than \$1,000,000 a year out of their own pockets as a result of the antiquated \$6-a-day travel allowance. If this is true, then the total for the entire country must be ten times that figure. Many of the employees are in the lower-grade brackets. Surveys cited by the AFL group indicate that travelling employees lose an average of \$100 a year out of pocket. There are cases where lower-category employees lose \$40

or \$50 on a single trip—more than the net of their weekly salaries. Several bills have been introduced in Congress to remedy this situation. So far, none has been successful.

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FEDERAL NEWS

Both Parties Put 'Bite' on U.S. Employees for Campaign Funds

WASHINGTON, Oct 25—Big buzz in the capital last week from the public revelation of the way politicians of the Democratic and Republican parties have been trying to get political contributions from Federal employees.

ell, GOP campaign manager, charged that Democrats had written letters to Federal employees asking for aid on the ground that the Democratic administration had been good to them. The charge was carried in newspapers over the entire country.

GOP Too

The next day a Washington newspaperman, Jerry Klutz of the Washington Post, revealed that the Republicans had been doing the same thing—going after campaign contributions from Federal employees. Wrote Klutz:

"A score or more of Government people here called to tell me that they were being bombarded with literature and personal calls from Republicans to join the 'winning' Dewey-Warren team." Contributions up to \$5,000 would be "cheerfully accepted." Klutz added that U. S. workers in nearby Virginia had told "they had been indirectly threatened by local politicians with the loss of their jobs if the Republicans win and they fail to contribute to GOP campaign fund."

The Washington newspaperman stated that a letter from the GOP to a Washington employee was signed by Lewis T. Breuninger, head of the Dewey-Warren club; and the employee was told to make out his check to Brue Baird, club treasurer.

Under the law, Federal employees may contribute voluntarily to political parties. They may not be threatened or coerced.

Written Tests Planned for Clerk Jobs

WASHINGTON, Oct. 25 — A movement is under way to provide written examinations for entrance into the higher-pay clerical jobs in government service — those paying up to \$5,600 a year. Until now, employees have been selected for these posts on the basis of experience and education. Their duties cover so wide an area, however, that this method of selection is not considered entirely satisfactory.

On the other hand, Federal examiners haven't determined just what kind of written test will show who is really good and who isn't. They're working on the problem now.

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U. S. Written Test Held For Higher Clerical Jobs

The Federal examination for Clerk, CAF-5 and 6, was held in high schools in NYC and in Federal buildings in other localities in New York and New Jersey, on Friday and Saturday of last week.

Positions are open in the following options: Property and Stock Control (excluding store-keeping); Accounting and Auditing; Time and Payroll; Information and Editorial; Statistical; Traffic; Correspondence; Mail, File and Record; Procurement; General Clerical; and Personnel, test.

At the written examination, each applicant was given an opportunity to specify the options in which he desired to be considered for appointment. Not more than two options could be specified by any applicant.

About 70 per cent of those called showed up for the test. Originally about 25,000 applied.

The candidates were allowed two hours and 40 minutes. The questions were in four booklets,

given out consecutively. Candidates interviewed declared the test was a fair one.

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LEGAL NOTICE

CITATION

People of the State of New York, the Grace of God, Free and Independent STATE OF NEW YORK: ANOLIA da CRUZ SANTOS, an infant

14 years of age; GUIL GENERAL OF PORTUGAL; the persons interested as creditors, of kin or otherwise in the estate of ANEL D'ALMEIDA SANTOS, deceased, at the time of his death was a resident of 1 James Slip, New York City.

Send GREETING: Upon the petition of The Public Administrator of the County of New York, his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased.

You and each of you are hereby cited show cause before the Surrogate's Court New York County, held at the Hall of Records, Room 509, in the County of New York, on the 19th day of Nov., 1948, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

In Testimony Whereof, We have caused seal of the Surrogate's Court of the County of New York to be hereunto set.

Witness, Honorable William T. Collins Surrogate of our said County, at the City of New York, the 5th day of October in the year of our Lord one thousand nine hundred and forty-eight.

GEORGE LOESCH Clerk of the Surrogate's Court.

CITATION

People of the State of New York, the Grace of God, Free and Independent STATE OF NEW YORK: ANNA MARIE BOTHNE; WILL BOTHNE, an infant under 14

years of age; CONSUL GENERAL OF NORWAY; the persons interested as creditors, of kin or otherwise in the estate of WILL BOTHNE, deceased, who at the time of his death was a resident of Hvaler, Norway.

Send GREETING: Upon the petition of The Public Administrator of the County of New York, his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased.

You and each of you are hereby cited show cause before the Surrogate's Court New York County, held at the Hall of Records, Room 509, in the County of New York, on the 19th day of November, 1948, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

In Testimony Whereof, We have caused seal of the Surrogate's Court of the County of New York to be hereunto set.

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GEORGE LOESCH Clerk of the Surrogate's Court.

CITATION

People of the State of New York, the Grace of God, Free and Independent STATE OF NEW YORK: ATTORNEY GENERAL OF THE STATE OF NEW YORK: ENE FRIEDRICH MARSCHALL; ENE KARL FRIEDRICH MARSCHALL; ANS P. KNIEPKAMP;

WILLIAM J. TOOMEY; to "Mary Doe" the name "Mary Doe" the fictitious, the alleged widow of William J. Marshall, also known as William J. Marshall deceased, if living, or if deceased, to the executors, administrators and distributees of said "Mary Doe" deceased whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein.

and the distributees of William J. Marshall, also known as William Marshall deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein.

being the persons interested as creditors, distributees or otherwise in the estate of WILLIAM J. MARSHALL, also known as WILLIAM MARSHALL deceased, at the time of his death was a resident of 117 East 72nd Street, New York

Send GREETING: Upon the petition of The Public Administrator of the County of New York, his office at Hall of Records, Room 309, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased.

You and each of you are hereby cited show cause before the Surrogate's Court New York County, held at the Hall of Records, Room 509, in the County of New York, on the 19th day of November, 1948, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

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Witness, Honorable William T. Collins Surrogate of our said County, at the City of New York, the 5th day of October in the year of our Lord one thousand nine hundred and forty-eight.

GEORGE LOESCH Clerk of the Surrogate's Court.



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NEW YORK CITY NEWS

***** POLITICAL ADVERTISEMENT *****

Candidates Listed Below Favor the Merit System

JONAS L. LYONS
Republican Candidate
 for
Member of Assembly
 6th Assembly District, Brooklyn

FOR THE CONTINUATION AND EXTENSION OF THE MERIT SYSTEM—
 FOR A STRONG FREE LABOR UNION—
 FOR INCREASED MINIMUM WAGE—
 FOR ADDITIONAL LOW RENTAL HOUSES—
 FOR EXPANSION AND INCREASE IN SOCIAL SECURITY BENEFITS—
 FOR RENEWAL OF STATE RENT CONTROL LAW—
 FOR ADDITIONAL SUPERVISED PLAYGROUNDS—
 FOR A FREE PALESTINE—
 FOR A \$100,000,000 AMERICAN LOAN TO ISRAEL—
 FOR LOCAL CLINICS AFFILIATED WITH LOCAL HOSPITALS—
 FOR MORE HOSPITALS FOR THE MENTALLY SICK—
 FOR ADDITIONAL AID FOR THE AGED—
 FOR THE ESTABLISHMENT OF A STATE COLLEGE—FREE FROM PREJUDICE—DISCRIMINATION—
 FOR THE EXTENSION OF CHILD AID AND NEIGHBORHOOD NURSERY.



Fred W. Preller
Republican Candidate for
ASSEMBLYMAN
 9th Assembly District
 Queens



Irwin Pakula
Republican Candidate for
STATE SENATOR
 7th Senatorial District
 Queens



Alexander Del Giorno
Candidate
Democratic-Liberal Party
ASSEMBLYMAN
 1st Assembly District
 Queens County

COURTLANDT NICOLL
 DEMOCRATIC and
 LIBERAL PARTY
 Candidate
STATE ASSEMBLY
 9th Assembly District
 MANHATTAN

ELECT
Grover M. Moscovitz
Republican Candidate for
STATE SENATE
 8th District, Brooklyn
 covers
 Park Slope, Fort Greene, Clinton Hill, Williamsburg, Borough Hall, Brooklyn Heights and Navy Yard

A War Veteran—he'll fight for veterans' rights.
 A former Gov't employee—he'll work for needs of civil workers.
 He's a friend of police, firemen, sanitation workers, correction officers and other groups who need a young and aggressive champion in the State Senate.

DON'T FORGET HIM, ELECTION DAY. HE WON'T FORGET YOU.
A Vote for him on Row A Is a Vote for Yourself



Anthony Savarese
Republican Candidate for
ASSEMBLYMAN
 7th Assembly District
 Queens

Re-elect
SEYMOUR HALPERN
State Senate
 4th DISTRICT, QUEENS
 Republican Candidate

A long-time friend of the Civil Service System

Decision Expected Soon In Vet Counselor Case

ALBANY, Oct. 25—A decision will soon be rendered by the Supreme Court in the proceeding instituted by Frank J. FitzGerald and others in April to void the eligible lists for the positions of State Veteran Counselor and Senior State Veteran Counselor, Division of Veterans Affairs.

Mr. FitzGerald heads a group of approximately 40 Veteran Counselors, presently employed, who charge illegality and irregularity.

Samuel Resnicoff, counsel for the group, who obtained a stay restraining the State Civil Service Commission from making any appointments, explains that a considerable number of intricate legal questions were considered by the court, requiring extensive research. The decision will be of paramount importance, said Mr. Resnicoff, as the court will be called upon to pass upon the authority of the Commission to delegate its function to prepare examination questions.

Appeal From Rate of Pay

The actions instituted by the Maintenance Men employed by the Department of Welfare and the NYC Housing Authority to reverse a prevailing rate determination made by Comptroller Lazarus Joseph will be argued shortly in the Appellate Division.

762 Sanitation Man 'B' Appointments Nov. 15

Names of Sanitation Man, Class B, eligibles have been certified to Commissioner William J. Powell so he may make 762 permanent appointments. The certification exhausts the number of disabled veterans. All the others certified are non-disabled veterans.

The appointments will be made as of November 15. However, it is not certain that the full 762 can be appointed from the names certified. Declinations by eligibles and rejections by the department have accounted for about 20 per cent of names previously certified.

Declinations are expected to be on a smaller scale this time, as it will be a few months before the new Fireman (F.D.) list will be ready for certification.

A rather large number of candidates are or will be on this list, as well as on other lists. Veterans taking courses under the GI bill usually decline, since the department will not appoint them as long as a leave is required for the schooling.

VP 832 Last Number

The acceptance of the Sanitation Man post, with possible transfer to the Police or Fire Department, on certification from lists for those departments, is expected to resume its former popularity because of the higher pay now offered, \$3,090 total for Sani-

tion Man, Class B. Many take Sanitation Department under such expectation find they like the work and offers of other City jobs.

The appointments are the plan to replace all promotions, i.e., employees who were pointed without passing a civil service examination under emergency conditions, no list existed.

The last number app Sanitation Man, Class B, 832.

The promotion of six Assistant Foreman awaits clearance of claims of veteran preference.

There are no vacancies Foreman or Superintendent October 1 promotions were to these titles. However, it is possible that one Foreman will occur within a few weeks.

The department has 1,700 Sanitation Man and 200 other positions. The whole 1,900 are replaced by permanent appointments, and the Commission has until six months thereafter or June 1, 1949, to have lists for permanent appointments in all departments.

NEW YORK CITY'S

FUTURE FIREMEN

This Is Important To YOU!

MASS RALLY

at

WASHINGTON IRVING HIGH SCHOOL AUDITORIUM

40 Irving Place at 16th Street

8 P.M. WED., OCT. 27



All Firemen Candidates who successfully passed recent Civil Service Examination are urged to attend

THIS MEETING WILL HAVE A DIRECT BEARING ON YOUR FUTURE AS A FIREFIGHTER

UNIFORMED FIREMEN'S ASSOCIATION OF GREATER NEW YORK

Footnote: Don't forget to vote on proposition NUMBER ONE

→ **YES**

NEW YORK CITY NEWS

Typist Eligible List

Following continues the list of grade 2, eligibles, begun in last issue. The prospective order is given:

1000 (72.4 TO 71.8)

M. King, Blanche S. Cra-
via E. Lee, Mary Bilel,
baum, Dorothy Burrowes,
Levy, Rita Carrozza, Isa-

POLITICAL ADVERTISEMENT

EVELYN BAKER RICHMAN

Candidate Democratic Party

endorsed by the Liberal Party

Candidate for State Senator 10th District Manhattan

... lawyer with a good grasp of the law and a progressive view. She appears well-qualified to handle a constructive legislative program.

THE CITIZENS' UNION.

bel Chambers, Ida Weiner, Louis W. Lewis, Shirley G. Kramer, Gloria Muccio, Mattie P. Gordon, Lylian Rosen, Cecelia Wnukowski, Mary Coyle, Rose A. Visciglia, Rose F. Binetti, Elizabeth Tiller, Constance Brock, Gladys Vanderbilt, Mary R. Johnson, Florence I. Brown, Gertrude L. Hunter, Emma Texin, Nora Holtmeyer, Elaine C. Jordan, Elaine Sundick, Margaret Brosch, Catherine Gorwin, Winifred W. Phillips, Mildred Webber, Anna M. Coyle, Clarice A. Palmare, Evelyn Perlman, Fannie L. Abell, Alice F. Peppard, Jeanette Moralis, Jessica D. Grady, Catherine King, Celeste E. Johns, Sylvia Cohen, Elaine Kralstein, J.roline Nelson, Mary R. Panetta, Dorothy C. Campbell, Jean Tolbert, Theresa Leone.

1001 TO 1050 (71.8 TO 70.8)

Angelina M. Stio, Mary G. Galvin, Muriel B. Barry, Blanche Milstone, Mary M. Ruhle, Dorothy M. J. Allison, Lucille I. Korn, Leah Rosen, Marjorie D. Morea, Phyllis R. Feinberg, Ernestyne Andrews, Anna M. Tondi, Gussie G. Wolk, Eleanor Betron, Ruth Hoffmann, Mildred Mager, Miriam Lesser, Harriett L. Lewis, Hattie Bennett, Etta M. Belle, Jayne J. Reilly, Vincenza Arena, Evelyn B. Dot-

son, Vivienne Levitt, Dorothy M. McAdams, Norma Tolmie, Brenda Maillard, Kathryn E. Schmeelk, Shirley Pattap, Mildred M. Wiley, Frances Merckel, Doris Rosenbluth, Sarah D. Seltzer, Theresa M. Poltz, Edna Clark, Frances Catanzaro, Stella Simon, Marian Lerman, Anna B. Goodheartz, Mary R. McKeever, Marie T. Campiglia, Rose Feinstein, Mary E. Randall, Lois P. Marshall, Doris E. Ford, Myrtle L. Brown, Eva J. Lee, Laura R. Renaud, Sylvia Silverman, Edna Rosen.

1051 TO 2000 (70.8 TO 70)

Thelma M. Facion, Carole Whitner, Shirley V. Brown, Cynthia J. Powell, Cecilia T. Hannigan, Ruth V. Farley, Anna Wolf, Ruth Pardes, Alma E. Lee, Seymour Feinstein, Louise G. O. Paxton, May R. Foster, Helen F. Geier, Florence E. Roach, Noreen C. Cullinane, Dorothy M. Vankuren, Gwendolyn Gibbs, Mazie Ashby, Louise Lenzo, Rhoda B. James, Maude H. Turner, Grace L. Spano, Esther Worth, Ann Keenan, Dorothy V. Nelson, Betty E. Pomeranz, Thelma Daley, Mercedes Rivera, Mary C. Corcoran, Vera Drozdoff, Hazel J. Eschridge, Anna A. Cerone, Cynthia A. Skeete, Rosanna Burton, Helen Williams, Ruby P. Schiven, Miriam M. Glick, Dorothy E. McGrath, Rose M. Lemmo, Louise R. Leavitt, May L. Thrall,

Rose Bookman, Renee N. Bier, Ethel Cravats, Mary L. Maderas, Delores Elverson, Mae Weston, Michaline Samborski, Anna Klein, Jean F. Keegan.

2001 TO 2150 (70)

Helen M. Gambin, Barbara N. Grant, Margaret Smith, Florence A. Rogers, Roselyn Levine, Wilhelmina Glenn, Gwendolyn Tonge, Shirley T. Dickerson, Lucy C. Cotter, Dorothy T. Burke, Inez J. Basilio, Margaret Plett, Mildred Londinsky, Lillian Denale, Margaret Murphy, Cecelia L. Arthur, Lorna H. Gittens, William C. Kretzmer, Mollie Ziff, May T.

Spivey, Helene Goldberg, May Feinberg, Ruth Pollina, Rosemary Faughnan, Mollie Daniels, Carrie K. Thompeter, Jean W. Wesman, Lucile Scott, Frances Gecker, David Litwak, Elfreda M. Skudder, Helen Hirshorn, Betty M. White, Eelma E. Reiss, Patricia Madden, Johanna C. McFarland, Esther Streiter, Josephine Damato, Sylvia V. Jeffrey, Rose M. Masiello, Norma T. Gilman, Matie R. Sanford, Hermina Levine, Sarah Laufer, Lavinia W. Marcus, Marjorie E. Collins, Catherine Durocher, Lillian Hollander, Pauline Zaretsky, Katherine Kelly.

POLITICAL ADVERTISEMENT

Sen. Robt. F. Wagner

Comptroller Lazarus Joseph

Chick Meehan

Esther Untermeyer

William B. Burke



and

UNITED IRISH COUNCIL ASSOCIATION

URGE YOU TO ELECT

PAUL O'DWYER

TO CONGRESS

21st CONGRESSIONAL DISTRICT
REGULAR DEMOCRATIC CANDIDATE

Endorsed by American Labor Party
Long-Time Friend of Civil Service Employees



Elect

JUDGE JOHN A. MULLEN

MULLEN

SURROGATE

REGULAR DEMOCRATIC CANDIDATE

"My full support"—MAYOR O'DWYER
"My personal choice"—HERBERT H. LEHMAN

Vote Row B

He Worked for the City—He Knows What City Workers Need!

They want . . . they need:

- A flat across-the-board wage increase. Gerson will fight for a \$600 salary boost effective NOW!
- A \$50 a week minimum and a permanent bonus adjustment!
- A \$250 mandatory increment!
- A 50-hour, 5-day week and 11 holidays a year with pay!

They want . . . they need:

- An impartial city-wide appeals board.
- Repeal of the anti-union Condon-Wadlin Bill. If O'Dwyer is really against this Dewey-inspired antilabor bill, let him set an example by establishing effective grievance machinery, with civil service represented.
- Restoration and protection of the merit system. An end to the delay in civil service examinations.
- An end to the clubhouse, ward-heeling control of municipal departments.
- Adequate manpower in all departments.

These are the minimum immediate needs of ALL city workers. Simon W. Gerson is pledged to fight for these demands! His record proves he will.

You will find Gerson on Row H, the Communist line and Row C, the ALP line.



Simon W. Gerson, Communist and American Labor Party candidate for the City Council . . . former assistant to Borough President Stanley M. Isaacs . . . City Hall reporter for the Daily Worker . . . Albany correspondent . . . Editor, legislative expert on city state affairs . . . active figure at Board of Estimate meetings in behalf of city workers . . .

CITIZENS COMMITTEE TO ELECT GERSON

129 MONTAGUE STREET, BROOKLYN 2, N. Y.

RE-ELECT



DAVID M. POTTS

to

CONGRESS

26th District

If additional laws are needed to root out the Communist cancer—

If the principle of tolerance, freedom and unity are to be restored and practiced—

THEN A REPUBLICAN CONGRESS is necessary to enable the Dewey-Warren Administration to accomplish these objectives.

NEW YORK CITY NEWS

Dates Set for Exams To Be Open in November

The November series of examinations to be held by NYC will be open for receipt of applications from Tuesday, the 9th, to Friday, the 26th. The Civil Service Commission will decide this week exactly what examinations will be included, but it is expected that three of the open-competitive tests will be for Housing Assistant, Dietitian and Accountant jobs. There will be written tests for these three. For the Dietitian exam a college degree will be required.

There will also be about a dozen of the many subway promotion examinations listed in The LEADER, October 12 issue. Besides, there will be a few tests for medical titles.

No Steno Test Yet

Not included in the list is the examination for Stenographer. When this is announced the Commission will begin an experiment in having an examination continuously open. The experiment probably will start with the December series, and Typist, Grade 2, may be included, on the same continuous basis.

The fact that a new Typist examination is being considered for the December series indicates that the list in this title that was published recently will be exhausted rapidly.

For Typists the rate of 40 words a minute will be the pass mark in the performance test, instead of 45, while for Stenographer dictation must be taken at 90 words a minute for five minutes, instead of 110 words.

Seton Hospital Employees To Be Reclassified

The NYC Civil Service Commission, at a special meeting, adopted a resolution recommending the reclassification of the employees of Seton Hospital, The Bronx, which the City has taken over. The hospital was run by the Sisters of Charity. There are about 200 employees.

The reclassification will be effectuated under the laws as they exist at the time that the effectuating resolution is adopted. Such a resolution would constitute admitted employees as City workers.

8 Lists Promulgated

The NYC Civil Service Commission promulgated the following eight open-competitive lists:

Junior Accountant, Junior Statistician, Veterinarian, Comptometer Operator, Grade 2; Office Appliance Operator (Remington Rand Bookkeeping Machine) Grade 2; Office Appliance Operator (Burroughs Billing Machine No. 7200) Grade 2; Statistician and Property Manager.

OVERNIGHT RELIEF FOR BACK SUFFERERS

The amazing, new Slumbermat "Wonderac" offers immediate relief to back strain sufferers. Scientifically constructed to fit the proportions of the body, it begins its work the very first night you sleep on it. Controlled resiliency will give you the foundation to support your body according to your body's needs. The last word in comfort. Prices are very reasonable. Write or Phone Temple Lab. 584 Coney Island Ave. B'klyn, N. Y. Call GEdney 5-1381.

Paul O'Dwyer Asks Vote For Bill on Fire Hours

Paul O'Dwyer, Democratic candidate for Congress in NYC's 21st Congressional District, urged voters to vote Yes on Proposition No. 1 at the November 2 election, to legalize Firemen's hours.

Mr. O'Dwyer has previously urged a liberalized retirement system with minimum pensions, he additionally calls for a proper grading of civil service positions and more adequate salaries for public workers. His campaign is being managed by former Senator Abraham Kaplan, who for 13 years had been President of the NYC Municipal Civil Service Commission.

Clerk, Grade 4 Welfare List To Be Issued Nov. 4

The eligible list for promotion to Clerk, Grade 4, Department of Welfare, is scheduled to be published by the NYC Civil Service Commission on Thursday, November 4. This is the last of the departmental promotion lists in this title and was delayed because record and seniority ratings were challenged by the Commission.

Tabs Kept on Personal Calls Over Transit Board Phones

Telephone operators at the NYC Board of Transportation have been instructed to keep a record of personal telephone calls.

3,369 on Eligible List For Transit Patrolman

The eligible list for Transit Patrolman in the Board of Transportation, Correction Officer in the Department of Correction and Bridge and Tunnel Officer contains 3,369 names.

The medical-physical tests were expedited, so that the list could be promulgated fast, because of the large number of provisionals in the titles. The promulgation was advanced ahead of that for Fireman (F.D.), as there are some names left on the Fireman list, and no appointments from the prospective Fireman list will be made until after the first of the year.

Paul M. Brennan, director of the medical-physical bureau, reported to President Joseph A. McNamara of the NYC Civil Service Commission, on the results of the triple test. The report showed that 5,461 passed the written test, 5,461 passed the medical, (319 were medically rejected and 509 didn't show up), 3,369 out of 4,633 passed the competitive physicals, which 539 failed, which failed to show up.

Fifty-eight candidates received 100 per cent in the competitive physicals.

Clearance of veteran preference claims is all that's holding up the list now.

Monroe School Teacher Business Administration

A two-year course in business administration has been established by the Monroe School, Business, East 177th Street, Boston Road, The Bronx. The course includes accounting, business management, taxes and business law. Under the GI Bill veterans may receive tuition subsistence while attending day or evening sessions.

Harry Jerome, veterans' representative, announced that the school was created to meet the demand of young men who wish extra training for the accounting general business field.

Clerk, Grade 5 List Out by End of Year

The written examination for the Clerk, Grade 5 promotion are still being rated by NYC Civil Service Commission. The NYC Civil Service Commission intends to have the list promulgated by the end of the year. Pressure of work on other examinations had made it necessary to hold off somewhat on the Grade 5 test, a Commission spokesman stated.

ORDER TODAY CIGARETTES

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CAMELS
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OLD GOLD
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Add 4c Per Carton for Shipping and Handling Zone 1 & 2

Write to Us for Price on All Premium Brands

You'll Be Surprised at the Saving

MINIMUM ORDER 5 CARTONS

The Larger Your Order the More You Save

Popular Mail Service

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P. O. Box 1968
WILMINGTON, DEL.

Limit 50 packs per mo. to N. Y. State residents

LUGGAGE SALE
DIRECT FROM MANUFACTURER

At wholesale prices only.

All sizes, leather and canvas.

You pay \$6 plus tax - for values of 12.

Come and see

EVERLAST LUGGAGE COMPANY
52 White Street N.Y. (Bway and Canal)
WATKINS 5-1373
Open Saturdays

Help Wanted

EXTRA MONEY!

HOURS TO SUIT - OWN SCHEDULE

Taking orders for Xmas cards, nylons, sport shirts, etc.

AVERAGE \$35 A WEEK

EMPLOYMENT OFFICE
222 5th Ave. (26th St.) 4th floor

EARN BIG MONEY
UP TO 100% COMMISSIONS

Now is the time to sell Christmas cards. We have over 24 varieties of box assortments, also gift wrappings and religious boxes.

ACT FAST—

THERE'S MONEY TO BE MADE

S. H. GREETING CARDS
117 Williams St. N.Y.C. BEekman 3-7084

EXTRA CASH EACH WEEK!
\$25 IS YOURS!

Sell 50 \$1 boxes imprinted CHRISTMAS CARDS

FREE assortment on approval.

21-card address Book and Guide

Tells you how to sell—where to sell inside tips how to make extra profits

IT COSTS NOTHING TO TRY!

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AGREEMENT OF PARTNERSHIP

The undersigned, desiring to form a limited partnership pursuant to the provisions of the Partnership Law of the State of New York, do make, sign and acknowledge this certificate and certify as follows:

I. The name of the partnership is CARROLL CARSTAIRS.

II. The character of the business is generally but not exclusively acting as dealers and brokers in the purchase and sale of pictures and works of art.

III. The location of the principal place of business is at 11 East 57th Street, in the Borough of Manhattan, City, County and State of New York.

IV. The name and place of residence of each partner, the general and limited partners being respectively designated, is as follows:

General Partner: Carroll Carstairs, 11 East 57th Street, New York 22, N. Y.; Limited Partner: Burks Y. Carstairs, 25 Sutton Place, New York 22, N. Y.

V. The term for which the partnership is to exist is from the first day of October, 1948 until the 30th day of September, 1958, but shall be terminated sooner upon the death or incapacity of the general partner, or upon the written mutual consent of the general and limited partners.

VI. The amount of cash contributed by Burks Y. Carstairs is \$48,000, and no other property is contributed by her.

VII. The contribution of the limited partner is to be returned to her upon the termination of the partnership, with adjustment for profits or losses of the partnership as of the date of such termination.

VIII. The share of the profits which the limited partner is to receive by reason of her contribution is 20% of the net profits of the firm.

IX. Additional limited partners may be admitted into the partnership upon the written consent of the general and limited partners.

(This certificate was signed, sealed and acknowledged by the parties, and filed with the County Clerk's Office on September 30, 1948.)

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NEW YORK CITY NEWS

Quayle Asks All to Vote on Legalizing Hours of Firemen and Officers

Commissioner Frank J. Quayle issued an appeal to voters at their ballot for Proposition 1 at the general election, to the hours of Firemen and officers, which will be re-examined on a comparable basis if the amendment is adopted.

Proposition Number One will be on every voting machine in the city.

Quayle said that the system of tours of duty for members and officers of the fire department of the city of New York prescribed in section 110 of the administrative code of the city of New York as amended by chapter 802 of the laws of 1947 and chapter 100 of the laws of 1948 should be adopted.

Two months after my appointment as Fire Commissioner," said Quayle, "I was conclusively convinced that immediate attention should be given to the health and morale of the uniformed membership of the New York Fire

Department, who at that particular time were working 84 hours each week. Aside from fire and smoke, fatigue is the worst enemy of a fire-fighter. The NYC Firemen, during World War II, were compelled to work these arduous hours. The frequency of line of duty injuries reached an all time high of 400 each month—these men being injured responding to alarms or injured in fighting fires. The fatality rate was exceedingly high.

Statistics Confirm Improvement

"During the past 12 months, seven Firemen were killed in the discharge of their duty, considerably fewer than during the war period. The line-of-duty injuries have been reduced to approximately 200 a month. In the early part of this administration, the average man-days of sick leave amounted to approximately 12,500 each month. On the occasion of inaugurating the new system of hours during the month of January, 1948, sick leave was reduced to 7,500 man-days for that particular month.

"At the time of the establishment of the straight three-platoon system, the quota of Firemen for carrying out these working hours was 9,444. During the past two and one-half years, I have been able to change assignments and adjust the working conditions so that this quota has been reduced to 8,756, a saving to the City and to its taxpayers of \$2,855,200 each year.

"Under the above circumstances, I sincerely appeal to my fellow citizens to vote 'Yes' on Proposition No. 1 and by so doing legalize the present hour system and continue the improvement of the efficiency, morale and health of the NYC Firemen."

UFA Rally for Eligibles

The Uniformed Firemen's Association, which is leading the drive for the enactment of the Proposition, will hold a mass rally tomorrow (Wednesday) at 8 P.M. in Washington Irving High School, Irving Place and 16th Street, to insure active support by present and prospective Firemen eligibles. President John P. Crane invited all present and imminent eligibles to attend.

Sports Committee Formed

An All-Sports Committee under the Chairmanship of Max Kase, Sports Editor of the New York Journal-American, is campaigning for the passage of Proposition No. 1. Formation of the Committee was announced by Frank Lee Donoghue, City Director of Commerce and Chairman of the Non-Partisan Citizens Advisory Committee for the Proposition.

The membership of the Committee includes, besides editors, Harry Balogh, announcer; Dr. Richard Boyce, Brooklyn College; Freddie Fitzsimmons, pitcher; Marty Glickman, sportscaster; Nat Holman, City College; Mike Jacobs, President, Twentieth Century Sporting Club; Stan Lomax, sportscaster; Harry Markson, Twentieth Century Club; Walter T. McLaughlin, St. Johns University; Lester Patrick, President, Rangers Hockey Club; Branch

Zaretzki Favors Adoption Of Mitchell Preference Bill

Senator Joseph Zaretzki, the regular Democratic and Liberal Party candidate for re-election in the 23rd Senatorial District, Manhattan, has made several talks before American Legion Posts in his district, urging the adoption of the Mitchell Bill for veteran preference in civil service, rather than the Condon Bill. He feels that the point system provided in the Mitchell Bill is fairer to both veteran and non-veteran civil service employees, as well as the community at large. He has always been a staunch supporter of the civil service employee.

The 23rd Senatorial District covers the territories known as Marble Hill, Inwood, Washington Heights, Sugar Hill and Upper Harlem.

Rickey, Brooklyn Dodgers; Eleanor Holm Rose, Bill Stern, sportscaster, Horace Stoneham, Giants and Dr. Sam Winograd, City College.

Donoghue's Work Praised

Mr. Donoghue has been complimented on all sides for the fine job he is doing in promoting the drive for adoption of the Proposition.

UFOA Holds Meetings

The Uniformed Fire Officers Association, of which Battalion Chief Joseph D. Rooney is president, is co-operating fully with the UFA in the drive. Meetings were held yesterday and today at UFOA headquarters, 160 Chambers street, at which Presidents Rooney and Crane spoke to members of the UFOA. The complete plan for getting out a strong Yes vote was described. The members responded enthusiastically.

Indorsed by PBA

The Patrolmen's Benevolent Association has unanimously indorsed Proposition No. 1. President John E. Carton said: "All Policemen, their families and friends are asked to vote Yes on Proposition No. 1."

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NEW YORK CITY NEWS

Clerk, Grade 2, List Of 5,880 Eligibles Due Next Month

The Clerk, Grade 2 open-competitive eligible list, containing about 5,880 names will be published by the NYC Civil Service Commission next month.

There are more than 2,000 provisionals in the title.

The Commission is already applying the policy of rushing the eligible lists for those titles in which there are the greatest number of provisionals.

The Medical-Physical Bureau, of which Paul M. Brennan is director, would have to process a large number of prospective eligibles quickly, so that around 2,000 medically acceptable would be on the list, and the Bureau of Investigation, of which Edward Dobbins is director, likewise would have to approve an equal number.

Ready for Fast Pace

"I have notified the Commission, said Mr. Brennan, "that the Medical-Physical Bureau is ready to proceed at a fast rate, just as soon as the Auto Engineman medicals are completed."

The scheduled date for the completion of the Auto Engineman medicals is November 15, and the Medical-Physical Bureau would be ready to start the next day on the Clerk, Grade 2 candidates.

"The Investigation Bureau really sets the pace," explained Mr. Brennan, "for the Medical-Physical Bureau can do its part of the work faster than investigations can be completed."

Time-saving Method

The investigations, which deal

with character, take more time.

The policy of combining the investigation and medical test on the same days for the same candidates, inaugurated in the Typist Grade 2, test, is being pursued also in the Clerk, Grade 2 examination. The candidates fill out the personal history cards when they appear for the medical, which is only a qualifying test. This method makes matters easier for the candidates and also expedites the work of the Commission, said President Joseph A. McNamara. He added that the Commission probably could publish the list next month.

The Commission has refrained from publishing lists wholly subject to war veteran preference claims, medical test and investigation, to avoid appointments that may have to be revoked. The Commission would promulgate the list, so that it would be useful for appointments, as soon as all disabled war veteran preference claims are cleared by the Veterans Administration. There are not many such claims, as the list consists mostly of women. The disabled veterans would be certified at once and non-disabled veterans next, as soon as a substantial number of their claims is perfected.

The list is now in the Commission's computing room, where scores are being checked and relative positions of eligibles established on the basis of percentage. The appointment order will be different because of war veteran preference.

Commission to List 279 Tests In the Order They'll Be Held

The NYC Civil Service Commission has set December 1 as the deadline for listing all examinations that must be held so that provisionals will be replaced by permanent employees.

"The program of examinations will be tentative, as emergencies and other necessities may occasion changes, but the list will give a good insight into what's ahead," said President Joseph A. McNamara.

279 New Exams

in the order of the largest number figured at about 2,000.

The examinations will be held in the direct order of the total number of provisionals in the titles. To accomplish this, the Commission required information on the number of provisionals in the various titles, regardless of department. As it had only the department-provisional list, it asked John Curren, head of the record department, to prepare the new list, which he is doing.

The total number of examinations will be 279 and the Commission is faced with a problem of finishing them in time for compliance with the newly-extended time limit for the retention of provisionals. The Com-

mission had asked authority to hire provisionals on a war-time basis until June 30 next. The State Civil Service Commission disapproved the resolution, but did approve an amended resolution, establishing December 31 next as the deadline. The Com-

mission and the appointing officers would have until six months thereafter, or June 1 next, to replace war-time provisionals. That would leave only the regular provisionals, the maximum number of whom in City service figured at about 2,000.

350 to Be Made Patrolmen Nov. 1

Police Commissioner Arthur W. Wallander will appoint Patrolmen (P.D.), effective November 1. He had hoped to be able to appoint 500, but Budget Director Thomas J. Patterson had called attention to the appointments beyond schedule that had been previously authorized and made, emphasizing the budgetary difficulty of providing any more Patrolmen at this time than 350. However, the Commissioner will continue his efforts to get authority to appoint more Patrolmen, although it is not expected that there will be any further action for a month.

The certification of eligibles for promotion to Lieutenant (P.D.) to make 31 promotions, was called by the NYC Civil Service Commission because of a case which attacked the key answers in the Lieutenant test. The case was argued in Supreme Court if the eligibles lose the test, the Commission will recertify the list without delay, in the absence of any objection from Corporation Counsel John P. McGrath, who is not expected to object. The list would expire if the petitioners lose, even should they appeal.

Court to Hear Petition To Grant Prevailing Rates For Graded Employees

Comptroller Lazarus Joseph's determination dismissing claims for prevailing rate of wages for Board of Transportation Structure Maintainers, Car Maintainers and others will be argued shortly in the Appellate Division.

In January, 1947, the Comptroller made a determination dismissing all of the claims filed for prevailing rate of wages on the grounds that the provisions of the Labor Law were not applicable to employees who were graded.

In February, 1947, Michael Corrigan, on behalf of the Structure Maintainers and Structure Maintainer Helpers, instituted a proceeding to set aside this determination. Samuel Resnicoff is counsel for this group.

The other group, represented by Bernard A. Abrashkin, Senator Sidney A. Fine, and Monahan, Goldberg, McNamee, Bredin & Shea, instituted similar proceedings. Upon consent, all of the proceedings were consolidated and referred to the Appellate Division. These hearings have been going on since 1938 and voluminous minutes have been taken.

The case on appeal has been printed and is now being checked.

Commission to Speed Up Issuance of Eligible Lists

The normal average time between the date of a written test and the publication of the eligible list has been eight months, but the NYC Civil Service Commission expects to reduce the gap materially soon after the first of the year, President Joseph A. McNamara said. Also, it will try to get out before the end of the year, all lists now being processed.

This year, he explained, the Commission had to contend with large examinations, such as those for Fireman, Sanitation Man, Class B, Social Investigator and the Board of Transportation examinations and the wind-up of the Patrolman (P.D.) examination, hence the average length of time for completion of examinations grew.

Transportation Board Bulletin Gives Employees Advice on Office Practice

Secretary William Jerome Daly has sent to heads of departments, divisions, bureaus and offices, by authority of the Board of Transportation, the first of a series of five weekly bulletins constituting an office primer on correspondence, office practice, forms and styles, with some hints on how to write letters.

Under the heading of "General", the bulletin counsels employees to keep abreast of events by reading daily newspapers and civil service newspapers "about matters concerning your City and your job in the Board of Transportation."

The employees are advised that the title "Honorable" should be used only for those elected to public office, or cabinet members or representatives of foreign governments.

Here's another pointer: "Never tell any one to 'take' the subway, trolley or bus. It is preferable to say 'Use the Washington Heights express A', or 'Travel the BMT Brighton Line' or 'Board the Smith Street bus.'"

Unions Want Eligibility For Auto Enginemen

NYC District Council 37, American Federation of State, County and Municipal Employees, AFL, through its president, Henry Feinstein, has requested the Municipal Civil Service Commission to make city employees in the title of Auto Engineman eligible for promotion to Foreman of Asphalt Workers.

The District Council asserts that many Auto Enginemen are directly concerned with asphalt work operations and therefore are fully qualified to compete in the designated promotion examination.

In view of the above fact the District Council has requested that the examination be postponed until after a hearing to determine facts as to the eligibility of Auto Enginemen and reasons for denying them opportunity to compete.

"The previous examination for this title was open to Auto Enginemen," declared Mr. Feinstein, "and we cannot understand why they have been denied entry into this subsequent competition."

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