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8,000 IN SECRET BALLOT

FIREMEN VOTE 13 TO 1 FOR MITCHELL VET PREFERENCE

Employee Assn. Meets With DPUI To Get Action on Fired Workers

ALBANY, Aug. 23—Dr. Frank L. Tolman, president of The Civil Service Employees Association, stated this week that "the situation in the DPUI is deplorable in respect to layoff of many civil service employees and the curtailment of placement and unemployment insurance services." The firings were the result of Congressional action in reducing appropriations for carrying on of the Social Security Law.

"The withholding of funds for the administration of the unemployment insurance and employment service laws by Congressional fiat is a tragic example of substitution of short-sighted legislative processes for sound business planning and finance in the business of government," Dr. Tolman added.

"The situation is tragic from two viewpoints. First, it treats lightly the successful operation of the unemployment insurance plan unanimously approved as necessary in our democratic free enterprise system, to the stability of our economy and to the social welfare of our wage-earning millions. Secondly, it violates sound employment practice in ruthlessly discarding hundreds of workers who accepted employment in various State governments with a justifiable faith in the business-like operation of unemployment insurance offices after more than ten years of operation."

Assn. Sees Officials

The Civil Service Employees Association, interested in the development of the highest type of civil service and in the welfare of public employees, has held conferences on the subject with officials of the State Labor Department charged with the administration of placement and unemployment insurance laws in New York State. On August 12, officers of the Labor Department and of the Association met in conference in the Capitol at Albany. Those present included Richard C. Brockway, Assistant Executive Director of the Division; Harry F. Smith, Director of the Personnel and Training Office; Dr. Tolman, Christopher J. Fee, Chairman of the Association's DPUI Committee; Charles R.

Culyer, County Field Representative of the Association and formerly connected with the DPUI; John E. Holt-Harris, Jr., Assistant Counsel, and William F. McDonough, Executive Representative of the Association.

Frankness and Co-operation

The conference was further proof of the willingness of a great

State Department to cooperate with its employees in seeking a solution for major employee problems. The representatives of the State Labor Department were wholly frank and cooperative in giving full information concerning the unfortunate situation which confronts them, and suggestions as to possible methods (Continued on page 2)

Profound Effect Throughout State Anticipated as Result Of Strong Opinion Expressed

By MAXWELL LEHMAN

By better than 13 to 1, New York City's firemen favor the Mitchell veteran preference bill.

In a secret poll conducted by the Uniformed Firemen's Association, the world's largest corps of firefighters, registered a significant expression of opinion that will inevitably have profound effects throughout the State. The poll becomes even more significant because of the high percentage of veterans in the department.

The actual results of the balloting follow:

For the Mitchell bill—5,922.

For the Condon Bill—441.

In addition, 963 ballots were returned favoring no action.

A total of 8,308 ballots were sent out. Of these 819 were not returned, 134 were blank, and 29 void.

To Take Positive Action

The wording on the ballot was such as to commit the UFA to take positive action in support of the Mitchell amendment.

Gerard Purcell, vice-president of the organization, told THE LEADER: "We plan to take an active role in furtherance of the Mitchell bill with the State Legislature. The opinion expressed by our membership is decisive."

Repercussions

From American Legion sources, it is learned that the repercussions of the Fire Department vote will probably be great when the veteran organization meets in convention at the end of this month. The Legion has sponsored the Condon bill, but most expressions of opinion elicited thus far—from veterans and non-veterans alike—indicate that those in civil service have a strong preference for the Mitchell measure. Hope is being expressed in some quarters that the Legion may modify its position and go along with the Mitchell bill, since this bill provides a kind of veteran preference which all parties deem to be fair, and which, objective experts hold, does not violate the basic precepts of the merit system.

Wave of Opinion

Certainly the Fire Department vote will have powerful influence among other government employee groups. The poll will undoubtedly be taken as a precedent

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Fare Referendum Drive Menaces Transit Pension Reform, Both Sides Agree

By MORTON YARMON

The LEADER learns on excellent authority that proposed changes in retirement provisions for Board of Transportation men, revealed by Mike Quill last week, will not go into effect until January 1, 1949—at the earliest, if at all.

Moreover, no definite action will be taken until after the Board of Transportation knows what will happen with the movement now afoot to have the fare put back to 5c.

"We cannot take any chances at the present time," Board Chairman William Reid told THE LEADER. "If the 5c fare should return, the finances of this department will be entirely up in the air."

Check-Off Does It

It turns out, too, that when Mr. Quill made the statement that the O'Dwyer-Davis plan will be put into effect, he may have been indulging in an overstatement.

The Board of Transportation points out that the effective portions of that plan are already in operation. The check-off prevails in the subway system, and this makes unnecessary the calling of an election to determine which organization has the greatest number of members for bargaining purposes, it was stated. Thus, when the Transport

Workers Union members last week greeted "hysterically" the assertion that they would get recognition on the basis of numerical strength—they were actually greeting an anti-climax. For the numerical strength of the various organizations is en-

tirely obvious to the administration from the check-off.

Retirement Gains

Mr. Quill, president of the TWU, told the assemblage that he had received assurance from the City administration that the expanded pension plan would soon be made public. The plan would apply only to workers on the old BMT and IRT lines, since those on the Independent System are in the City Retirement System. The new plan would permit a man to retire at age 60 rather than at 65 as at present. Workers would get credit for time worked when the lines were in private hands. Instead of 1 per cent for each year worked up to 1937, they would get 1½ per cent for each year up to 1941. No outlay on the part of the men would be required—the old BMT and IRT retirement plans were "free" ones—requiring no payment from the employee.

The only new portion of the celebrated Davis labor relations plan which will go into effect, it now appears, will be an expanded setup for handling grievances.

Michael J. Quill, international president of the TWU, said that a real threat to the proposed pension reform was the effort to have the fare reduction issue put on the ballot. He said that the American Labor Party, the Communist Party and the CIO Council

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Association Board, County Group, To Meet Aug. 26

ALBANY, Aug. 23. — The Board of Directors, Civil Service Employees Association, will meet in Albany on Thursday, August 26. This is a regular meeting of the Board, comprising all officers, State department representatives, County department representatives, regional conference representatives, and chairmen of standing committees. The meeting will be held in the Hotel Wellington, beginning at 6 p.m.

At 4 p.m. of the same day, the County Executive Committee will meet to take up plans for a fall membership campaign. A tentative program will be discussed for the purpose of accelerating membership at the local level.

Mistaken Identities Mar Loyalty Cases

By CHARLES SULLIVAN

WASHINGTON, Aug. 23—The Federal Bureau of Investigation, of which J. Edgar Hoover is head, has performed a notable job in discovering that 17 per cent of U. S. employees under loyalty investigation were innocent, because they had been mistaken for others of similar or identical names or for other coincidences. The mistaken identities of nearly

one out of five previously investigated by other agencies were among the first 250 cases on which reports already had been officially submitted, without any suspicion by the reporting agency that it was on a wholly wrong track. Of 483 cases more than 9 per cent were ones of mistaken identity, indicating a tip-off to agencies by the FBI, that made correct identity the primary consideration in any loyalty investigation.

Inside Story of NYC Exams Direct from Board Head

The Clerk, Grade 4 promotion list will be published this week, said President Joseph A. McNamara, of the NYC Civil Service Commission, and the Attendant, Grade 1 and Clerk, Grade 2 lists will be issued later.

Other medical and physical examinations caused the delay of the Attendant and the Clerk, Grade 2 tests, he explained. Now the Fireman physicals are being conducted at Van Cortlandt Park.

It is expected that the Attendant medical-physical, which stresses the physical, will be held in the park, too. Director Paul M. Brennan, of the Medical-Physical Bureau, is working toward that end. The Clerk, Grade 2 medicals will be held at the Commission's office, 299 Broadway.

No exact dates could be given for the issuance of the two lists, but the Attendant list will be announced before the other. The

Clerk, Grade 2, list looks like a late October possibility.

Mayor Has Resolution

The President said that the resolution to extend until December 31, 1948, the authority to hire provisionals on a less restricted, or war-time basis, is before Mayor William O'Dwyer.

It was adopted unanimously by the Commission. After the Mayor signs the resolution it goes to the (Continued on Page 8)

STATE AND COUNTY NEWS

DPUI Lay-offs Deplored As Blow to Public Service

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for meeting the emergency were explored thoroughly.

The reduction in personnel of the DPUI required by reduced appropriations will total over 640 civil service employees. Of these, 70 hold permanent appointments. The remainder are now employed on a temporary basis. Officials of the DPUI stated to Association officials that the necessary lay-off will be strictly on basis of the civil service law and rules and will respect seniority of permanent employees and of veterans as established in the civil service law. Also, officials assured that where at all possible transfers of workers from the city or town where now employed to offices located at other points in the State could take into consideration the home ties of the worker.

Permanent Remedy Sought

Association officials expressed prime concern with the uncertain status of this great humanitarian service and will seek action to eliminate for all time the features of the present pernicious setup which leave not only the security of the insured but the welfare of civil service workers at the mercy of hasty or political considerations rather than sound business practice and fair security of work on the part of public employees charged with administration of the law.

Today, throughout New York State, Association representatives pointed out, claimants for rightful benefits, unemployed who could be helped to useful employment, employers who want to cooperate in successful administration of the law, and the civil service employees left to shift for themselves, are confused and bewildered by the obvious weakness of the system of financing the operation of this all important social security law. The individual who needs the service most, may find himself without needed advice. With Congress adjourned, all groups are powerless to secure early reconsiderations and adjustment in the light of the facts.

Association to Seek Support

The Association stated that it will immediately engage on a broad program to enlist the support of the Unemployment Insurance State Advisory Council and all other interested groups of employees and public officials and employers to bring about the changes in Federal and State laws to provide stability in financing the operation and maintenance of placement and unemployment insurance laws in New York State. Confidence that this result can be obtained was expressed by Dr. Tolman.

The present situation highlights the complex setup in both the Federal and the State governments under which the placement and unemployment insurance services are carried on. The money for both is contributed by employers at the rate of 3.0 per cent of the payroll. This is paid as an excise tax. The next tax for administrative purposes amounts to 0.3 per cent and 2.7 tenths of the 3.0 per cent is used for the payment of benefits to the unemployed. This is maintained in a trust fund in Washington and is always available for the payment of established bene-

fits. In the ten years from 1938 to 1947 inclusive more than \$850,000,000 was paid to an estimated 3,000,000 beneficiaries in New York State. The 0.3 per cent is estimated by the Federal Government as necessary for administration of placement and unemployment insurance operation in the various offices throughout the states. However—and this is the cause of the present difficulty—this 0.3 per cent is not immediately available for administration of the purposes of the general plan. It is placed in the Federal general appropriations fund. The amount appropriated depends upon Congressional action. The actual appropriations by Congress out of the general fund for the maintenance and operation of placement and unemployment insurance has seldom, if ever, equalled the three-tenths of one per cent set aside for administrative purposes.

Congress Ignored Expert Advice

The amount appropriated for administrative purposes by Congress is supposed to follow estimates of total needs prepared by the states and approved by budget officials of the Federal Social Security Board, but Congress does not need to follow such recommendations. The last Congress appropriated a total amount less than the Social Security Board advised. The Social Security Board was, therefore, obliged to

drastically reduce the amount asked by New York State for the operation of the various offices of the New York State Division of Placement and Unemployment throughout the State by nearly a million dollars.

The reduction below definite requirements for personnel and maintenance of the established services came as a bombshell to New York State DPUI officials and staff, to workers in New York State industries, and to employers throughout the State. Established in this State in 1935 under State statutes, the operation of the Division of Placement and Unemployment Insurance, has been the subject of much study and of many reorganizations. The Industrial Bulletin of the State Department of Labor for July, 1948, cited the efficiency of operation of the plan in New York State, as well as the beneficial effect of the application of the law to the workers in industry and to employers. The service now suffers another severe setback.

Disastrous Effects of Cut

Representatives of the Association point out that the reduction in funds for the operation of the plan in New York State will seriously curtail vital research and planning activities, eliminate local offices at some places and reduce staff and consequent service to the public in all offices.

Assn. Seeks Firm Employee Protection in Kingston Law

KINGSTON, Aug. 23—Many citizens of Kingston gathered at City Hall the evening of August 18 at a public hearing to discuss the new proposed City Charter prepared by a special charter committee. The hearing was before the Laws and Rules Committee of the Common Council, and was presided over by James Martin, Chairman. Committee members present included Charles J. Qurch, Edwin Sammons, Charles Cole and James Carroll.

The purpose of the meeting was to disclose citizen thought and to receive suggestions for improvement of the proposed Charter. The Chairman, announced at the opening of the meeting that a legal question had arisen as to the submission of the charter to the people at the general election in 1948, it being held that it is proper to submit such proposals only on odd years when no general election occurs. The question has been submitted to the Corporation Counsel of the City for his ruling, Mr. Martin stated.

Ulster Chapter Present

Representatives of the Ulster Chapter of The Civil Service Employees Association, together with representatives of other groups of employees and of union workers generally, questioned seriously various proposed provisions having relation to civil service positions and employees. The Association Committee included A. Foster Winfield, President of the Ulster Chapter, Robert Baylor, Financial Secretary, Miss Estelle M. Spatz, Recording Secretary, and William F. McDonough, Executive Representative of the Association.

McDonough Speaks

Speaking for the Association, Mr. McDonough advised the Committee:

"We feel that we must oppose the proposed charter for some things which it mandates and for important things it leaves uncared for or uncertain. From the standpoint of sound personnel administration and the application of the merit system, both of vital importance to efficient civil government, the proposed charter is disturbing and confusing. We must assume that the authors are seriously seeking improvement of the city's civil government. However, we feel that the door has been left wide open to reactionary administrative practices, particularly as to personnel ad-

ministration, and even to political spoils.

Classification Plan

"We recommend the following changes in the interest of really improving the public service:

"We believe that the charter should provide definitely that there shall be a uniform classification plan and a uniform compensation plan, with definite lines of promotion, and mandatory annual increments from minimum to maximum. Naturally there must be an agency to administer these plans. Obviously this should be the personnel agency—the civil service commission—and not the Board of Estimate. The fixing of adequate salaries for public employees is essential to the recruitment and retention in public service of highly efficient workers. All of the various factors which apply in fixing salaries in private industry apply in public service—a careful evaluation of each position, the rates of pay applying for like work in private employment and in other public jurisdictions, opportunities for advancement, living costs, and ability to pay. Such matters have been deemed of such importance in State service and in many pub-

lic jurisdictions that the personnel agencies have been given direct power to deal with them on a well devised plan. However able the board of estimate might be, it could not be expected to classify positions or fix salaries with fairness, or justice, or adequacy. This is most certainly the function of the personnel administration agency.

Fair Working Conditions

"We believe that the charter should provide for a maximum basic hour week with provisions for time and one half pay for overtime beyond the basic hours. "We believe that the charter should definitely provide that the civil service commission shall establish fair and equitable sick, vacation and other leaves for civil service employees.

"We believe that there should be provision for emergency salary adjustments to meet inflationary or other emergency economic changes and suggest the incorporation in the charter of the Westchester County plan to care for this important matter.

Labor Relations Board

"We believe that the Charter should contain definite provisions for the establishment of a public employees labor relations board for the presentation, consideration, recommendation or negotiation of public employee problems. We urge this as conducive to high morale in public service and as amply justified by experience with labor relations boards in private industry.

"We urge that the charter contain definite provision adopting unemployment insurance for employees under provisions of Chapter 844 of the laws of 1948."

"It seems especially fitting," said Mr. McDonough "that this historic City of Kingston, the home of the President of the New York State Civil Service Commission and also of a Commissioner of the United States Civil Service Commission, should honor and utilize to the full in its charter the merit system which Chief Justice Hughes once declared to be the greatest provision in our State Constitution."

Asks Re-Study

"On behalf of the Ulster Chapter of the Association, and of the 46,000 members of the Association throughout New York State, I urge that the proposed charter be carefully restudied, and rewritten to contain the progressive provisions relating to civil service personnel which the Association has offered here tonight."

EDITORIAL

The American Legion And Firemen's Poll

THE American Legion should give careful note to the results of a poll concluded last week on the Mitchell and Condon bills among New York City's firemen. With 5,922 stating a preference for the Mitchell measure, only 441 favored the Condon proposal. The vote is important for a number of reasons: First, the tremendous majority—13 to 1—favoring the Mitchell bill; second, the clear statement of opinion by an employee group in secret ballot; third, the fact that the Fire Department is heavily staffed by veterans—so that the poll is a true expression of veteran and non-veteran opinion; fourth, the fact that this poll follows similar expressions by other employee and veteran organization groups—including some within the Legion itself; fifth, the implication that this pretty well represents civil service employee opinion everywhere in the State.

Certainly a re-study of its stand on this issue by the Legion would be appropriate in light of these facts. In view of the factual evidence—both that the Mitchell bill is a better instrument of fair veteran preference, and most civil service people want it—the Legion could well take the large view and throw its support behind the Mitchell proposal. This would be accepted throughout the State in a favorable light. It would make unnecessary a costly, and perhaps bitter fight between groups favoring one or the other bill. And it would accelerate the establishment of an era of good feeling among all those—non-veterans, disabled veterans, and non-disabled veterans—who feel so strongly on the controversy.

The LEADER feels that the Uniformed Firemen's Association has performed a notable public service in the conduct of its poll.

Firemen Vote 13 to 1 For Mitchell Amendment

(Continued from Page 1)

by other civil service organizations and by government bureaus at all levels—State, municipal, and county. The very strength of the vote for the Mitchell bill evidenced by the NYC Fire Department supplemented by expressions of opinion by other veteran and non-veteran groups, indicates that the wave of public opinion is strongly in the direction of the Mitchell bill.

The Mitchell bill provides a point preference system for veterans.

Pay Board Postpones Nurse Appeal

ALBANY, Aug. 23—The date on which nurses in State institutions were to appeal before the Salary Standardization Board for pay advances has been postponed.

Francis Lahey, of Rockland State Hospital, chairman of the Nurses Committee of the Civil Service Employees Association, reports that the hearing formerly scheduled for September 24 has been laid off without a new date being set.

Factual Brief

The Nurses Committee has prepared a voluminous brief pointing out the need for upward revision of nursing pay. The brief, entirely factual, deals with the statistical aspects of nurses pay in the State as compared with nurses pay elsewhere. Among the other facts, it points out that nursing staffs are seriously depleted because higher pay is available in other hospitals.

The Civil Service Employees Association will press for action by the Salary Board on the ground that action in this area is of vital importance for the maintenance of New York State prestige in quality service to its wards, an Association spokesman informed The LEADER. Nearly 100,000 patients are being cared for in State hospitals.

STATE ELIGIBLE LISTS

Supervisor of Medical Social Work, (o.c.) Vocational Rehabilitation Service, Commission for the Blind, Dept. Social Welfare—1. Edna F. Clark; 2. Louise F. Ewer; 3. Alva Trotter.

Jr. Gas Engineer, (o.c.), Dept. Public Service—Arthur L. Wege-ner (v).

Associate Physician (Pediatric Research), (Prom.), Dept. Health (Exclusive of the Inst. & Lab. Labs.)—David S. Overton.

Budget Certificate Rule

ALBANY, Aug. 23—The ruling that the State Budget Office must approve the filling of authorized positions has been suspended, with two exceptions. The exceptions: (1) all exempt positions allocated to the LG salary grade; (2) certain unnamed positions of which the Budget Office will advise the departments from time to time.

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STATE AND COUNTY NEWS

Pay for Military Leaves Defined by Commission

A memorandum prepared by Counsel Joseph Schechter was sent to all appointing officers by the State Civil Service Commission, defining who gets 30 days' pay from the State, and the difference between State pay and lower military pay, when on ordered military duty. N. Y. Guard, National Guard and Naval Militia or Army, Navy or Marine reservists get the days' pay, even if serving by own prior consent don't get the pay differential, but if serving without this consent, but if serving without his consent doesn't get the pay differential, though leave of absence beyond the 30 days applies. The memorandum also states that State employees drafted don't get the 30 days' pay or the differential, but have reinstatement and other rights. The memorandum:

This memorandum is submitted for your guidance in determining whether or not employees who are drafted or who voluntarily enter military service are entitled to mandatory leaves of absence, differential pay, etc.

Public employees who are members of National Guard, New York Guard, Naval Militia or Federal Reserve Corps.

Every public officer or employee who is ordered to active military duty as a member of the New York Guard, the National Guard or Naval Militia, or is a member of the reserve corps or force in the military, naval or marine service is entitled to a leave of absence with full pay for such ordered duty for a period not to exceed 30 days in any one calendar year, notwithstanding the fact that such military duty was ordered with the prior consent of the officer or employee.

Beyond-30-Days Rule
For periods of ordered military duty beyond 30 days, the following applies:

1. A public officer or employee who became a member of the National Guard or Naval Militia, or of the Federal Reserve Corps on or before April 1, 1942, and who is ordered as a member of any such organization to active military duty without his consent is entitled to a leave of absence with full pay for the first 30 days of such ordered military duty and to a leave of absence with differential pay for any period of military duty beyond 30 days. Differential pay is civil service pay less military pay. If such public employee is ordered to military duty with his consent, he is entitled to leave with full pay for the first 30 days of military service, but is not entitled to military

leave with differential pay or to military leave without pay for any period beyond 30 days.

2. A public officer or employee who became a member of the National Guard or Naval Militia, or of the Federal Reserve Corps after April 1, 1942, and who is ordered as a member of any such organization to active military duty without his consent, is entitled to a leave of absence with full pay for the first 30 days of such military duty and to a military leave of absence without pay for any period beyond 30 days. He is not entitled to differential pay. If such public employee is ordered to military duty with his consent, he is entitled to a leave of absence with full pay for the first 30 days of such duty, but is not entitled to a military leave of absence without pay for any period beyond 30 days.

N. Y. Guard Case
3. A public officer or employee who is a member of the New York Guard and who is ordered to active military duty as a member of such organization without his consent is entitled to a leave of absence with full pay for the first 30

days of military duty and to a military leave of absence without pay for any period of such military duty beyond 30 days. He is not entitled to differential pay. If ordered to active duty with the New York Guard with his consent, he is entitled to a leave of absence with full pay for the first 30 days of such duty and is not entitled to a military leave of absence without pay beyond that period.

Public employees who are drafted under the Selective Service Act of 1948.

A public officer or employee, whether or not a member of any of the aforementioned military organizations, who is drafted into military service under the Selective Service Act of 1948, is protected by Military Law Sec. 246. He is entitled to a leave of absence without pay for the duration of such military service, to mandatory reinstatement at the termination of military service, and to the rights granted by Section 246 to public employees on military duty. He is not entitled to pay for the first 30 days of such leave.

Public officers or employees who enlist.

A public officer or employee who voluntarily enlists for active duty in any of the armed forces is not entitled to a military leave of absence without pay, nor to the rights granted by Section 246 of the Military Law to public employees on military duty.

Discretionary leave of absence for military duty.

Discretion Allowed

Where a public officer or employee is not entitled to a mandatory military leave of absence, his department or agency may, in its discretion, give him an ordinary leave of absence without pay not to exceed one year. It should be noted that Subdivision 1-a of Rule XVI of the State Civil Service Rules provides that in computing the one-year period within which a person may be reinstated after resignation or leave of absence without pay, time in active service in the military or naval forces of the United States shall not be considered. Therefore, where a public employee is not entitled to a mandatory military leave without pay and he is given a permissive leave of absence without pay in accordance with the foregoing, he will be eligible for reinstatement at the termination of his military service, notwithstanding the fact that such military service extends beyond one year from the time of granting of the leave.

More Buildings To Be Repaired

ALBANY, Aug. 23.—Sealed proposals on seven projects involving construction, alterations and repairs to seven State facilities will be received by Charles H. Sells, New York State Superintendent of Public Works. The projects:

Albany. Resurfacing floors and fireproofing columns, Capitol Power House. Heating work involving installation of ventilating equipment for Department of State, 95 Central Ave.

Staten Island. Installation of laundry monorail and hoist, Building No. 61, Willowbrook State Hospital.

Ithaca. Separate proposals covering construction, heating, sanitary and electric work for Poultry and Animal Isolation Building, State Veterinary College, Cornell University.

NYC. Repairs to elevator No. 1, Broadway Office Building, 270 Broadway.

Oxford. Construction of sewage disposal plant, Woman's Relief Corps Home.

Elmira. Electric work involving the installation of steam turbine alternating current generator, Power House, Elmira Reformatory.

Wealthy Suffolk County Underpays Its Employees

Suffolk County employees feel that the advances made between employees and management in the State, and in many other counties, have not yet made themselves felt in the Long Island sector.

They point out that (1) acute problems exist; (2) they, as an employee organization, cannot obtain from the administration the same dignity of approach which prevails elsewhere; (3) problems are not solved by ignoring them; (4) as precedent elsewhere has shown, good relations between administration and employees result in more efficient government; (5) the Suffolk chapter of the Civil Service Employees Association does not intend to lie down and "take it;" (6) strong support is being mustered through the organized strength of the 45,000 members of the Civil Service Employees Association.

The Sensitive Problem
The immediate, and most sensitive, situation is salary.

Rising living costs—reflected in rising salaries elsewhere in the State—don't seem an influence the salary structure in Suffolk.

Six months ago, the Suffolk County chapter held a closed door meeting with the Board of Supervisors to discuss salary. Charles Duryea, chairman of the Board, appointed the Board as a com-

mittee of the whole to "examine" the salary situation. To date, nothing has been done. So far as The LEADER can learn, the Board has not even held a formal meeting on the problem. Tactics of the administration seem to base on ignoring the employees and their needs.

The Board's Attitude

The Board of Supervisors takes the attitude that it had established standardization of salaries in 1943 for all county jobs. The standardization provided for salary ranges in all titles, plus a series of five increments. Then in 1946, a flat 10 per cent was added.

Suffolk Lags Behind
As the State, in realization of higher costs, began to increase the compensation of its employees, Suffolk remained relatively stationary. During a period when the cost-of-living index ran up to more than 170 per cent, Suffolk County employees have gotten only one 10 per cent raise. This

ALL STATE WAR-DURATION JOBS TO BE ABOLISHED

ALBANY, Aug. 23.—There are between 800 and 900 war-duration employees still on the State rolls, according to Civil Service Commission estimates. It was stated that this figure will be reduced to zero by October.

was during the same period that Westchester County established its celebrated system linking employee pay to living costs—a system so advanced and enlightened that it is now being accepted in private industry.

Confuse Increment With Raise

An indication of the curious attitude of the Board of Supervisors in Suffolk County is this: When approached for a raise, one or another of its members is invariably sure to say: "You got your salary increment, didn't you?" As though the increment were actually a pay raise—a fallacy never accepted in any modern pay system.

Suffolk County boasts of its splendid financial condition. It has little funded debt. Its tax rate—only 7 mills—has not been raised in seven years. Real estate assessments have not increased. It view of the lessened value of the dollar, this means that the actual tax has been reduced, probably the only case of its kind in the State.

Said one employee to The LEADER bitterly: "They're taking it out of our hides. It means that in reality we, the County employees, are being forced to pay the tax; we are forced to carry the burden that should not be ours."

The Public Employee

By Dr. Frank L. Tolman

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



Hitch Your Wagon To A Star

THERE are men and there are organizations that believe in force as the sole or the best method of getting ahead. I think the number of such organizations is slowly decreasing.

There are also people and there are organizations that would hitch their interests to something higher and more powerful than force; to the needs of men, to the laws of the universe, and to the highest dreams and aspirations of both saints and sinners.

We have learned that force is no solution for disagreements between nations and blocs of powers. The very efficiency of the engineers of death and destruction have doomed either war or the human race. Both cannot continue in the new world.

Basic Safeguards of Survival

We are beginning to see that much the same is true of industrial war. Our democratic system cannot survive unless freedom and equal rights prevail everywhere. What we ask for ourselves, we must also accord to others.

What are the stars to which we public employees should hitch our wagon?

First—there is the star of brotherhood, born of the common interests that bind us all together as members of one body.

Second—there is the star of service in the greatest instrument of Government which permits the citizen to live and to work together in peace and happiness.

Third—there is the star of merit and fitness, the brightest star in the constellation of the worker, and although often dimmed by the fogs of disrespect and unfair favoritism, destined to shine in even greater glory as government and humanity grow in knowledge and wisdom.

Follow the Stars to Success

Our great Association will, I think, advance faster and further, if it follows the stars to which it is dedicated.

New Monthly Summary Of Open-Competitive Lists Gets Under Way

ALBANY, Aug. 23.—Mary G. Hughes, Supervisor of the Certification Division, has sent a memorandum to all appointing officers, announcing the monthly publication of the titles of open-competitive lists established. She wrote: "The following open-competitive lists, for use by State departments and agencies, have been established between July 1 and August 15, 1948.

"On the fifteenth of each month there will be prepared a similar listing covering lists established during the previous thirty-day period. You are requested to keep these listings so that you may have information as to what lists

are available in this office.

"If you have a vacancy to fill in any of these positions, will you please send a written request for certification to the Certification Division, before nominating persons for provisional appointment. Your attention is called to the fact that some of these lists may be deemed appropriate for filling positions under other titles, but similar duties."

The first listing follows:

No.	Title	Established
6278	Asst. Bldg. Structural Engineer...	7-16-48
6095	Guidance Supvr...	7-16-48
6135	Supt. of Social Wk. (Psychiatric) ...	7-16-48
6008	Field Investigator—Narcotic Control.	7-28-48
6261	Junior Laboratory Technician ...	7-28-48
6272	Assoc. State Publicity Agent ...	8-3-48
6271	Senior State Publicity Agent (Radio)	8-3-48
6094	Gas Inspector—Public Service ...	8-6-48
8061	Chief—Bureau of Adult Education.	8-5-48
6132	Steam Fireman ...	8-9-48
8092	Cartographer—State Departments ...	8-9-48
6273	Principal State Publicity Agt. (Radio)	8-9-48
8068	Bacteriologist (Virology) ...	8-11-48
6133	Supervisor Medical Social Work ...	8-11-48
8131	Supt. Gas Engineer—Public Service...	8-11-48
8085	Senior Statistician.	8-12-48
8078	Principal Personnel Technician ...	8-12-48
8084	Personnel Technician (Research)...	8-13-48
8081	Personnel Technician (Exams)...	8-13-48
8082	Associate Personnel Tech. (Research)...	8-13-48
8083	Sr. Personnel Technician (Research)	8-13-48



Mrs. Laurence Voels, formerly Marie Basile, cuts into her wedding cake. Mrs. Voels is an employee of Kings Park State Hospital.

STATE AND COUNTY NEWS

What Employees Are Doing

Cattaraugus County

The Olean Civil Service Employees Association held its annual clam bake at Gargoyle Park in Olean last Saturday and the bake was well attended by 150 employees and their friends. Games were played and the bake was served at 6 o'clock. This group of civil employees has voted to affiliate with the Civil Service Employees Association and to assist in organizing a Cattaraugus Chapter.

The guest of honor at the bake was Mayor Thomas F. Gustafson, who was a candidate for the State Senate in the fall election. Charles R. Culyer, Field Representative of the Association, attended representing Association Headquarters.

Niagara Chapter

Members and friends of the Niagara Chapter, County Division, of the Civil Service Employees Association, held their first picnic on August 9 at Krull Park, Olcott, N. Y. The location itself is a beautiful recreation area operated by the Board of Supervisors of Niagara County, and facing directly on Lake Ontario. Over 150 people attended the picnic and

the affair was a huge success. Many types of games were played. Prominent county officials were introduced by Howard L. Kayner, President of Niagara Chapter. Charles R. Culyer, Field Representative, County Division, represented the Association.

Nassau County School Custodians

The Nassau County School Custodians Association announces through its Pres. James A. Ciminera, Jr. their regular meeting on September 1st at Hempstead High School, Hempstead, N. Y. 8 p.m. This meeting will be addressed by a representative of the New York State Retirement System and will be the first opportunity which groups of civil employees in the county have had to hear about their membership in the Retirement System.

Mr. Ciminera invites all civil employees to attend this meeting. A question and answer period will be provided for the information of all those present.

Civil Service Dept.

There'll be food and plenty for employees of the New York

State Department of Civil Service on September 8, on their third annual clamsteam. The place is Brookside Park, West Sand Lake.

Besides clams, there will be dancing and a program of sports. That is, if anyone has energy to move around after working through the menu, which includes clams, sausage, chicken, corn, sweet and Irish potatoes coffee and ice cream. During the afternoon hot dogs and clam chowder will be served.

A transportation committee will make arrangements for employees and their guests to travel to and from the park. On the committee are Ruth McLaughlin, chairman; Grace Sharp, Nicholas Butler, Stanley Romancheck, Mae Newton, Elmer Wise and John Eddy.

The sports committee is headed by George Lehman. Assisting him are Edward Leonard, Helen Lawrence, Jane Lacy, Jane Miller and William Scheider.

Co-chairmen of general committee arrangements are Connie Hanrahan and J. P. Noton.

Tickets are \$4.50. The affair is sponsored by members of the Civil Service Department Chapter of The Civil Service Employees Association.

Spa Chapter Holds Picnic And Election of Officers

SARATOGA, Aug. 23—The annual meeting of the Saratoga Spa Chapter of The Civil Service Employees Association was held at the Hall of Springs, Saratoga. It was well attended and enthusiastic. The meeting followed an enjoyable picnic on the Spa grounds.

William F. McDonough, Executive Representative, congratulated the members on the growth and activity of the Spa Chapter. Mr. McDonough reviewed the organization and program of the Association and emphasized the democratic manner of operation whereby the officers and board of directors are wholly sensitive to and guided by the needs and desires of the members, wherever employed throughout the State.

Lauds State's Advance

Said Mr. McDonough in a talk: "Tremendous advances have been made in personnel administration and our State, New York is in the forefront of public jurisdictions in this respect. We have sound merit system laws, classification laws, salary standardization laws and laws dealing with hours and leaves. These constitute important contracts between the State and its employees.

"There are some important shortcomings which call for attention and remedies. One has an authority rather than a department. The Association is seeking to have employees of all authorities accorded the same rights and privileges as apply to departmental and institutional employees. This requires legislation. However, in the meantime, officials of the Civil Service Department and of the State Budget Division have gone a long way in establishing for authorities rates of pay and classifications applying elsewhere. And, as your Director of the Spa Reservation Authority has stated, the State Classification Board is to begin immediately a complete classification of all positions at the Saratoga Spa.

Full Opportunities to Employees

"The Board will study the duties and responsibilities of each position and accord to it a title which will be descriptive of the work done. If any employee feels that the title accorded to him is not the right one, he will have opportunity to appeal to the Board. Also, following your filing

of a duties statement, some member of the Board's technical staff will doubtless call upon many of you to discuss the work done and its relation to the duties involved generally in the fine service to the people rendered by the workers at the Spa.

"It is the Association's hope that attention to classification, will result in pay which will more adequately reflect the scales proper to the positions.

Pension Liberalization

"The Association is appealing for liberalization of the State Retirement System as essential to bring this vital social security measure in line with present economic and social needs.

"Good labor relations in public employment should not wait long for a public employees labor relations board to provide open means for discussion and negotiation of various employment problems bound to arise. The Association urged upon the legislature last year the creation of such a board along lines similar to that provided for private industry and will press this for the coming year.

"The record membership in our Association — more than 46,000 State and municipal employees — the active work of 127 chapters throughout the State, and the enthusiastic support of each of you individually, are an inspiration to your officers and committees at work continuously to advance the efficiency of public service and employee welfare. We may be certain, I am sure, that all problems will yield to favorable solution in the face of this fine progressive spirit."

At the annual meeting of the chapter, the following officers were elected:

President, Adrian L. Duncel; Vice-president, Lester W. Strook; Secretary, Miss Frances M. Nolan; Treasurer, Mrs. Hazel J. Folts.

Procedure for Collecting On Insurance Claims

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

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

The following is the attitude of the company, agency and Association on all claims under the Group Plan of Accident and Sickness Insurance:

1. To pay all JUST claims fairly and promptly.
2. To decline courteously all claims not covered by the policy.
3. To resist all unjust or fraudulent claims.

The procedure adopted by the claim men of the Commercial Casualty Insurance Company is thus:

Upon receipt of a notice of claim under any policy under the Group Plan of Accident and Sickness Insurance, a preliminary notice or blank is immediately sent to the claimant. Along with this goes a letter reminding that person not to forget to have medical attention at least once in every seven days; also, not to forget to pay the premiums direct to Ter Bush & Powell, Inc., if he is not on the payroll during their period of disability.

We remind the claimant of these facts to avoid trouble at the time of a serious disability. In the first place, the policy requires medical attention once in every seven days during any period of disability for which claim is being made, and in the second place, often times over a prolonged period of disability, persons are removed from the payroll and then no deductions can be made. If this person desires to continue

his insurance after the present claim has terminated, he must pay his premium direct to Ter Bush & Powell, Inc., 423 State Street, Schenectady, N. Y. continuously during his period of disability. Otherwise, the policy will lapse. However, lapsation of the policy due to non-payment of premium during a disability will have no effect whatever on the claim that is then being paid, but will terminate his policy automatically at the end of that period of disability.

The adjuster then interviews the person who is sick or disabled due to an accident. Then we attempt to obtain complete records of the medical history of the person involved in the disability. At that person's place of employment we obtain a copy of his employment records to indicate the period of time he has been off because of illness or accidents in the past few years, then through a doctor who is treating the patient, we get information as to the present disability, its probable cause, its duration, the date it had its inception and whether or not he has previously treated the claimant for this or any other illness, or accident.

Claim Service

Whenever you hear of someone who is sick or disabled because of accident, get a penny postal card and send a notice at once to any of the following:

Ter Bush & Powell, Inc., 423 State Street, Schenectady, N. Y.
Commercial Casualty Insurance Co., White Building, Buffalo, N. Y.
Commercial Casualty Insurance Co., Lincoln-Alliance Bldg., Rochester, N. Y.

Commercial Casualty Insurance Co., Chimes Building, Syracuse, N. Y.

Commercial Casualty Insurance Co., 59 John Street, New York, N. Y.

Commercial Casualty Insurance Co., 75 State St., Albany, N. Y.

Commercial Casualty Insurance

Co., 10 Park Place, Newark, N. J.

From the above you can see that there are sufficient Claim Offices to handle claims without any delay whatever. When you write this postal card, just say, in regard to the Group Plan of Accident and Sickness Insurance for Public Employees, that John Jones (or whatever his name is) is sick or hurt by an accident. It is very important that the first notice be sent immediately. Policy numbers are not necessary. Just a simple statement as mentioned above on a penny post card.

The importance of immediate claim service cannot be stressed too much. The company insists upon it, we want it and we know that public employees want to get their money as quickly as possible. Complete and accurate records assist in carrying out this very objective.

Next week's article will give the name of the Adjuster and the Counties they cover. From this, knowing your own County, you can locate the name of the Chief Adjuster for your territory.

(Continued Next Week)

Park Patrolmen's Plea Makes an Impression

Park Patrolmen are keeping up their strong efforts to obtain a 40-hour week, so that they will be on a par with the vast majority of other State employees, instead of having to work 48 hours a week, with no overtime pay for the hours in excess of 40. They do not even share the benefits of employees of State institutions who, although they work 48 hours, receive extra pay because of the eight hours in excess of the normal 40 of other employees.

The Park Patrolmen's case has been aided greatly by The Civil Service Employees Association, of which they are members. Executive Representative William F. McDonough has been presenting their case to officials and has stressed the need of rectifying the injustice inflicted on them. Both Budget Director John E. Burton

and Robert Moses, President of the Long Island State Park Commission, have heard the Park Patrolmen's plea.

Mr. Moses is said to have suggested that reclassification, through which additional pay could be granted in recognition of the added hours worked, would be a possible solution. However the men concerned do feel that reclassification would not result in benefits they feel entitled to, nor meet the primary request for a basic 40-hour week, in lieu of which they would not regard their plight as being remedied.

The Park Patrolmen are employees of the Conservation Department and work for the Long Island Inter-county State Parks, the Palisades Interstate Park Commission, the Niagara Frontier Authority, and other authorities and agencies.

DPUI Man Wins Award For Speeding Up Claims

Alexander Fix, a Senior Claims Examiner with the New York office of the DPUI, will receive a \$20 merit award from the State for improving the method of informing claimants about matters concerning them.

Mr. Fix, with the division for 11 years, started as an interviewer, and rose through successive promotions. He had been a machinist, and has taught in several schools. He is currently connected with the counsel's office at 342 Madison Avenue.

The certificate of award will be

presented to Mr. Fix on Tuesday, August 24.

Weekend Retreat

September 3 to 5

Rev. Joseph J. Murphy, S.J.

Retreat Master

\$10 PER PERSON

St. John's Villa Academy

CLEVELAND PLACE

ARROCHAR, S. I. 5, N. Y.

Buffalo Civil Service Office Hailed by Assn.

ALBANY, Aug. 23.—Officers of The Civil Service Employees Association expressed pleasure with recognition by the State Civil Service Department of the desirability of extending information and service to citizens regarding civil service by opening a district office in Buffalo.

The Department is planning to provide a small staff to man the office in the Buffalo State Office Building. Officials of the Department stated that the office is being opened to offer better service

to State employees and to the general public in the western part of the State. As soon as it is fully organized, the office will provide information on routine civil service matters, will distribute recruitment material, issue and receive applications for civil service examinations and will provide facilities for the holding of medical examinations and oral interviews in the Buffalo area.

It is expected that the office will be ready for operation on September 15.

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THE LEADER carries a full report on the progress being made by Civil Service Commissions in rating examination papers; and publishes eligible lists when they are ready.

STATE AND COUNTY NEWS

Lists of State and County Eligibles

Promotion

Principal Stenographer, Matteawan State Hospital, Dept. Correction, Prom. 5192—1. Walter Hurst, 2. Mary E. Gordon.

Sr. Stenographer, A. B. C. Board, N. Y. Office, Executive Dept. Prom. 6364—1. Claire Delehanty, 2. Anna Reddington, 3. Rosalind Kalinsky, 4. M. Koppersmith, 5. Elaine P. Conomos.

Head File Clerk, Workmen's Compensation Board, Prom 5136—1. Charles Wolf (v), 2. Isidore Charney.

Sr. Office Machine Operator (Multilith), Dep. Civil Service, Prom. 7056—Peter Hilton.

Prin. File Clerk, N. Y. Office, Workmen's Compensation Board, Prom. 5203—1. Charles Wolf (d); 2. Irving Gold (d); 3. Frances Shames (v); 4. Samuel Euerbach (v); 5. Cornelius J. Ahern (v); 6. Julius Perlman (v); 7. Mary V. Faraher; 8. Johanna Dreyfus; 9. Manes Hivry; 10. Ella B. Allen; 11. Doris P. McNeil; 12. Mary G. Donovan; 13. Freida O. Hudson.

Sr. Clerk, Div. of Parole, Executive Dept., Prom 5180—1. Edward G. Styles (d); 2. Vivian Weissblum (v); 3. William Madigan (v); 4. John E. Tidings (v); 5. Lillian Meyers.

Prin. Stenographer, Prom. Unit "A", N. Y. Office, Dept. Taxation & Finance, Prom. 5091—1. Lela Rossman; 2. Sylvia Rosen; 3. Gertrude Baer; 4. Rita Brooke; 5. Pearl Eagelfeld.

Stationary Engineer, All Institutions, Dept. Correction, Prom. 5193—Howard Stewart (v); Randall Brumell (v); Cleon Whiting (v); David Snye; James V. O'Neill; William Fenn; William H. Rouse; Edgar A. Drolette; Lewis Quick; William Treanor; Thomas B. Barkley; Thomas McGrath; George A. Dill; Wm. Harrington; Irving L. Rowley; George F. Deck-er.

Associate Housing Accountant, Division of Housing, Executive Dept. Prom. 3333—1. John P. Nordeck (v); 2. E. Greenberger, 3. Raymond F. Chase; 4. Theodore Merado.

Prin. Stenographer, D. P. U. I., Labor Dept. Prom. 5819—Emma L. Comstock (v); Joan Korton (v); Gladys Saron; Jean R. Melesky; F. Rosenfeld; Dorothy A. Vogt; Alva R. Winne; Rita C. Vogt; Mary A. Dodgan; Julia Neubart; Marion Connally; Agatha Wachtel; Mariaa E. Perry; Rosalie E. Garrett; Anna B. Connell; Alice T. Mortikes; Elsie F. Hummel; M. V. Laukaitis; Seyma S. Carter; Mary L. Hough; Ardwin T. Vergoni; Alice A. Fennelly; Catherine Blach; Erna M. Cohn; Rosemary T. Kelly; C. Fruehwirth; Mary M. Hearn; D. K. Schierenbeck; Josephine Haskins; Blanche H. Howard; Viola Lapeire; Rae Cohen; Margaret Sheridan; Ruth A. Finch; Josephine Smith; Catherine M. Ryan; Cecelia C. Takaes; Cornelia L. Lennon; Catherine Mealey; Sylvia Cohen.

Stenographer, Albany Office, Dept. Law., Prom. 5337-A—1. Erma L. Hemmett; 2. Myrtle Z. Smith; 3. Katherine Crate.

Canal General Foreman, Dept. Public Works, Promotional Salary: \$3000 to \$3660—Eddy, George J. (DV), Lockport, 1; Finnegan, George (V), Rochester, 2; Keachum, Harry A., Fulton, 3; Rumpus, Irving C., Syracuse, 4; Garner, Vivian R., Glenn Falls, 5; Cheney, William E., Oswego, 6; Gillespie, James, Waterford, 7; Whitney, Arthur J., Amsterdam, 8; Dolengo, John, Bennett, 9.

Telephone Operator, Dept. Mental Hygiene, Promotional Salary: \$1600 to \$2200. Institutions: Dept. of Mental Hygiene, Binghamton State Hospital, Binghamton,

McAndrews, Helen, Binghamton, 1; Buffalo State Hospital, Buffalo, 2; Smith, Helen M., Buffalo, 1; Court, Beatrice, Buffalo, 2; Gowanda St., Homeopathic, Helmuth, Paul, Elizabeth, Gowanda, 1; Hudson River St. Hospital, Poughkeepsie, Burge, Wm. J. (V), Poughkeepsie, 1; Kings Park State Hospital, Kings Park, Thoms, Laura C., Kings Park, 1; Middleton State Homeo. Hospital, Middletown, Pate, Barbara, Middletown, 1; Newark State School, Newark, Pilkins, Sina S., Newark, 1; Pilgrim State Hospital, Brentwood, Redmond Marie K., Bay Shore, 1; Rochester State Hospital, Rochester, Regan, Jane S., Rochester, 1; Rockland State Hospital, Orangeburg.

Prin. Account Clerk, Main Office and District Office, State Dept. Public Works, Promotional Salary: \$2400 to \$3000—Smith, Leslie C., Cohocton, 1; *Farrell, William, Watervliet, 2; *Munkwitz, Joseph, Albany, 4, 3; *Wagan, Stanley C., Groeseyville, 4; Capp, Theodore R., Troy, 5; Ahern, Edna M., Albany, 6; Reilly, Anna S., Troy, 7; Whitbeck, George H., Delmar, 8; Smith, Francis R., Collins, 9; Taaffe, Marie A., Albany, 10; Flanagan, Harry J., Troy, 11; Cofl, Evelyn R., Utica, 12; Peckman, Lillian, Utica, 13; Brady, Edna V., Pensselaer, 14; Kampf, Mildred T., Albany, 15; Bader, Jane M., Rochester, 16; Van Atta Helen M., Binghamton, 17.

Head Account Clerk, Main Office and District Office, Dept. Public Works, Promotional Salary: \$3120 to 53870—*Gadona, James M., Troy, 1; *McCartan, Matthew, Albany, 2; *Tucker, Frank J., Watervliet, 3; *McCallen, James, Green Island, 4; Dunn, Frank W., Troy, 5; Tobin, John M., Rensselaer, 6; Kelly, Amy C., Oriskany, 7; Kennedy, John J., Troy, 8;

Sr. Stenographer, Erie County Departments and Institutions, Promotional Salary: \$1600 to \$2100—**Roach, Frances L., Buffalo, 1; Kelly, Gertrude W., Buffalo, 2; Stage, Roxie L., Buffalo, 3; McKenna, Helen, Buffalo, 4; Kuelling, Marion, L., Buffalo, 5; Cornell Melvina C., Buffalo, 6; Callhin, Catherine, Buffalo, 7; Castellini, Nora R., E. Aurora, 8; Smith Bertha L., Buffalo, 9; Wagner, Isabel K., Buffalo, 10; Cohen, Thyla, Buffalo, 11; Suttor, Madeline, Buffalo, 12; Griffin, Agnes R., Buffalo, 13; Cryan, Anna L., Buffalo, 14; Hirschel, Ruth L., Buffalo, 15; Hartl, Anne M., Buffalo, 16; Masters, M. Mavis, Buffalo, 17; Levasseur, R. M., Buffalo, 18; Butler Mildred D. L., Buffalo, 19; Godson, Josephine, Buffalo, 24; Kahn, Belle, Buffalo, 21; Petruzzzi, Carmella, Buffalo 22.

Water Maintenance Man, Gr. 1, Water Dept., Village of Scarsdale, Westchester County, Promotion Salary \$2444 to \$2860—**Nacri, Nick, Dobbs Ferry, 1.

Principal Clerk, Albany Office, Insurance Dept., Promotional Salary: \$2520 to \$3120—Ellsworth, W. F. (V), Albany 1; Smith, Hazel I., Albany, 2.

Prin. File Clerk, Albany Office, Insurance Dept., Promotional Salary—Quirk, Ann N., Albany, 1.

Canal General Foreman, Dept. of Public Works Promotional Salary: \$3000 to \$3660—Eddy, George J. (DV), Lockport, 1;

Finnegan George (V), Rochester, 2; Ketchum, Harry A., Fulton, 3; Bumpus, Irving C., Syracuse, 4; Warner, Vivian R., Glens Fall 5; Cheney, William L., Oswego, 6; Gillespie, James W., Waterford, 7; Whitney Arthur J., Amsterdam, 8; Dolengo, John, Sennett, 9. District Supervisor of Fish Culture, (Prom.) Exclusive of Div. Parks—1. Harry Fiske (v); 2. Kenneth Nichols; 3. David Hasckel.

Prin. Stenographer, (Prom.) New York Office, Labor (Exclusive of Ins. Fund., DPUI, LRB and WCB)—1. Sarah Haimowitz; 2. Etta S. Drucker; 3. Amelia Gottschalk; 4. Martha Schwarz; 5. Ruth E. Peters; 6. Loretta Berrill; 7. Dorothy Goldblatt; 8. Mildred Berest; 9. Ruth S. Wassur; 10. Roselle Beck; 11. Mary E. Doonan; 12. Ann F. Sperling.

Asst. Gas Engineer, (Prom.) Dept.-Wide, Dept. Public Service—1. Norman Mork (v); 2. Bernard Kennedy; 3. Charles Johnson.

Asst. Supt. of Girls Training School, (Prom.) Training School for Girls, Hudson, Dept. Sol. Wel.—Harriet Goldman.

Police Sergeant, (Prom.)—1. Anthony Speno (v); 2. John Jandrucko (v); 3. Francis J. Hogan.

Police Sergeant, (Prom.) Greenburgh—1. John Habermehl (v); 2. Eugene C. Brett (v); 3. Roselle Dunckel (v); 4. Louis Crossetta (v); 5. Horace S. Page; 6. James M. Ryan; 7. William Halstead.

Police Lieutenant, (Prom.) Greenburgh—1. John F. Sherman (v); 2. Wm. H. Armstrong.

Open-competitive

Field Investigator of Narcotic Control, Dept. of Health, O. C. 6008—1. Charles L. Prorok; 2. Leonard Valerio.

Tax Account Clerk, Co. Treasurers Office, O. C. Chautauqua County.—Neva Erickson.

Sewage Plant Operator, Village of Fredonia, O. C. Chautauqua County.—Sam M. St. George.

Open Competitive Salary: \$1400 to \$1920. Duplicating Machine Operator, Westchester County—Voris, Harvey, New Rochelle, 1.

Intermediate Account Clerk & Stenographer, Ossining Water District, Westchester Co. Open Competitive Salary: \$2100 to \$2475—Vanwart, Eunice R., Ossining, 1.

Asst. Building Structural Engineer, Dept. Public Works, Open Competitive Salary: \$3720 to \$4620—Soyland, Oscar R. (DV), Bklyn, 1; Halsey, Eugene L. (V), Rensselaer, 2; Robinson, William (V), Rensselaer, 3; Fegan, Joseph (V), Bronx, 4; Waring, Edward J., Saratoga Springs, 5; Cutler, Louis (V), Bklyn, 6; Crachi D. (V), Long Island, 7; Eickler, Robert C., Albany, 8; Spencer, John H., 2361 Harrison, Schenectady, 9; Shooter, Charles, 117 Grand St., Schoharie, 10; Ygay, Bartolome M., Elsmere, 11; Quinn, Francis C., Belman, 12; Fisher, Charles M., Syracuse, 13.

Intermediate Account Clerk & Stenographer, Ossining Water District, Westchester County, Open Competitive Salary: \$2100 to \$2475—Vanwart, Eunice K., Ossining, 1.

Sr. Stenographer, Erie County Depts. & Insts. Open Competitive Salary: \$1800 to \$2100—**Cochrane, Kathleen, Buffalo, 1; **Cirrionce, Jean, Buffalo, 2; **Roach Frances L., Buffalo, 2; Wood,

Dismissed Heads Of Civil Service Are Replaced

ALBANY, Aug. 23—The State Civil Service Commission has replaced two of the three Lackawanna Civil Service Commissioners who resigned or were removed under serious charges while the State was investigating the Lackawanna Commission early this year.

One appointee, Clinton C. Couhig, will fill the unexpired term of Joseph Mahoney, and the other, Walter C. Ogarek, the unexpired term of Louis Basty. One of the new commissioners is a Democrat and the other a Republican.

John J. Janiga, Lackawanna Mayor, will make the appointment to the third Commissioner's post on the Lackawanna Commission, previously held by Joseph Mescall. Mr. Mescall's term expired last June 1.

In the case of the two Commissioners whose terms had not expired, the State Commission had the power to make the replacements.

Mr. Couhig will serve until June 1, 1952, and Mr. Ogarek until June 1, 1950.

The displacements came after the State Commission had investigated serious charges of violations of the law, and brought out that candidates had known answers to examination questions in advance, had paid for such information, and that appointments to jobs had been made on questionable bases.

Ruth A., Buffalo, 4; Friedland Edith, Buffalo, 5; Feinsinger, M. R., Buffalo, 6; Lawler, M. L. Buffalo, 7; Young, Edna S., Buffalo, 8; Russell, Isabel, Buffalo, 10; Vella, Rose L., Buffalo, 11; Ralski Eugenia A., Buffalo 11; Becker, Hilda, Buffalo, 12; Kozlowski, D. M., Buffalo, 13; Jordab, Rita C., Buffalo 14; Vallone, Rose E., Buffalo, 15; Zegger, Helen R., Buffalo, 16; Schulz, Ruth, Buffalo, 17; Lillis, Agnes T. Buffalo, 18; Weeks, Helen C., Ebenezer, 19; Wesolowski, E. P., Buffalo, 10; Ross, Evelyn E. Buffalo, 21; McGowan, Mary Ann, Buffalo, 22; Stanton, Margaret, Buffalo, 23; Baltz, Helene D. Buffalo, 24; Maharhan, Thomas E., Buffalo, 25; Fitzgerald, Betty, Buffalo, 26; Fitzgerald, Betty Buffalo, 27; Henrich, Elsie F., Buffalo, 27; Major, Mary F., Kenmore, 28; Tomasi, Christina Lackawanna, 29; Lynutt, Eleanor A., Kenmore, 30; Harrison, Anne, Clarence, 31; Cauley, Kathleen Buffalo, 32; Hopkins, Mamelya C., Buffalo, 35; Coole, Phyllis E., Kenmore, 34; Krieger, Eileen Buffalo 35; Wroblewski, L. A., Buffalo, 36; Alderson, Gloria J., Buffalo, 37; White,

Jean M. Buffalo, 38; Kratzer, Esther, Buffalo, 39; Incau, Helen, Buffalo, 30; Etreier, Elizabeth, Buffalo, 41; Ecker Shirley, Buffalo 42; Brehn, Corinne N., Buffalo, 43; Beil, Jean M., Buffalo, 55; Stuart, Online M., Buffalo, 45.

Cashier, Sales Tax Dept., Erie County, Open Competitive, Salary: \$2500 to \$2800 — Anderson, Edwin, Jr., Depew, 1; Hannett, Carlton B. Williamsville, 2; Sables, Ethel E., Buffalo, 3; Eimiller, Clara, Buffalo, 4; Bennett, Winifred, Buffalo 5.

Stenographer, Erie County Depts. & Insts. Open Competitive, Salary: \$1500 to \$1800—Vella, Rose L., Buffalo, 1; Vallone, Rose E., Buffalo, 2; Jordan Rita C., Buffalo, 3; Gill, Mary C., Buffalo, 4; Kozlowski, Dorothy, Buffalo 5; Canfield, Bernice, Buffalo, 6; Baltz, Helene D., Buffalo 7; Piske, Norma J. Buffalo, 8; Dobbins, Henrietta, Buffalo, 9; Major, Mary K., Kenmore, 10; Schuster, Lorraine, Buffalo, 11; Berrafato J., Buffalo 12; Korn Claire G., Buffalo, 13; Wheeler, Jane E., Orchard, 14; Natoli, Catherine, Buffalo, 15; Stuart, Online M., Buffalo, 16; Lentini, Jean M. Buffalo, 17; Maharhan, Thomas E., Buffalo, 18; Holzer, Lorraine, Buffalo 19; Kratzer, Esther, Buffalo, 20; Petschke, Shirley, Buffalo, 21; O'Connor, Joan M., Buffalo, 22.

Asst. Building Inspector, Town of Amhurst, Erie County, Op. Competitive, Salary: \$3000—Parker, James R., Williamsville, 1; Klumpp, Norman A., Eggertsville, 2; Watson, James E., Snyder, 3.

Sr. Clerk, Housing Authority, Town of Tonawanda, Erie County, Open Competitive, Salary: \$2100—Roehrig, June M., Kenmore, 1. Pumping Plant Operator, (o.c.) Westchester County—Michael J. Bartos.

Sr. Clerk, (o.c.) Depew, Erie County—Pierce W. English.

Gas Inspector, (o.c.) Public Service Commission—1. Kenneth N. Brown (dv); 2. William A. Dunphy (v); 3. Charles Johnson.

Prin. Statistics Clerk, (Prom.) D. P. U. I., Dept. Labor—1. Harry Salend, (dv); 2. Joseph Bernstein (v); 3. Serge J. Souto; 4. Thyra M. Irwin; 5. Rita E. Cashman; 6. Kenneth J. Hart.

Senior Attorney, (Prom.) D. P. U. I., Dept. of Labor—1. Harry Rosen; 2. Ralph G. Gordon; 3. Arthur Rosenberg.

Social Case Supervisor, Grade A, (Prom.) Dept. Social Welfare, Erie County—1. Wm. J. Schottke (v); 2. Lillian Robertson; 3. Mary W. Silk; 4. Ruth M. Hylant; 5. Alice Rixinger; 6. Marie H. Dingwall; 7. Anne M. Bomm; 8. Irene Santi; 9. Geraldine Ball; 10. Margaret L. Weaver.

Supervisor of Medical Social Work, (Prom.) Dept. Social Welfare—1. Grace Chamberlin; 2. Iris Westbury; 3. Stella M. Dorsey. Personal Administrator, (Prom.) D. P. U. I., Dept. Labor—1. Hiram Shaffer (v); 2. Stanton Lapaugh.

Reclassification Case In Parks Is Concluded

Arguments were presented to J. Earl Kelly, chairman of the State Classification Board on behalf of 102 employees in twelve titles in the Long Island Parks. The session was held in the marine dining room at Jones Beach State Park. Others present were William Bruce, of the Classification Board; Thomas Maxwell, of the Conservation Department; George Seims, president of the Long Island Inter-county State Park Chapter of The Civil Service Employees Association, and Laurence J. Hollister, Association Field Representative. The session wound up the obtaining of

evidence. Next will come the Board recommendation. The titles are: Carpenter, plumber and steamfitter, painter, electrician, mason and plasterer, carpenter foreman, painter foreman, motor vehicle operator, motor repairman, planting foreman, tractor operator and general parks foreman. This week Mr. Kelly will hold hearings at three institutions recently taken over by the State Health Department from county administration. Employees seeking reclassification will be heard at Broadacres Sanitarium, Utica; Onandaga Sanitarium, Syracuse; and the J. McAdam Memorial Hospital, Ferrysburg.



Order by Mail

Advertisement for Dan Lurie Barbell Co. featuring 'Barbells' and 'Special Sale Prices'. Includes a list of prices for 50 lb., 100 lb., and 150 lb. barbells. Contact information: Dan Lurie Barbell Co., 1790-L Rockaway Parkway, Bklyn 19, N. Y.

Advertisement for 'SWAP TIES!' from Bergen Sales Co. Promoting the exchange of old ties for new ones. Contact: Bergen Sales Co., P.O. Box 877, Journal Sq. Sta., Jersey City 6 N. J.

Advertisement for 'RING for "WOLVES"' from Western Craftsmen. Promoting a ring made from sterling silver. Price: \$2.98. Contact: Western Craftsmen, Dept. Omaha 2, Nebraska.

Buy U. S. Bonds

Advertisement for 'WATCH REPAIRING' by Drake Watch Co. Offering factory methods, specialists on better watches, and services like dial refinishing. Contact: Drake Watch Co., P. O. Box 15, White Plains, N. Y.

A THOUGHT FOR THE WEEK

The great are only great because we are on our knees.
Let us rise up.—Prud'homme.

Civil Service LEADER

Ninth Year

America's Largest Weekly for Public Employees

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TUESDAY, AUGUST 24, 1948

Get Those Employees In Competitive Class!

IT HAD been confidently expected the State Civil Service Commission, at its recent meeting, would finally reclassify into the competitive class the employees of Matteawan, Dannemora, Albion, and Westfield.

The commission, however, postponed action, until September.

The case for making these employees competitive is, in the opinion of this paper, incontrovertible. It has been public for years, and all the aspects of it are well known to the Commission.

To hold off further could only lead to serious questions. The Civil Service Commission should wait no longer, but must act decisively at its September meeting.

Fire Officers' Hours Must Be Reduced

HATS OFF to Fire Commissioner Frank J. Quayle for the fine stand that he is making on behalf of adding 112 more Lieutenants, needed so that the officers' hours can be reduced.

At present the officers work 56 hours a week, 24 hours on and 48 hours off. This is quantitatively equal to eight hours a day, seven days a week, hence a long work week with no days off at all. Naturally a man of Commissioner Quayle's compassion for his officers and men would be the first to see the injustice of such a deal and to do all within his power to correct it. And that is just what he's doing. Having Mayor William O'Dwyer behind him in this project doesn't complicate it in any way, so it is fairly safe to assume that by November 1 the 112 new jobs will be approved and 112 Firemen will be promoted to Lieutenant.

When this event takes place there will occur a form of equalization with conditions that obtained under the 1946 budget, before 100 Lieutenant positions were lopped off, at a saving to the city of about \$440,000. Elimination of companies resulted in 30 fewer officer jobs. Those changes were effectuated under the 50-hour week, not the present 56 hours.

The officers are overjoyed at the prospect of obtaining working hours comparable to those of Firemen, who work 45.6 hours a week. The Firemen's tours are (a) six eight-hour days, followed by 48 hours off, or (b) two consecutive nine-hour days, followed by 48 hours off and then two 15-hour days, with 48 hours off, the 22d tour allowing 72 hours off. The Firemen have an option, so far as consistent with running the department efficiently. The officers will not likely be given an option, but their own preference is for the nines and fifteens, as demonstrated in a poll taken by the Uniformed Fire Officers Association.

The hours must be reduced for officers without any more delay. The project has been under way for so long that further postponement would be unfair. A Fireman promoted to Lieutenant gets paid at the rate of half a cent an hour more than he did before he was promoted. That is ridiculous.

Budget Director Thomas J. Patterson has Commissioner Quayle's request before him. No indication whatever has been received that Mr. Patterson will do other than grant it in full. Justice requires that Mr. Patterson do no less. He hasn't been the worst friend that the uniformed fire force ever had, so officer hopes have a strong foundation all around.

24 Policewomen Complete Their Probationary Service

All of the 24th Probationary Policewomen who completed their course of training in the Police Academy, Recruits Training School, were transferred to the Bureau of Policewomen. They were:

Charlotte M. Andrews, Jane T. Baden, Ursula M. Cahill, George-ette F. Carroll, Mary E. Flanagan, Elizabeth J. Fuller, Loretta M.

Ingram, Margaret M. Kearney, Margaret A. McCarthy, Mildred E. McGrath, Catherine Morelli, Regina M. Rowan, Julia A. Antonelli, Elizabeth T. Barry, Doris H. Carr, Patricia A. Donnelly, Regina M. Flynn, Joan C. Hoxter, Beatrice W. Johnson, Agnes T. Martin, Laurette C. McDonnell, Veronica C. McGuinness, Catherine A. Robinson and Anne P. Watters.

Don't
Repeat This!

PROVIDING a cabinet post for the Vice-President was one of the topics discussed by Thomas E. Dewey and Earl Warren, G.O.P. candidates for President and Vice-President, at their recent conferences. The proposal is loaded with dynamite, as they know, but they think they have found a way out, so other cabinet members, who like to deal directly with the President, won't be offended. . . . NYC Police Department shared Olympic honors when Sergeant Henry Wittenberg won the 191-lb. wrestling event. He's been undefeated in AAU wrestling since 1941.

It's a nice idea to hold a picnic at night. Palsades Interstate Park Commission chapter of The Civil Service Employees Association will do that on August 30 at Bear Mountain. Angelo J. Donato is president. . . . Increased production of pretzel factories probably caused by the much-munching of William A. Eitel, Assistant to the Commissioner, NYC Department of Hospitals.

Sad thing, the way the Louisiana legislature followed the bidding of Governor Earl Long, the late Huey's brother, and practically wrecked the merit system. Provisions that safeguarded against non-political appointment to jobs practicable to be filled competitively were wiped out. . . . The efforts to decentralize the Federal government agencies continues, but there's a hectic difference of opinion when it comes to moving offices from one part of the country to another. Too many headaches about those Missouri installations that President Truman seemed to like too much.

Membership increasing fast in the American Federation of Government Employees; up nearly 4,000 throughout U. S. in three months. New director of Franklin D. Roosevelt Library at Hyde Park is Herman Kahn. Formerly National Archives in Washington. . . . The increase in the number of U. S. employees, which goes on steadily, is the result of Congressional appropriations, says President Truman, adding that all the appointments are the result of Civil Service competition, and none of them is made by him.

Three candidates in the NYC Fireman medical exam were caught cheating. The height minimum for all is 5 feet 6½ inches. One fellow who didn't quite measure up added a toupee. Another inserted woman's combs under his hair. A third put steel strips close to his scalp. All three were caught and expelled. Two of the culprits came to a commission meeting of the NYC Civil Service Commission a couple of weeks ago. They didn't deny anything. They showed no shame. Their general attitude was, "So what?" The third, he of the toupee, didn't show up. The toupee, incidentally, was a gruesome affair, black and shiny, in the best gigolo style.

State Aerial Surveys Show Best Hunting Dates, But U. S. Just Won't Agree

ALBANY, Aug. 23—The State Conservation Department relies heavily on the work of its employees engaged in aerial census of waterfowl, for correct timing of hunting seasons, but finds the Federal government insists on uniform dates, though State surveys show that conditions differ in various zones. Split seasons had to be adopted as a compromise.

"Our department conducts an aerial census of waterfowl in all parts of New York each fall," explained Commissioner Perry B. Duryea. "When the U. S. Fish and Wildlife Service asked us for our recommendations as to the preferred opening dates, we used the aerial survey data on peaks of waterfowl abundance in the various regions as the basis of our reply, for it generally confirmed the claims of the hunters. For the date of the opening of the first half of the split season, our aerial census information showed Friday, October 22, to be the best time."

WHAT EMPLOYEES SHOULD KNOW

Duration and Extension of Eligible Lists

By THEODORE BECKER

IF your name is on a civil service eligible list, one of the things you usually figure is the period for which the eligible list will continue in existence so that you may be appointed therefrom.

Under the provisions of Section 14 of the Civil Service Law, the term of eligibility must be fixed for each eligible list "at not less than one nor more than four years." Ordinarily, lists are set up for four years in the State service. Local civil service commissions set the period of eligibility of their lists in accordance with their own rules and regulations.

One of the fine points about the exact date of termination of a list was settled by the courts some years ago when they decided that the date of the promulgation of the list is not to be counted in computing its four-year life. Hence, a list established for a four-year period on January 1, 1945 would expire on January 2, 1949 rather than on January 1, 1949, and appointments made on January 1, 1949 would be legal (Broderick v. City of New York, 268 App. Div. 856).

Constructive Exhaustion

In addition to the expiration of the statutory period, an eligible list may cease to be appropriate for another reason. If there are fewer than three eligibles remaining on a list willing to accept appointment and none is entitled to veteran preference, the list is said to be "exhausted," and an appointing officer may refuse to make a selection from it on the ground that he is entitled to make a choice of one-out-of-three. If one of the two remaining eligibles is a veteran then the appointing officer cannot reject the list. This follows from the fact that before a non-veteran can be appointed from an eligible list all veterans therein must first be appointed. Accordingly, whether there is one veteran and one non-veteran, or one veteran and 1000 non-veterans, the situation remains the same, so far as requiring the ap-

pointing officer to use the list is concerned.

Extending Life of List

Sometimes an attempt is made to extend the eligibility of a list beyond the statutory period of four years. If the attempt is made by a civil service commission itself, the resulting extension would be illegal. A civil service commission cannot act in derogation of the legislative limitation on the life of lists. The Legislature alone is empowered to extend the life of an eligible list and such extension must be legislated while the list is still alive. An illustration of the exercise of such power is found in the Session Laws of 1948. By Chapter 623, the eligible list for Court Crier in Erie County, due to expire on January 20, 1949, was extended by the Legislature on March 29, 1948 for a six-months period. Accordingly, the list will not expire by lapse of time until July 20, 1949. Had the list already expired by March 29, 1948, the Legislature would have been powerless to resurrect it. In the case of Kornbluth versus Rice (275 N. Y. 597), the Court of Appeals a decade ago held that after a list has expired so that there are no persons capable of appointment pursuant to the civil service provisions, the Legislature is without power to authorize the appointment of persons from the dead list.

Legislature Can Extend List

In another chapter of the Laws of 1948 (Chapter 294), the Legislature repealed Section 15-A of the General City Law, which had been declared unconstitutional, as it provided for the promotion of police lieutenants to police captains from expired promotion eligible lists.

From the foregoing, it is clear that if you want the eligibility of your eligible list extended beyond its four year term, you must prevail upon the Legislature to pass a law extending it some time before the list expires.

Comment

College Senior Exams Protested

Editor, The LEADER: I wish to register the strongest possible protest against the United States Civil Service Commission's plan to allow only college seniors to compete in certain examinations.

What has become of the basic and time-honored principle of selecting civil servants from the ranks of the best qualified? Why should someone still in college be permitted to compete for a job to the exclusion of his fellow-Americans who may have been graduated a year or two before he did?

The proposal is unfair both to the government and to job aspirants.

J. T. SHOEMAKER

Postal Clerk Complains of Light

Editor: The LEADER: Most people think that a postal employee's main worry is sore feet. But I am a post office clerk, and I have a much more serious complaint—sore eyes. All day long fellow-employees and I work under an anemic lamp. By the time we're through for the day, our eyes ache. Names and addresses swim before us. My efficiency, to say nothing of my personal health, depends on my eyesight. I wear thick glasses already, and I shudder to think what will be the condition of my vision in five years. Why can't the department do something to remedy a condition that affects its own standards of work as well as the health of its employees?

M. L. D.

Reclassification Needed

Editor, The LEADER:

Bravo and congratulations on your series about "classification" in NYC Civil Service.

Neither the Civil Service Commission nor the Budget Director's new Division of Analysis is aware of the need for a "live" classification system. I think you hit the nail on the head when you said, "the field is open for political manipulation, administrative favoritism and denial of merit."

E. V.

Leeway Asked for Stenos

Editor, The LEADER:

Recently your paper informed us that those who had failed in stenography, in the State Civil Service test, were to be given another opportunity because of the need for Stenographers.

How about those who passed the stenography but failed in typing? The need for Stenographers is great, too. Can't they be given another try?

C. H. SMITH

Park Patrolman's Plight

Editor: The LEADER:

Kindly put more news in your paper regarding Long Island State Parks Patrolmen working 48 hours per week with no overtime.

Your article gave us some new hope, and it is wonderful to think that there is still someone on our side. Please keep it up, as it certainly does make the future look a little brighter to us.

PARK PATROLMAN.

Doell Is Appointed As Deputy Commissioner

ALBANY, Aug. 23—Henry V. Doell, Assistant Counsel of the State Liquor Authority at Albany, was appointed Deputy Commissioner to succeed the late Alfred Schwenker, by John F. O'Connell, Chairman of the New York State Liquor Authority.

Commissioner Doell was appointed Assistant Counsel in 1944,

and was assigned to the Albany office, where he handled all of the Authority's revocation and legal proceedings, as well as representing the Authority in court.

Mr. Doell lives in Hillside. He was educated in the Mt. Vernon, N. Y., grammar and high schools and graduated from Fordham University Law School.

STATE AND COUNTY NEWS

Exams for Permanent Public Jobs

STATE Open-Competitive

8231. Associate Architect, (o.c.), State Departments, \$7,400 total. There are five annual salary increases of \$275. Fee \$5. At present, eight vacancies exist in the Executive Department, Division of Housing, NYC. A promotion examination for the position will be held at the same time. Although the law requires that the promotion list be used first, it is expected that there will be a sufficient number of appointments so that the open-competitive list will be used also. Exam date, October 23. (Closes Friday, September 17).

8232.—Junior Electric Engineer, (o.c.). State departments, \$3,450. In addition, there are five annual salary increases of \$132. Fee \$2. One vacancy exists in the Public Service Commission. Exam date, October 23. (Closes Friday, Sept. 17).

8233. Senior Draftsman (Engineering), (o.c.). State Departments, \$2,898. There are five annual salary increases of \$120. Fee \$2. One vacancy exists in the Niagara Frontier State Park Commission, in the Department of Conservation. Exam October 23. (Closes Friday, Sept. 17).

8234. Electric Inspector, (o.c.) State Departments, \$2,622. There are five annual salary increases of \$120. Fee \$2. One vacancy exists in the Albany office of the Public Service Commission. Exam date, October 23. (Closes Friday, September 17).

8235. Marketing Specialist (Co-operatives), (o.c.), \$3,714. Fee, \$3. Exam date, October 23. (Closes Friday, September 17).

8236 Marketing Specialist (Market Facilities), (o.c.), \$3,714. Fee, \$3. Exam date, October 23. (Closes Friday, September 17).

8238. Court Stenographer, (o.c.), Supreme and County Courts, Eighth Judicial District, \$6,647. Fee \$5. At present, one vacancy exists in the Supreme Court. Candidates must have been legal residents of the counties of Allegany, Cattaraugus, Chautauqua, Erie, Genesee, Niagara, Orleans or Wyoming for four months immediately preceding the date of the examination. Eligibility for appointment to Court Stenographer in the county courts is restricted to legal residents of the county which the appointment is to be made. Exam date, October 23. (Closes Friday, September 17).

8239. Court Stenographer, (o.c.), Supreme and County Courts, Fifth Judicial District, \$6,647. Fee \$5. One vacancy is expected in the Supreme Court at Syracuse. Candidates must have been legal residents of the counties of Herkimer, Jefferson, Lewis, Oneida, Onondaga, or Oswego for four months immediately preceding the date of the examination. Eligibility for appointment to Court Stenographer in the county courts is restricted to legal residents of the county in which the appointment is made. Exam date, October 23. (Closes Friday, September 17).

8240. Senior Foreign Trade Consultant, (o.c.), Department of Commerce, \$5,232. There are five annual salary increases of \$220. Fee \$4. Exam date, October 23. (Closes Friday, September 17).

8241. Business Tax Advisor, (o.c.) Department of Commerce, \$4,110. There are five annual salary increases of \$180. Fee \$3. One vacancy exists in Albany. Exam October 23. (Closes Friday, September 17).

8242. Office Machine Operator (Key Punch - IBM), (o.c.). State and County Departments and Institutions, \$1,840. There are five annual salary increases of \$120. Fee \$1. At present a large number of vacancies exists in Albany and several vacancies exist in NYC. Exam October 23. (Closes Friday, September 17).

8243. Supervisor of Training for Pre-School Blind Children, (o.c.). Commission for the Blind, Department of Social Welfare, \$3,846. Five annual salary increases of \$132. Fee \$3. One vacancy in NYC Office. Exam, October 23. (Closes Friday, September 17).

8244. Sales Assistant for the Blind, (o.c.). Commission for the Blind, Department of Social Welfare, \$2,622. Five annual salary increases of \$120. Fee \$2. One vacancy in the NYC Office. Exam October 23. (Closes Friday, September 17).

8245. Industrial Assistant for the Blind, (o.c.). Commission for the Blind, Department of Social Welfare, \$2,622. Five annual salary increases of \$120. Fee \$2. Two vacancies in the NYC Office. Exam date October 23. (Closes Friday, September 17).

8246. Disease Control Veterinarian, (o.c.). Department of Agriculture and Markets, \$3,846. Five annual salary increases of \$132. Fee \$3. Five vacancies. Exam October 23. (Closes Friday, September 17).

8247. Bacteriologist, (o.c.), State Departments and Institutions, \$3,450. Five annual salary increases of \$132. Fee \$2. One vacancy exists at Mount Morris Tuberculosis Hospital, Department of Health. Exam October 23. (Closes Friday, September 17).

8248. Milk Control Investigator, (o.c.). Division of Milk Control, Department of Agriculture and Markets, \$3,036. Five annual salary increases of \$120. Fee \$2. One vacancy in the Niagara Frontier Milk Marketing Area, one in the Rochester Milk Marketing Area, and one in the Division of Milk Control in NYC. Exam October 23. (Closes Friday, September 17).

8249. Occupational Therapist, (o.c.). State Departments and Institutions, \$2,622. Five annual salary increases of \$120. Fee \$2. A vacancy exists in each of the following: State Psychiatric Institute, Pilgrim State Hospital and Rolklind State Hospital, all Department of Mental Hygiene. Exam October 23. (Closes Friday, September 17).

Promotion

8231. Associate Architect, (Prom.) State departments, \$7,400 total. Fee, \$5. Eight vacancies. Division of Housing, NYC. Exam date October 23. See open-competitive notice. (Closes Friday, September 17).

7124. Head Farm Products Inspector, (Prom.), Bureau of Markets, Department of Agriculture and Markets. Entrance salary \$4,242. There are five annual sal-

ary increments of \$180. Fee, \$3. Vacancies exist in the Albany and Rochester Offices. Candidates must be permanently employed in the Department and must have served on a permanent basis in the competitive class for two years preceding the date of the examination. Either (a) as Senior Farm Products Inspectors, or (b) as Farm Products Inspectors and must have seven years of satisfactory experience in the inspection and certification of farm products of which at least two years must have been in a supervisory capacity involving responsibility for organizing and developing farm products inspection programs. Candidates must hold licenses issued by the U. S. Department of Agriculture to inspect and certify all fresh fruits and vegetables, and must have satisfactorily completed a course in produce market pathology conducted by the United States Department of Agriculture. Exam date, October 2. (Closes Tuesday, September 7).

7123. Senior Farm Products Inspector, (Prom.), Bureau of Markets, Department of Agriculture and Markets. Entrance salary \$3,714. There are five annual salary increases of \$132. Fee \$3. A vacancy exists in the Rochester Office. Candidates must be permanently employed in the Department of Agriculture and Markets and must have served on a permanent basis in the competitive class for two years preceding the date of the examination as Farm Products Inspectors. Candidates must hold licenses issued by the United States Department of Agriculture to inspect and certify all deciduous fresh fruits and vegetables. Exam date, October 2. (Closes Tuesday, September 7).

7127. Associate Architect, (Prom.), Division of Housing, Executive Department. Entrance salary \$6,700. There are five annual salary increases of \$275. Fee \$5. Eight vacancies exist in NYC. Candidates must be licensed to practice professional architecture in the State of New York on the date of filing applications. They must be permanently employed in the Executive Department, Division of Housing, and must have served on a permanent basis in the competitive class for one year preceding the date of the examination as Senior Architect. Exam

date, October 23. (Closes Tuesday, September 7).

7126. Senior Architectural Draftsman, (Prom.), Department of Public Works. Entrance salary \$2,898. There are five annual salary increases of \$120. Vacancies exist in the Albany Office. Candidates must be physically able to perform duties of the position at the time of appointment. A physical and medical examination may be required. Candidates must be permanently employed in the Department and must have served on a permanent basis in the competitive class for two years preceding the date of the examination as Junior Architectural Draftsman. Exam date, October 2. (Closes Tuesday, Sept. 7).

7125. Senior Audit Clerk, (Prom.) Albany Office, Department of Taxation and Finance. Entrance salary \$2,484. There are five annual salary increases of \$120. Three vacancies exist in the Albany Office, Miscellaneous Tax Bureau. Fee \$2. Preference in certification will be given in the promotion unit in which the vacancy exists. Candidates must be permanently employed in the Albany Office of the Department of Taxation and Finance, and must have served on a permanent basis, in the competitive class for one year preceding the date of the examination: either (a) as Audit Clerk or Account Clerk or (b) in any other position of equivalent or higher duties and responsibilities and salary allocation, and must have had one year of satisfactory training or experience in the keeping of financial records or accounts. Candidates must have a knowledge of advanced bookkeeping, auditing procedures and practices, modern supervisory methods, office terminology and procedures. (Closes Tuesday, September 7).

Any person employed by the U. S. Employment Service who was transferred to New York State service pursuant to the provisions of Section 641 of the Labor Law (Chapter 779 of the Laws of 1946), shall be eligible to compete in an examination for each position held by him in the U. S. Employment Service for a period of at least three months prior to the resumption of functions by New York State on November 16, 1946. The following examinations will

be the only opportunity for former U. S. Employment Service employees to compete for the position of Training Assistant under the terms of the above cited act. Failure to file will result in forfeiture of rights under the above cited act. The examinations are held pursuant to Section 641 of the Labor Law for the filling of positions transferred from the U. S. Employment Service to the Division of Placement and Unemployment Insurance on November 16, 1946. The eligible lists promulgated as a result of the examinations will be used for a period of six months from the date of its establishment for filling of the position of Training Assistant in the DPUI and may be used for vacancies in the DPUI up to a period of four years.

7821. Training Assistant, (Prom.), Division of Placement and Unemployment Insurance, Department of Labor. Entrance salary \$4,242. There are five annual salary increases of \$180. Fee \$3. Six vacancies exist in NYC and on each in Utica, Syracuse, Rochester, Buffalo, Albany. Candidates must be permanently employed in the Division of Placement and Unemployment Insurance in the competitive class and must meet the requirements of one of the following groups: Either (a) three months of service to November 16, 1946 in the United States Employment Service under the title of Employment Training Assistant; or (b) one year of permanent service, and must meet the requirements of one of the following:

- (1) Four years of satisfactory recent responsible experience in a training unit of an organization or in a personnel office, where the functions included the administration of a training program, of which one year must have been in the conduct of a complete employee training program or a major phase of a large and varied employee training program and graduation from a recognized college or university from a four year course for which a bachelor's degree is granted, preferably with specialization in public administration, personnel administration, or education administration;
(2) A satisfactory equivalent combination of the foregoing training and experience. One year (Continued on Page 8)

Shopping Guide

Leaves Are Encouraged For Religious Holidays

ALBANY, Aug. 23.—A memorandum was sent to all State departments and agencies by President J. Edward Conway, of the State Civil Service Commission, sanctioning leaves of absence for religious worship. The memorandum: "When temporary absence will not result in serious impairment of essential public service, it is desirable that opportunities for the free exercise of religious worship be fully provided. "The days beginning at sundown Sunday, October 3, and ending at sundown Tuesday, October 5, and beginning at sundown Tuesday, October 12, and ending at sundown Wednesday, October 13, are major Jewish Holy Days.

Officers and employees of the Jewish faith wishing to observe any or all of the aforementioned holy days may be granted leave without loss of pay, vacation, accumulated overtime, or any other rights or privileges within the discretion of the appointing officer and upon prior request. "Such of these officers and employees who require and request time for travel to their homes in order to observe the holy days, may be granted such time, not to exceed one and a half hours, in accordance with the needs of individual cases. "The above applies to both temporary and permanent employees. The practice in relation to the compensation of per diem employees shall remain unaffected."

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Inside Story Of Exams in NYC

(Continued from Page 1)

State Civil Service Commission, approve it. The standard rule is six months for provisional hiring, with a possible extension of three months. Therefore when the resolution is adopted the NYC Commission will have to make certifications for filling thousands of jobs now occupied by provisionals. In a substantial percentage of cases, however, the provisionals are or will be among those who passed the examination and would become entitled to probationary appointment leading to permanency. The probationary period is six months.

Provisionals who are eligibles may lose out for a spell, nevertheless, as appointments are made straight down the list, and if the eligible is not high enough up to be reached, considering veteran preference, he has to get out of his provisional job. He would be appointed on a regular basis later on, when reached for certification. Many provisionals do not know that and holler bloody murder when they get notice that their job is up.

Want More Social Investigators

The Welfare Department is anxious to appoint many more Social Investigators. It has a compact with the Commission for certifications to fill 200 vacancies the beginning of each new pay period. However, clearance of veteran certificates has blocked progress somewhat and the Commission could not meet Welfare's needs this time, but will try to double up for the next pay roll period with the Commission. The reasons for the department desiring more and more certifications is said to be the substantial number of declinations.

New Protest on Sergeant Test

The Patrolmen who competed in the Police Sergeant promotion examination are now protesting against the inclusion on the eligible list of those candidates who got a fraction more than 69 per cent, but less than the literal 70 per cent pass mark. The group, headed by Patrolman George Blumenthal, is threatening to begin court action, unless the inclusion of the "sixty-niners" is rescinded. The Commission has no intention of complying with the request.

Lists of State Eligibles Announced

Bacteriologist (Virology) (e.c.)
Div. Labs. & Research, Dept. Health.—1. Lillian Buxbaum; 2. Eva Sobol; 3. Rebecca Gifford; 4. W. B. JaBekson; 5. Hildegard Plager; 6. Winifred M. Cary; 7. Lisbeth M. Kraft.

Chief Industrial Investigator (Prom.) (Bureau of Promotion of Wages, Hours, and Child Labor, Dept. Labor, Exclusive of Labor Relations Bd., Workmen's Comp. Bd., and D. P. U.)—1. Walter Sachs; 2. William Lew; 3. Daniel A. Daly; 4. Max Silberberg; 5. John Billa; 6. Mary Mardany.

Prin. Public Health Physician (Prom.) (Maternal and Child Health, Dept. Health, Exclusive of Institutions and Laboratories & Research.)—Edward Schles-

3 000 Office Machine Jobs to Be Filled At \$2,086 to \$3,727

WASHINGTON, Aug. 23—The Civil Service Commission will announce an examination soon for probationary appointments to the positions of Office Machine Operator. The machine operators needed are: Addressing Machine, Billing Machine, Bookkeeping Machine, Calculating Machine Card Punch Machine, Graphotype Machine, Miscellaneous Duplicating Equipment, Miscellaneous Office Appliances, Mailing Press, Sorting and Tabulating Machine and Equipment.

These positions have beginning salaries ranging from \$2,086 to \$3,727. About 3,000 operators will be needed within the next year. The positions to be filled are located in Washington, D. C., Alexandria, Va., Arlington County, Va., Prince George's County, Md., and Montgomery County, Md.

Applicants will be required to meet certain experience or education requirements, and will also be required to take a written test. Examinations will be held in Washington, D. C., and in cities throughout the country. Applicants will also have to meet the citizenship, age, and physical requirements which will be specified in the announcement.

Where the examination announcement is issued, complete information will be published in THE LEADER. Do not attempt to apply now.

EXAMS FOR PUBLIC JOBS

STATE Promotion

(Continued from Page 7)

of experience as teacher in high school or college or in an organized adult education program, or completion of one year of graduate work in public administration, personnel administration, or education administration may each be substituted for one year of the general experience, but not for the one year of specialized training experience. Exam date, October 2. (Closes Tuesday, August 31).

7820. Training Aid, (Prom.), Division of Placement and Unemployment Insurance, Department of Labor. Entrance salary \$3,450. There are five annual salary increases of \$132. Fee \$2. One vacancy exists in NYC. Preference in certification will be given to eligibles in the promotion area in which the vacancy exists. Exam, October 31. (Closes Tuesday, August 31).

7821. Occupational Analyst, (Prom.), Division of Placement and Unemployment Insurance, Department of Labor. Entrance salary \$4,638. There are five annual salary increases of \$180. Fee \$4. One vacancy exists in NYC. (Closes Wednesday, September 1).

7822. Occupational Analyst (Testing Technician), (Prom.), Division of Placement and Unemployment Insurance, Department of Labor. Entrance salary \$4,242. There are five annual salary increases of \$180. Fee \$3. One vacancy exists in NYC. (Closes Wednesday, September 1).

591. Assistant Supervisor of Recreation (Prom.), \$2,401-\$3,600. (Candidates who filed applications in June 1948 need not file again but may make amendments or additions). The examination is open only to employees of the Department of Parks. (Closes Wednesday, August 25).

7122. Senior Account Clerk (Prom.), State Departments and Institutions. There are five annual salary increases of \$120. Fee \$2. The lists resulting from this examination will be used to fill all vacancies for Senior Account Clerk now existing or developing during the two-year life of these lists, except that lists resulting from previous promotion examinations will be used until they are two years old or exhausted. All employees interested in promotion to Senior Account Clerk in the next two years are urged to file for this examination so that they may receive the greatest possible consideration for promotion. Candidates who filed for the following examination need not file another application: 7007, Senior Account Clerk, Albany Unit, Public Service Commission; 7003, Senior Account Clerk, Albany Office, Department of Law; 7011, Senior Account Clerk, New York Office, Department of Labor and 7015, Senior Account Clerk, Department of Commerce. Exam date, November 8. (Closes Monday, September 27).

728. Junior Compensation Reviewing Examiner, (Prom.), Workmen's Compensation Board, Department of Labor, \$3,174. There are five annual salary increases of \$120. Fee \$2. At present, one vacancy exists in the New York Office of the Workmen's Compensation Board.

7130. Director of Motion Pictures, (Prom.), State Department of Education, \$6,700. There are five annual salary increases of \$275. Fee \$5. Preference in certification will be given to the employees of the Department of Education as required by Section 16 of the Civil Service Law. Candidates must be permanently employed in State service and must have served on a permanent basis in the competitive class for one year preceding the date of the examination in a position whose minimum salary is allocated to G-25 or higher, and in addition there are graduates from a recognized college or university from a four-year course for which a bachelor's degree is granted and must have had at least five years of responsible successful administrative or supervisory experience which included the development and coordination of program and policy and the making of independent determination on a variety of complex operating prob-

3133. Psychologist, (e.c.), Mental Hygiene Division, Department of Health, Westchester County, \$3,305 to \$4,005. Fee \$2. One vacancy open to legal residents of any county of New York State. Candidates may compete also as No. 8134 Junior Psychologist. Separate application and fee must be filed for each. Candidates must be filed for Examination No. 8133 Psychologist originally scheduled to have been held June 19, 1948 do not need to file another application or pay another fee. Exam date, October 23. (Closes Friday, September 17).

8134. Junior Psychologist (e.c.), Department of Public Welfare, Westchester County, \$2,895 to \$3,405. Fee \$2. One vacancy open to legal residents of any county of New York State. Eligible, candidate may compete also in No. 8133 Psychologist. Separate application and fee must be filed for each. Candidates who filed for examination No. 8134 Junior Psychologist originally scheduled to have been held June 19, 1948 do not need to file another application or pay another fee. Exam date, October 23. (Closes Friday, September 17).

109. Agriculture Research Scientist, \$3,727 to \$8,509. Positions in various agricultural fields, located in Washington, D. C., and throughout the country. Requirements: College study and research experience in appropriate field. No written test. Application to U. S. Civil Service Commission, Washington 25, D. C. (No closing date).

106. Medical Officer, \$4,479 to \$6,235. For duty in Washington, D. C., throughout the United States, and the Panama Canal Zone. Requirements: Graduation from medical school; current medical and surgical license (waived for certain persons and positions); for two lower grades, full internship, either general rotating or in a specialty (waived for certain positions); for two highest grades, professional medical experience. Maximum age for Panama Canal Service, 45 years; for Indian Service, State Departments, one vacancy, 50 years; for other agencies, 62 years. 44- and 50-year age limits waived to 62 years, and 62-year age limit waived without limitation for persons entitled to veteran preference. No written test. (Open until further notice).

Where Apply

The following are the places to apply for Federal, State and NYC government jobs at post offices outside of New York City:

U. S.—641 Washington Street—at post offices outside of New York City.

State—Room 2301 at 270 State Office Building, Albany—county jobs.

NYC—96 Duane Street—NYC Civil Service LEADER, NYC Education—110 Livingston Street, New Jersey—Civil Service, 1060 Broad Street, Newark; County State agencies.

Promotion exams are open every day, except Sundays and holidays, from 9 a.m. to 5 p.m., except Saturdays and holidays.

How to Get There—Rapidly reaching the U. S. State and NYC, and the City Collector's office and received for large exams, State Civil Service Commission; N. Y. Civil Service Commission; and the City Collector's office (north end, ground floor), Manhattan; Avenue Line to Brooklyn Bridge; BMT Fourth Avenue local to City Hall.

U. S. Civil Service Commission, Seventh Avenue local to Christian City Collector's office, Manhattan; A, C or F to Jay Street; Lexington to Borough Hall.

City Collector's office, Trenton, Third Avenue "L" to Tremont City Collector's office, 124 E or F to Union Turnpike, Kenilworth.

For the largest examination, NYC applications in the morning 9 a.m. to 3 p.m. on weekdays. Fee of City Collector's office not apply unless specifically mentioned in the examination number.

County Open-Competitive

8133. Psychologist, (e.c.), Mental Hygiene Division, Department of Health, Westchester County, \$3,305 to \$4,005. Fee \$2. One vacancy open to legal residents of any county of New York State. Candidates may compete also as No. 8134 Junior Psychologist. Separate application and fee must be filed for each. Candidates must be filed for Examination No. 8133 Psychologist originally scheduled to have been held June 19, 1948 do not need to file another application or pay another fee. Exam date, October 23. (Closes Friday, September 17).

Court Attendant, (Prom.), State's Court, Bronx County, \$2,086 to \$3,006. Fee \$3. One vacancy exists in Surrogate's Court. Candidates must be permanently employed in the competitive class in the Surrogate's Court of Bronx County, in the Commissioner of Records Office of such Court, and have served on a permanent basis in the competitive class for one year preceding the date of the examination. Minimum height, 5 feet 6 inches, weight not less than 140 pounds, stripped. Satisfactory hearing and vision (average 20/40 for both eyes, but not less than 20/40 in either eye—corrected by glasses, if permitted). Conviction of any crime will debar the candidate. Exam date, Thursday, September 9).

Elevator Mechanic Jobs

An examination for Elevator Mechanic positions with beginning salaries of \$2,350, \$2,799, and \$3,248 a year in the Washington area is about to be announced. The U. S. Civil Service Commission is in the Public Buildings Administration. Treasury Department, and the National Bureau of Standards in Washington.

After the examination is held, applications will be accepted from qualified persons throughout the country for about three weeks. Applicants will have to take a written test, and experience will be required for all grades of the positions. AP-

NYC Education

31-48. Supervisor for Classes for Children with Retarded Mental Development, Salary, \$5,500 per annum. Age 25 to 40 years. Candidates must have a baccalaureate degree or equivalent preparation plus 30 semester hours in approved graduate courses. Candidates must have five years of teaching mentally retarded pupils in day schools on a per annum salary. There will be a written, an interview, supervision, teaching, physical and medical tests. Application fee, \$11. Applications may be obtained in person or by mail from the Board of Examiners, Board of Education of New York City, 110 Livingston Street, Brooklyn 2, N. Y. (Closes October 24).

34-48. Teacher of Sewing and Dressmaking in the Evening Elementary Schools. (Women Only). Salary: \$6.20 per evening. The date for the written test will be October 11. Age 18 to 70 years. Application fee is \$3. Candidates must be graduates from an approved four-year course in economics of college grade; or a satisfactory general education, five years practical experience in the subject to be taught, and the completion of a professional course of teaching the subject. There will be written, oral English, and performance test. There will be an appraisal of record and a physical and medical examination. Applications and further information should be addressed to the Board of Examiners, Board of Education, 110 Livingston Street, Brooklyn 2, N. Y. (Closes September 17).

29-48. Teachers for Classes of the Blind in Elementary Schools. \$2,500 to \$5,125 in sixteen salary steps. Application fee is \$5. Age 21 to 40. There will be a written, oral English interview, teaching, appraisal of record, and a physical and medical test. (Closes November 22).

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U. S.

2-33. Electrical Engineers, Regular Probationary Appointments. Starting salary of \$2,644 for Fort Monmouth, New Jersey. There will be a written test, Age 18 to 35, these age limits waived for veterans. There will be a physical exam. Applications will be given and received at the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, N. Y. (No closing date).

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

109. Agriculture Research Scientist, \$3,727 to \$8,509. Positions in various agricultural fields, located in Washington, D. C., and throughout the country. Requirements: College study and research experience in appropriate field. No written test. Application to U. S. Civil Service Commission, Washington 25, D. C. (No closing date).

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U.S. Ruling Aids State Workers

WASHINGTON, Aug. 23—Under an executive order of President Truman, October 22, 1948, has been fixed as the cutoff date on the employment rights of Federal employees who transferred from their former jobs to public or private agencies, or to other federal agencies, for national-defense or war work. The United States Civil Service Commission has recently directed the attention of Federal department heads to the new regulation, and has asked them to notify all of their employees who possess such re-employment rights concerning the October deadline.

Beginning in December, 1941, approximately 250,000 Federal employees transferred from their former jobs to perform essential national-defense or war work in various public and private agencies. Approximately half of these employees were given reemployment rights in their former jobs. By implication, at least, trainees will also be entitled to veteran's preference in Federal employment. The Veterans' Preference Act of 1944, basis for the Federal preference policy, extends to all members of the armed forces in time of war. It has been pointed out that neither Congress nor the President have yet officially declared World War II to be over.

Construction Posts Soon To Open in NYC Govt.

Preparations have just been made for nine open-competitive and promotion examinations ordered by the NYC Civil Service Commission. The open-competitive tests are for Superintendent of Construction (Buildings), General Superintendent of Construction (Buildings), Assistant Superintendent of Construction (Buildings), Civil Engineer (Building Construction), Assistant Civil Engineer (Building Construction), and Assistant Mechanical Engineer (Building Construction). Promotional tests include Assistant Civil Engineer (Building Construction), NYC Housing Authority; Janitor, Grade 1, Health, and Civil Engineer (Building Construction), Housing and Buildings.

Regional Loyalty Board Appointed by Commission

The first appointments to the Loyalty Board for the Second U. S. Civil Service Region were announced by the U. S. Civil Service Commission. Four prominent NYC residents are included in the eight appointments.

Ernest Angell, member of the law firm of Spence, Hotchkiss, Parker and Duryea, was named Chairman. The other NYC residents are Alvin E. Dodd, Samuel H. Ordway, Jr., and Charles H. Tuttle.

Also named as members of the Board were Mrs. Harriet Vaughan Ferguson, of Schenectady; Andrew V. Clements, of Albany; Allan R. Cullimore of South Orange, N. J., and Frederick Rope of Chappaqua.

The Board, established under President Truman's Executive Order prescribing procedures for the administration of an employees' loyalty program, will be responsible for the adjudication of full field investigations of applicants for, and of conditional appointees to, competitive civil service positions in the Region, which comprises the States of New York and New Jersey.

Chairman Angell is a Trustee of Briarcliff Junior College, President of the Association Against Election Frauds, Inc., Chairman of the Committee of Municipal Affairs of the Association of the

Motor Vehicle License Examiner Tests Opens Late in September

The period for the receipt of applications in the State examination for Motor Vehicle License Examiner will open near the end of next month and run for about three weeks. This is one of the State's most popular tests. Last year 12,000 to 14,000 candidates are expected. The 1942 list has expired.

Motor Vehicle License Examiner is in salary Grade 11 of the State Service, \$2,640 to \$3,240 a year, with five \$120 annual increments. 5' 6" Minimum Height. The duties include the examination of applicants for chauffeur and operator licenses, including literary tests, also vision, knowledge of the traffic laws, safety regulations, and the investigation of complaints.

It is expected that 45 will be the maximum age limit and 5 feet 6 inches the minimum height. There will be a written examination. The date will be announced at the time that the application period is about to be opened. The examination will be given in various centers throughout the State on the same date.

FEDERAL NEWS

Popular Examinations Pending!

POST OFFICE CLERK-CARRIER

(Examination Expected Before January)

\$51.60 A WEEK TO START | INCREASES TO **\$73** A WEEK MAXIMUM

Many Vacancies • 40 Hour Week • Promotion Opportunities

RAILWAY POSTAL CLERK

(Examination Expected Shortly After January 1st)

\$53 A WEEK TO START | INCREASES TO **\$73** A WEEK MAXIMUM

ATTENTION

VETERANS!

You Can Train for Post Office and Other Civil Service Positions

WITHOUT COST

Under G. I. Bill

Inquire for Details

FREE

MEDICAL EXAM.

By Our Staff Physicians for All Tests Having Medical Requirements.

No Educational or Experience Requirements - Liberal Age and Medical Standards

CLASSES MEET

WEDNESDAY & FRIDAY

at 1:15 and 7:30 P.M.

FIREMAN

PHYSICAL CLASSES MEET

DAY & EVE.—EVERY DAY

EXAMINATION EXPECTED SOON — ENROLL NOW!

FEDERAL CLERK - CAF 5 & 6

ENTRANCE SALARIES **\$57.27** TO **\$64.44** A WEEK

OPENING CLASS MONDAY, AUG. 30th at 6 P.M.

Applications Expected to Open Next Month! . . . MEN & WOMEN

INVESTIGATOR

NO AGE OR EDUCATION REQUIREMENTS SPECIFIED
2 Years Investigating Work with Bank, Insurance Company or Similar Experience Expected to Be Required

Existing Vacancies — Promotion Opportunities

CLASSES WEDNESDAYS at 7:30 P.M.

Applications Expected to Open in September!

MOTOR VEHICLE LICENSE EXAMINER

Salary Range \$58 to \$70 a Week

DUTIES: Examine Applicants for Operators & Chauffeurs Licenses
Classes TUES. & THURS. at 1:15, 6 and 8 P.M.

Classes Starting — New Examination Expected in 1949

PATROLMAN

Visit, Write or Phone for FREE Illustrated Booklet

"NEW YORK'S FINEST In The Making"

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

NO EDUCATIONAL REQUIREMENTS

CLASSES MONDAY and WEDNESDAY at 10:30 A.M., 1:15, 5:30 and 7:30 P.M.

FREE MEDICAL EXAMINATION By Staff Physicians at Convenient Hours

An Invitation: Those interested in any of the above examinations are invited to attend a class as our guests.

Enrollment Now Open — Class Starts Sept. 8th

INSURANCE COURSE

Qualifying for December

N. Y. STATE BROKER'S LICENSE EXAMINATION

Approved by N. Y. State Insurance Department
MODERATE RATES — AVAILABLE UNDER G. I. BILL

Examinations Expected in January — Enrollment Now Open!

● INSPECTOR of PLUMBING ● CITY PLUMBER

● MASTER PLUMBER'S LICENSE

Classes Starting Soon Will Be Limited in Size

VOCATIONAL COURSES

RADIO . . . TELEVISION . . . COMMUNICATIONS
DRAWING — Architectural - Mechanical - Structural

Moderate rates—payable in installments. Most of our courses are available under the provision of the G.I. BILL. Consult our advisory staff.

The DELEHANTY Institute

115 E. 15th St., N. Y. 3

ORamercy 3-6900

OFFICE HOURS—Mon. to Fri.: 9:30 a.m. to 9:30 p.m. Sat.: 9:30 a.m. to 1 p.m.

Engineer Exam. Opens; Chance for Beginners.

WASHINGTON, Aug. 23.—Persons applying for the job of Engineer, Grade P1, U. S. Professional and Scientific Service, will not have to submit proofs of residence if they file before June 30, 1949. Formerly, residence in the area to which appointment was made was required. As most of the positions were in Washington, they went to Washington residents only. However, the U. S. Civil Service moved to waive this requirement for the time being in view of the continuing shortage of eligibles.

The basic salary is \$2,94.80, with annual increases of \$125.40 up to the maximum of \$3,727.20. Age limits are 18 to 35, except for those with veterans preference. No written examination will be given.

Requirements

Requirements are: Either a full four year professional engineering course leading to a bachelor's degree in an accredited college or university, or four years of successful and progressive experience in technical engineering. Such experience will be evaluated in terms of its comparability to college work. A combination of experience and studies will also be acceptable.

To apply for this examination, file the forms listed below:

1. Form 57. Be sure to show the title of the examination and the announcement number (No. 111).
2. Form 14, with the documentary proof required therein, if you are claiming veteran preference and if the form is required in your case.

Chemist List Created

WASHINGTON, Aug. 23.—A register of eligibles has been established for Chemist positions located in the Washington area with beginning salaries from \$3,727 to \$6,235, the Civil Service Commission announced.

The register consists of the names of 411 persons rated eligible in the examination announced in March 1948 who had filed applications by April 22. A total of 250 persons were rated ineligible. Applications are still being accepted for this examination, which will be open until December 31, 1948. The applications of persons who applied after April 22 and who apply before the end of the year will be rated later and the names of eligibles will be added to the register that has been established.

Register Now

STENOGRAPHY SPEED

Our After-Business Sessions are very popular, as they permit the student to come to school directly after business.

GREGG PITMAN STENOTYPE Speeds up to 175 words a minute. This is an excellent class for those desiring CIVIL SERVICE appointment.

Commercial Spanish Division Spanish Shorthand (Gregg or Pitman), Commercial Spanish, Translation Technique, Import, Export Documents. [Day, Eve., After Business Sessions]

DRAKE

194 NASSAU STREET

BE 3-4848 Opp. N. Y. City Hall

There is a DRAKE SCHOOL in each Borough

PREPARE NOW

FOR A

BRIGHT FUTURE

BE A

FLIGHT NAVIGATOR

Qualified Veterans Eligible Under G. I. Bill of Rights
PREPARE FOR YOUR

C. A. A. EXAMINATION

CALL OR WRITE
CAPT. A. J. SCHULTZ, Dir.

Atlantic Merchant Marine Academy

44 Whitehall St., N.Y. 4, N.Y.
Bowling Green 9-7086

Disabled Vet Preference Is Extended to Mothers

WASHINGTON, Aug. 23.—Under Public Law 888, approved by President Truman, mothers deceased or totally, permanently disabled veterans, if widows separated or divorced from their husbands, are entitled to 10 points in addition to their earned rating in Federal civil service examinations. Disabled veterans, veterans widows, and wives of veterans disqualified for Federal employment because of disability, are also entitled to 10-point preference in examinations.

FOR THE STRAIGHT service story, make sure you read no issues of The Civil Service LEADER.

SCHOOL DIRECTORY

Art

AMERICAN ART SCHOOL—Summer Classes, Day—Evening and Saturday Morning Drawing & Painting from Life, Advertising Design. Approved for Veterans. 3410 Broadway, N. Y. 31. LO 8-3900.

SHOWCARD WRITING and lettering for advertising uses. Expert individual instruction. Est. 1923. Vets Eligible. **REPUBLIC SCHOOL**, 267 W. 17th St., N. Y. 11.

Academic and Commercial—College Preparatory

BOBO HALL ACADEMY—Flatbush Ext. Cor. Fulton St., Bklyn. Regents Accredited. MA. 2-2447.

THE AMERICAN CRAFTSMAN SCHOOL, Inc., 224 West 4th Street, ALgonque 5-4488. Woodwork, Jewelry, Pottery, Leathercraft. Day-evening.

Auto Driving

A. L. R. DRIVING SCHOOL—Expert Instructors. 630 Lenox Ave. Audubon 3-1600.

VETERANS—Learn to drive under the G. I. Bill of Rights. Rego Park Auto School. 63-50 Alderton Street, Rego Park, L. I. NE. 9-1622.

BARBER SCHOOLS

LEARN BARBERING, Day-Eves. Special Classes for women. GI's welcome. Barber School, 21 Bowers. WA 8-0933.

Business Schools

WASHINGTON BUSINESS INST., 2105—7th Ave. (cor. 135th St.). Secretarial & civil service training. Moderate cost. MO 2-6086.

GOHAM SCHOOL OF BUSINESS, Secretarial, accounting, comptometer. English Spanish shorthand. Indiv. training. Day - Eves. Co-ed. 505 Fifth Ave. (42nd St.) VA 8-0034.

MANHATTAN BUSINESS INSTITUTE, 147 West 42nd St.—Secretarial and Bookkeeping, Typing, Comptometer Oper., Shorthand Stenotype. BR 9-4181. Open 9-5.

MERCHANT & BANKERS, Co-ed. 57th Year—220 east 42nd St., New York City. MU. 2-0986.

HEFFLEY & BROWNE SECRETARIAL SCHOOL, 7 Lafayette Ave. cor. Flatbush Brooklyn 17. NEvins 8-2941. Day and evening. Veterans Eligible.

MONROE SCHOOL OF BUSINESS, Secretarial, Accounting, Stenotypy. Approved train veterans under G.I. Bill. Day and evening. Bulletin C. 177th St., Boro Road (R K O Chester Theatre Bldg.) DA 3-7300-1.

Business and Foreign Service

LAWYER AMERICAN INSTITUTE—11 West 42nd St. All secretarial and business subjects in English, Spanish, Portuguese. Special course in international administration and foreign service. LA. 4-2836.

Drafting

COLUMBUS TECHNICAL SCHOOL, 130 W. 20th bet. 6th & 7th Aves. draftsman training for careers in the architectural and mechanical fields. Immediate enrollment. Vets eligible. Day-even. WA. 9-6625.

NATIONAL TECHNICAL INSTITUTE—Mechanical, Architectural, Job estimating. Manhattan, 55 W. 42nd Street LA 4-2929. In Brooklyn, 60 Clinton St. (the Hall). TE 8-1911. In New Jersey, 116 Newark Ave., Bergen 4-2250.

Investigation

THE BOLAN ACADEMY, Empire State Bldg.—JAMES S. BOLAN, FORMER POLICE COMMISSIONER OF N. Y. offers men a women an attractive opportunity to prepare for a future in Investigation and Criminology by Comprehensive Study Course. Free placement service assists graduates to obtain jobs. Approved under G.I. Bill of Rights. Send for Booklet L.

Mechanical Dentistry

THE NEW YORK SCHOOL OF MECHANICAL DENTISTRY (Founded 1920). Approved for Veterans. MANHATTAN: 125 West 31st St. CH 4-4081. NEWARK: 138 Washington St. MI 2-1908 (16 min. from Penn Sta.) Day-Eve.

Elementary Courses for Adults

THE COOPER SCHOOL—316 W. 139th St., N.Y.C., specializing in adult education. Mathematics, Spanish, French-Latin Grammar. Afternoons, evenings. AU 8-5400.

Fingerprinting

FAUCON FINGER PRINT SCHOOL, 299 Broadway (nr. Chambers St.), NYC. Modern equipped School (lic. by State of N. Y.). Phone BE 3-3170 for information.

Merchant Marine

ATLANTIC MERCHANT MARINE ACADEMY, 44 Whitehall or 3 State St., N. Y. Bowling Green 9-7086. Preparation for Deck and Engineering Officers' Licenses ocean coastwise and harbor, also steam and Diesel. Veterans eligible under GI Bill. Send for catalog. Positions available.

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BROOKLYN TROOP TRADE SCHOOL—1119 Bedford Ave. (Gates). Bklyn., MA 9-1100. Evns.

Musical

NEW YORK COLLEGE OF MUSIC (Chartered 1878) all branches. Private or instruction. 114 east 85th Street. BU 8-9577. N. Y. 28, N. Y. Catalogue.

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FEDERAL NEWS

Holdings Of War Jobs Doomed In Drive To Attain Security

By F. X. CLANCY

Efforts to obtain permanent status for war service indefinite employees, now being renewed in Washington, have practically no likelihood of success, officials of the Civil Service Commission have stated informally, because of the relatively small percentage of such employees following the large number of reductions in force and the danger of covering-in any special group.

So much pressure had been exerted that the project was brought before President Truman on a plea for such benefit to those who had served five years. But he turned it down, on the recommendation of the U. S. Civil Service Commission. Now the proposal is for eight years' service to entitle one to permanency, but that is said to have no better chance. It is likewise opposed by the Commission, which points out that if covering-in were allowed for one group it would have to be extended to other groups and the results might adversely affect the whole merit system.

What's What in Second Region The situation in the Second Region, comprising the States of New York and New Jersey, is illustrative. There are about 20 per cent non-status employees which is 10 per cent above the average experience in temporary or top-gap hiring, with further reduction of the percentage taking place steadily.

The figures are: Total employees, civil service status 140,736

Total war service and temporary indefinite employees... 35,736 Grand Total 176,472

The figures include the post offices in the Second Region, but the statistics as to those employees are estimates, said to be very close ones.

The percentage of non-status employees fluctuates and sometimes, in certain agencies, reaches zero for a day or so. It is approaching zero in the office of the Second Region itself, said James E. Rossell, director.

Fine Co-operation Praised

Letters have been received by the Second Region from various agencies in its jurisdiction, praising it for fine co-operation toward a 100 per cent competitive goal. One agency stated that persons whom it had never met or seen had rendered such prompt and efficient assistance that it was a thrill to conduct business with the Second Regional office.

Close Link to Normal

It is the opinion of the Second Regional administration that in its territory the non-status employees numerically do not amount to a row of pins and that therefore there would be no need whatever for attempting to confer status on workers in that area appointed under the war service rules or on a temporary indefinite basis. The largest group of employees without status in the Second Region is in the skilled and semi-skilled trades, 9,812 in jobs for which numerous examinations have been held or are now open,

so that the changeover to competitive status among the largest group will soon reduce the total percentage of non-status employees to nearly the average normal 10 per cent.

In the Second Region the conversion to permanent status is 90 per cent complete, Mr. Rossell said.

The absence of competitive status, therefore operates continuously against such employees, and all attempts to provide a remedy have failed. Especially is failure indicated where it would be hard to discriminate between the employees who were let out under reduction in force and those also without status, who were retained, and all plans have been to benefit those who already have weathered the storm thus far, but whose time is now running out. Besides, covering in war-service employees while displaced career workers walk the street looking for jobs is a barrier to any aid for the war job holders.

Status Helps

On the other hand, possession of status has been unusually beneficial to those employees who were granted leave to make war transfers. Most of them of course were anxious to be transferred because they were offered jobs of higher responsibility at much higher pay. Now that they are in those jobs they have permanency in them, too, but their time to return to their old jobs is beginning to run out, since on October 23 next re-employment rights expire.

What the employee in the higher-paying position has to decide is whether he has equal or better security in his or her present job. If so, he or she will let the re-employment rights die a natural death; otherwise the move would be to get back on the steady payroll, even if at lower pay. Some employees have jumped three to five grades under the war transfer authority and would be hard to convince that they should go back to the small job from which they came, unless they actually knew that their present job was being abolished or reduction in force was to hit them, too.

War Transfer Rule Amended Title 5 of the Rules has been amended to clarify the entitlement to war transfer re-employment rights.

"Sec. 25.225. War Transfer. War transfer means any transfer authorized by the Commission under Executive Order Nos. 8973 of December 12, 1941, or 9087 of February 20, 1942, War Manpower Commission Directive No. X, or War Service Regulation IX, under con-

ditions entitling the employee to reemployment in his former position or a position of like seniority, status, and pay; civilian employment in occupied countries subject to the provisions of Executive Order No. 9711 of April 11, 1946; employment with public international organizations subject to the provisions of Executive Order No. 9721 of May 10, 1946, and Executive Order 9862 of May 31, 1947; or employment of certain Foreign

Service officers or employees subject to the provisions of Executive Order 9932 dated February 27, 1948 (effective September 1, 1947)."

Note: For the purpose of crediting service under Executive Orders 9862 and 9932, the effective date of this section will be the effective dates of the two orders; namely, May 31, 1947, for Executive Order 9862, and September 1, 1947, for Executive Order 9932.

Non-Status Employees Reduced to 30 Per Cent

Special to The LEADER

WASHINGTON, Aug. 23.—The number of Federal employees in continental United States with permanent or probational appointments increased from 1,037,353 to 1,288,045, or 250,692, between June 30, 1947, and June 30, 1948, the Civil Service Commission stated. As a result of the Commission's post-war program of replacing war-service and temporary indefinite employees with permanent employees almost 70 per cent of the employees in continental United States are now working under probational or permanent appointments.

During May and June 1948, a total of 20,058 new probational appointments was made and 30,576 war-service and temporary indefinite appointments were converted to probational or permanent.

Nature of Positions

The number of employees with war-service or temporary indefinite appointments decreased by 260,735, or almost 40 per cent, between June 30, 1947 and June 30, 1948, from a total of 667,661 to 406,926. The number of employees appointed temporarily for limited periods of one year or less increased slightly during this period. Such employees totaled 141,805 in June 1947, as compared with 157,567 in June 1948, or about 8 per cent of total employment.

Of the total of 1,288,045 em-

ployees who had probational or permanent appointments in June 1948, 1,212,890 were in positions filled under the competitive requirements of the Civil Service Act and 75,155 were in positions which may be filled without following the competitive-requirement procedures, commonly referred to as "excepted" positions. Of the total of 406,926 employees who had war-service or temporary indefinite appointments, 386,300 were in the competitive service and 20,576 were in excepted positions.

During the period from June 1947 to June 1948, while the number of persons serving under permanent or probational appointments was increasing and the number of persons serving under war-service or temporary indefinite appointments was decreasing, the total number of paid civilian employees increased by only 5,172, (See table attached).

U.S. Pay and Increments Grouped in Service Classes

The following list of grades gives the present-day scales and increments of positions for which examination notices have been issued or are about to be issued. It includes the \$330 pay increase for positions that are covered by the Classification Act, but is not a

complete table of pay changes, nor are postal positions or pay included, nor positions not covered by the raise law, such as those for which Wage Boards set the rate.

Table with columns: Grade/Position, Basic Salary, Periodic Increase, Max. Basic Salary. Rows include CPC-1 to CPC-11, CAF-1 to CAF-11, SP-1 to SP-8, P-1 to P-7.

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FEDERAL NEWS

New Vet Laws Analyzed

During the past year Congress passed laws which provide for additional forms of veteran preference or strengthen existing provisions of the Veterans Preference Act of 1944.

For the first time in history, preference has been granted to certain mothers of veterans. This amendment to Section 2 of the Veterans Preference Act of 1944 is made by Public Law 396. It provides preference based on the loss of life or permanent total disability of a son or daughter while serving on active duty in the armed forces of the United States during any war or in any campaign or expedition for which a campaign badge has been authorized.

Ten-point preference is given to the mothers of these sons or daughters who are widowed or

who are divorced or separated from the father of the ex-serviceman or woman. In either instance the mother must not have remarried, in order to obtain this preference. Of course, in these cases, as in all others, the disabled veteran on whose service the claim is based must have been separated from the armed forces under honorable conditions.

Right of Appeal

When the Veterans Preference Act was originally passed, provisions were made in Section 14 for the right of appeal of veterans from adverse actions taken by the agencies. Among these actions from which veterans could appeal to the Civil Service Commission were discharge, suspension for more than 30 days, furlough without pay, reduction in rank or compensation, or debarment for future appointment.

There were a number of procedural requirements to be observed in appealing these actions to the Civil Service Commission. After investigation and consideration of the evidence submitted, the Committee was authorized only to submit its findings and recommendations to the proper administrative officer of the agency concerned, with a copy going to the appellant or his designated representative. There was nothing mandatory about the Civil Service Commission's decision. It was merely a recommendation which the agency could abide by or ignore just as the officials of the agency chose.

However, Section 14 of the Veterans Preference Act was amended in 1947 by Public Law 325, making it mandatory for administrative officers throughout the government service to take the action finally recommended by the Commission as a result of veteran's appeals from these adverse agency actions. This amendment adds considerable strength to the entire provision for the right of appeal of these veterans under Section 14.

Recommendations Binding

On June 22, 1948 Section 19 of the Veterans Preference Act was amended (Public Law 741) to the effect that the recommendations of the Commission must be followed by the agencies of government in cases involving appeals made to the Commission by veteran preference eligibles, employees or former employees. There are only two types of appeals to the Commission that can be considered as being filed under the Veterans Preference Act which involve recommendations. Such recommendations by the commission are made only under section 14 (involving appeals by preference eligibles from discharge, suspension for more than thirty days, furlough without pay, and reduction in rank or compensation) and Section 12 (appeals from reduction in force actions) of the Act. Although the Commission handles appeals involving actions under other sections of the Act, these appeals do not involve recommendations or direc-

tions to the agencies.

The amendment (Public Law 325) that made the decisions of the Commission binding on the agencies in Section 14 cases, changing Section 19 of the Act, provides uniform authority for enforcement of the Commission's decisions in all type of appeals under the Veterans Preference Act.

Back Pay in Removal Cases

Finally, on June 10, 1948, Public Law 623 was approved by the Congress. The gist of the Law is that it provides for the payment of salaries covering periods of separation from the Government service in the case of persons improperly removed from the service. This provision applies to any person in the classified civil service (veteran or non-veteran) who is removed or suspended without pay from his job, except for such cause as will promote the efficiency of the service.

Public Law 623 carries similar procedural requirements to those of Section 14 of the Veterans Preference Act, such as notification to the employee of his removal or suspension and any charges preferred against him, furnishing the employee with a copy of the charges, allowing him a reasonable time for filing a written answer to the charges, with affidavits, and furnishing him at the earliest practicable date with a written decision based on his answer to the charges made against him. Provision is also made for making a part of the records of the proper department or agency copies of the charges, the notice of hearing, the answer, the reasons for removal or suspension without pay, and the order of removal or suspension, and for furnishing copies of any part of the record, upon request, to the person affected and to the Civil Service Commission.

While only veterans may appeal under Section 14 of the Veterans Preference Act, there is one essential difference in the type of appeal entertained under this Act and under Section 14 of the Veterans Preference Act. Section 14 provides for appeal from suspension without pay for more than 30 days, whereas Public Law 623 provides for appeal from suspension without pay for any period of time. Then too, section 14 grants a formal appeal to the Commission, while this new Law provides for an informal appeal to the agency involved, and the furnishing to the Commission, upon request only, of copies of all records relating to any employee's appeal.

Where One Option Excels

A veteran may elect to appeal suspension without pay or removal under either of these laws he chooses. However, as far as I can see, there is only one type of instance where it would be to the veteran's advantage to appeal under Public Law 623. Under Section 14 of the Veterans Preference Act, he has no appeal from suspension without pay for any period less than 30 days. Under Public Law 623 the right of appeal applies to suspension without pay for any period of time. If suspended for a period of less than 30 days, a veteran would be wise to appeal under the provisions of Public Law 623.

As to salaries for periods of separation of persons improperly removed from the service, the following entitlement to compensation accrues to appellants under Public Law 623 as well as to those who appeal under Section 14 of the Veterans Preference Act: In accord with Public 623, any person removed or suspended without pay under either of these laws — Public 623 or the Preference Act of 1944 — who is reinstated or restored to duty on the ground that the action taken against him was unjustified or unwarranted will be paid compensation for the period for which he received no compensation with respect to the position from which he was removed or suspended. This compensation will be paid at the rate received on the date the adverse action was taken, less any amounts he has earned through other employment during the period for which he is being paid. In addition, for all purposes except the accumulation of leave he shall be considered as having rendered service during the period for which he receives compensation.

Based on Address to National Convention of Disabled American Veterans.

EDITORIAL

The Cruel 'Stop!' Sign At The Grade Top

CIVIL service is achieved step by step now. It is desirable to establish grades, so that there will be a clear-cut promotion ladder, essential if a career service in government employ is to be any match for the inducement of private industry. The grades may overlap, and usually do, which makes many an employee at a higher grade receive lower pay than another employee at a lower grade. So the remedy proposed for the Federal service is to create non-overlapping grades. Also, the "services," which attempt to define duties broadly in the classification of jobs would be abolished in line with the modern tendency, and number of grades reduced from the present 45 to 12, if it includes a new top grade.

The Civil Service Employees Association only recently recommended non-overlapping grades for nurses in menial hygiene institutions.

If grades do or don't overlap, employees at the top of their grades, and performing outstanding service in jobs that offer little promotion opportunity, might have little hope of higher pay. So it is proposed to all increase to those who have served outstandingly for the consecutive calendar years at the grade top. These so-called supermaximum rates differ from overlapping grades caused based on extraordinary merit, and would be conditioned on at least ten years of service in the present position or positions of similar grade or class. Also, department head or agency recommendation would be a requisite to getting the supermaximum rate.

The freezing of employees at the top of their grades is one of the worst experiences in civil service. It is injurious to both the employee, whose morale is dealt an unfair blow, and to the government-employer. Despite half a century of civil service experience, no solution to this problem has been found. Experiments are required.

Experiments Will Require Courage

There should be no fear to experiment. If attempts at solutions fail, they can be discarded. If they succeed, they should be hailed for the blessings they bestow. Additional increments for those a long time at their grade top, supermaximum rates for special merit among such victims of promotion limitations, are logical suggestions. As remedies they may create their own problems, but as government structure grows vaster, problems become more complex, even if without change in their essential nature. The greater the complexity, the greater the courage needed to institute trial and experiment.

When the Congress reconvenes in January no doubt there will be ready a quite different draft of a proposed reclassification law than the one submitted by the United States Civil Service Commission to the 80th Congress. Departments and agencies, and particularly personnel administrators, who have been airing their views at panel discussions, have raised some objections to the original proposals, and made several suggestions, including aids to eliminate dead end effects in grade occupancy.

Unfortunately, the Commission hasn't a large enough staff to do a thorough job of reclassification in so short a time in both the departmental and the field services. It has decided that rather than to do one thorough job and do the best it can, it will give equal attention to both elements.

It is a sorry fact that reclassification projects undertaken by government are always at the disadvantage of undermanned staff.

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NEW YORK CITY NEWS

10 Professors Sue on Denied Increments

Ten professors at City College filed legal action against the Board of Higher Education for an adjustment of current salaries and back salary which they claim is due them under a law enacted by the State Legislature in 1943. That law revised the salary schedules for teachers at the four city colleges. A. Mark Leven, of 11 East 14th Street, attorney for the professors, explained that the suit is based on the salary schedule for professors included in the 1943 act which provides a minimum of \$6,000 and maximum of \$7,500; one increment of \$100; three of \$300 and two of \$250. The annual increments shall be added on January 1 of each year. The specified increments total \$1,500, and the Board of Higher Education construed the law to mean that it was required to grant the increments only to those professors who were receiving less than \$7,500, until they reached that amount. Seven of the ten professors who have filed suit were not given any of the increments, because their salaries in 1943, were \$7,500, (in one case \$8,000), while three of them, whose salaries were \$7,000 or \$7,500, were given increments only sufficient to bring their salaries up to \$7,500.

Who Plaintiffs Are
In the papers filed in the New York Supreme Court by Mr. Leven, the professors claim that the law required the Board to grant each of them the specified annual increments, since such increments would raise their salaries, in six years, to not more than \$9,000, whereas the maximum salary prescribed in the law is \$9,600.

The City College professors are: William Bradley Otis and Bird Fair of the English Dept., William W. Browne and Herbert Luckes of the Biology Dept., Canute Hansen, Chairman of the Hygiene Dept. at the 23rd Street branch of the City College, Albert Newman, George C. Autenrieth, Harry Baum, J. Charles Rathbun and Earl B. Smith, all of the School of Technology.

Professor Otis and Professor Smith, who are scheduled for retirement on September 1, have joined in the suit, because their retirement allowances will be determined on the basis of their salaries during the five years preceding retirement.

Prof. Newman is a Chemical Engineer and President of the American Institute of Chemical Engineers. He was on leave of absence from his position at the College from September 1, 1945 to September 1, 1946, when he served in the Army of Occupation in Germany on General Clay's staff.

New Promotion Rule

From now on, city promotion lists will include veterans' preference claims, it was announced last week by the NYC Civil Service Commission.

Formerly, lists published were subject to change after claims of disabled and non-disabled veterans had been investigated. Under the new system, two operations will be combined into one.

Candidate's Preference Suit Is Lost

Supreme Court Justice Samuel Dickstein denied the petition of a candidate in the examination for promotion to Assistant Court Clerk (Municipal Court), who argued that under a statute involving citywide promotion examinations he was entitled to a point more than he received. The statute under which the candidate made his claim was none too clear, the court held, and therefore upheld the rating practice of the NYC Civil Service Commission.

What Court Wrote

The court's opinion follows in full:

"Matter of Rabinitzky (McNamara)—Application is made under article 78, C.P.A. to direct the Municipal Civil Service Commission to regrade the record rating received by petitioner in the promotion examination for the position of Assistant Court Clerk, Municipal Court, from 76 per cent to 77 per cent. Resolution of the issue raised on this motion depends upon an interpretation of section 16, Civil Service Law, which was amended following the decision of the Court of Appeals in Matter of Cornehl v. Kern (285 N. C., 777) which declares invalid the practice of holding city-wide promotion lists. Since numerous promotions had already been made since 1934, when that practice was adopted, the status of those persons who had been so promoted was cast in doubt by the Cornehl decision. Section 16, Civil Service Law, was amended by chapter 751, Laws of 1944, to validate the appointments of all employees already promoted from city-wide lists. 'However, chapter 751, Laws of 1944, enacted the restriction that on pending or future promotion examinations . . . no such person, the appointment of whom is validated herein shall be given credit for such service prior to April fourteen, nineteen hundred forty-three . . .'

How Mark Is Figured

"Under the regulations of the Municipal Civil Service Commission governing the method of computing a record and seniority mark on a promotion examination, credit is given at the rate of 1/2 per cent per year for each year of city service up to a maximum of ten years. This seniority increment, petitioner claims, was not properly computed.

"When the Legislature in 1944 prohibited the granting of credit for 'service,' it is apparent that it was intended to deny such employees both type of rating, seniority increment and service rating. The conclusion of the Civil Service Commission in that regard is consistent with the language and purpose of the legislation. Furthermore, the commission has since the enactment of the statute so interpreted it without challenge. The administrative interpretation of a statute over a period of time by the agency operating under the statute is entitled to much weight, particularly where the command of the statute is not too plain and room is left for interpretation."

The motion is denied and the petition is dismissed.

No Changes in NYC Subway Pensions Before 1949—If Any

(Continued from Page 1)

were behind the move and that the 50,000 signatures required should not be hard to get.

"Once the issue gets on the ballot there is no doubt about the result," he declared. It would be the same as if the proposition called for free rides. The fare issue on the ballot would rock the whole boat."

Mr. Quill hoped the Board of Transportation would have a labor relations policy administered by a neutral Labor Relations Division. He expected that the implementation of the O'Dwyer-Davis labor relations plan will require the revival of a Labor Relations Committee in the Mayor's

office, like the three-man board that formerly existed.

Anxious over Small Grievances
"The Board of Transportation," said Mr. Quill, "can adjust a large number of small grievances that cause employee considerable discontent and the solution wouldn't cost the city a cent. A Labor Relations Division should be created, composed of members who know labor relations and are neutral."

Mr. Quill regretted that little, if any progress had been made on a three-weeks vacation for the transportation employees.

He was asked whether a 40-hour week was not the top drawer project, as most of the employees

are on a 48-hour week. He admitted that this was the primary objective but said that until the cost of living declines it was regarded as inexpedient to press the request for a reduction of hours.

"You should see how the trackmen and others who work underground age before their time," he advised. "You would then realize that the men should have shorter hours and longer vacations."

He hoped that the grievance at the shop level would be quickly adjusted and the larger issues then given consideration by the Board.

He would like to see numerical strength recognized where it is overwhelming, in the dealings of a union with the Board. He mentioned the 48th street shop in which he said the TWU has 1,009 members out of a possible 1,160, and IRT station employees, concerning whom he gave the figures of 1,960 out of 2,200 and doubted the usefulness of a second union in helping to accomplish objectives. He finds that if a majority union asks for a three weeks vacation, another will ask for four, "and so it goes around the clock."

Asked if he wouldn't find some instances where some other union has a preponderating majority, he answered, "A few," and added that the TWU would abide by majority rule.

Examples of Job Jumble

The following is a fourth installment of an article on reclassification:

Our study of course was necessarily limited. We could not and did not undertake anything that might be construed as a substitute for a complete survey and development of a position classification system. We did however, explore sufficiently to ascertain the unquestionable need for a complete and drastic renovation of the City's position classification.

There has been opposition to the renovation of the system under which City employees work. At the moment, the criticism is made that, because of economic pressures, these are not the right times to do anything. We do not believe that the City of New York should sit back and wait indefinitely for an economic era when everything will be tranquil in order to do something that we know now can be done and should be done. No matter what the economic condition may be, the pattern of employment can be adjusted to it by anyone who has the knowledge and the will to do it. If this were not the

case, American industry would be paralyzed today because it would be waiting for some distant day when economic conditions might be just right for it to do the right thing by its employees. Renovation of the present system is necessary as a matter of simple justice to the employees of the City as well as to the community.

Another obstruction to renovation: The size of the job seems to have balked us through the years whenever we have come to grapple with the problem of City employment. One hundred fifty thousand employees add up to a lot of people. Bringing order into the personnel chaos is a big job. Other big jobs are now being successfully undertaken in New York and some of them are much more complicated than the personnel job. Another obstruction is anxiety lest present salaries or some of them may be reduced. But protection of pay and tenure of present employees is a proper condition to any fair and reasonable classification.

This study was prepared by a number of civil service experts, city employees as part of an over-all study of New York City's government, issued by the Citizens Budget Commission.

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NEW YORK CITY NEWS

Pension Law Explained

(The following completes a three-part article). Upon transfer to or from N. Y. State service or from service as a member of other New York City actuarial retirement systems or to new Police Pension fund:

to age 65 by additional contributions of 10 per cent of composition. Until minimum service retirement age: To pay any additional lump sum necessary for half-pay.

(in some cases, more) years unless more than two-fifths of the accumulated contributions are withdrawn. From age 70 to 80: To have service extended in periods not exceeding two years, provided department head and Board of Estimate approve.

Carton Tells Eligibles Of 2000 Police Quota Aim

Full pay after three years and reduced working hours were among the benefits that the Patrolmen's Benevolent Association obtained for its members, President John E. Carton declared at a meeting of the Patrolmen's Eligibles Association in Werdemann's Hall.

William O'Dwyer has spoken favorably of it. Money is the rub. The 20,000 quota would mean nearly 1,200 more appointments from the eligible list, not counting the 1,400 who would be sworn in anyway, before the end of the current budget year.



Palmer's "SKIN SUCCESS" Soap is a special soap containing the same costly medication as 104 year old Palmer's "SKIN SUCCESS" Ointment.

After attaining minimum service retirement age and completing service necessary for half-pay: To discontinue further contributions. After cancelling rate of contribution: To withdraw annually in cash the interest thereafter credited to accumulated contributions, and to restore such withdrawals if desired.

Choices at Retirement At retirement: To take a maximum retirement allowance or a lesser retirement allowance under Options 1, 2 or 3, with provision for payment of a lump sum or a life income to a named survivor (see above).

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of approximately 1/120 of salary for each year of service instead of the lesser fraction which you have the right to elect. The City will then provide, and not otherwise, a pension of 1/120 of "final compensation" for each year of service upon service retirement.

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Additional information may be requested in writing from the office of the Retirement System, Room 316, 52 Chambers Street, Manhattan, or by telephoning WOrth 2-4560, "Retirement Information Bureau."

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LEGAL NOTICE STATE OF NEW YORK INSURANCE DEPARTMENT Albany—1948

I, Robert E. Dineen, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the Harvard Indemnity Insurance Company of Minnesota, Minneapolis, Minn. is duly licensed to transact the business of casualty insurance in this state and in its statements filed for the year ended Dec. 31, 1947, shows the following condition: Aggregate Amt. of Admitted Assets, \$3,792,369.00; Aggregate Amt. of Liab. (except Capital & Surplus) including Reins., \$2,927,329.50; Actual paid-up Capital, \$400,000.00; Surplus over Liabilities, \$465,039.70; Amt. of Income for the year, \$2,800,430.00; Disbursements for the year, \$2,757,797.50.

STATE OF NEW YORK INSURANCE DEPARTMENT Albany—1948

I, Robert E. Dineen, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the American Druggists' Fire Insurance Company, Cincinnati, Ohio, is duly licensed to transact the business of fire insurance in this State and in its statement filed for the year ended Dec. 31, 1947, shows the following condition: Aggregate Amt. of Admitted Assets, \$10,041,293.37; Aggregate Amt. of Liab. (except Guaranty Fund) \$7,402,874.54; Amt. Guaranty Fund \$500,000.00; Surplus over Liabilities \$2,138,418.83; Amt. of income for the year, \$7,891,065.20; Amt. of Disbursements for the year, \$6,549,865.00.

STATE OF NEW YORK INSURANCE DEPARTMENT Albany—1948

I, Robert E. Dineen, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the American Druggists' Fire Insurance Company, Cincinnati, Ohio, is duly licensed to transact the business of fire insurance in this state and its statement filed for the year ended Dec. 31, 1947, shows the following condition: Aggregate Amt. of Admitted Assets, \$2,586,742.32; Aggregate Amt. of Liab. (except Capital & Surplus) including reinsurance \$465,292.56; Actual paid-up Capital, \$750,000.00; Surplus over Liabilities, \$1,371,449.76; Amt. of income for the year, \$736,731.39; Amt. of Disbursements for the year, \$576,054.17.

NEW YORK CITY NEWS

NYC Commissioner Gives Eye-Witness Account Of Fireman Physicals

By ESTHER BROMLEY
NYC Civil Service Commissioner

The Fireman physical test now going into its third week at the South Tennis Courts, Van Cortlandt Park, represents a new high in scientific planning.

Several changes were made this year, after consultation with Dr. George Spitz of the Health Education Department at New York University. These changes the Commission felt, improved the test; made it more accurate and more flexible, without, of course, sacrificing the rigid standards that must always be maintained.

Can Fail Part, Pass Whole

One new feature is the pack run. Candidates formerly had to run a mile—that is, they ran around the 176-yard course ten times. Now they run one-tenth of a mile, but with a 70-pound pack on the outside shoulder. The Commission reasoned that anyone with average strength could run a mile, if he had too, by training over a period of time. On the other hand, running with a heavy load requires more endurance, even though the distance is shorter, and calls for more coordination—both qualities that all firemen need.

Flunk Without a Gripe

Another change makes it possible for a candidate to pass the test as a whole even if he fails one part of it. In the past, such

Record Number of Eligibles Expected in Fireman Test

The Municipal Civil Service Commission is presently conducting physical tests for Fireman, P.D. at Van Cortlandt Park, 241st and Broadway. About 8,300 candidates will be summoned and the tests will last until September 21.

In written test for Fireman, held on May 15, last, 17,928 candidates were summoned but 2,975 failed to appear and 15,053 passed.

The last Fireman list, promulgated on December 13, 1946, contained 1,506 names. The new list will far exceed the last one in number of eligibles and may set a record for Fireman examinations. The present examination was conducted in anticipation of the needs of the Fire Department in 1949-1950.

a failure automatically knocked out the unfortunate ones.

The high standards set for passing the exam are borne out by letters received from many ex-G.I.'s who took it and failed. They have written to the Commission saying that no army or navy physical was nearly as stiff. Many of them frankly admitted their shortcomings and praised success-

ful candidates. However, this is no reflection on army and navy standards. Soldiers serve for a comparatively short time. The Fire Department expects at least 20 years' work from its employees. That's why they have to prove that they can stand up under intense, prolonged physical strain.

Here's an example of what the candidates are up against: The first test finds them stretched flat on their backs, feet together, hands by their sides. On the signal, "Go" they rise and run five yards to a six-foot wall and scale it. They run five yards to a maze of obstacles and dodge through. Then they run two yards to a tunnel and through, five yards to an eight-foot wall and over, five yards to a vault box (fence) and over. The finishing touch is a 40-yard sprint back to the starting line.

This is only the first of six tests, which include weight lifting and broadjumps. And the boys have already passed a preliminary written and medical exam. They've just got to be good. And how hard they try! Onlookers at the tennis courts shout "pour it on," and that's what they all do.

New Courses Are Offered By Delehanty Institute

New courses in business administration will be added to the curriculum at the Delehanty Institute beginning in September, M. J. Delehanty, Institute Director, announced. The training will be both short and practical, and in addition to business administration will include advertising, salesmanship, business law, accounting and related subjects. Day sessions will be conducted at 115 East 15th Street, Manhattan, and at 90-14 Sutphin Boulevard, Jamaica.

"Business administration has become increasingly important since many young men, especially veterans, have established or plan to establish their own businesses," said Mr. Delehanty. "Others with ambition for advancement and higher earnings will find practical training of this type a great aid in qualifying for better positions."

Courses will also be offered in day and evening sessions in secretarial training, stenography and typewriting. All courses are approved by the State Department of Education and are available to veterans under the G.I. Bill of Rights. In addition, veterans attending day classes may apply for full subsistence allowances.

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person's approval are needed, as all that's necessary is to find the money. First-class equipment fire apparatus will be installed from present fire houses and new equipment put into more active existing fire houses. The new houses result from the great growth in the number of homes in the districts.

The six Lieutenants who were promoted to that rank on claims of disability preference, when the NYC Civil Service Commission recognized zero per cent disability rating, have most reluctantly been put back to Fireman positions. Tough luck.

With the 112 Fireman appointments that will result because of 112 Firemen to be promoted to Lieutenant, and budget lines for 85 or more firemen to be filled, there will be close to 200 Fireman appointments within 30 days of each other, beginning October 1.

EX-PATROLMAN DIES
Peter Phelan, a retired Patrolman, formerly of Traffic Precinct D, died recently and was buried in St. Raymond's Cemetery, the Bronx.

FIRE LINES
THE 112 new Fire Lieutenants Commissioner Quayle seeks are having ups, but no downs, in the office of Budget Director Thomas J. Patterson. Mr. Quayle pointed out that the full 112 are needed to provide better hours for the officers. The budget office has countered with an offer of about half. This has gone up to around 80. Any week you'll be hearing, through this column, about the full achievement of the goal. The officers are mightily concerned, have no end of praise for Mayor William O'Dwyer and Commissioner Quayle for their efforts in behalf of improvement of office hours, and await the good news in high anticipation. But one thing must be remembered—the proposed October 1 date for the filling of the new Lieutenant posts will very likely be moved to November 1, but there will be about 85 Fireman appointments as of October 1.

First Deputy Commissioner James J. Moran is doing a splendid job as Acting Fire Commissioner, during the vacation of Commissioner Frank J. Quayle. On September 1 Mr. Quayle will be back at his desk. Mr. Moran has had his vacation. . . . Jimmy Collins, appointment clerk, got back from his on Monday.

The City Planning Commission expressed sympathy with the arguments of the Fire Department for two new fireboats. The impassioned oration on behalf of the request was made by Third Deputy Commissioner Nat Horwitz. The plan is, two new fireboats now, the two others that Mr. Quayle says are necessary, later. . . . The Commission approved the necessity of two new Queens fire houses, one a combination engine and truck house at 225th Street and Union Turnpike, costing \$190,000 for land, building, etc., and the other, an engine company, at 145 Neptune Avenue, Rockaway, cost \$140,000. Comptroller Lazarus Joseph and Budget Director Pat-

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NEW YORK CITY NEWS

Vet Seniority in New Muddle; NYC Asks More Legal Advice

Jobs and Pay Of Hundreds Affected

By H. J. BERNARD

The retroactive seniority puzzle, which affects many veterans in the NYC service, at first thought solved by the recent opinion rendered by Corporation Counsel John P. McGrath, now is confounded by new questions.

He answered the single question propounded by the NYC Civil Service Commission, but doubt about other ramifications has caused the Commission to hold up any reshuffling of lists and certifications affected by retroactive seniority, until an opinion is obtained from Mr. McGrath on the new posers.

The first and answered question concerned two veterans. One of them was disabled, and the other not. The veteran whose score in the examination was lower was disabled. He got out of the army first and was appointed first. Later the non-disabled veteran with the higher score, who thus stood higher in relative percentages, was honorably discharged from military duty and was appointed a year after the disabled veteran. But as the disabled veteran had been appointed first, and the Military Law provided that the eligible higher on the list shall be given retroactive seniority, back to the date of the appointment, or promotion, of the eligible next lower in standing on the list, the non-disabled veteran was accorded back seniority equal to that of the disabled veteran.

Question of Intent

The Commission had been following the bare numerical order, based on percentages, principally because there was nothing to the contrary in the Military Law, and especially as the provision of that law was enacted before the present preference amendment to the constitution was adopted. The Commission reasoned that the legislature could not have foreseen the constitutional amendment, and after the adoption of the amendment made no effort to change the law so as to apply veteran preference directly to seniority.

Mr. McGrath ruled that the numerical order was not controlling because the legislature meant that the order of standing on the list should be controlling, and that order was not the relative sequence by percentage points, but as modified by veteran preference. Hence the disabled veteran was entitled to first appointment, for he was ahead of the non-veteran on the list, even if by retroactive

effect, because primary preference lifted him into that position.

Mr. McGrath pointed out that the veteran lower on the list was given retroactive seniority equal to that of the disabled veteran, although he was non-disabled, and that did not comport with the degrees of preference established under the preference amendment to the State constitution. For appointment purposes the disabled veteran was considered to be higher on the list than the non-disabled veteran, said Mr. McGrath, construing that as the legislative intent.

Two Added Starters

Everybody thought for a while that that was the \$64 question and that the answer had removed all doubt from the retroactive seniority maze. But not so. The two added starters entered by the Commission:

"1. May a non-disabled veteran be granted retroactive seniority back to the date of appointment of a non-veteran lower down on the list?"

"2. In case of a non-veteran entitled to military rights, such as members of the Merchant Marine, or a member of the Red Cross, is it proper to grant such persons retroactive seniority back to the date that a non-disabled veteran lower on the list was appointed?"

TWU Asks Two Questions

Those two questions were propounded in those words by Sidney M. Stern, legal expert of the Commission. But that wasn't all. A third and fourth question arose. They were submitted by the Transport Workers Union and came up at the Commission meeting last week:

"1. What is the seniority date of a disabled veteran promoted from a special military list, in relation either to disabled veterans or non-disabled veterans or civilians appointed before him and who are lower down on the original eligible list?"

"2. How does one determine the seniority date of a non-disabled veteran in relation either to non-veterans or civilians who are lower down on the list?"

Those two questions were sent in a letter from I. Blumberg, of the TWU, to Mr. Stern.

The Commission's own questions are being pondered by Mr. McGrath. Mr. Blumberg's questions have not been forwarded to Mr. McGrath.

Speculation on Answers

Although no official word has come from Mr. McGrath on the two new problems presented by the Commission, the answer to the Commission's first question—whether non-disabled veterans could be given seniority retroactive to the appointment date of a non-veteran lower down on the list—would appear to be in the affirmative. The whole question is simplified as soon as one recognizes the fact that there are not two lists, but there is one and

only one list. The list is subject to changes such as are induced by special military examinations, but the changes are retroactive themselves. The list by percentages is only a "numerical list" and is not the one promulgated. The list promulgated is the one which effectuates veteran preference, by moving the disabled veterans as a group to the top, in relative order of standing among themselves by percentages; the non-disabled veterans next, in the same fashion, and finally the tail-ending non-veterans. So a disabled veteran has the seniority he would have obtained had he not been in the service, even if his actual appointment date was later—as it must be under these circumstances. The very purpose of the Military law was to cause veterans no deprivation of the seniority they would have achieved had they not been in military service. Therefore a non-disabled veteran would have to be accorded retroactive seniority to the date of the appointed or promoted non-veteran lower than him on the list.

Military Rights

The answer to the second question, about the effect of Red Cross and Merchant Marine Military rights, appears to require close analysis of fine points, but since the intent of the Legislature was to give some seniority rights to such persons, though subordinate to those of veterans, the mere grant by inference makes such tertiary rights superior to the rights of non-veterans and subordinate only to the rights of veterans.

TWU Questions Discussed

The questions put by the TWU appear to call for these answers:

1. A disabled veteran promoted from a special military list attains a specific place on the eligible list by merger, since his name is inserted where it belongs, by preference application and percentage attainment in the test. Hence he "outseniors" all non-disabled veterans and is entitled to the seniority of the disabled veteran lower than him on the promulgated list who was promoted.

2. A non-disabled veteran's seniority, in comparison with that of non-veterans lower down on the list who was appointed or promoted, is the date of appointment or promotion of the non-veteran lower on the list.

While the Commission would not give any intimation as to what solution it expected would result from the four questions pro-

ounded, it felt that the application of such questions to actual cases, and a study of the cases of the eligibles concerned, were a good groundwork for decisions.

"Working with the actual cases helps the Commission greatly in attaining solutions," said the Commission Secretary Frank A. Schaefer. "Repeated application of the law to the various aspects of individual cases tends to bring about a harmonious and tenable result."

Memo from Klein

Michael Klein, of the Veteran's Unit of the Commission, in a memorandum interpreted the effect of the Corporation Counsel's opinion which had answered the question about a disabled veteran and a non-disabled veteran. He said:

"1. Retroactive seniority to veterans, and to non-veterans with military rights, going back to the date of appointment (or promotion) of a disabled veteran lower on the list, is invalid and all such grants of authority are to be recomputed accordingly.

"2. Retroactive seniority to a disabled veteran to the date of appointment (or promotion) of another disabled veteran lower on the list is still permissible.

"3. Retroactive seniority to a non-disabled veteran back to the appointment (or promotion) date of another non-disabled veteran is still permissible.

"4. Retroactive seniority of a

Four New Questions Propounded

disabled or non-disabled veteran back to the date of appointment (or promotion) of a non-veteran lower on the list is permissible.

"5. All the foregoing is true irrespective of whether or not retroactive seniority of the claimants involves appointment or promotion from original or special military lists, or separate and different military lists inserted in the same original."

In addition, the Corporation Counsel's opinion raises the question of non-veterans entitled to military rights, said Mr. Klein the same point as Mr. Stern included in his memorandum.

Affects Job and Pay

The retroactive seniority question would affect hundreds of veterans who have been appointed or promoted, not only as to positions but also increments and eligibility to take promotion examinations and to be appointed where minimum period requirements are strictly enforced.

Whatever the final answers, the Commission will have to go over all lists, appointments and promotions, and order many changes.

New Key Adopted For Sergeant Test; Hundreds Lose Out

The written papers in the examination for promotion to Police Sergeant are being re-rated by the NYC Civil Service Commission on the basis of 88 instead of 90 questions. This change is the result of a revised key issued last week. New marks will be ready within the next month.

The key change was made necessary by a Court of Appeals decision upholding a group of candidates in the examination who contended that nine multiple choice questions carried multiple answers, although the examination paper had called for the "best" answer only. They contended that there could be only one

best answer. The group was headed by Patrolman George Blumenthal.

New Key

The new key will result in the elimination of hundreds who otherwise would have become eligibles, it was stated. The new key is as follows:

Item	Original Key	Revised Key
23	B or D	B
26	B or D	D
42	B, C or D	Strike Out
57	B or C	B
60	A or D	D
74	B or C	D
82	A, B, C or D	Strike Out
84	C or D	D
89	A or D	A

Laundry Workers Jobs Offered In Brooklyn

Applications for the job of Laundry Worker are being issued and received by the Board of U. S. Civil Service Examiners, New York Port of Embarkation, First Avenue and 58th Street, Brooklyn. No applications will be accepted after Thursday, August 26.

Positions under eight general titles to fill jobs in 21 different titles are open. No written exam is required. Pay ranges from 86 cents to \$1.02 an hour. Age limits are 18 to 62, except for veterans. Men and women may apply.

Federal employees already working for the army and air force in any of the boroughs of greater New York on a non-permanent basis can achieve competitive status by taking this examination.

The general titles are: Laundry Worker, Laundry Assistant, Laundry Operative (Flat Work), Laundry Operative (Garments and Shirts), Laundry Seamstress, Laundry Tumblerman, Laundry Extractorman and Laundry Washman.

LAW JOBS STAY COMPETITIVE

A request from the Temporary City Housing Rent Commission to place Assistant Counsel positions in the exempt and non-competitive classes was filed by the NYC Civil Service Commission.



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