

Civil Service LEADER

Age Limit Canceled In NYC Exam for Men

DR. GEO. D. STODDARD
EDUCATIONAL BLDG.
ALBANY, N. Y.

ers

See Page 8

America's Largest Weekly for Public Employees

No. 15 Tuesday, December 23, 1947 Price Five Cents

FIREMAN EXAM RULES ANNOUNCED

State Board's Pay Cuts Condemned as Calamity

Special to The LEADER
ALBANY, Dec. 22.—The Civil Service Employees Association, in conducting an energetic campaign to increase the efficiency of public service to the citizens of the State of New York, has condemned the action of the State Standardization Board in changing the basic salary scales of positions in State service. The reduction was announced in a letter from the Board to the heads of State Departments and Agencies.

high wages in industry and business than a degrading of public employment by a low salary policy. Said Dr. Tolman: "In our opinion the Board has undoubtedly gone beyond its powers under the law in reducing some salaries by two grades. This matter will be brought to the attention of the officers of government concerned."

Salary Cuts Called Calamity
"Be that as it may, the indication that the State of New York is indulging in salary cutting when many of its basic scales are now and long have been so (Continued on Page 5)

Schedule Given For All Parts Of NYC Test

Tentative requirements and the examination schedule have been revealed for the Fireman (F.D.) examination which is unofficially scheduled to be opened for filing applications Tuesday, February 17 through Monday, Mar. 8.

The examination will be open to men between 20 and 29. The minimum height will be 5 feet 6 1/2 inches. The minimum age for appointment is 21. Fireman appointments currently are made at \$2,900 which includes a \$750 cost-of-living bonus. Increases after two years bring the salary to \$3,400, and after three years to \$3,900, which is the top of the grade. (Continued on Page 15)

STATE ACTS TO REMOVE ALL THREE LACKAWANNA CIVIL SERVICE COMMISSIONERS

Special to The LEADER
ALBANY, Dec. 22.—Removal charges against all three members of the Lackawanna Civil Service Commission have been brought by the State Civil Service Commission following an investigation into the administration of civil service in that up-state city. The State Commission has called a hearing for Monday, January 19, on alleged violation of civil service laws and rules, inefficiency, incompetence and neglect of duty. An additional charge against one of the Commissioners, Joseph Mescall, alleges that he made obtainable the questions and answers to an examination in advance of the examination date to

improve the prospects of favored candidates. Another proceeding has been instituted by the State Commission to determine whether to rescind examinations, eligible lists and appointments in six titles for alleged irregularities. The six titles are Police Matron, Fire Lieutenant, Fire Captain, Police Lieutenant, Purchasing Agent and Fire Fighter, for which eligible lists have been established since July, 1943. The charges have been served upon all three Commissioners.

The Commissioners are Joseph Mahoney, Louis Basty and Mr. Mescall.

The hearing will be conducted at the State Office Building in Buffalo, at 10 a.m. on January 19 and will cover both the removal and cancellation cases.

The notice of hearing and the charges were signed by President J. Edward Conway and Commissioners Louise C. Gerry and Alexander A. Falk of the State Civil Service Commission.

Charges and specifications in the removal proceedings:

CHARGE I
Pursuant to Article 2, Section 11, Subdivision 6 of the Civil Service Law of the State of New York, it is charged by the New York State Civil Service Commission that Joseph Mahoney, Joseph Mescall and Louis Basty, being the duly appointed commissioners constituting the Municipal Civil Service Commission of the City of Lackawanna, New York have as such officials been inefficient, incompetent, neglectful of duty, and guilty of violations of the Civil Service Law and of the Rules of (Continued on Page 4)

221 Pass Test For Fire Capt; 637 Failures

Failure notices were sent out to 637 candidates in the Captain (F.D.) promotion examination, the NYC Civil Service Commission announced. The test was taken in August by 858 candidates. Thus 74 per cent flunked the written test.

The resultant eligible list will be used to fill 22 existing Captain vacancies.

Failure notices began going out to unsuccessful candidates last Friday. The eligible list is expected to be published shortly.

STATIONARY FIREMAN KEY

The official final key answers for Stationary Fireman include two changes from the tentative key: Question 41 was changed to C and B, and 60 to A and B.

NYC Special Officer Test Opens Jan. 14

Applications will be accepted Wednesday, January 14, until Tuesday, January 27, for the Special Officer examination, the Civil Service Commission announced. A written test will be given Saturday, March 27. The examination, which is designed to attract men a little too (Continued on Page 9)

Good Reception Cheers WU on Pay Increase

A wage increase of 30 cents an hour was requested by officials of the Transport Workers Union (CIO) at a conference with Chairman William Bingham and Commissioners Sullivan and Bingham of the Board of Transportation. The union leaders hailed the decision with much longer. The union presented a nine-point program of contract revision to improve pension benefits and working conditions, besides (Continued on Page 10)

for the raise, said that the real value of wages today, after seven years of municipal ownership and operation, were lower than what they were ten years ago under private operation. He called the bus and trolley operator pay of \$1.20 an hour the lowest, comparing it with \$1.42 in other public jurisdictions and \$1.40 in private industry.

The present Board pay rates in general were set about a year and a half ago, since which time living costs have increased 25 per cent, he said, and the Bureau of Labor Statistics showed that a family needed \$16 a week more, especially true of employees in the low-pay brackets of the transport workers.

He commended the union members for the restraint they have exercised under the "cruel shrinkage" in the necessities of life.

Holiday Schedule For U.S., State and NYC Employees

State offices will conduct "business as usual" on Friday, December 26 and on Friday, January 2, the days following Christmas and New Year's Day. The State Civil Service Commission so announced to all inquirers, including department heads. The only possibility of any change would be by a directive from Governor Dewey, of which there was "an outside chance," an aide of the Governor said.

The rule in NYC is to have a skeleton force on the two Wednesdays before the holidays, so nearly all office employees will be off, where that is practical.

The Federal government allowed a half-day holiday for Wednesday, December 24, no change as to the Fridays.

Many employees will take the Fridays off, chargeable to vacation time or annual leave.

More State News, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11.

No Dearth of Bills To Raise Federal Pay

Special to The LEADER
WASHINGTON, Dec. 22.—Senator Robert A. Taft, top Republican policy maker in the Senate, is studying the possibility of a pay raise for Federal Workers, with a view to introducing a bill in his name. Meanwhile, the House and Senate have been flooded with bills recommending from \$500 to \$1,000 increases. Most significant are bills sponsored by Senator Wil-

liam Langer, Chairman of the Senate Civil Service Committee, and Senator Dennis Chavez, ranking Democrat on the Committee, both of which propose a \$1,000 raise. Seven other bills have been brought before Congress, and three more are expected. Five bills favor \$800 raises, one \$500, and another \$1,000. Three Representatives preparing bills have indicated they will support an \$800 raise.

STATE AND COUNTY NEWS

Favoritism Charged To Many Commissions; Reform Drive Is Asked

Special to The LEADER
ALBANY, Dec. 22.—Speaking at a meeting of the Executive Committee of the City and Village Clerks Association in Albany, William F. McDonough, Executive Representative of The Civil Service Employees Association, urged united effort by the more than 300,000 civil service employees in the State in a vigorous campaign to insure the application of the merit system of recruitment and promotion of public workers.

been over for more than two years. Either our Commissions are fettered by Political pressure of the old, discredited spoilsmanship type, or they are improperly or inadequately organized.
'A report of the State Civil Service Commission shows that only about 55 per cent of the civil service employees of the State are recruited on the basis of competitive tests. Out of some 59,000 civil service employees, a little more than 32,000 have qualified in competitive tests. There is a constant tendency to exempt jobs from competition and to increase the number of provisional appointments. Everyone knows that indiscriminate exemptions and provisional appointments are forbidden by law and that they constitute political patronage with all of its evils and lowering of standards of service to the people.
'The thousands of public employees in cities, counties, towns, villages and districts throughout the State have a distinct duty to demand an immediate reform.'

Equality of Salary Sought By Women Guards

Special to The LEADER
ALBANY, Dec. 22.—The women employed by the State to guard women prisoners of the State at Albion and at Westfield, will renew their plea to the State Salary Board that they be paid the same salaries as those paid to the men who guard men prisoners of the State.
The case of obvious discrimination against the women guards is well stated by Mrs. Alice Wagner, President of the Albion Chapter of the Civil Service Employees Association. Mrs. Wagner states:
'A brief prepared by women Guards and presented by a committee of women Guards at a hearing of the Salary Board in June 1946, gave a complete and concise statement of conditions and the reasons we consider our work on a par with that done by men caring for male prisoners in the prisons for men in New York State.
'The women Guards at Albion and Westfield total about 85. The cost of salary reallocation would therefore not be prohibitive.
Same Responsibility
'The State holds us, the same as it does the male Prison Guard, responsible for the safety and security of the prisoner. There must be no escape. We have in common with male Prison Guards, the problem of rehabilitation.
'We are in the non-competitive

class of civil service, but this is through no fault of our own. We would gladly welcome competitive status.
'It is claimed by some that women caring for female criminals do not do work equal to men caring for male prisoners. I do not see how any person who knows anything concerning female criminals can believe that. A crime committed is just as serious whether perpetrated by a man or a woman. A person is no less dead when murdered by a woman than by a man. The State recognizes no difference on account of sex in

meting out punishment, should there be discriminating treatment of those who guard criminals?
Assn. Backs Plea
'Let us look at a recent case. A woman was admitted to a reformatory because of a crime committed. Her brother equally was convicted and sent to a prison for men. The male Prison Guard who guards the brother receives a salary range of \$2520 to \$3000 annually, while the woman who guards the sister receives a salary range of \$1,800 to \$2200.
'Our first hearing was the Temporary Salary Standardization Board in 1944. We believe that we are right in our request. We do equal work with men and there should be no discrimination shown.
The Association has been urging the adjustment sought by women Guards for many years. Resolutions unanimously adopted by the Association delegate pointed out that the State which requires that women employ employment shall receive pay with men when performing the same type of common work should be observed by the State in its treatment of women employed by the State. A spokesman for the Association stated that the matter would be made the subject of a plea for special legislation in the absence of administrative action hoped for from the

McMorran Promoted To District Engineer

Special to The LEADER
ALBANY, Dec. 22.—Promotion of John B. McMorran to District Engineer in charge of the Rochester Office of the Department of Public Works was announced by Charles H. Sells, State Superintendent of Public Works. Mr. McMorran, Assistant District Engineer at the Department's Binghamton Office, will assume his new position on January 1, succeeding Elmer C. Lawton, who will retire.
Mr. McMorran is a graduate of Syracuse University. He entered State service in 1921 as a Junior Assistant Engineer.

LIST OF LEGISLATORS—WRITE THEM ON PAY RAISE

Following is the list of Assemblymen. State employees seeking an adequate raise should write to their own Senator and Assemblyman, backing the request of The Civil Service Employees Association for a minimum 25 per cent increase. The list of Senators was published last week.

- ASSEMBLY
Albro, Myron D., Tiora, Lounsberry
Andrews, William T., New York, 12th, 1 West 125th St., New York 27
Austin, Bernard, Kings, 4th, 401 Broadway, New York 3
Bacon, Harlow E., Oneida, 1st, 316 West Embargo St., Rome
Baczowski, Philip V., Erie, 5th, 379 Peckham St., Buffalo
Banks, Gladys E., Bronx, 11th, 31715 Rombois Ave., Bronx 66
Bannigan, Eugene F., Kings, 11, 66 Court Street, Brooklyn 2
Barrett, Elisha J., Suffolk, 2nd, 161 W. Concourse, Brightwaters
Beck, John E., Kings, 30th, 1277 Madison Street, Brooklyn
Becker, Frank J., Nassau, 1st, 42 Winter Street, Lynbrook
Bennett, Louis V., Bronx, 8th, 11 Park Place, New York 7
Benson, John F., Montgomery, 211 Canal St., Fort Plain
Bentley, Joseph F., Monroe, 1st, Penfield
Berge, Arthur T., Richmond, 1st, 63 Gregg Place, S. L. N. Y.
Black, Jerry W., Schuyler, R.D. 1, Trumansburg
Blodgett, Vernon W., Yates, Rushville, New York
Brady, William E., Greene, 97 Mansion St., Coxsackie
Brees, Orlo M., Broome, 2nd, Endicott
Brinster, Joseph H., Queens, 3rd, 6754 Myrtle Ave., Glendale 27
Brener, Seymour, Kings, 5th, 194 Reed Avenue, Brooklyn 31
Brook, John Robert, New York, 9th, 15 Broad Street, New York 5
Butler, William J., Erie, 3rd, 65 Rose St., Buffalo 4
Carlino, Joseph F., Nassau, 2nd, 52 East Park Ave., Long Beach
Carney, Thomas A., Kings, 8th, 556 3rd Avenue, Brooklyn 15
Coff, Louis A., New York, 16th, 345 East 119th Street, New York 16
Clancy, William E., Queens, 2nd, 25 Broad Street, New York 5
Clark, George T., Queens, 4th, 24-17 35th St., L. I. City
Combs, Raymond H., Monroe, 3rd, Churchville
Coville, Henry D., Oswego, Central Square
Creal, Harold L., Cortland, 48 Clinton St., Homer
Curto, Ernest, Niagara, 635-16th Street, Niagara Falls
Cusick, Charles A., Cayuga, 124 Genesee St., Auburn
Dannebrook, George F., Erie, 6th, 58 Moeppel St., Buffalo 11
Davern, Frank P., Kings, 12th, 11 Bills Place, Brooklyn 18
Davidson, Irwin D., New York, 5th, 70 Pine Street, New York 5
Del Giorno, Alexander, Queens, 1st, 31-10 Broadway, Astoria, L. I.
Demo, Benjamin H., Lewis, Groghan
De Pasquale, John J., Bronx, 10th, 3340 Barker Avenue, Bronx 67
De Salvo, Louis F., New York, 2nd, 425 W. Broadway, New York 18
Doige, William L., Franklin, Chateaugay
Douglas, Archibald, Jr., New York, 8th, 120 Broadway, New York 5
Drohan, William J., Bronx, 13th, 395 Oliver Place, Bronx 58
Drumm, Willard C., Columbia, Niverville
Dwyer, Thomas A., Kings, 21st, 189 Montague St., Brooklyn 2
Farbstein, Leonard, N. Y., 4th, 504 Grand Street, N. Y. 2
Finch, John S., Rensselaer, R.D. No. 2, Shoak Center, Castleton
Fitzpatrick, James A., Clinton, 30 Clinton St., Plattsburg
Foraythe, Clellan S., Onondaga, 2nd, 600 Roberts Ave., Syracuse
Foy, George W., Albany, 2nd, 76 Lenox Ave., Albany 3
Galloway, Edward T., Bronx, 3rd, 50 E. 42nd St., New York 17
Gans, Julius J., Bronx, 6th, 1016 Faile Street, Bronx 59

- Gillen, Mary Agnes, Kings, 3rd, 82 Powers Street, Brooklyn 31
Gittleson, Harry, Kings, 14th, 26 Court Street, Brooklyn 2
Goldwater, Richard M., Bronx, 2nd, 598 Madison Avenue, New York 22
Gordon, Janet Hill, Chenango, Box 283, Norwich
Grabner, Fred H., Westchester, 2nd, 146 Grove Street, Tarrytown
Graci, Angelo, Queens, 10th, 107-19 75th St., Ozone Park 17
Griffith, Richard R., Oneida, 2nd, 2807 Genesee Street, Utica
Gugino, Frank A., Erie, 1st, 807 Iroquois Bldg., Buffalo
Hanniford, Elizabeth, Bronx, 9th, 2224 Homer Ave., Bronx 61
Heck, Oswald D., Schenectady, 434 State Street, Schenectady
Henig, Howard, New York, 7th, 551 Fifth Ave., New York 17
Herrick, D. Cady, 11, Albany, 1st, 91 State Street, Albany 7
Hill, David S., Jr., Nassau, 4th, Glenwood Landing
Hill, Theodore, Jr., Westchester, 6th, Jefferson Village, Peekskill
Hollinger, Jacob E., Niagara, 1st, Middleport
Hurley, Thomas P., Queens, 5th, 35-31 93rd St., Jackson Heights
Jack, Hulan E., New York, 14th, 45 W. 110th Street, New York 26
Johnson, John E., Genesee, Perry Road, Le Roy, N.Y.
Kalish, Louis, Kings, 7th, 66 Court St., Brooklyn 2
Kaplan, Samuel, Kings, 24th, 595 Powell Street, Brooklyn
Kellam, Elmer J., Delaware, Hancock
Knauf, Richard H., Broome, 1st, 14 Court St., Binghamton
Lama, Alfred A., Kings, 23rd, 383 Pearl Street, Brooklyn, New York
Lashin, Nathan A., Bronx, 12th, 165 W. 44th Street, N. Y.
Lawrence, Christopher H., Westchester, 5th, 4 Valley Road, Bronxville

Keller Is Appointed Comm. Dept. Head

Special to The LEADER
ALBANY, Dec. 22.—Governor Dewey appointed Harold Keller, of Albany, as Commissioner of Commerce at \$15,000, to succeed Dr. M. P. Catherwood, of Ithaca, who resigned to become Dean of the New York State School of Industrial and Labor Relations at Cornell University.
Mr. Keller has served as Deputy Commissioner of Commerce and Director of State Publicity. He directed the first industrial advertising and promotion campaigns ever undertaken by the State. These campaigns attracted to the State many business firms and increased employment opportunities for the citizens. He has been in charge of State Publicity, which has brought many hundreds of thousands of out-of-State visitors to New York's health and recreational resorts during the past five years.
A former newspaperman he has been associated with Governor Dewey since 1937 and was his confidential secretary throughout Mr. Dewey's four-year term as District Attorney, Frank S. Hogan.
Mr. Keller is 41 years old. He is a graduate of the Mount Vernon public schools and of Columbia University ('27).

- Lawrence, Leo A., Herkimer, 209 North Prospect St., Herkimer
Levine, J. Sidney, Kings, 2nd, 261 Broadway, New York 7
Lupton, Edmund R., Suffolk, 1st, 108 E. Main Street, Riverhead
Lyons, James G., Sullivan, Monticello
Mackenzie, William H., Allegany, 33 Willets Ave., Belmont
Magnuson, E. Herman, Chautauqua, 31 Locust Street, Jamestown
Mailler, Lee B., Orange, 1st, Cornwall on Hudson
Marble, Harry R., Ontario, Holcomb, R. D. Martinis, Joseph A., Bronx, 5th, 10 Gold Street, New York
McBain, John, Albany, 3rd, 2332 Broadway, Watervliet
McCallough, Frank S., Westchester, 4th, 11 3rd St., Rye
McGivern, Owen, New York, 3rd, 25 Broad Street, New York
McGowan, Francis X., N.Y., 6th, 60 E. 42nd Street, N.Y. 8
McMullen, Frank J., Kings, 9th, 150 Broadway, New York
Milnee, Wheeler, Madison, 318 So. Peterboro St., Canastota
Morgan, Justin C., Erie, 2nd, 417 Brisbane Bldg., Buffalo 2
Morhouse, L. Judson, Essex, Ticonderoga
Morrissey, John P., N. Y., 10th, 405 Lexington Ave., N.Y.
Murphy, Lawrence P., Kings, 13th, 4408 Flatlands Ave., Bklyn 3
Neddo, Henry, Washington, Lafayette St. Whitehall
Noonan, Leo P., Cattaraugus, Box -86, Farsville Station
Olliffe, Lewis W., Kings, 10th, 32 Court Street, Brooklyn 2
Ostertag, Harold C., Wyoming, 170 Main St., Attica
Parsons, Arthur L., Schoharie, Central Bridge
Paymer, Sidney, Queens, 11th, 148-25 89th Ave., Jamaica
Peck, Louis, Bronx, 7th, 1605 Fulton Ave., Bronx 57
Pillion, John R., Erie, 8th, 61 Magnolia St., Lackawanna 18
Pino, Frank J., Kings, 1*th, 188 Montague St., Brooklyn
Pomeroy, R. Watson, Dutchess, N.Y.
Preller, Fred W., Queens, 9th, 218-05 110 Ave., Queens Village
Prince, William E., New York, 11th, 1800 7th Ave., N. Y. 26
Rabin, Samuel, Queens, 8th, 160-16 Jamaica Ave., Jamaica 2
Radigan, Edmund P., Richmond, 2nd, 152 DeKalb Ave., Concord, S.I. 4
Reoux, Harry A., Warren, 181 Main St., Warrensburg
Ribustello, A. Joseph, Bronx, 4th, 3110 Park Avenue, Bronx 51
Riley, Thomas F., Monroe, 4th, 24 Laplan St., Rochester
Roman, Samuel, N. Y., 15th, 213 Bennett Ave., N.Y. 33
Rulison, Lawrence M., Onondaga, 3rd, 156 Hastings Pl., Syracuse
Ryan, John J., Kings, 6th, 355 Clinton Ave., Brooklyn
Schneider, Henry, Jr., Queens, 12th, 789 Seneca Ave., Ridgewood
Schulman, Abraham, Monroe, 2nd, 445 Harvard St., Rochester
Schupler, Philip J., Kings, 19th, 4701 12th Ave., Brooklyn 19
Shaw, Stanley C., Tompkins, 315 North Geneva St., Ithaca
Shultz, Searles G., Onondaga, 1st, 10 Leitch Ave., Skaneateles
Sill, Allan P., St. Lawrence, 9 Main St., Massena

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STATE AND COUNTY NEWS

Continued Price Rise Cited as Clinching Need of 25% Raise

Special to The LEADER
ALBANY, Dec. 22.—“Proof con-
firms the need to mount as to the needs
of the distress of thousands of
Civil Service employees by
of the continued rise in
of living essentials,” said
Frank L. Tolman, President
of the Civil Service Employees
Association, in an interview to-
day.

Tolman called attention to
very carefully authenticated
of Ewan Clague, Commis-
sioner of the United States
Bureau of Labor Statistics, which
shows that a modest American
standard of living for a family
of four in New York calls for an
annual income of \$3,447 at this
time. The report indicates that
New York is one of the areas
with the highest range of prices
and that the needed in-
crease of \$3,447 compares with a
cost-of-living income of
\$2,000 in March, 1946. Dr. Tolman
pointed out that this jump of

\$567.00 in living costs finds no
balancing offset in salary adjust-
ment in the case of State workers
as no recognition was given by the
State to already risen prices.

Long Lag a Plight
The State Salary Standardiza-
tion Board estimated the average
salary of State civil service em-
ployees to be \$2,448 in April, 1946.
This average indicates that very
many workers have a much lower
annual income and that a vast
majority of civil service employees
of the State are receiving less
than the Bureau of Labor Statis-
tics survey shows is needed.

The Civil Service Employees
Association is asking that the
State grant a 25 per cent upward
salary adjustment of all salaries.
This is based on the fact that the
last emergency adjustment of 14
to 30 per cent in salaries paid
State employees was made when
the cost of living index stood at
131, while today it stands at 165,
or 34 points behind the cost of
living rise.

Fletcher Hails Motor Vehicle Christmas Party

Special to The LEADER
ALBANY, Dec. 22.—The Motor
Vehicle Bureau Chapter of The
Civil Service Employees Associa-
tion held its first annual Christ-
mas dinner at Herbert's Restau-
rant. John Collins, Chapter Presi-
dent, acted as master of cere-
monies. Commissioner Clifford J.
Fletcher welcomed the employees
and their guests and said the
party was the largest and most
enjoyable one his employees ever
held.

In addressing the gathering,
Laurence J. Hollister, Field Repre-
sentative of the Association, said:
“I wish I knew the answer to the
\$64 question that all State em-
ployees are asking the Associa-
tion: How much is Santa Claus
Dewey going to give State em-
ployees in the way of a cost of
living increase? I would like to
report that Dr. Tolman is having
conferences with Governor Dewey's
committee and that the Associa-
tion is putting forth every effort
to obtain the largest percentage
of increase that is possible. I am
very happy to represent the As-
sociation to a large and aggres-
sive Chapter such as yours. From
Dr. Tolman and the Association
staff I bring best holiday wishes.”

Matthew W. Fitzgerald, Vice-
president of the Chapter, acted
as chairman of the Entertainment
Committee. Other members of
the committee were Rose An-
nechino, Mary Wilson, Anne Erick-
son, Maurice Frommer, Harriet
Cady, Dorothy Ikler, Grace Man-
ning, Rose Holland, Christina
Podmijersky, Grace Mack, Camille
Rinaldi, Mary Conkey, Frank
Crystal, Jennie Stone, Mildred
Rodriguez, Ralph Dillon, Mabel
Osgood, James Corrigan, Ethel
Daniels, Bertha Warshaw and
Mary Keefe.

Howard Lout acted as Santa
Claus and distributed the gifts.
Entertainment was furnished by
Victor F. Vaness and Mina Dol-
goff, pianists; Harold Callagan
and Matty Fitzgerald, duet;
Harold Hart, banjo; Joe Orsam-
ski, Mary Keefe and Dorothy
Wheeler, singers.

The State Employee

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



SCROOGE AND THE CHRISTMAS SPIRIT

MR. SCROOGE represents the hard-headed and hard-
hearted business man. He was of course, an English-
man. According to immigration records, we do not have
any of his ancient and honorable family in America, but
let us just suppose that Mr. Scrooge emigrated to the land
of the free and looked around for a career in one of our
states. Suppose he was psychoanalyzed and offered guid-
ance as to his chances in our business world.

He would no doubt be told he would be a “good”
fiscal expert either in business or in government. He
would rule the employees with an iron hand and would
stand for no nonsense. His budget would balance at the
beginning of each fiscal year and realize a fat unexpended
surplus at the end of each year.

As to the taxpayers or customers, the Scrooge atti-
tude is mixed. He would no doubt enjoy soaking the tax-
payer. Perhaps he would indulge his yen by doing so,
and put the proceeds into expensive monuments of him-
self in great buildings, and roads or in the bank as re-
serves.

What the Ghost Would See

Perhaps he would, with reluctance, consider citizens
merely as dupes to be charged for public services which he
refused or neglected to extend to them.

If the ghost of a former fiscal expert who repented of
his sins visited Fiscal Expert Scrooge, what would he show
him?

- A school in the country where children were deprived
of equal opportunity because of insufficient support?
- Great cities crippled and in financial distress for the
same reason.
- Inadequate reward or respect for civil employees?
- Retired career employees existing often on less than a
pension of \$1,000 a year?
- Disregard and often contempt of the law?
- Unorganized laborers working long hours at sub-
standard wages?
- Lines in front of credit unions trying to borrow to buy
small trinkets for the kids?
- Would the famous transformation work for Fiscal Ex-
pert Scrooge? Would he realize that what he deals with is
not dollars and cents but tens of thousands of employees and
millions of citizens served by these thousands? Would he
seek first the kingdom of heaven and do justly by all men?
- Would he remember the words of Jesus—“The poor ye
have with you always and whensoever ye will ye can do
them good?”

In the foregoing there is no reference to any actual
fiscal expert either in Europe or America. The meaning is
that this would be a fine world indeed if the Yule-tide Spirit
ruled the State and the world.

N.Y. Tops as Employer Mary Krone Tells Group

Special to The LEADER
EAR MOUNTAIN, Dec. 22.—
Mary Krone, Chairman of the
State Personnel Council, and
John J. Doyle, Supervising
Mediator of the State Board
of Mediation, addressed the regu-
larly scheduled meeting of the Palis-
ades Interstate Park Commission
Chapter of The Civil Service Em-
ployees Association.

Mrs. Krone gave a general illus-
tration of the Personnel Council's
work, stressing points necessary
in bringing about good personnel re-
lations between employer and
employee. In comparing other
States, Mrs. Krone said: “New
York is far above the other States
in all phases of State employ-
ment.”

Mr. Doyle, talking on public em-
ployment labor relations, contrasted
a number of situations on pri-
vate enterprise which reflected
“splendid credit upon the Labor
Department.” He gave a brief
summary on how a Public Em-
ployee Labor Relations Board
could be set up in State service.
He also reviewed the work of the
Association's Committee on Labor
Relations in Government, of
which he was Vice-chairman.

Thomas V. McGovern, Chapter
Vice-president, presided. Angelo J.
Donato is Chapter President.
Among the guests were Hiram
Phillips, President of the Letch-
worth Village Chapter, and Fred
Seminara, President of the Rock-
land State Hospital Chapter.

Franklin County Enters State Retirement Fund

ALBANY, Dec. 22 — The em-
ployees of Franklin County will
become members of the State Re-
tirement System. The County
Board of Supervisors last week
voted to include employees under
the system by a vote of 17 to 2.
The action came after Charles Cul-
ver, representing The Civil Service
Employees Association, had ad-
dressed the Board and requested
favorable action on behalf of the
110 county employees who are
members of the Association. The
Franklin County group is under
the leadership of Alvin J. McKee,
Probation Officer.

Only one county now remains
outside the retirement system—
St. Lawrence. The political setup
there is changing, and it is an-
ticipated that St. Lawrence will
also in the near future agree to
extend retirement privileges for
its employees.

Farrell Heads Group In Public Works

Special to The LEADER
ALBANY, Dec. 22.—John J.
Farrell, Acting Principal Building
Construction Engineer, was elected
Chairman of the General Com-
mittee on Employee Safety of the
State Department of Public Works.
Mr. Marrell succeeds Clifford G.
Westervelt as chairman of the
group.

The committee is entering its
third year since its inauguration
by Superintendent Charles H.
Sells. At regular monthly meet-

ings the committee, consisting of
twelve members representing the
various divisions of the Depart-
ment, analyzes accident records
and devise methods of increasing
the individual safety of Depart-
ment employees.

A report on accidents for eleven
months of 1947 showed a drop of
more than 10 per cent from the
corresponding period of last year.
The committee works in close co-
operation with the Department's
Bureau of Safety under the
direction of S. T. Vosburgh.

Loyesen Honored Award Group Reorganizer

Besides the Harold J. Fisher
Memorial Award and five merit
awards the Award Committee
gave a special commendation of
Milton O. Loyesen, Executive Direc-
tor of the DPUI, ineligible by the rules
of the other awards. The
special commendation:
“It is the policy of this com-
mittee to confine its awards to
employees in the State service
rather than heads of departments
and agencies. This time the com-
mittee feels constrained to depart
from its prescribed normal func-
tion to bring to public attention
the long faithful service rendered
by an unusually capable State ad-
ministrator. He holds a highly re-
sponsible post as head of a large
State agency. His record in the
service demonstrates the
value of devoting a career to the
public service. For his extraor-
inary administrative capacity
demonstrated by his skillful suc-
cessful reorganization of the Divi-
sion of Placement and Unem-
ployment Insurance through the
long period after 1938, and for
his administrative acumen in
conducting the State Employment
Service through the vicissitudes of
transfer from State to Federal and
back to State jurisdiction during
the war, this committee wishes to
express its commendation for de-
voted service rendered to the
State by Milton O. Loyesen, Direc-
tor of the State DPUI.”

Tolman Asks Exam for Prison Guards

Special to The LEADER
ALBANY, Dec. 22.—Dr. Frank L.
Tolman, President of The Civil
Service Employees Association, has
asked the State Civil Service De-
partment to schedule an examina-
tion for Prison Guard and to es-
tablish an eligible list. Dr. Tolman's
letter to Commission President J.
Edward Conway follows:
“We understand that the eligi-
ble list for Prison Guard expired
some time ago. We understand
also that upon such expiration a
request was made by the Depart-
ment of Correction for a new list
of candidates.
“Many of our Prison Guard
members are concerned about the
deterioration of the service by
reason of the large number of
temporary guards without full
training and with little experience.
“The Association urges the
Commission to anticipate the de-
mands of the service by mainte-
nance of eligible lists so that can-
didates may be certified to ap-
pointing officers as required by the
services.

“Long lapses between time of
need for personnel to maintain
essential services and the estab-
lishment of lists of eligible can-
didates necessitates employment of
workers on a temporary basis. This
is undesirable from the stand-
point of quality service in all
positions and particularly unde-
sirable in positions such as Prison
Guard. It also results in infiltra-
tion of the civil service by political
and other pressures injurious to
the merit system.

“We urge that immediate steps
be taken to schedule the examina-
tion for prison guard and to es-
tablish an eligible list.”

State Lists Number of Employees by Classes

Albany, Dec. 22.—The State Civil Service Commission released the result of its tabulation of
employees. The effective date of the tabulation is April 1, 1947. The table follows:

EMPLOYEES IN STATE, COUNTY, TOWN AND VILLAGE SERVICE UNDER JURISDICTION OF STATE CIVIL SERVICE COMMISSION						
State (4) Departments	Judiciary	Misc. Agencies	Total (State)	County, Town Village & City	School Dist. (5)	Grand Total
Unclassified (1).....	381	171	10	562	251	813
Exempt (2).....	989	348	11	1,348	1,102	2,450
Exempt Labor.....	4,855	21	19	4,895	269	5,164
Non-Competitive.....	9,167	9	15	9,191	987	10,178
Competitive (total).....	41,967	664	115	42,746	1,986	43,732
Permanent (3).....	31,700	661	75	32,436	1,741	34,177
Temporary—from eligible list.....	574	1	1	576	1	576
Temporary—pending canvas of eligible list.....	1,187	1	1	1,188	3	1,191
Temporary—military substitute or war duration.....	1,442	1	2	1,445	43	1,488
Provisional.....	6,674	2	36	6,712	198	6,910
Other temporary.....	390			390		390
Total Employees.....	57,459	1,213	170	58,842	4,595	75,037
Military Leaves.....	703	5	1	709	4	713
Leaves of Absence.....	1,167	1		1,168	12	1,180

(1) Does not include members of Park Commissions in the Conservation Department, members of Boards of Visitors in State institutions, or teachers in the Department of Education.
(2) Does not include Student Nurses in the Department of Mental Hygiene.
(3) Includes 1,276 permanent competitive employees provisionally promoted pending examination and 620 permanent competitive employees temporarily promoted as military substitutes or on a war duration basis.
(4) Does not include State Police, Division of Military and Naval Affairs, Indian schools, Alfred School of Ceramics, or schools at Cornell University.
(5) Estimated.

Civil Service Report Be Out This Week

ALBANY, Dec. 22.—The State
Civil Service Commission will re-
lease this week its annual report
for the 1946 calendar year.

STATE AND COUNTY NEWS

State Seeks Removal Of 3 Commissioners

(Continued from Page 1)
The Lackawanna Civil Service Commission in the following respects:

SPECIFICATION 1

In not properly or sufficiently carrying out the provisions or purposes of the Civil Service Law and of the Rules of Civil Service adopted by the Lackawanna Civil Service Commission by preparing, conducting and administering civil service examinations for the classes of Police Matron, Fire Lieutenant, Fire Captain, Police Lieutenant, Purchasing Agent and Fire Fighter which examinations were not practical in their character and did not relate to those matters which would fairly test the relative capacity and fitness of the persons examined to discharge the duties of that service into which they sought to be appointed contrary to the provisions of Section 14 of the Civil Service Law and of Rule 10 of the Lackawanna Civil Service Commission, for the reasons and in those respects alleged in Charge I in the proceeding instituted by the New York State Civil Service Commission to rescind the said examinations and to cancel the resulting eligible lists and appointments, which said allegations are hereby included within this specification and made a part hereof as if fully set forth herein, and by establishing and certifying eligible lists resulting from such examinations.

SPECIFICATION 2

By failing to require appointing officers requesting the certification of eligible lists for the filling of vacancies in the competitive class to notify the Secretary of the Lackawanna Civil Service Commission of the number of vacancies to be filled, the compensation to be paid, the title of the position and the duties to be performed, all in violation of Rule XVII (1) of the Lackawanna Civil Service Commission.

SPECIFICATION 3

By failing to require the Secretary of the Lackawanna Civil Service Commission to certify eligible lists in accordance with the provisions of Rule XVII (3) of the Lackawanna Civil Service Commission.

SPECIFICATION 4

By approving the appointment of Thomas Cusick as a Fire Fighter on February 9, 1946, which was made in violation of Section 14 of the Civil Service Law and of Rule XVII (2) and (4) of the Lackawanna Civil Service Commission inasmuch as he was not among the three persons standing highest on the eligible list who were willing to accept appointment.

SPECIFICATION 5

By failing to notify the appointing officers of the Fire Department of the City of Lackawanna, New York, pursuant to Rule XVII (8) of the Lackawanna Civil Service Commission, of the illegal appointment by them on February 9, 1946, of Thomas Cusick, whose standing was No. 30

on the eligible lists for Pipeman (Fire Fighter), which was established on June 1, 1942, and who was not among the three highest eligibles on such list willing to accept appointment.

SPECIFICATION 6

By failing to require appointing officers to forward to the Municipal Civil Service Commission, with the notice of appointments, copies of all correspondence to and from the persons declining appointment in cases where an eligible other than one of the three standing highest on the list was appointed, in violation of Rule XVII (13) of the Lackawanna Civil Service Commission.

SPECIFICATION 7

By failing to rate candidates who participated in the examinations for Police Lieutenant, Police Matron, Purchasing Agent, Fire Lieutenant, Fire Captain and Fire Fighter equitably and consistently.

SPECIFICATION 8

By failing to rate the physical test constituting a part of the examination for Fire Fighter competitively although such subject was announced as being a competitive part of the said examination such being in violation of Rule IX of the Lackawanna Civil Service Commission.

SPECIFICATION 9

By employing for the purpose of rating the examination for Draftsman, which was held on September 28, 1945, an employee of the Department of Public Works of the City of Lackawanna, for which department the list was to be established, the same being in violation of Rule IX of the Lackawanna Civil Service Commission.

SPECIFICATION 10

By placing upon eligible lists the names of candidates who had not attained a minimum rating of 50 per cent in each subject of examination, the same being in violation of Rule XIII (1) of the Lackawanna Civil Service Commission.

SPECIFICATION 11

By failing to prescribe and amend the Municipal Civil Service Rules of Lackawanna, pursuant to Section 11, Subdivision 1 of the Civil Service Law, in order to carry out and give effect to the provisions of the New York State Constitution and of the Civil Service Law (Section 21) establishing preference in appointment, promotion and retention in the service for veterans and disabled veterans, and in failing and neglecting to otherwise amend the Rules of the Lackawanna Civil Service Commission to conform to changes in the Civil Service Law.

SPECIFICATION 12

By failing to require the Secretary of the Municipal Civil Service Commission of Lackawanna to give the post office address of each person certified as eligible for appointment, in violation of Rule XVII (3) of the Lackawanna Civil Service Commission.

SPECIFICATION 13

By failing to limit the pro-

VFW Asks Changes In State Exam for Court Attendant

The Veterans of Foreign Wars has protested requirements of the Court Attendant examination and has asked the State Department of Civil Service to make the following changes:

1. Increase the maximum age limits of 41 to 46, depending on the court in which the job is, to 46 throughout.

2. "More reasonable" requirements substituted for present minimum training and experience requirements.

3. Persons who served in the armed forces in any capacity to be considered "a public law enforcement officer" within the meaning of the present requirements. This should include all persons who served one year in the armed forces.

4. The date of the examination should be postponed three months to permit these changes.

The request was made in a letter from the VFW Committee on Civil Service to J. Edward Conway, President of the State Commission. Filing for the examination ended December 22.

motional field in the examination for Fire Captain which was held on June 29, 1945 to Fire Lieutenants who had served with fidelity for six months in such grade, in violation of Rule XXVII (1) of the Lackawanna Civil Service Commission.

SPECIFICATION 14

By purporting to extend beyond a period of one year the promotion eligible list for Fire Lieutenant, which was established on September 23, 1944, in violation of Rule XXVII (7), which fixes a maximum one year term for all promotion eligible lists.

SPECIFICATION 15

By purporting to establish on August 28, 1945 for a period of two years a promotion eligible list for Fire Captain, in violation of Rule XXVII (7), which fixes a maximum one year term for all promotion eligible lists.

SPECIFICATION 16

By admitting to the examination which was held for Fire Fighter on August 23, 1946 and on September 27, 1946, candidates who were below the minimum height established by the Lackawanna Civil Service Commission's Rule XXXVI (3) as amended on April 6, 1922.

SPECIFICATION 17

By admitting to the examination for Fire Fighter, which was held on August 23, 1946 and September 27, 1946, and certifying on the eligible list resulting therefrom as qualified for appointment, candidates who were under and over the announced age limits.

SPECIFICATION 18

By passing and certifying as being qualified for appointment and placing upon the eligible list for Fire Fighter, which was established on December 12, 1946, the names of candidates who failed to pass the physical examination, in violation of Rule XIII (1) of the Lackawanna Civil Service Commission.

SPECIFICATION 19

By improperly certifying upon payrolls of the Police and Fire Departments of the City of Lackawanna, New York, that the following named persons have been appointed or employed in pursuance of the Civil Service Law and of the Rules made in pursuance of the Law, when in fact such appointments were not made in accordance with Section 14 of the Civil Service Law and Rule XVII of the Lackawanna Civil Service Commission, in as much as these persons at the time of their respective appointments were not among the three eligibles standing highest upon the respective lists willing to accept appointment. (Names of 13 persons cited).

SPECIFICATION 20

By failing to record upon certain of the official roster cards of employees in the classified civil service under the jurisdiction of the Lackawanna Civil Service Commission, all of the employment information such as date of appointment, promotion, salary, date of transfer or separation from the service and like data required by law and by the rules of civil service, in violation of Section 19 of the Civil Service Law and of Rule XXXIII (2) of the Lackawanna Civil Service Commission.

SPECIFICATION 21

By failing to establish special

Business Good in Credit Union

ALBANY, Dec. 22—The Albany State Employees Federal Credit Union has 69 per cent of its total

assets in loans. Average for credit unions over the country is 40 per cent.

military eligible lists pursuant to and to accord the rights granted by Section 243, Subdivision 7 of the Military Law with respect to two of the eligibles to wit, Stanley Polozowski No. 17, and John McCarthy No. 21, whose names were contained upon the eligible list for Pipeman established on June 1, 1942.

SPECIFICATION 22

By failing to require the Secretary to make a record in the official minutes of the Lackawanna Civil Service Commission of its alleged action in extending for an additional period of one year the eligible list for Pipeman which otherwise would have expired upon June 1, 1945, in violation of Rule II (1) of the Lackawanna Civil Service Commission.

CHARGE II

The New York Civil Service Commission, pursuant to Article 2, Section 11, Subdivision 6, of the Civil Service Law, further charges that Joseph Mescall and Louis Bast, being duly appointed Civil Service Commissioners of the City of Lackawanna, New York, have as such officials been inefficient, incompetent, neglectful of duty, and guilty of violations of the Civil Service Law and of the Rules of the Lackawanna Civil Service Commission in the following respects:

SPECIFICATION 23

By approving the following appointments which were made in violation of Section 14 of the Civil Service Law and of Rule XVII and XXVII of the Lackawanna Civil Service Commission, all of whom at the time of their respective appointments were not among the three eligibles standing highest upon the respective lists willing to accept appointments. (12 names cited.)

SPECIFICATION 24

By failing to notify the appointing officers of the Fire and Police Departments of the City of Lackawanna, New York, pursuant to Rule XVII (8) of the Lackawanna Civil Service Commission of the illegal appointments by them of the persons whose names are listed in connection with specification No. 23 above.

SPECIFICATION 25

By placing upon the eligible list for Police Lieutenant, which was established on December 28, 1945, the names of two candidates, to wit, Adam Drozdowski and John McCaffrey who failed to attain an average percentage of 75 or over in the examination from which this eligible list was established, all in violation of Rule XIII (1) of the Lackawanna Civil Service Commission.

SPECIFICATION 26

By purporting to establish a promotion eligible list for Police Lieutenant on December 28, 1945, for a period of two years, in violation of Rule XXVII (7) which fixes a maximum one year term for all promotion eligible lists.

SPECIFICATION 27

By approving the appointments of No. 5, John Filip; and No. 6, Earl Burke, to Fire Lieutenant vacancies made on December 31, 1945, by the Board of Fire Commissioners of the City of Lackawanna, New York, from the eligible list for Fire Lieutenant which was established on September 23, 1944, and which expired on September 23, 1945, such appointments having been made after the said eligible list had expired, and in violation of Section 14 of the Civil Service Law and of Rule XXVII of the Lackawanna Civil Service Commission.

SPECIFICATION 28

By failing to notify the appointing officers of the City of Lackawanna, New York, pursuant to Rule XVII (8) of the Lackawanna Civil Service Commission of the illegal appointments by them of the persons named in specification No. 27 above.

CHARGE III

The New York State Civil Service Commission, pursuant to Article 2, Section 11, Subdivision 6, of the Civil Service Law, further charges that Joseph Mescall being a duly appointed Civil Service Commissioner of the City of Lackawanna, New York, has violated the provisions of the Civil Service Law and the Rules of the Lackawanna Civil Service Commission in the following respects:

SPECIFICATION 29

By willfully furnishing to certain candidates who participated

in the examination for Fire Fighter, which was held on September 27, 1946, prior to the said date of examination, special and secret information; viz., the questions which were to be asked and which in fact were asked of the candidates on the written part of the said examination for Fire Fighter and the key answers to the said questions, for the purpose of improving the prospects and chances of such candidates, in violation of the provisions of Section 24 of the Civil Service Law and of Rule IX of the Lackawanna Civil Service Commission. WHEREFORE, if upon hearing the foregoing charges of any of them shall be sustained by the New York State Civil Service Commission, pursuant to the authority conferred upon it by Article 2, Section 11, Subdivision 6, of the Civil Service Law, may with the written approval of the Governor, remove from the office of Civil Service Commissioner of the City of Lackawanna, New York, all or any of you against whom such charge or charges shall be proved for the cause herein stated.

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STATE AND COUNTY NEWS

NEWS ABOUT STATE EMPLOYEES

MATTEAWAN—Harry W. Phillips was recently re-elected President of the Matteawan Chapter of the Association, for the sixth term. Other officers chosen include Vice-president, Fred Haight; Secretary, John Mitchell; Treasurer, Albert G. Carr; Association Representative, William J. McCarroll; Entertainment Chairman, William Callahan; Steward, Edward Kleist; Sergeant-at-arms, James Pascale.

During the December meeting of the Matteawan State Hospital Employee's Unit, held in St. Rocco's Hall, Beacon, a discussion was held on wage increases. William J. McCarroll, Representative to the State Association, gave several reports on progress being made to win such reforms as the proposed salary increases and the reduction of service years for retirement.

Matteawan Employees voted to give 100 per cent support to the drive for a 25 per cent increase in salary.

A detailed report on the last session of the Southern Conference, at Peekskill, was delivered by President Phillips, who was elected Vice-president of the Conference.

The newly-appointed Sick Committee of the Chapter has been active in visits and reports Joseph Tighe, Harry O'Leary and, more recently, President Phillips on the sick list. The committee includes Fred Haight, Douglas Ostrander, Anna Lesick and Sherrick Cridland.

Last respects were recently paid to deceased member Roy Hennelly by a representative group of the Matteawan Association.

Another newly-named subgroup is the Adjustment Committee, comprised of Messrs. Phillips and Haight, which handles grievances of local Chapter members.

The Executive Board includes: James Balf, Allan Rundell, Rocco Ferrone, Michael McAndrews, Donald O'Neill, Joseph Keating, Robert B. Tompkins, Harold Brown, Joseph Hayden, Edward

Burke, Victor Beaudway, Arthur Guilbault, Anthony Piccone, George Dinan, Louis Ebling, Harry O'Leary, Edward Garrison, Herman Dethlefs, William Maher, Frand Cunningham, James Russett, Foster F. Way, Mary Bradley, Leo Lyman, James Pascale, Thomas Larkin, William Callahan, Stephen Seaman, Jack McDowell, Joseph Urbanik, Michael Narr, Joseph Maher, Nicholas D'Onofrio and Leo Burke.

The Publicity Committee consists of Messrs. Phillips Foster F. Way and Robert B. Tompkins.

ST. LAWRENCE — Many employees of the St. Lawrence State Hospital, at Ogdensburg, have taken advantage of the Education Department's tests for a high school equivalency diploma.

The number was predominantly in the nursing staff, but store employees, clerks and attendants also have taken the tests and received diplomas.

The examinations were held in Potsdam High School. The employees as a whole found the examinations somewhat difficult, but with a little concentration were able to complete the tests.

The reasons for taking these tests were found, through a general survey, to be personal satisfaction, eligibility for promotional exams, and for some, to be able to further their education by earning college credits previously denied those without high school education.

Many more employees from different departments are planning to take the examinations as soon as they are held again.

SYRACUSE—Full plans have been announced for the annual dinner-dance conducted by the Police Benevolent Association's Welfare Committee for State Troopers and their families. The affair will be Tuesday, January 20, at the Hotel Syracuse.

Dr. James G. Douglas of Utica, and Gordon H. Mahley, Syracuse attorney, co-chairmen of the PBA Welfare Committee, are in charge of the affair.

(Continued on Page 10)

Pay Cut Attacked

(Continued from Page 1)

low that they do not attract competent men and women to State service, is a calamity.

"The quality of service in any department of government is determined chiefly by the requirements for appointment and by salaries paid. The State must be able to attract and hold the best available talent and ability to the service of all of the people, which is government."

Dr. Tolman pointed out that cuts thus far announced affect employees of the State Tax Department.

"The citizen wants the Tax Department to be above reproach, to be beyond favoritism and special pressure, to be diligent, honest, highly efficient, courteous and fair," he added. "The citizen comes in contact with tax examiners and tax collectors and observes their character, workmanship and humanity. I do not know by what means the Salary Board expects to maintain the type of service demanded by the people if the pay for the work is unattractive."

Conserving Photo Paper Wins Award

ALBANY, Dec. 22 — During World War II one military leader stated that the high degree of mechanical ability possessed by American boys was of inestimable importance in the war effort. The G.I. could be depended upon to keep the planes, tanks, jeeps, radar and myriad other technical devices functioning by his ability to improvise and repair. Using whatever materials were at hand, he wired up, patched and tinkered, but somehow made the contraption work.

An outstanding example of such native ingenuity was recently demonstrated by John D. Healey, an employee of the N. Y. State Department of State, Albany. Working evenings and on his own initiative, he rebuilt a photostat machine with parts from other equipment, entailing no expense whatever for materials. The work involved adapting and fitting certain mechanical devices as well, as re-focusing the camera. As a result, the automatic feature thus instituted will save considerable operator time and speed up processing of prints by an estimated 30 per cent. In addition, one hundred rolls of photostat paper will be conserved per year, having an approximate value of \$1,800. The paper economy is of especial importance in view of the extreme shortage of paper.

Mr. Healey was granted a cash award of \$50 and a Certificate of Meritorious Service by the State Employees Merit Award Board in recognition of his initiative and accomplishment.

Clifford C. Shoro, Chairman of the Board, is planning to hold daily meetings to pass upon the hundreds of suggestions submitted through the Employees' Suggestion Program.

Senate Action Seen In Jan. on Pensions

It is expected that the proposed amendments to the U. S. Civil Service Retirement Act, as contained in the House bill, HR-4127 will come up for the action of the Senate in January, said Ephraim Handman, President of the New York Federation of Post Office Clerks, who has just returned from a recent visit to Washington where he called upon legislators and others in connection with the proposed retirement changes.

Mr. Handman points out that the changes outlined in HR-4127 leave much to be desired in satisfactory retirement legislation. However, he claims that it will be the policy of the National Federation of Post Office Clerks to seek immediate passage of HR-4127 by the Senate, if possible, with the following amendments: (1) Annuities for minor dependents of widows; (2) retirement for less than 30 years of service.

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A THOUGHT FOR THE WEEK

What is conceived on the spur of the moment must be wrought on the anvil of the hours.—Armand Le Rolle.

Civil Service LEADER

Ninth Year America's Largest Weekly for Public Employees Member of Audit Bureau of Circulations

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TUESDAY, DECEMBER 23, 1947

Fisher Award for '47 Renews Double Honor

FOR the third time, a winner of the annual Harold J. Fisher Memorial Award received his citation. Since its establishment by the Civil Service LEADER three years ago, this award has grown in prestige and importance until today it is one of the really outstanding activities in civil service.

The award was set up by The LEADER to honor the memory of one of the most beloved men in the State service, Harold J. Fisher, who died in 1944 while working heroically for the employees of the State. As President of The Association of State Civil Service Employees, he performed yeoman service for improving their conditions, created a fine rapport between employees and management and showed marked leadership in achieving gains for the merit system.

The award set up upon his death had for its goal the discovery of those employees who best exemplify the ideals which meant so much to Harold J. Fisher—those who have done most for the improvement of State service, who best exemplify the meaning of merit in public service.

This year's winner of the silver cup, William E. Hannan, and the five runners-up who receive gold medals of merit, stack up high. Harold J. Fisher, were he alive, would have congratulated the winners with enthusiasm and respect. For him, The LEADER extends the honor, and it hopes that his work and character, and those of the present and preceding cup winners, will be widely emulated.

Each year the Fisher award pays renewed reverence to his exalted memory and honors his successors in brilliant service to the State. It is thus twice blessed.

The LEADER adds its congratulations to the many that have poured in on Mr. Hannan and also commends the five runners-up who were awarded gold Medals of Merit—Francis X. Disney, Charles J. Finnick, Martin P. Lanahan, Jr., Harry C. Smith and George J. Syrett.

Who Cuts Salaries? Board Report Gives Reply

WHO cuts salaries nowadays? Nobody?

You're wrong, Mister.

The State of New York cuts salaries.

You don't believe it? You think something's out of whack?

All right, friend. On page 4 of last week's issue of The LEADER the report on the action of the State Salary Standardization Board gave the evidence. The Board, set up to provide equitable, proper salary schedules for State employees, is doing a hatchet job. The Board, which supposedly consists of technical experts who know all the stuff about salaries and cost of living, acts as though it knows little except how to make a schedule look pretty on paper. How far the Board went is evidenced by the fact that the Budget Director felt it necessary to veto 15 out of their 21 cuts.

Let's put it bluntly. To this paper, the action of cutting wages in an inflationary time like the present looks like sheer irresponsibility.

The citizens of New York State don't have to take this. Something will have to be done about the Salary Standardization Board.

Question, Please

Effect of Zero Per Cent Rating I AM an eligible on a NYC list who was turned down for disabled veteran preference because I have zero per cent disability rating. What happens to me?—V.K.

As the situation now stands, you will be granted non-disabled veteran preference only and will be placed in the order of your rating among the non-disabled veterans on the list.

Don't Repeat This!

SIZZLING report soon from NYC Investigation Commissioner Murtagh on hotel fire hazards. Fire Commissioner Frank Quayle has 432 violations against hotels. No improvement, because cases get transferred out of his jurisdiction by Housing and Buildings Department as in reclassification of a dozen hotels as multiple dwellings account of "few transients." Also delays on hotel cases in Board of Standards and Appeals under inquiry. Mayor O'Dwyer wants report soon after return from sunny (?) California. . . . Also on his return, wants estimate on his desk from Monsieur Quayle on cost of adding more officers and the resultant extra Fireman jobs. . . . Add Uniformed Pilots and Marine Engineers Association of Fire Dept. to UFA and UFOA that Mr. Quayle deals with on personnel matters.

When the new Fireman written exam is held, probably in April, count on NYC Civil Service President Joseph A. McNamara (as he'll be by then), Commissioner Esther Bromley and Sam Galston, head of Examining Division, taking the test just for serious amusement. Mr. Mac did O.K. on last Patrolman test but flunked Police Sergeant. In the Clerk promotion tests both Mr. Mac and Mrs. Bromley did better on the Grade 4 than on Grade 3 or 5. Why 4?

The salary increase for State employees will "satisfy them," said a State official close to Governor Dewey. The information was given evidently to discount newspaper reports of a pittance raise. What the raise will be, and how applied, haven't been decided yet. Soon after the plan is decided on, the Governor probably will release the news at a press conference. He's been holding press talks on increase in State expenses. The first full data will be in the Governor's message to the Legislature, for probable release Wednesday, January 7, and not in the February budget message, according to the informant. . . . Uniformed Firemen's Assn. had a frolicsome Christmas party for friends. . . . Model President of eligibles Association is Francis E. Liszaniek, of Fire Lieuts. eligibles Assn., NYC. Knowing, diligent, courteous and co-operative. Rating by Joe McNamara, Acting Pres. NYC C. S. Commission.

Next the New York City Deputy Commissioners will get salary increases next, now that the Commissioners have been taken care of; series starts at January meeting of Estimate Board and pay will upped in small groups, instead of at one swell foop.

Broader range of examinations planned for motor vehicle operators, if adopted, would mean 30 to 40 more Motor Vehicle License Examiners for energetic Commissioner Clifford J. Fletcher, pride of Utica. . . . Wm. F. McDonough still receiving congratulations for masterpiece speech on civil service needs at annual dinner of Civil Service Employees Assn. . . . Christmas trees aplenty in State office Bldg., Albany.

Former Secretary of State Edward Stettinius heads a special advisory committee to the Senate Finance Committee which is studying the possibility of limited extension of Social Security to Federal workers. The University of Chicago has announced it will refuse to "advise" students and faculty members to enter Federal service because of "unwarranted abuse" suffered by some Federal employees. . . . The House Labor Committee has scheduled hearings in January for a bill sponsored by Representative Hartley which provides for increased benefits for Federal workers disabled in line of duty. . . . Federal workers who have to work a full day on December 24 are entitled to double time pay for work done during the half-day allowed off by President Truman. He excused all employees at noon on that day if they can be spared.

Civil Service Employees To Aid March of Dimes

The 1948 March of Dimes, January 15-30, marks the tenth anniversary of The National Foundation for Infantile Paralysis. During the two weeks of the fund-raising drive, civil service employees will join with other Americans in every walk of life and put their dimes and dollars on the line so the fight against infantile paralysis can be pushed as never before.

More than 10,000 persons were stricken by polio during 1947, which rounded out the highest five-year period of incidence in history. As of November 1, New York State had reported 1,100 cases, almost comparable to the figure for that time in 1946—when over 25,000 polio cases were reported nationally.

The cost of the 1946 epidemic alone will total approximately \$30,000,000, without taking into account additional millions needed before the final bill for the 1947 outbreaks is rendered.

Prompt Aid Given

Through public participation in the annual March of Dimes all are guaranteed prompt and adequate aid when polio strikes. The National Foundation's 2,735 chapters

serve every county in the nation and the local chapter stands ready at all times to render every possible assistance to the people of its community.

Chapter services include: payment of hospital bills, doctor, physical therapist and nurse fees, transportation to and from hospital or clinic, medical follow-up charges; and, where indicated, provision for orthopedic appliances.

Infantile paralysis is one of the most expensive diseases known to medicine. The average cost per case is \$2,000. Few people—scarcely one out of ten—can afford the expense entailed in caring for even a fairly mild case of polio. And some families have had several of their children stricken with this disease.

New York State civil service employees have a real stake in the continuing fight against a cruel foe. They have consistently supported the March of Dimes in their knowledge of the service the dimes and dollars make possible. This year as the dimes march of the ranks of civil service will be represented in solid array. Polio will strike again. Through their contributions they will help America prepare.

HISTORY OF CHAPTERS

IV-Agriculture and Markets, Albany

The formation of the Department of Agriculture and Markets Albany Chapter of The Civil Service Employees Association was prompted by the reports in The Civil Service LEADER of the various chapters being established by other departments and branches of the service. The employees of the Department decided that they, too, should have a chapter and thus keep in closer touch with their State organization. Thus the chapter was organized and held its first meeting on July 1 of this year, at which much enthusiasm and interest were manifest. The spirit was "Why haven't we done this before?" and with this as a start, the chapter should be a success.

Since our chapter is still in its infancy, it has no special accomplishments to its credit, but has many plans for the future. It held a Halloween party at the Veterans of Foreign Wars Post rooms in Albany.

Ours is a large department and there is no better way in which to bring together the employees than in social contacts.

Interest Spread Out

In appointing the Executive Committee, President Foster Potter selected a representative of each bureau of the Department, so as to spread interest in the chapter throughout the offices; also in appointing the other committees he endeavored to have as broad a coverage of the Department as possible. Thus the interest and activity in the chapter is general, not confined to a small group, making for a stronger and better organization.

The delegates appointed at the first meeting attended the State meeting on October 6 and 7, and brought back to the chapter members a report on the principal issues acted upon at the meeting.

Mr. Potter is in charge of public relations in the Department, and the members feel that no better choice of a leader could have been made. He is energetic, enthusiastic and inspiring and has infused in his committees his enthusiasm and energy, with the result that he has a splendid working organization in the chapter. He was one of the prime

movers in the formation of the chapter. He is an ardent baseball and football fan, and in his off moments enjoys puttingter with his recently acquired electric wood-working machine.

Long State Service

Vice-president Fred J. Frome, a Senior Clerk in the Audit Unit of the Bureau of Animal Industry and is a career man in the department, with more than 25 years of service. He is an enthusiastic gardener, likes swimming and picnics with his family and playing pinochle with his cronies. He owns his own home and spends considerable time on its upkeep such as doing his own painting and minor repairs. For many years he has been interested in and has contributed his time to working for the State Civil Service Employees Association and has many new members to his credit. G. Wesley Callan, Principal Account Clerk in the Division of Milk Control, is the chapter Treasurer. He is well fitted for the job, since he receives and distributes all fees for licenses issued to milk dealers by the division. He has just completed 25 years of State service, most of which has been in the Department of Agriculture and Markets. He strongly advocates liberalization in qualifications for promotion examinations so as to give opportunity to more employees to enter these examinations, and hopes to bring this to the attention of the State Civil Association for some action. His principal hobby is his daughter Patricia, who is six, to whose interests he devotes a great deal of time. He is a grower of rare and unusual flowers and his rose garden at Kinderhook attracts much interest and attention. For many years he has been a member of American and National Rose Societies.

The secretary, Mrs. Katherine F. Quilty, is a Senior Stenographer in the Bureau of Animal Industry. She is one of the most popular women in the department and is a valued and conscientious employee. She is naturally public spirited and was one of the early advocates of the formation of a department chapter. Her hobbies include care of her home, and bowling, swimming and other sports.

U.S. Workers Cited As Holding Outside Jobs

WASHINGTON, Dec. 22.—The long-expected attack on the 40-hour work week for Federal employees became a reality last week when Representative Walt Horan (R. Wash.) charged that many Federal workers hold part-time jobs in private industry.

Representative Horan declared that arguments for a shorter work week for reasons of health and welfare "do not hold when a man

sees fit to work 10 and 20 hours at another job after finishing 40 hours at his regular stand." He said he was "amazed" to hear about the large number of Federal workers who have taken on additional part time jobs.

However, the Representative charges have been answered by members of the House and Senate Civil Service Committees who pointed out that many workers have to take part time jobs to meet rising living costs.

STATE AND COUNTY NEWS

State Progress Report

Report on progress of State as compiled by The State Civil Service...

Training and experience to be rated. Senior State Veterans Counselor, Veteran Affairs...

Senior Dietitian, State Institutions Clerk, Grade 6, Queens County Senior Office Machine Operator (Tax), Health

13

Rating scale in preparation. Institution Patrolman, Mental Hygiene Sergeant, Park Patrol, L. I. State Park Comm. Telephone Operator, State Depts. Head Account Clerk, Public Works Insurance Collector, State Insurance Fund Principal Account Clerk, Public Works Chief Lock Operator, Public Wks. Institution Patrolman, Mental Hygiene

1 to the Administrative Director printing. State & County Depts. Clerk, State & County Clerk, State & County Clerk, State & County Clerk, Public Works

8 Rating of written completed. Qualifying practicals to be held shortly. Senior Office Machine Operator (Key Punch) (Ret. Supt.), Audit & Control Senior Office Machine Operator Key Punch (Office Audits), Audit & Control Senior Office Machine Operator (Tabulating) (Office Audits), Senior Office Machine Operator Audit & Control (Tabulating) (Ret. Supt.), Audit & Control Senior Office Machine Operator (Tabulating), DPUI

2 Rating of written completed. of training and experience. Clerical work in progress. Conservation Publications Editor, Conservation Education Assistant, Conservation Production Supervisor, Conservation Publications Conservation Hearing Stenographer, State Recreation Instructor, Mental Hygiene Instructor, Mental Hygiene Education Supervisor School Attendance) Education Clerk, Taxation & Finance Clerk (State Ins. Fund), Compensation Claims Clerk (State Ins. Fd.), Labor

9 Rating of written completed. Experience questionnaires to be sent out shortly. Supervising Bank Examiner, Banking Principal Bank Examiner, Banking

3 Rating of written completed. Clerical work in progress. Consultant, Commerce Account Clerk, Education

10 Rating of written in progress. Assistant Architect, State Dept. Assistant Director of Nursing (Psychiatric), Mental Hygiene Assistant Game Research Investigator, Conservation Assistant Librarian, State Dept. Associate Economist (Social Research), State Dept. Cameraman, State Dept. Dairy and Food Inspector, Agriculture & Mar. Employment Assistant for the Blind (Type B), Social Welfare Guidance Supervisor, State Depts. Institution Fireman, Mental Hyg. Instructor of Nursing, Mental Hygiene Junior Librarian, State Depts. Laboratory Worker, State Depts. Library Assistant, State Depts. Milk Accounts Examiner, Agriculture & Mar. Pharmacist, State Depts. Probation Officer, Kingt Cy. Curt Probation Officer, N. Q. County Psychologist, State Depts. Senior Draftsman (Engineering), State Depts. Senior Education Supervisor (ome Economics), Education Senior Examiner of Methods and Procedures, Education Senior Pharmacist, Mental Hygiene Senior Psychiatrist, State Depts. Senior Social Worker, State Depts. Senior Statistician, State Depts. Social Worker, Workmen's Compensation Board Steam Fireman, State Depts. Supervisor of Roadside Improvement, Public Works Supervisor of Social Work (Psychiatric), Mental Hygiene Occupational Therapist, State Institutions Senior Commodities Tax Examiner Taxation & Finance Supervising Commodities Tax Examiner, Taxation & Finance Assistant Principal Keeper, Correction Canal General Foreman, Public Works Chief Bridge Operator, Public Works Junnor Research Aid, Commerce Senior Stenographer, Workmen's Compensation Board Associate Building Construction Engineer, Public Works Director of Mental Hospitals, Mental Hygiene & Correction Depts. Guidance Supervisor, Correction Institution Fireman, Mental Hyg. Senior Examiner of State Payrolls, Civil Service Supervising Psychiatrist, Mental Hygiene Supervisor of Social Work (Psychiatric), Mental Hygiene

4 Rating of written completed. Clerical work in progress. District Supervising Public Health Nurse, Health Assistant, Mental Hyg.

11 Rating of Part I in progress. Title Examiner, Law

5 Rating of written and experience completed. Awaits clearance. Operator, State Depts. &

12 Rating has not been started.

6 Rating of written completed. of training and experience. Collect., State Fund Stores Clerk, State & County Depts. & Insts. Investigator of Narcotic Control Insurance Examiner, Insurance Dept. File Clerk, State & County Statistics Clerk, State & County Depts. Mail and Supply Clerk, State & County Depts. Stenographer, State & County Depts. Inspector, Public Service Architect, State Depts. Architectural Draftsman, State Depts. Building Structural Engineer, State Depts. Stenographer, 8th Jud. Institution Supervisor, State Engrossing Clerk, Education Physician, State Depts. Mail Keeper, Correction Mail and Supply Clerk, Insurance Examiner, Ins. Compensation Claims Auditor, State Insurance Fund Occupational Therapist, Mental Hygiene Director of Occupational Therapist, Mental Hygiene

7 Rating of written completed.

11 Rating of Part I in progress. Title Examiner, Law

7 Rating of written completed.

WESTCHESTER COUNTY WORKERS PRESS SIX-POINT PROGRAM

A six-point program aiming at betterment of employees' working conditions was urged upon the Budget Committee of the Westchester County Board of Supervisors by Ivan S. Flood, President of the Westchester Chapter, County Division, of The Civil Service Employees Association. Appearing at a hearing of the Committee, Mr. Flood recommended: 1. Continuation of the yearly increment policy which means salary increases for 1,550 County employees. 2. Extension of the adjustable emergency compensation plan which resulted in employees getting \$547 more for this fiscal year. In the first half of 1948 the increase is expected to total between \$600 and \$630, depending on the consumer price index. 3. A five-day, 40-hour week in

all county departments. 4. A tenure increment plan to provide for increments after 10 years in County service, if the last five years were spent at the maximum of the grade. 5. Cash payments on all overtime over 40 hours a week and for unused vacation time; 6. The establishment of a Staff Relations Board, to include employee representation. Mr. Flood said a need for a Staff Relations Board was shown in a survey conducted by the Westchester County Competitive Civil Service Employees Association. The hearing was presided over by William F. Hogan, Chairman of the Board, and was attended by County Executive Herbert C. Garlich and department heads. Taxpayer groups also were represented.

CHRISTMAS SUGGESTIONS. Includes illustrations of a child and a Santa Claus.

ATTENTION LADIES! WHOLESALE SELLING to storekeepers and the public NEW, BEAUTIFULLY STYLED FALL AND WINTER DRESSES... \$3.75

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Apply Now for The Lifetime Public Jobs

U. S.

61. Oceanographer, \$3,397 to \$9,975. Positions are in Washington, D. C., and throughout the country. Vacancies are in Navy Department and Coast and Geodetic Survey. Requirements: Appropriate college study or experience, plus professional experience in oceanography. Some substitution of graduate study for experience is allowed. No written test. (Open until further notice.)

18. Stenographer and Typist, \$1,954. Jobs are located in Washington, D. C., and vicinity. Some positions at \$2,168 and \$2,394 may also be filled. Requirements: Written test, including typewriting, general test, and stenography (for stenographers only). (Open until further notice.)

73. Student Dietitian, \$1,470. Courses will be given in Veterans Administration, War Department, and U. S. Public Health Service hospitals. Requirements: Appropriate college study. No written test. Age limits for War Department, 20 to 26 1/2 years. (Open until further notice.)

33. Clinical Psychologist, \$4,149 to \$7,102. For duty in the Veteran Administration in Washington, D. C., and throughout the country. Requirements: Appropriate college training and experience. No written test. (Open until further notice.)

65. Coal Mine Inspector, \$4,149 to \$5,905. Jobs are located throughout the United States. Requirements: Appropriate coal mining experience. College study in engineering may be substituted for part of experience. Maximum age limit, 48 years. No written test. (Open until further notice.)

52. Dietitian, \$2,644 to \$4,902. For duty in Federal hospitals in Washington, D. C., U. S. Public Health Service hospitals throughout the country, and in the Panama Canal in the Canal Zone. Requirements: Appropriate college study plus hospital training or experience or a combination of training and experience. No written test. (Open until further notice.)

1-34. Electronic Engineer—Physicist, \$3,397 to \$8,179. Positions are in Federal research laboratories in Boston and Cambridge, Mass., and New London, Conn. Requirements: Education or technical experience, or equivalent combination, plus professional experience in the appropriate field. (24 semester hours in physics required for Physicist positions.) No written test. File application with the Executive Secretary, Board of U. S. Civil Service Examiners at the laboratory in which you desire employment. (Open until further notice.)

61. Geologist, \$4,149 to \$7,102. Positions are in Washington, D. C., and vicinity in various Federal agencies, and throughout the country in the Departments of Agriculture and Interior. Requirements: Appropriate college study or a combination of such study and technical experience, plus professional experience in geology. No written test. (Open until further notice.)

3-89 Engineer, \$3,397 to \$7,102. For duty in various Federal agencies in Pennsylvania and Delaware. Requirements: College study in engineering or technical experience or a combination of such study and experience, plus professional experience in engineering. No written test. File application with the Recorder, Board of U. S. Civil Service Examiners, Naval Air Material Center, U. S. Naval Base Station, Philadelphia 13, Pa. (Open until further notice.)

47. Aeronautical Research Scientist, \$3,397 to \$9,975. Most positions are in field laboratories of the National Advisory Committee for Aeronautics. Requirements: Appropriate education and experience in such fields as engineering, physics, chemistry, and mathematics. File application with Board of U. S. Civil Service Examiners at one of the Aeronautical laboratories listed in announcement. (Open until further notice.)

Personnel Assistant (Placement) \$3,397. Open only to persons with 10-point veteran preference. Positions are located in Washington, D. C., and vicinity. Requirements: Four years' experience in responsible personnel or administrative work in a public or large-scale private organization having a comprehensive program of personnel administration, such experience showing ability to deal satisfactorily with fellow workers, to negotiate problems in the operation of the personnel program, and to suggest practical solutions. The experience must have included participation in recruitment, selection, or placement, utilization of personnel of personnel, or in

81. Physical Therapist, \$2,644 to \$5,905. Positions are in Washington, D. C., and throughout the country. Requirements: Graduation from approved school of physical therapy. Professional experience in physical therapy also required for all but \$2,644 positions. No written test. File application with Board of Civil Service Examiners at appropriate Veterans Administration Branch Office (Filing for \$4,149 to \$5,905 positions closes Wednesday, December 17, 1947, 11 p. m.).

33. Clinical Psychologist, \$4,149 to \$7,102. For duty in the Veteran Administration in Washington, D. C., and throughout the country. Requirements: Appropriate college training and experience. No written test. (Open until further notice.)

—Construction Examiner (Architecture, construction, residential), \$3,397 to \$4,149. Apply, Board of U. S. Civil Service Examiners, Federal Housing Administration, 734 15th Street, N. W., Washington 25, D. C. (Open until further notice.)

77. Astronomer, \$3,397 to \$7,102. Positions are in Washington, D. C., and in nearby Virginia and Maryland. Requirements: College study in astronomy or technical experience or combination of such study and experience, plus professional experience in astronomy. No written test. (Open until further notice.)

62. Accountant and Auditor, \$3,397 to \$5,905. Positions in Washington, D. C., and nearby Virginia and Maryland. Requirements: Responsible accounting experience, part of which must be in a specialized field. Certain substitutions allowed for some of the required experience. No written test. (Closed for all fields except Public Accounting. Applications in this field accepted until further notice.)

6-260-1947. Engineer, \$3,397 to \$9,975. Positions are in the Army Air Forces, War Department, at Dayton and Wilmington, Ohio. Requirements: Appropriate college study or technical experience, or a combination of such study and experience, plus professional experience in engineering. No written test. File application with the Executive Secretary, Board of U. S. Civil Service Examiners, Headquarters, Air Material Com-

mand, Wright Field (KCS), Dayton, Ohio, date.)

58. Messenger, \$1,470. Positions are in various Federal agencies. Positions in Washington, D. C., and vicinity. Requirements: Appropriate college study or experience, plus professional experience in messenger service. No written test. (Open until further notice.)

64. Veterinarian, \$3,397 to \$5,905. Vacancies are in United States Department of Agriculture, and in Maryland, New York, and Pennsylvania. Requirements: Appropriate college study or experience, plus professional experience in veterinary medicine. No written test. (Open until further notice.)

Board of Labor Relations and the Workmen's Compensation Board, \$2,760 to \$3,360. Fee \$2. (Closes Friday, December 26.)

Promotion

5356. Principal Stenographer, \$3,397. Rockland State Hospital, 8250 Department of Mental Hygiene, \$2,520 to \$3,120. Fee \$2. One vacancy. This examination will not include a practical test in stenography. (Closes Thursday, January 8.)

5355. Principal Stenographer, \$3,397. Department of Civil Service, \$2,520 to \$3,120. Fee \$2. One vacancy in the Classification Division. This examination will not include a practical test in Stenography. (Closes Thursday, January 8.)

Give Credit Where Due, Personnel Council Tip

ALBANY, Dec. 8. — The State Personnel Council has issued another of its "Tips to Supervisors" as follows:

GIVE THEM CREDIT

Do you think that to be a B.T.O. you have to steal the lime-light? Do you believe the only way to be a V.I.P. is to deny your staff credit for the things they do?

Like a bank account, the value of your unit grows with interest. The interest your workers give the job depends on the certain knowledge they can cash the credit you

give them for the approval of the group. All workers appreciate a "pat on the back"—the more when its by the "Big Boss."

A good supervisor needs constructive thinking by his employees about their jobs. Encourage it by giving credit where credit is due. Otherwise interest will dwindle or stop altogether. Nobody willingly gives away his ideas if there is no return.

Assure productive ideas. Give the guys credit!

*B.T.O. is a Big Time Operator. *V.I.P. is a Very Important Personage.

414 Appointed As Patrolmen; 500 More in Feb.

Probational appointments have been made to 414 eligibles on the Patrolman (P.D.) list, the NYC Police Department announced as the first group of appointments was completed. Approximately 500 additional appointments are tentatively scheduled for early February.

Vacancies are being held open for approximately 20 eligibles pending completion of department medical examinations. Sixteen appointments were made last Tuesday and 341 last Friday from a list of 500 eligibles certified by the NYC Civil Service Commission.

Dec. 31 Deadline For Westchester Insurance Offer

Westchester County employees who desire to apply for Group Life Insurance have only until December 31 to receive this protection without medical examination.

Ivan S. Flood, President of the Westchester Chapter of The Civil Service Employees Association, has issued a memorandum to all members advising them of the deadline.

3 Welfare Promotion Tests Set for Mar. 27

Written tests for Assistant Supervisor, Supervisor and Senior Supervisor, all promotion examinations for the Department of Welfare, will be conducted Saturday, March 27, the NYC Civil Service Commission announced.

The tests originally had been scheduled for December 30, but were postponed at the request of Welfare Commissioner Benjamin Fielding. The Commissioner explained that the Department was over-burdened with year-end reports and could not spare the services of the employees competing in the examinations.

Auto Engineman Rating Plan Weighed

The NYC Civil Service Commission is conducting a survey of the written test papers for Auto Engineman to determine if a special rating scale will be necessary. The survey was instituted after the Commission had received numerous protests on conditions in the test which provided that one correct answer would be deducted for each incorrect answer. This would mean each wrong answer counts as two wrong answers and 75 right answers to the 150 questions would yield a mark of zero.

NOMINATE BOARD MEMBERS

The Board of Directors of the Placement and Unemployment Insurance Federal Credit Union nominated candidates to succeed Board members whose terms expire this year. Elections will be held at the annual meeting on Thursday, January 22.

Issue of Eligible Lists Speeded Up by NYC

Thirteen eligible lists have been published by the NYC Civil Service Commission subject to preference claims, investigations, performance tests or qualifying medical and physical tests. They include Able Seaman; Deckhand; Clerk of District Court, Municipal Court (Prom.); Title Examiner, Grade 3 (Prom.); NYC Housing Authority; Title Examiner, Grade 3 (Prom.); Law Department's Main Office; Title Examiner, Grade 3 (Prom.); Law Department's Con-

Full, Official Notice

The age limit has been eliminated from the official requirements for Cleaner (Men) released today by the NYC Civil Service Commission. Applications will be accepted January 6, 7, and 8, from 4 to 11 p. m., for more than 300 immediate jobs which will be filled on a first-come-first-served basis. Appointments will be at \$38.84 to \$40.38 a week.

Appointments will be made from among eligibles who need only pass a simple literacy test. A sample literacy test appeared in the December 16 issue of The LEADER. The eligible list will be headed by disabled veterans arranged in the order they applied, followed by non-disabled veterans, and non-veterans.

The Commission will issue applications only at the Park Department Pool on 59th Street between 10th and 11th Avenues. Ap-

licants must appear in person and be ready to complete the entire application at the same time. Do not apply until January 6.

The opening of the filing period was moved from the usual 9 a. m. to 4 p. m. for the convenience of the applicants. In the Laborer test men lined up early the night before and had to stay out all night. The Commission hopes to make this inconvenience unnecessary.

Official Exam Notice

The official examination notice follows:

NOTICE OF EXAMINATION

No. 515

CLEANER (MEN) LABOR CLASS

The eligible list resulting from this examination will be certified as appropriate for vacancies in the title of Porter.

Salary: Appointments will be made at salaries from \$1,260 to \$1,440 per annum, plus a cost-of-

WHAT EMPLOYERS SHOULD KNOW

PUBLIC employees who are members of or thinking of joining the U. S. Naval Reserve are interested in a recent opinion of Attorney Nathaniel L. Goldstein, the rights of public members thereof.

Directed to the Commission of the Third Naval District, the opinion alludes to the various municipalities which have refused to extend the provisions of Section 2405 of the Federal Reserve Act to their employees.

That if such regulations so provide and a public employee is ordered to such "training duty" without his consent, he would be protected by the provisions of the Federal Reserve Act relating to "ordered" active military duty.

That the training duty would be ordered even through the resignation of the employee, for his own convenience or to undertake the training which he is required to receive during the year within which he is required to receive training. (Informal opinion, November 7, 1947.)

Readers of this column will recall a recent discussion of the right of civil service employees to join the National Guard. An opinion of the Attorney General, dated June 24, 1947, sheds some additional light on the subject.

The opinion declares, in effect, that it would run counter to the intent of the Military Law if a departmental rule or regulation prohibited an employee, eligible to join under the regulations of the National Guard, from joining that organization. The Attorney General, however, adds some words of caution:

"This issue has not, however, been judicially determined and no consideration in the projected revision of the Military Law in the light of the needs of the Civil Service of the State government."

1. That in time of pe-

COUNTY Promotion

5361. Police Chief, Police Department, Village of Mount Kisco, Westchester County, \$3,300 to \$3,600. Application Fee \$3. One vacancy (Closes Thursday, January 8.)

5363. Police Chief, Police Department, Village of Pleasantville, Westchester County, \$3,920. Fee \$3. One vacancy. (Closes Thursday, January 8.)

NYC Open-Competitive

Applications will be issued for the following examinations from Monday, December 8, until Friday, December 23, at 96 Duane Street. No applications will be issued or received by mail.

5395. Supervisor of Park Operations (Men). Appointments are presently made at \$3,410 per annum, consisting of a basic salary of \$2,760 per annum plus a cost-of-living adjustment of \$650 per annum. This is an ungraded position. Fee \$2.

5140. Senior Storekeeper (Automotive Parts), \$3,650 to \$5,650 total. Candidates who filed applications before April 14, 1947 and April 29, 1947 need not file again but may, if they wish, make amendments or additions thereto. Fee \$2.

5383. Chief Marine Engineer (Diesel) Appointments presently at \$3,890 total. Fee \$3.

5377. Marine Oiler, prevailing rate, at present \$2,750. Fee \$2.

5340. Machinist (Prom.), prevailing rate, at present \$3,200. Open to each permanent employee, otherwise qualified, of the Board of Higher Education, who on the date of filing his application is employed in one of the following eligible positions: Machinist's Helper, Maintenance Man. Fee \$2.

5438. Civil Engineer (Water Supply), (Prom.) \$4,260 to but not including \$6,000. Open to each permanent employee, otherwise qualified of the Board of Water Supply, who on the date of filing his application is employed in one of the following eligible positions: Assistant Civil Engineer, Assistant Civil Engineer (Structural). Fee \$2.

5446. Architect (Prom.), \$4,260 to but not including \$6,000. Open to each permanent employee, otherwise qualified, of the Office of the President of the Borough of Manhattan, Board of Water Supply, and the Departments of Education, Fire and Parks, who on the date of filing his application is employed in one of the following eligible positions: Assistant Architect, Assistant Landscape Architect. Fee \$4.

5521. Deputy Assistant Corporation Counsel, Grade 4 (Prom.) \$3,000. Open to each permanent employee, otherwise qualified, in the Law Department who on the date of filing his application is employed in Grade 3 and Grade 4 of the Legal Service (except in the title of Deputy Assistant Corporation Counsel, Grade 4). Fee \$2.

5533. Head Dietitian (Administrative) (Prom.) \$1,441 to and including \$2,040 with maintenance; \$1,801 to and including \$2,400 without maintenance. Open to each permanent employee, otherwise qualified, of the Department of Hospitals, who on the date of filing his application is employed in the following eligible position: Senior Dietitian. Fee \$2.

5494. Assistant Superintendent (Cars and Shops), NYC Transit (Prom.), \$6,481 to \$8,000. Candidates who filed applications in November, 1947, need not file again but may, if they wish, make amendments or additions thereto. This examination is open only to employees of the New York City Transit System. A single list will be established from this examination and will be used to fill vacancies throughout the transit system. Fee \$5.

5486. Assistant Supervisor (Cars and Shops), NYC Transit System (Prom.), \$3,901 to \$4,600. Candidates who filed applications in November need not file again but may, if they wish, make amendments or additions thereto. This examination is open only to employees of the New York City Transit. A single list will be established from this examination and will be used to fill vacancies throughout the transit system. Fee \$3.

5459. Office Appliance Operator (Remington Rand Bookkeeping Machine), Grade 2, \$1,920 total. 18 vacancies. Fee \$1. (Closes Tuesday, December 23.)

5458. Office Appliance Operator (Burroughs Billing Machine No. 7200), Grade 2, \$1,920 total. 11 vacancies. Fee \$1.

5330. Office Appliance Operator (Burroughs Bookkeeping Machine No. 7800), Grade 2, \$1,920 total. Candidates who filed applications in May need not file again but may, if they wish, make amendments or additions thereto. Fee \$1.

5374. Furniture Maintainer's Helper, \$1,850 to \$2,150 total. 15 vacancies. Fee \$1.

5381. Furniture Maintainer (Woodwork), \$2,360 to \$2,660 total. 15 vacancies. Fee \$1.

5387. Junior Accountant, to and including \$3,060. Appointments expected at \$2,460. Four mandatory annual increments of \$120. 65 vacancies. Fee \$1.

5395. Supervisor of Park Operations (Men), appointments presently at \$3,410 total. Three permanent and two temporary appointments now; 15 expected during four-year life of list. Fee \$2.

5407. Junior Statistician, to and including \$3,060. Appointments now at \$2,600 total. Four mandatory annual increments of \$120. 20 vacancies. Fee \$1.

5411. Veterinarian, \$3,360 to but not including \$5,950 total. License to practice veterinary medicine required. Fee \$2.

5421. Inspector of Fuel and

Promotion

The following exams close Tuesday, December 23:

5101. Stenographer, Grade 3 (Prom.) (Amended Notice), \$1,801 to \$2,400. Candidates who filed applications in November need not file again but may, if they wish, make amendments or additions thereto. Open to permanent employees of all city departments, who are employed in any position in Grade 2 or 3 of the Clerical Service. Fee \$1.

5120—Accountant (Prom.), \$2,401 to \$3,000. Open only to employees of the following departments: Bureau of Real Estate of the Board of Estimate, President of the Borough of Manhattan, Comptroller's Office, Bureau of the Budget, Finance, Purchase, City Planning, Municipal Civil Service Commission, Public Works, Education, Teacher's Retirement System, Board of Higher Education, Police, Fire, City Sheriff, Health, Hospitals, Welfare, Domestic Relations Court, City Magistrates' Court, Board of Transportation, Marine and Aviation, Water Supply, Gas and Electricity, New York City Housing Authority. A separate promotion eligible list will be established for each department. To be eligible employees must be employed on the date of filing in one of the following eligible positions: Junior Accountant, Senior Bookkeeper. Fee \$2.

AUTO MECHANIC

The official tentative key answers for the NYC Auto Mechanic exam (open-competitive 5410 and promotion 5077) follow:

1.B; 2.A; 3.D; 4.B; 5.C; 6.A; 7.C; 8.D; 9.A; 10.B; 11.B; 12.C; 13.C; 14.D; 15.A; 16.C; 17.B; 18.D; 19.A; 20.C; 21.C; 21.C; 22.A; 23.D; 24.A; 25.B; 26.D; 27.B; 28.D; 29.C; 30.D; 31.D; 32.B; 33.C; 34.B; 35.B; 37.A; 38.C; 39.C; 40.A; 41.C; 42.A; 43.B; 44.A; 45.D; 46.C; 47.C; 48.A; 49.B; 50.A; 51.C; 52.D; 53.A; 54.B; 55.D; 56.A; 57.C; 58.B; 59.D; 60.A; 61.B; 62.C; 63.A; 64.C; 65.C; 66.D; 67.C; 68.A; 69.C; 70.B; 71.D; 72.C; 73.B; 74.C; 75.C.

EXAMINATION No. 5370—EXAMINATION FOR PROMOTION TO LIEUTENANT, POLICE DEPARTMENT

Final Key Answers for Written Test Held June 28, 1947

Part I

1.C; 2.B; 3.A; 4.B; 5.B; 6.D; 7.D; 8.A or D; 9.A or C; 10.A or none; 11.D; 12.D; 13.C; 14.B; 15.B; 16.D; 17.B; 18.D; 19.B; 20.D; 21.C; 22.C; 23.D; 24.C; 25.D; 26.D; 27.A; 28.C; 29.D; 30.B; 31.C; 32.B; 33.C; 34.B; 35.A or D; 36.D; 37.A; 38.B; 39.B; 40.A; 41.A or D; 42.B; 43.A or B; 44.A.B.C or D; 45.D; 46.D; 48.B; 49.D; 48.C; 49.C; 50.A; 51.C; 52.C; 53.A or D; 54.D; 55.A; 56.D; 57.A; 58.A or C; 59.A; 60.B; 61.D; 62.C; 63.B; 64.C; 65.D; 66.B; 67.A or B; 68.A; 69.A.B.C or D; 70.A; 71.A or B; 72.C or D; 73.D; 74.B or C; 75.C; 76.B; 77.C; 78.C; 79.B; 80.A or B.

EXAMINATION No. 5291

Examination For Promotion to Foreman of Mechanics (Motor Vehicles)

Department of Sanitation

Tentative Key Answers for Written Test Held December 17, 1947

Part I

1.B; 2.C; 3.D; 4.A; 5.D; 6.A; 7.A; 8.D; 9.A; 10.C; 11.B; 12.C; 13.C; 14.B; 15.A; 16.C; 17.D; 18.A; 19.D; 20.B; 21.C; 22.A; 23.B; 24.D; 25.A; 26.C; 27.C; 28.C; 29.B; 30.B;

Special Officer Examination Opens Jan. 14

(Continued from Page 1)

old and a little to short for Patrolman, is being conducted to obtain sufficient eligibles for more than 600 jobs at starting salaries as high as \$48.46 a week. A single list will be established from which appointments will be made to Transit Officer, Board of Transportation; Bridge and Tunnel Officer, Triborough Bridge and Tunnel

Two Inter-Unit Tests Are Opened by State

Inter-departmental promotion examinations for Senior Law Clerk and Director of Motion Pictures have been announced by the State Department of Civil Service. Applications will be accepted until Monday, January 5.

Charles L. Campbell, Administrative Director, explained that the examinations are in line with the Department's policy "to afford greater promotion opportunities for employees now in the service and to utilize the special skills of State employees which may not be used to the fullest extent in the position or department where they are presently employed."

The examination for Senior Law Clerk, at a salary range \$2,160 to \$2,760, will be held to avoid a multiplicity of examinations for the same position. At present, three vacancies exist in the New York Office, Department of Law.

However, the resulting eligible list may be used to fill vacancies in the position of Senior Law Clerk in other departments and agencies.

The position of Director of Motion Pictures is in the Education Department with a salary range of \$6,000 to \$7,375. It is a position of considerable importance requiring a high degree of judgment and ability to interpret the regulatory provisions of the law in accordance with the prevailing standards of public taste and morality.

Preference in certification from the list will be given to employees of the department or agency where the vacancy exists.

Applications may be obtained and filed in NYC at Room 2301, 270 Broadway, and at the Department offices, State Office Building, Albany 1, N. Y. The department issues and receives applications by mail.

pair health or usefulness, such as: hernia; defects of the heart or lungs; defective hearing; vision of less than 20/40 in both eyes (eyeglasses allowed); third degree or disabling varicose veins.

Change of Address: Candidates for examination and eligibles on lists must notify the Commission promptly of all changes of address between the time of filing the application and appointment to a permanent position from the list. Failure to do so may disqualify them on any part or parts of the examination which have not already been held.

The pertinent sections of the General Examination Instructions are also to be considered part of this notice.

Municipal Civil Service Commission, Ferdinand Q. Morton, President; Esther Burkeley and Joseph A. McNamara, Commissioners.

Medical and Physical Requirements: Candidates may be rejected for any disease, injury or abnormality, which in the opinion of the medical examiner tends to im-

pair health or usefulness, such as: hernia; defects of the heart or lungs; defective hearing; vision of less than 20/40 in both eyes (eyeglasses allowed); third degree or disabling varicose veins.

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INSTITUTION OFFICERS PRESENT CASE FOR MORE PAY

Special to The LEADER
ALBANY, Dec. 22.—Security officers of several institutions appeared before the Salary Standardization Board recently to argue that their present pay schedules are too low and should be revised sharply upward. With them appeared John E. Holt-Harris, Jr., Assistant Counsel to The Civil Service Employees' Association, and William F. McDonough, Executive Representative of the Association.
 Present Allocation—Patrolmen—G-4, \$1800-\$2400; Policemen—G-5, \$1920-\$2520.
 Requested Allocation (both titles)—G-10, \$2520-\$3120.
 The participants point out that their work is like that of regular municipal patrolmen, that they run risks and dangers, that they guard a huge investment of state property, and that their mere presence is a deterrent to crime. Among other things they remarked that their traffic responsi-

bilities are similar to those of traffic patrolmen of municipal police forces. When one of the members of the Salary Board asked whether a patrolman in a State institution handles the same kind of traffic situations as on Times Square, he was withered with the reply that they often handle traffic problems greater than those in Kew Gardens. The Kew Gardens police officer gets the same salary as the Times Square police officer, and both salaries are much higher than that of the state patrolman and policeman. Another interesting fact brought out by the hearing was that while the specifications for patrolmen and policemen are the same, the patrolmen rank one grade higher at the present time.
 Speaking for the two groups were: Ferdinand Feilzer, Westfield State Farm, Bedford Hills; W. J. McCabe, Albion State Training School; H. G. Van Scoy, Westfield State Farm, Bedford Hills; Harry B. Schwartz, Buffalo State Hospital, and John L. Murphy, Creedmoor State Hospital.

NEWS ABOUT EMPLOYEES

(Continued from Page 5)

SUFFOLK—The steering Committee for the Suffolk County Chapter completed the Constitution and By-laws for the Chapter and nominated a slate of officers. The general membership meeting for election of officers was held at Riverhead on December 17. Nominees and officers included Frank J. Bianca, Department of Public Welfare, President; William J. Burns, Health Department, 1st Vice-president; Beth O'Donnell, Probation Department, 2nd Vice-president; A. F. Becan, Public Welfare, 3rd Vice-president; L. A. Walker, School Custodian, 4th Vice-president; Robert Rubino, Public Welfare, Secretary; Henry Ruland, Treasurer's office, Treasurer; Russell Griffin, County Highway Department, Sergeant-at-arms. Nominations for the Chapter representative on the County Executive Committee of the State Association and delegates representing the Chapter at meetings of the Association will be accepted on the floor, together with any independent nominations for officers.
 The five County employee members of the steering group accepted appointment to a Salary Committee for recommending adjustments in county civil service salaries, which members said have become grossly inadequate because of tremendous increase in living costs since the pre-war period.

WANTAGH—At a regular meeting of the Long Island State Park Commission Chapter of the Civil Service Employees' Association, George Seims presiding, a resolution was passed requesting all members to write their Assemblymen, requesting them to support any legislation bringing all State employees' salaries up to the present high cost of living levels, or as near as possible to the 1939 purchasing power.

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Barometer of Big Tests

Code

- P—List promulgated (number of eligibles).
- WP—Rating of written exam in progress.
- WC—Rating of written exam completed.
- V—All rating completed; vet preference claims being checked.
- K—Awaiting determination of appeals from key answers.
- WPP—Rating of written and performance tests in progress.
- TEP—Rating of training and experience in progress.
- E—List published (number of eligibles).
- A—Applications now being received. (Closing date in parentheses.)
- CW—Clerical work in progress.
- MT—Medical test in progress.
- PT—Physicals test in progress.
- MC—Medical test completed.
- PC—Physical test completed.
- R—List sent to printer.
- Estimated.

STATE

Open-competitive

	Number Who Took Exam	Date of Written Exam	Progress of Exam
State Vet. Counsellor.....	663	May 10	WC
Clerk	9,900*	June 28	R
Account Clerk	1,400*	June 28	R
File Clerk	2,550*	June 28	R
Stenographer	2,750*	June 28	P
Statistics Clerk	570*	June 28	R
Typist	2,950*	June 28	R
Senior Clerk	4,130*	June 28	TEP
Senior File Clerk	470*	June 28	TEP
Senior Acct. Clerk	940*	June 28	TEP
Senior Stat. Clerk	360*	June 28	TEP
Senior Mail & Sup. Clerk....	760*	June 28	TEP
Senior Stenographer	1,430*	June 28	TEP
Employment Interviewer	849	May 24	WC
Social Worker	162	Sept. 20	WP
Telephone Operator	304	Sept. 20	WP

Promotion

Senior Clerk (T & F).....	664	Nov. 16, '46	V
Senior Clerk (Labor).....	200	Dec. 14, '46	V
Lieutenant (Corr.).....	263	Mar. 22	WC
Steam Fireman	218	Sept. 20	K

NYC

Open-competitive

	Number Who Took Exam	Date of Written Exam	Progress of Exam
Clerk, Grade 2	10,000*	Sept. 13	WP
Typist, Grade 2	4,200*	Oct. 4	WP
Stenographer, Grade 2	1,700*	Oct. 4	WP
Attendant, Grade 1	10,500*	Nov. 8	WP
Sanitation Man, Cl. B	14,395	May 3	WC, MC, PC
Social Investigator, Grade 1..	3,200*	July 2	WC, MT
Trackman	5,400*	July 18	WC
Patrolman (P.D.)	17,000*	Mar. 15	P (4,489)
Railroad Clerk	14,400	Apr. 19	WC
Surface Line Operator	8,000*	May 10	E (5,837)
Maintainer, A	2,000*	June 21	E (775)
Maintainer, B	3,800*	May 17	E (2,475)
Maintainer, C	1,100*	May 24	E (468)
Maintainer, D	2,000	June 7	E (754)
Policewoman (P.D.)	695	Oct. 18	WP

Promotion

Sergeant (P.D.)	7,190	Apr. 26	WC
Lieutenant (P.D.)	5,300	Oct. 31	P (2,809)
Lieutenant (P.D.)	847	June 28	WP
Assistant Foreman (San.)	2,282	Nov. 29, 30, '46	P (1471)
Captain (P.D.)	500*	July 19	WP
Battalion Chief (F.D.)	300*	Aug. 19	WP
Captain (F.D.)	800*	Aug. 7	WC
Deputy Chief (F.D.)	340*	Aug. 28	WP
Clerk, Gr. 3	4,026	Nov. 15	K
Clerk, Gr. 4	2,637	Nov. 15	K
Clerk, Gr. 5	1,242	Nov. 15	K
Sanitation Foreman	387*	Oct. 15	WP

INSTRUCTION JOBS SOON OPEN IN STATE INSTITUTE IN B'KLYN.

The New York State Institute of Applied Arts and Sciences, 300 Pearl Street, Brooklyn, New York, will have additional instructional positions commencing shortly after the first of the year. Positions are available at both the Instructor and Junior Instructor levels. Candidates for the following positions are requested to communicate with the Director:

Commercial Art, Industrial Design, Retail Distribution, English & Communication Arts, Industrial Relations, Electrical Engineering (Industrial), Electrical Engineering (Radio), Structural, Architectural, Secretarial and Office Practice, Accounting and Business Machines.

Eligibility requirements for the positions are as follows:

Instructor—Bachelor's degree in a technical specialty, plus four

years of practical experience, three of which must have been in industry, or a master's degree in an educational specialty, plus four years of practical experience (some industrial specialty, plus four years of practical experience, some industrial experience is desirable, but not required); or, graduation from high school (or equivalent), plus an approved apprenticeship period, plus four years of practical experience, three of which must have been in industry.

Junior Instructor—A bachelor's degree in the field of specialization, plus practical experience; or, graduation from high school (or equivalent), plus an approved apprenticeship period, plus a minimum of three years' practical industrial experience.

Instructors' salaries increase from \$3540 per year, to \$4560 in annual increments of \$150.

Junior Instructors' salaries commence at \$2684, increasing to \$3776 in \$150 annual increments.

Jobs Abroad For Civilians

Hundreds of jobs at U. S. Army Signal Corps posts all over the world are being filled now by the Civilian Personnel Recruitment office of the Signal Corps Photographic Center, 35-11 35th Avenue, Long Island City. There are openings in 38 titles.

Applicants are being interviewed Monday through Friday each week from 9 a.m. to 1 p.m. Appointments are excepted from civil service examinations on a two-year contract basis, unless otherwise indicated, and are open to men between the ages of 21 and 50. The hourly wage rates listed below are for a 40-hour week; a 25 per cent differential for overseas service is included in all salaries listed. Annual and per hour pay is listed.

Japan
Equipment Installation Foreman, \$1.75.
Supervisor, Instrument Repair Shop, 1.80.
Cable Splicer, 1.60.
Teletype Mechanic, 1.55.
Cryptographic Repairman, 1.65.
Radio Repairman, FS, SSB, 1.70.
Ultra High Frequency Equip. Repairman, 1.70.

Korea
(One-year appointment)
Advisor, Communication Engineer, \$8,877.75.
Advisor, Telephone Engineer, Outside, \$6,127.50.
Senior Telephone Repairman, \$1.65.
Teletype Repairman, \$1.65.

Manila
Radio Circuit Control Supervisor, \$1.65.

Okinawa
Teletype Repairman, \$1.65.
Storekeeper, \$4,716.75.
Communications Code Clerk, \$2,992.50.
Draftsman (Telephone & Telegraph), \$2,992.50.
Telephone & Telegraph Engineer, \$6,127.50.

Alaska
Telephone Engineer, \$6,127.50.

Germany
Radio Engineer, \$5,187.00.

Hawaii
Engineering Aide (radio), \$4,246.50.
Submarine Cable Term. Maint. Man, \$1.80.
Radio Traffic Control Operator, \$2,992.50.

Assistant Wire Chief, \$1.49.

Guam, Saipan, Tinian, Iwo Jima
(One-year appointment)
Radio Engineer, \$5,187.
Electrical Draftsman, \$3,306.
Telephone Engineer, \$6,127.50.
Storekeeper, \$4,246.50.
Communications Code Clerk, \$2,992.50.

Cable Splicer, \$1.68.
Telephone Construction Line-man, \$1.55.
Telephone Installer Repairman, 1.41.
Telephone Maintenance Mechanic, \$1.64.
Teletype Repairman, \$1.72.
Camera and Projector Repairman, \$1.41.

Senior Radio Repairer, \$1.91.
Principal Radio Repairman, \$2.01.
Principal Radar Repairman, \$2.01.
Inside Telephone Repairman, \$1.50.

Senior Radio Repairer, \$1.91.
Principal Radio Repairman, \$2.01.
Principal Radar Repairman, \$2.01.
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Senior Radio Repairer, \$1.91.
Principal Radio Repairman, \$2.01.
Principal Radar Repairman, \$2.01.
Inside Telephone Repairman, \$1.50.

Where to Apply for Tests

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

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

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

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

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

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

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

NYC does not receive or issue applications by mail. New York State both issues and receives applications by mail and requires that all applications be post-marked before midnight of the closing date. The U. S. also issues and receives applications by mail, but requires that applications be actually on file by the closing date; a post-mark of that date is not sufficient. No return postage is required when applying for an application from the U. S. Civil Service Commission but a 6-cent stamped, addressed envelope, 3 7/8 x 9 inches or larger, should be enclosed with the letter requesting application blanks from the State.

The NYC and State commissions are open every day, except Sundays and holidays, from 9 a.m. to 4 p.m. and on Saturdays from 9 a.m. to noon. The U. S. Commission is open every day from 8:30 a.m. to 5 p.m., except Saturdays, Sundays and holidays.

How to Get There—Rapid transit lines that may be used for reaching the U. S., State and NYC Civil Service Commission offices in NYC, and the City Collector offices, where applications are issued and received for large exams, follow:

State Civil Service Commission, 270 Broadway, near Chambers Street; N. Y. Civil Service Commission at 299 Broadway, near Duane Street, and the City Collector's office in the Municipal Building (north end, ground floor), Manhattan—IND trains A, C, D, AA or CC to Chambers Street; IRT Lexington Avenue line to Brooklyn Bridge; BMT Fourth Avenue local or Brighton local to City Hall.

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FEDERAL NEWS

Post Office Jobs To Be Steady

Eleven hundred substitute Letter Carriers, Clerks and Mail Handlers in the New York Post Office will be given permanent appointments effective January 1, Postmaster Albert Goldman announced. An equal number of substitutes will be appointed to replace these men.

The total includes 100 Carrier appointments, 600 Clerks, and 400 Mail Handlers. Postmaster Goldman made the announcement in the presence of Abraham C. Shapiro, President of Empire Branch 36, National Association of Letter Carriers; Andrew T. Walker, President of Branch 1, United National Association of Post Office Clerks; Ephraim Handman, President of the New York Chapter, National Federation of Post Office Clerks, and William J. Shannon, President of the New York Branch, National Association of Post Office Mail Handlers.

Senate Group Studies Travel Allowance Bill

Special to The LEADER
WASHINGTON, Dec. 22.—The Senate Expenditures Committee is studying a bill which would increase Federal workers' travel allowance from \$6 to \$8 a day.

Shapiro Re-elected Head Of Letter Carriers' Branch 36

Abraham C. Shapiro was re-elected President of Empire Branch 36, National Association of Letter Carriers, for 1948. Other officers elected include Philip Lapper, Vice-president; John A. Cardinali, Recording Secretary; Sam Goldstein, Financial Secretary; Moe Fiedelbaum, Treasurer; John F. Siedlecky, Sergeant-at-Arms; Carlton S. Davis, M.B.A. Collector; Louis M. Rosenberg, N.S.B.A. Clerk; Jerome C. Fox, Trustee (Three Year Term); Alexander



Postmaster Albert Goldman (left) makes first contribution to Lee Thompson Smith, General Chairman of the Greater N. Y. March of Dimes, at the luncheon of Federal employees in Greater New York, 1948 March of Dimes Campaign at Hotel New Yorker.

Vets' Queries on Jobs Are Answered by U. S.

Following is another in the series of questions and answers for veterans interested in a Federal Civil Service career. All material is prepared by the U. S. Civil Service Commission.

Q. To whom should a returning veteran apply for re-employment?

A. To the personnel officer of his former agency. The application should be in writing, but need not be in any particular form.

Q. To what position is a veteran entitled to be restored if his former position has been reallocated to another grade?

A. If his position was reallocated to a higher grade without substantial change in duties and responsibilities, he is entitled to all the benefits of the reallocation.

All his position was reallocated to a lower grade without substantial change in duties and responsibilities, his mandatory right is to that position alone. However, the Commission has urged agencies, in such cases, to assign the veteran to an appropriate position comparable in seniority, status and pay with the position he left, if such a position is available.

Q. May a veteran be restored to a position of higher grade than the one he left to enter the armed forces?

A. Yes. The veteran's mandatory restoration right is limited to his former position, or to one of like seniority, status and pay, but if a higher-grade position is available for which the veteran is qualified, the agency, if it is desired, may restore him to such position. In such cases, the veteran retains his right to hold the position for 1 year, unless he is discharged for cause. If others who were employed in the establishment with the veteran have been promoted during his absence, that fact does not cause the veteran to be legally entitled to restoration to a position of higher grade than the one he left.

Q. May a veteran be restored to duty in a civilian Government position while he is on paid terminal leave from active military or naval service?

A. Yes, at the option of his employing agency, if he presents a statement from his military or naval organization showing that upon the expiration of his terminal leave, he will be entitled to a certificate of honorable discharge, or a certificate of satisfactory service. In order to retain the position to which he was restored, he must submit the certificate as soon as his terminal leave has expired.

LOYALTY RULES DUE SOON

WASHINGTON, Dec. 15.—Rules and regulations on loyalty cases will be issued to Federal agencies within the next two weeks. A study is being conducted now by a subcommittee of the Loyalty Review Board.

New Pension Bill Discussed by Rossell

Following is the second and final instalment of James E. Rossell's pension discussion. The first instalment appeared last week, issue of December 16.

By JAMES E. ROSSELL
Director, Second U.S. Civil Service Region

Most Federal employees are familiar with Plans I, II and III of the present law. Under Plan III the best any annuitant can get today is half of his best average salary for five years, provided he has had 35 years' service. If he has had less than 35 years' service his annuity retirement will be decreased by 1/35th for every year under that. Under the new plan persons receiving \$5,000 and over may take 1 1/2 per cent of their average annual basic salary for any five consecutive years and multiply by the number of years' service. For example, a person making an average salary of \$6,000 a year for five years would get \$90 as his 1 1/2 per cent and if he had 25 years' service he would retire at \$2,250 a year. Under the plan for persons with an average salary of less than \$5,000 it is figured at one per cent of total salary plus \$25 a year. Thus a prospective annuitant making \$4,000 per year would have \$40.00 as his one per cent plus \$25.00 or \$65.00 as his factor. This multiplied by 25 (number of years' service) would give an annual retirement income of \$1,625.

Bill Ousts Tontine

One contentious item that has been eliminated is the tontine deduction. That old dollar a month is out of the new bill. All of the one dollars per month that have been taken away from you all these years will be given back to you.

Some of you may wish to know about the purchase of past service. Under the present law if you have creditable service for which no deductions have been taken from your past salary, you may make deposits plus accumulated interest on them. This is at the rate of four per cent per annum compounded annually. If you let it go long enough you will have to pay in double. Under these new bills you have the same privilege of deposit for past service, without interest.

There is one subject, that of crediting military service, which is not very well understood and which is not set forth in any of the general informational material we now have for distribution. Recently the Chief of our Retirement Division, Warren B. Irons, furnished a digest which should be most helpful to all of us. In order to get a working knowledge of how to handle credit for military service it should be separated into two types. One type is that performed during the Second World War and the emergency period immediately before it, provided the employee was carried on leave from his civilian position. The other type includes all other military service.

Let's take up the first type. As you know, the majority of our men in the Federal service who served their country during the last war period were carried on leave from their civilian positions. It is important, therefore, that the manner of crediting this leave be well understood. This type of service is creditable either as civilian or military service—let's emphasize this—it is creditable either as civilian or military service. If the employee decides to have it credited as civilian service (and this is probably the way it will be credited in the majority of cases) it is counted in full, both for time and annuity, without any contribution to the retirement fund. In other words it is counted exactly the same as though the employee had remained in his civilian position, except that it doesn't cost him a cent. He may, however, have it counted as military service by making the regular service credit deposit to the retirement fund, but obviously it would be foolish to do this unless there were some advantage gained. The only advantage would be in connection with determining his rate of annuity when he retires. For instance, if the pay he received while serving in the armed forces

would increase his average pay for the highest 5 consecutive years it might be to his advantage to make the deposit, but this could be told only at time of retirement.

Now we come to the second type, the kind that is entirely independent of civil employment. In other words, he was not being carried on leave from a position in the Federal service. This is credited purely as military service and may not under any circumstances be counted as civilian employment. The criterion for this is All active honorable military service which is not being used as basis for a veteran's pension or compensation. It doesn't matter when the time was served, either before or after the civilian employment, except, of course, that it may not be counted after civilian employment unless the individual returns to a civil position. To make this specific: If the man served in the military service in 1930; in the civil service in 1931; and again in the military service in 1932, the time in 1932 could not be counted unless he returned to a civil position.

To put it in simple language, this is how we count a man's service to determine his right to refund and his length of service for annuity—in fact we count service in exactly the same way for all retirement purposes: We add all periods of honorable active military service (except any part which may be the basis for a pension or compensation) to all periods of civilian service, regardless of whether retirement deductions were taken. If this adds up to ten or more years, you know, of course, that we may pay refund of only those deductions taken before January 24, 1942.

Effect on Annuity Rate

Now that we have covered the method of crediting military service for time credit we come to the effect it has on the actual rate of annuity. To determine the rate of annuity it is credited exactly as civilian service for which no deductions were taken (temporary and excepted service). In other words, if it was before August 1, 1920 it is "free" service; if after August 1, 1920 deposit is required to receive the maximum annuity for the service—if it is not made the annuity is reduced by the amount the deposit would purchase.

Most U.S. employees are familiar with Public Law 688, the Forand Act, which expired June 30, 1947. Similar provision is in HR-4127, which passed the House. It provides for those who have rendered at least 25 years' service and who upon being involuntarily separated, not by removal for cause, or upon voluntary separation, if the employee must accept lower salary in certain instances, shall receive an immediate life annuity to be reduced by one quarter of one percentum for each full month such employee or officer is under the age of 60 years. Undoubtedly that type of clause is necessary to prevent hardship on persons who have worked a quarter of a century for the Government and suddenly find themselves out of a job because the plant has closed up or has moved to some other section of the country where because of local conditions the employee cannot follow.

The new bill provides for voluntary deposits in multiples of \$25, the same as our current law. The limit is 10 per cent of your lifetime earnings since August 1, 1920. And the interest remains the same at 3 per cent.

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NEW YORK CITY NEWS

Latest Eligible Lists

Open-Competitive

The following is the third consecutive instalment of the Social Investigator list. Veterans on the list have been published.

SOCIAL INVESTIGATOR 1,051 to 1,100

- Irving Ziferstein, Ray L. Gutterman, Jeanne B. Turner, Elaine Titelbaum, Rebecca Binder, Elvira B. Garcia, Muriel Schoengold, Nancy Heller, Evelyn Horn, Rheo Florence Hernes, Sylvia Blossom Levine, Philip Estelle Hankett, Mary J. Glazer, Freda L. Bronisen, Oscar W. Goldhaben, Ruth R. Wiener, Gladys H. Decker, Judith L. Bronner, Fay Goodman, Naomi Lehrer, Edith Potts, Belmont Fisher, Rebecca Kuperstein, Sadie C. Donatson, Marilyn Lobel, Lilyan Postal, Adele I. Markowitz, Beatrice T. Sillman, Dorothy Homiak, Phyllis Magaliff, Fay Goodman, Natomi Lehrer, Edith Potts, Belmont Fisher, Rebecca Kuperstein, Sadie C. Donaldson, Marilyn Lobel, Lilyan Postal, Adele I. Markowitz, Beatrice T. Sillman, Dorothy Homiak, Fern M. Nichols, Pearl S. Brown, Fay R. Sobel, Clara Mark, Estelle Shroitman, James R. Dumpson, Norma Levinson, Sylvia Kaplan, Joseph G. Richman, Sara Peters, Janice R. Sweyd, Cornelius Roche, Nathan Goldstein, Anna B. Chavis, Frank Lewis, Lillian H. Friedlander, 1,101-1,150

- Patricia Steele, Esther Kaplan, Joan Goldbloom, Anna Thau, Paul S. Lavery, Cynthia Wyman, Inez D. Charles, Mannie Kupinsky, Walter A. Wannerstrom, Rose Goldman, Lillian Greenberg, Lucia G. Bauduit, Irving Netchinsky, Tillie S. Yudkin, Audrey L. Levy, Leonore Pagner, Adele Kraut, Geraldine Farrell, Mamie W. Long, Roberta Wainick, Joan Chapnick, Eugenia G. Hickman, Jacqueline Forman, Lillian S. Reitman, Josephine Michel, Pearl Wiener, Esther Moses, Florence M. Holman, Josephine Acocella, Nathaniel Schwartz, Frances Stempler, Carol Gidden, Miriam Yorkmark, Gerry Mandelbaum, Christine Lawrence, Eva M. Byrd, Germa M. Fiorillo, Beatrice K. Wallenstein, Benjamin S. Bacon, Ruth P. Sitkin, Frances H. Hanerfeld, Victoria E. Bumagin, Ruth C. Tobin, Martha Rosten, Mercedes E. Peters, Phyllis Beckerman, Sylvia B. Burg, Teresa M. Buccinne, Ismay C. Burrowes.

JUNIOR ELECTRICAL ENGINEER (15120)

Subject to Medical Examination, Investigation & Preference Claims

- D-Disabled veteran claimant, V-Non-disabled veteran claimant. Leo Taub (d) 95800, Bernard S. Wiener (d) 95000, Nicholas Fedyna (d) 8700, Norman Spector (d) 8600, Mitchell F. Wisser (d) 8130, Leon Tregerman (d) 8080, Patrick J. Mallon (d) 7930, Leon Berjan (d) 7880, Saul Zaklad (d) 7850, Murray Thomas (d) 7750, Martin Burrell (d) 7500, Robert M. Schick (v) 98000, Isidore M. Berger (v) 98000, Spero Farris (v) 96000, Abraham S. Pollack (v) 96000, Frank Y. Hayami (v) 95300, Eugene Schiff (v) 94500, Milton Kant (v) 94500, David Young (v) 94300, Leonard Ugelow (v) 9400, Coleman Slezak (v) 9400, Milton H. Pelavin (v) 9350, Jerome Levine (v) 9300, Jack Warshafsky (v) 9280, Philip S. Selvaggi (v) 9250, Herbert Palter (v) 9200, Walter E. Landauer (v) 9200, Bernard J. Lakritz (v) 9200, Albert A. Hyman (v) 9200, James C. Pedersen (v) 9180, Morris Weiss (v) 9150, Raymond G. Loughlin (v) 9130, Murray Nanes (v) 9050, Nicholas W. Xikes (v) 9050, Jay J. Bromberg (v) 9050, Theodore Alper (v) 8980, Sheldon E. Girsch (v) 8980, Thomas W. Crowe Jr. (v) 8930, George Goltsov (v) 8830, Louis Daniel (v) 8800, Charles Osdin (v) 8780, Benjamin Samuelson (v) 8780, Louis Spector (v) 8750, Nathan Fried (v) 8700, Sol H. Hosen (v) 8680, Solomon Moldoff (v) 8600, Frank J. Delzio (v) 8580, Seymour Rankowitz (v) 8580, Arnon H. Zemanian (v) 8580, Otto A. Rabito (v) 8550, George A. Sacks (v) 8530, Arthur L. Kimmelfield (v) 8500

- Paul Pink (v) 8480, Louis Wittenberg (v) 8450, Albert Feinsilver (v) 8350, Peter J. Lepanto (v) 8350, John G. Churko (v) 8300, Leonard Frome (v) 8250, Edward Werbel (v) 8250, Carl I. Wassermann (v) 8150, John N. Durso (v) 8050, Albert P. Rogers (v) 8050, Joseph Cordato (v) 7900, Sol Rolnick (v) 7880, Francis J. McQuade (v) 7880, Gilbert A. Ahrens (v) 7850, Craig M. Garretson (v) 7650, Ira R. Heimlich (v) 7650, Arthur H. Fox (v) 7630, Melvin Morgen (v) 7580, Stanley J. Stankiewicz (v) 7550, Richard K. Chaber (d) 7550, John E. Rutledge Jr. (v) 7530, Robert A. Most (v) 7500, Albert Fleischhaker (v) 7500, Chester Schiff (v) 7500, Francis X. Gribbon (v) 7500, Abraham Petker 9550, James A. Moran, Jr. 9450, Lawrence Abramowitz 9280, Adolph J. Marino 9250, Harry Blum 9050, Benjamin Stein 9030, John J. Blake 9000, David Silver 8930, Herbert Argintar 8900, Bernard Mahler 8850, John S. Atchison 8850, Monroe M. Wities 8830, Mario M. Giannoni 8780, Raymond L. Gaillard 8600, Irwin Gellen 8600, Irving L. Kerper 8450, Abraham Rich 8450, Bernard Levine 8300, George F. Klein 8230, Melvin Rosanick 8150, Victor Metropolski 8130, George Tziolas 8080, Edward Salkind 8030, David Mozur 8000, Richard S. Ocheret 7980, Harry Pastorinsky 7800, Joseph H. Nissel 7500, Bernard Liner 7500, Robert Kravetz 7500, Robert Causin 7500

OFFICE APPLIANCE OPERATOR (NATIONAL CASH REGISTER No. 2000) GRADE 2 (5329)

- Leonard A. Percivale (d) 80, Janet Wolfson (v) 100, John T. Saxton (v) 90, William G. Sendlein (v) 88, Irving W. Stone (v) 86, Isidore Gold (v) 84, Harry J. Hurley (v) 72, Peter Pinto (v) 70, Selma E. Einsohn 100, Nina Cusumano 100, Mildred Schellinger 100, Sarah J. Raimondi 98, Frances M. Leonard 98, Betty Groveman 96, Mary C. Platia 94, Elizabeth M. Donoghue 94, Rose Duditch 90, Marian Fried 90, Helen G. Berger 90, Miriam C. Moses 88, Mildred Intner 86, Lucille J. Poniatoweli 86, Vincent F. Albano Jr. 86, Harriet B. Denenberg 86, Jean Lewengood 84, Lillian H. Romero 84, Dorothy V. Abt 84, James P. Reilly 84, Nora Perciavalle 84, Sylvia E. Jacobs 82, Maurice Perciavalle 82, Myrtle Nichols 80, Ann W. Smith 80, Millard E. Bowie 76, Florence Petersen 76, Jean A. Lehrer 76, Monica G. Burke 76, Sylvia Schuchman 74, Carmen A. Silva 74, Shirley Kramer 74, Arabelle S. McCauley 74

ELECTRICIAN (5199)

- Jacob L. Amacher (d) 89800, Thomas A. Casey (d) 82850, James V. Thompson (d) 81700, Anthony C. Tsigonia (d) 71650, Charles W. Miller (d) 71350, James C. Pedersen (v) 91850, Edwin F. Vanecek (v) 91800, Louis G. Schnitzer (v) 89950, Reuben Miller (v) 88500, William T. Schoell (v) 88150, Abraham H. Zeldman (v) 87200, William Kusen (v) 86200, Edwin W. Chittenden (v) 86000, Eugene A. Kramer (v) 85000, James H. Kirk (v) 83500, Alfred A. Ross (v) 82500, Charles G. Hendricks (v) 82200, Alfred W. Schmeyster (v) 81350, Maurice A. Dee Jr. (v) 80150, Chas. E. Buschkamp (v) 80050, Anthony J. Zafarino (v) 80050, Stanley E. Cohn (v) 79300, John J. Katanik (v) 79550

KEY ANSWERS

MOTORMAN

IRT Division (Promotion, 5472) Transit System and Special Military Examination No. 4 for Promotion to Motorman NYC Transit System Tentative key answers for written tests held December 6.

- IRT Division 1,B; 2,D; 3,B; 4,C; 5,D; 6,A; 7,A; 8,A; 9,B; 10,C; 11,O; 12,P; 13,H; 14,K; 15,M; 16,L; 17,J; 18,C; 19,C; 20,D; 21,C; 22,D; 23,B; 24,C; 25,C; 26,C; 27,C; 28,D; 29,D; 30,D; 31,C; 32,B; 33,B; 34,D; 35,D; 36,D; 37,A; 38,A; 39,A; 40,B; 41,C; 42,A; 43,D; 44,A; 45,B; 46,A; 47,D; 48,B; 49,B; 50,D; 51,C; 52,H; 53,C; 54,E; 55,B; 56,C; 57,A; 58,E; 59,B; 60,B; 61,A; 62,B; 63,A; 64,L; 65,D; 66,H; 67,C; 68,A; 69,K; 70,M; 71,J; 72,E; 73,B; 74,A; 75,C; 76,C; 77,B; 78,C; 79,B; 80,B.

BMT Division

- BMT Division 1,B; 2,D; 3,B; 4,C; 5,D; 6,A; 7,A; 8,A; 9,D; 10,C; 11,O; 12,P; 13,E; 14,B; 15,M; 16,L; 17,A; 18,D; 19,C; 20,D; 21,C; 22,D; 23,B; 24,C; 25,C; 26,C; 27,C; 28,D; 29,D; 30,D; 31,C; 32,B; 33,B; 34,D; 35,D; 36,D; 37,A; 38,A; 39,A; 40,B; 41,C; 42,A; 43,D; 44,A; 45,B; 46,A; 47,D; 48,B; 49,B; 50,D; 51,C; 52,H; 53,C; 54,E; 55,B; 56,C; 57,A; 58,E; 59,B; 60,B; 61,A; 62,B; 63,A; 64,L; 65,D; 66,H; 67,C; 68,A; 69,K; 70,M; 71,J; 72,E; 73,B; 74,B; 75,C; 76,D; 77,B; 78,C; 79,B; 80,B.

IND Division

- IND Division 1,B; 2,D; 3,B; 4,C; 5,D; 6,A; 7,A; 8,A; 9,B; 10,C; 11,O; 12,P; 13,E; 14,B; 15,M; 16,L; 17,A; 18,D; 19,C; 20,D; 21,C; 22,D; 23,B; 24,C; 25,C; 26,C; 27,C; 28,D; 29,D; 30,D; 31,C; 32,B; 33,B; 34,D; 35,D; 36,D; 37,A; 38,A; 39,A; 40,B; 41,C; 42,A; 43,D; 44,A; 45,B; 46,A; 47,D; 48,B; 49,B; 50,D; 51,A; 52,H; 53,C; 54,E; 55,B; 56,C; 57,A; 58,E; 59,B; 60,B; 61,A; 62,B; 63,A; 64,L; 65,D; 66,H; 67,C; 68,A; 69,K; 70,M; 71,J; 72,E; 73,B; 74,B; 75,C; 76,B; 77,B; 78,C; 79,B; 80,B.

Last day for filing protests to NYC Civil Service Commission, 299 Broadway, New York 7, N.Y., is Tuesday, December 23.

(Cont. from Preceding Column)

- Anthony Rocchie (v) 79300, Isadore B. Stein (v) 79150, Bernhard H. Rackow (v) 78900, Arthur W. Watson (v) 78600, Joseph D. Lima (v) 78450, Anthony Stanganelli (v) 78400, Henry Fedders (v) 77800, Walter W. Turnbull (v) 77500, Charles DeFelippo (v) 77500, John L. Tuozzolo (v) 77450, John P. Jarem (v) 77150, Albert Weinberg (v) 76650, Paul R. Plouff (v) 73800, William J. Lageman (v) 73800, Robert J. Anderson (v) 73650, Thomas G. Reilly (v) 73200, Ralph F. Merola (v) 73150, Frank E. Larke (v) 73000, Chas. A. McCormack Jr. (v) 72500, William Hunter (v) 72000, Edward J. Lanza (v) 71650, Wm. J. Chiusano Jr. (v) 70700, Abraham Rich 93850, Walter A. Dausacker 92950, Joseph C. Bennett 91200, Gilbert C. Lewis 91200, Robert G. Klein 91100, John Carroll 90850, Felice S. Mannino 9850, John C. Peacock 89200, Glenn L. Moore 88350, August E. Hammer 88000, Ernest E. Lowber 87800, Warren Dittmer 85150, Nathan Doctors 84650, Frank C. Martucci 84500, Joseph P. Zoha 84350, Anthony Casale 84300, Basil J. Luludis 84150, Jacob Rall 84050, William P. Hald 83800, William E. Jordan 83700, Harry Romanofski 83550, Frank J. Ruzbarsky 83450, George A. Laine 82800, Jacob Mittleman 82800, Finn A. Nilsen 82450, Harold B. Straube 81500, Joseph C. Smith 81400, Anthony Mannona 81400, Frank S. Campanell 81350, Isidor Helfman 81000, David Hinden 80950, Roy G. Hagstrom 80200, David L. Abel (v) 80100, Louis J. Walfl 79550, Nathan Cohen 79500, Joseph Mercante 79150, Thomas C. O'Brien 78850, Anthony Chirles 78350, Louis Abad 77550, Joseph Jacoby 75800, Louis Cohen 74300, James E. Fields 74150, John Wizemann 73850, Isadore A. Bumas 73000, Robert T. Levine 72850, Vincent A. Raia 69650

Carton Backs O'Dwyer On State Aid Plea

Special to The LEADER UTICA, Dec. 22 — Patrolman John E. Carton, President of the NYC Patrolmen's Benevolent Association, called for increased State aid to cities as he warned a legislative committee of "a distinct possibility of a demoralizing trend within police ranks," unless wage adjustments are granted. Salary increases for law enforcement officers throughout the State depend largely on whether the State grants the increased aid

requested by the cities. Mr. Carton said. He explained that NYC needs \$84,000,000 in State aid which Mayor William O'Dwyer urged last week. "It is agreed on all sides," he said, "that policemen are entitled to a salary adjustment of at least \$600. It is only a question of revenue. Our plight grows worse daily. Greater State aid is vital. Unless it is forthcoming and unless adjustments are made, there is a distinct possibility of a demoralizing trend within police ranks."

MEDICAL-PHYSICAL TEST FOR ATTENDANT AROUND JANUARY

Attendant, Grade 1, medical and physical requirements have been announced by the NYC Civil Service Commission. The qualifying test has not been scheduled yet, and is not expected to be held before the end of January.

tends to impair the health or usefulness. For all other positions filled from the resultant eligible list minimum requirements permit blindness in one eye, but 20/40 in the other; sight in both eye, but not less than 20/80; one arm, leg hand or foot amputated, paralyzed or lame, but full use of other extremities; slight hernia or slight varicose veins.

The Commission will call candidates who passed the written test taken November 8 by 9,173 persons. The papers now are being rated.

Disqualification Causes Among the causes for disqualification are serious organic diseases, disease of the heart or lungs, hypertension, history of epilepsy or serious mental illness; venereal disease, diabetes, asthma, cancer, goitre, extensive varicose veins or any disease, injury or abnormality which in the opinion of the Medical Examiner, tends to impair the health or usefulness.

Dual Selection Two sets of standards have been set up for the test. The first set is for men and women appointed to Attendant, Bridge Tender and Elevator Operator jobs. They are required to have 20/40 vision in each eye, normal hearing without hearing aids, and no disease, injury or abnormality which, in the opinion of the Medical Examiner,

The seven major civil service employee organizations of uniformed force and civilian personnel in the Department of Correction have called upon Mayor O'Dwyer, in a letter, to provide not less than a \$600 increase in the cost of a living bonus for city employees.

SEVEN ORGANIZATIONS UNITE ON REQUEST FOR \$600 RAISE

The seven major civil service employee organizations of uniformed force and civilian personnel in the Department of Correction have called upon Mayor O'Dwyer, in a letter, to provide not less than a \$600 increase in the cost of a living bonus for city employees.

that the Correction Officers Benevolent Association, one of its affiliates, which went on record three months ago for a \$350 increase, has now revised its estimate, as a result of the living cost spiral since then, to agree with that of the Patrolmen's Benevolent Association, \$600.

Legion Post Aids Bonus Applications

The NYC Transportation Post, 1172, American Legion, headquarters will be open from 6:45 p.m. to 10 p.m. on January 2-3, and from January 4 to the 10 inclusive, to assist all veterans of the NYC Transit System and all veterans who live in the neighborhood of the Post quarters in the distribution and the preparation of the N.Y. State bonus applications.

The Joint Salary Committee also requested that a 10 per cent increase be granted to all civilians in the prison system whose work brings them into contact with prisoners, on the ground that the additional hazard they face, merits it. The various titles involved are those such as Clerk, Baker, Cook, Instructor and Auto Engineer.

The Post is also in possession of a limited number of World War II Victory Medals and the American Defense Medal for distribution to veterans.

The committee calls for a single salary scale for Prison and Police Officers, which would necessitate a \$380 adjustment for the 699 men and 97 women officers in the municipal prison system.

Applicants for the bonus should have a full-sized photostatic copy of their discharge papers, for the Victory Medal and Defense Medal, Original Discharge papers must be submitted.

HELP WANTED AGENCIES FULTON AGENCY 93 NASSAU ST. CO 7-7392

WHITESTONE 15-15 PARSONS BOULEVARD Modern Brick-frame bungalow, slate roof, 4 1/2 rooms. Colored tile bath expansion attic. Steam-oil. Insulated. Attached garage. 40 ft. plot. Immediate occupancy. \$16,500. By appointment. EGBERT at Whitestone, FL 3-7707

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300 VETERANS NOW WANTED NOW VACATION IN FLORIDA AND LEARN TO FLY Under G.I. Bill of Rights Appointments at your convenience. For information write or phone Osceola Aviation Activities, Inc. 11 W. 42nd St., NYC LO 5-6880

PROGRESSIVE PLACEMENT SERVICE, 80 Warren St., Suite 508. WO 2-4957 Vets 25 per cent discount Coml. Tech. Sales Positions—Beginners or experienced. Apply all week. Positions from \$25 to \$100.

GET ON THE RIGHT ROAD Discover the Job for YOU. Scientific aptitude and ability tests will open your eyes towards your future success. Know The Job You're Fitted For Special Attention given to disabled and handicapped children and adults. VOCATIONAL COUNSELING Dr. T. Wagner 120 Broadway BE 3-8194

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NEW YORK CITY NEWS

Conductor Study Material Progress Report

Seven schools have been scheduled for use in the Conductor, NYC Transit System, written test to be held on Saturday, January 10, the NYC Civil Service Commission announced.

The written test, which is the only basis for judging candidates in the examination, will have a weight of 100, with a pass mark of 70 per cent. It will evaluate the candidates' general intelligence and ability read and follow instructions.

A difficult test is expected, which will eliminate at least half of the candidates. Persons therefore are advised to prepare thoroughly for the test by taking courses, obtaining study books and following the official study material which appears in The LEADER, beginning with this issue.

Eight hundred candidates have been assigned to Straubenmuller Textile; 1,215 to Grover Cleveland; 1,629 to DeWitt Clinton; 2,000 to Abraham Lincoln; 2,271 to Franklin K. Lane; 1,800 to George Washington, and 1,395 to Seward Park. The total accounts for all who applied, but usually about 18 per cent fail to show up in large open-competitive exams.

Applications for Conductor were accepted in November at all five borough offices of the City Collector. The Board of Transportation lists 700 vacancies now, with approximately 2,100 more job opportunities anticipated during the four year legal life of the eligible list.

The first installment of the study material follows:

Directions For Answering Questions

Four possible answers (A), (B), (C), or (D) are suggested to answer each item. ONE of these answers is the BEST answer.

Sample Item O is done correctly on the Answer Sheet for illustration.

Item O. The name of the Mayor of New York City is

- (A) Lyons (B) O'Dwyer (C) Curran (D) Roosevelt.

1. New York City Police Headquarters is on (A) Centre St. (B) Church St. (C) Broadway (D) West Street.

2. Efforts are being made by the City to have employers stagger the working hours of their employees in order to (A) increase subway revenue

- (B) increase war production (C) reduce rush hour congestion (D) give employees more time for recreation.

3. The Navy Yard in New York is located on (A) Gravesend Bay (B) the Hudson River (C) the East River (D) Jamaica Bay.

4. Spitting is prohibited in subway cars mainly to (A) encourage politeness (B) prevent spread of disease (C) reduce the cost of cleaning cars (D) prevent slipping.

5. Maps are posted in subway cars (A) to encourage subway riding (B) for advertising purposes (C) for the convenience of subway employees (D) for the convenience of passengers.

6. Express trains require less time than locals to travel between two distant points because the expresses (A) generally take shorter routes (B) make fewer station stops (C) are not required to wait for locals (D) have fewer cars.

7. When summoning an ambulance for an injured person it is most important to give (A) the place where he may be found (B) the cause of the accident (C) his name and address (D) a detailed account of his injuries.

8. La Guardia Airport is located in the County of (A) Kings (B) Richmond (C) Nassau (D) Queens.

9. The New York City Transit System is owned

(A) and operated by the City (B) by the State but operated by the City (C) and operated by the Transit Commission (D) by the City but operated by private corporations.

10. The best directions which can be given to a passenger are those which are (A) extremely detailed (B) direct and concise (C) lacking in details (D) tactful.

11. Accident reports are used mainly to (A) help determine legal responsibility (B) prevent legal action (C) prove employee was at his post (D) show that passengers are always negligent.

12. A conductor who receives \$0.65 per hour, and works 8 hours a day for 6 days, will earn a total of (A) \$28.80 (B) \$31.20 (C) \$39.00 (D) \$52.00.

13. Rubber is used along the vertical edge of subway doors mainly to (A) prevent injuries to passen-

gers (B) avoid damage to doors when they slam shut (C) make them quiet in operation (D) prevent glass in doors from breaking.

14. In a directory or guide to New York City, the location of the Custom House would most likely be listed under the heading of (A) City Offices (B) State Offices (C) United States Offices (D) County Offices.

15. Accidents are most effectively prevented by (A) spending large sums of money to prevent them (B) having spare employees for each position (C) posting notices on bulletin boards (D) employees being alert and cautious.

16. Staten Island can be reached by ferry from (A) Brooklyn and Manhattan (B) Brooklyn only (C) Manhattan only (D) Manhattan and Queens.

17. Free transfers from the IND Division to the IRT Division are available at (A) the 161st Street station (B) the Grand Central station (C) Borough Hall (D) no station.

18. When a subway car side door becomes defective, the door is locked to prevent its operation. The chief reason for doing this is to prevent (A) crowding around the door (B) passengers from operating the door (C) passengers from going to another car (D) accidents and delays in service.

19. In a directory or guide to New York City, the location of Radio City Music Hall would most likely be listed under the heading of (A) Radio Studios (B) Music Schools (C) Theatres (D) Concert Halls.

20. An important reason for prohibiting smoking in the subways is to (A) keep the subways clean (B) raise money by means of fines (C) prevent accumulation of smoke in the tunnels (D) reduce the danger of fire.

21. Ellis Island can be reached directly by ferry from (A) St. George (B) the Battery (C) Jersey City (D) Liberty Street.

22. Starting at 4:00 A.M. trains leave a terminal every 12 minutes. After 6:00 A.M. trains leave every 10 minutes. The number of trains leaving the terminal from 4:00 A.M. to 6:42 A.M. is (A) 13 (B) 14 (C) 15 (D) 16.

KEY ANSWERS

- 1.A; 2.C; 3.C; 4.B; 5.D; 6.B; 7.A; 8.D; 9.A; 10.B; 11.A; 12.B; 13.A; 14.C; 15.D; 16.A; 17.A; 18.D; 19.C; 20.D; 21.B; 22.C.

P.102.44. Assistant Civil Engineer (Struc.), PW (Prom). Rating of written in progress.

5257. Assistant Electric Engineer. Rating of written in progress.

P.100.44. Assistant Elec. Engineer (Prom.). Rating of written in progress.

5232. Assistant Landscape Architect. Rating of written in progress. 5500. Assistant Landscape Architect, HA (Prom.). Examinations ordered.

5138. Assistant Mechanical Engineer (Prom.). Rating of written in progress.

5164. Assistant Mechanical Engineer. Applications accepted until November 24.

5389. Assistant Resident Bldgs. Supt. (Prom.). Ad with Advisory Board.

5390. Assistant Resident Bldgs. Supt. Ad with Budget Director.

5400. Associate Chief of Project Plan. Action deferred by Advisory Board.

5405. Associate Chief of Project Plan. (Prom.). Action deferred by Advisory Board.

5295. Civil Engineer, PB, PM, PX, PR (Prom.). Examination notice amended.

5439. Civil Engineer (Bldg. Construction), DE (Prom.). Ad approved by Budget Director.

5445. Civil Engineer (Structural), PM (Prom.). Examination notice approved.

5438. Civil Engineer (Water Supply), WB (Prom.). Ad with Budget Director.

5207. Civil Engrg. Draftsman. Rating of written in progress.

5208. Electrical Engrg. Drafts-

man. Rating of written in progress.

5189. Electrical Inspector, Gr. 3. Rating of written in progress.

5305. Electrical Inspector, Gr. 3, DW, CO (Prom.). Exam postponed.

5062. Electrical Inspector, Gr. 4, DW (Prom.). Exam postponed.

5204. General Park Foreman (Prom.). Rating of written in progress.

5372. Inspector of Boilers, Gr. 3, Ad with Budget Director.

5359. Inspector of Buildings, Gr. 3, FD (Prom.). Applications accepted until November 24.

5449. Inspector of Cement Tests, Gr. 4, PQ (Prom.). Examination approved.

3312. Inspector of Construction, Gr. 3 (Prom.). Written Nov. 19.

5435. Inspector of Construction (Housing), Gr. 4, HA (Prom.). Ad prepared and submitted.

5436. Inspector of Construction (Housing), Gr. 4. Ad prepared and submitted.

5504. Inspector of Elevators, Gr. 3. Examination ordered.

5434. Inspector of Equipment, Gr. 3 (Prom.). Applications accepted until November 24.

5421. Inspector of Fuel & Supplies, Gr. 3. Ad with Budget Director.

5496. Inspector of Housing, Gr. 3 (Prom.). Examination approved.

5497. Inspector of Housing, Gr. 3. Applications accepted until November 24.

5243. Inspector of Masonry Gr. 3 (Prom.). Exam completed.

5410. Inspector of Public Works, Gr. 4 (Prom.). Ad with Budget Director.

INTELLIGENCE TEST

1. The fact that a stenographer newly assigned to your bureau is very quiet and unobtrusive: (A) proves that she is a fast and accurate worker; (B) indicates that she is likely to be a fast worker, but not very accurate; (C) should be taken as evidence that she is likely to be an accurate worker, but not very fast; (D) is a good indication that she will prove to be both slow and inaccurate in her work; (E) should not be interpreted as conclusive evidence of either the speed or the accuracy of her work.

2. Suppose that, during the past month, Stenographer "A" has worked a total of T hours, where T is greater than the departmental average. The number of hours which Stenographer "B" has worked during the same period of time is less than the departmental average. Of the following, the most accurate statement is that, during the past month: (A) Stenographer "A" and Stenographer "B" together have worked a total of twice T hours (B) Stenographer "B" has worked fewer hours than Stenographer "A"; (C) Stenographer "B" has worked more than T hours; (D) the average number of hours worked by Stenographer "A" and Stenographer "B" exceeds the departmental average; (E) none of the foregoing options is necessarily true.

3. Suppose that the time required for transcribing a letter is generally M times the time required for dictating the letter. If a letter is dictated in R minutes, your best estimate as to the time generally required for transcribing the letter is: (A) R plus M minutes; (B) R divided by M minutes; (C) R times M minutes; (D) M divided by R minutes; (E) 60R divided by M minutes.

4. The stenographer who votes intelligently should know that, of the following, the city official whose term of office is two years is the: (A) City Treasurer; (B) Borough President of Brooklyn; (C) City Councilman; (D) Corporation Counsel; (E) City Registrar.

5. The stenographer who is aware of current civic developments should know that, of the following, the most important

step in the direction of county reorganization in New York City has been the: (A) elimination of certain non-essential functions of the Municipal Courts; (B) assumption by the City Council of certain functions previously performed by the Borough Presidents; (C) consolidation of the five county offices of Sheriff into one city-wide office; (D) elimination of certain offices formerly under the direct jurisdiction of the Borough Presidents; (E) revision of county taxation procedures.

6. The State of New York grants a certain measure of home rule to localities such as the City of New York. Every intelligent stenographer in the City's service should know that the one of the following which expresses most accurately a significant reason for granting home rule is that (A) experimentation with new forms of government and popular control should be discouraged as far as possible; (B) local problems should more appropriately be handled by the people directly concerned with them; (C) governmental procedures should not vary unduly from locality to locality within the State of New York; (D) large scale planning for the welfare of the entire State is thereby facilitated; (E) centralized government control is a more efficient means of carrying out the popular will.

KEY ANSWERS

- 1.E; 2.B; 3.C; 4.C; 5.C; 6.B;

Tests Up to Patterson

Advertisements for six open-competitive and promotion examinations have been approved by the NYC Civil Service Commission. They now go to Budget Director Thomas J. Patterson for his approval.

The promotion examinations are Inspector of Construction (Housing), Grade 4; Associate Chief of Project Planning (Housing Authority), NYC Housing Authority, and Field Auditor, Board of Transportation. The open-competitive examinations are Associate Chief of Project Planning (Housing Authority), Inspector of Construction (Housing), Grade 4, and Inspector of Steel (Shop), Grade 3.

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STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of BRULATOUR REALTIES CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany (Seal) This 12th day of December, 1947. Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

OPTICIAN - OPTOMETRIST DR. ALBERT POLEN. Estimates Cheerfully Given - Low Prices. 185 3d Ave. GRamercy 3-3434. Daily 9 A.M. to 8:30 P.M.

NEW YORK CITY NEWS

FIRE LINES

Under the Helmet

Attention of all officers in charge of fires is being directed to the fact an order is still in effect against apparatus or hose that blocks busy roadways...

Among the fire fighters injured at the \$500,000 three-alarm fire in Jamaica were Firemen Albert Breusch and George Murphy...

Fireman John J. Sullivan, of Springfield Gardens, going home from a 4 x 12 tour last week, surprised a Peeping-Tom in his yard...

According to Samuel Galston, Director of the Examining Division for the Civil Service Commission, the three F.D. promotion exams are being rated as fast as possible...

Ballots on preference of hours (six 8's and a 48 or 2 x 2 with a 72) have been mailed out by the UFA to the various fire houses...

Last Sunday, the Fire Department Holy Name Society played host at a Christmas party given at the Founding Home on East 68th Street...

In a very heated election in the St. George Association, Harold Shaw, E.73, was reelected President over Lieut. Herbert Marks...

president Fireman Robert A. McDermott, Eng. 7, won over Fireman Andrew Keil, H&L 143, by a vote of 399 to 304...

Chapter 8, Sec. 8.1 of General Order No. 1 of 1936 has been amended by adding the following: "Before a special call for a Rescue Company is transmitted at a fire or emergency the Officer in Command shall notify the Dispatcher, by telephone, whether special equipment or supplies are required..."

Coming Events

Saturday, December 27, Annual Scholarship of the St. George Association to be held in the Delahanty Institute on W. 42nd St. at 10 a.m.

Tuesday, January 13, 1948, Reg-Dept. Post 930, American Legion, ular meeting of the New York Fire Werdermann's Hall. Magistrate Edward Thompson and former Edward Thompson, former Fire Lieutenant, will address his fellow legionnaires.

Fire Dept. Quota

December 20, 1947

Table with columns: Rank, Quota, In Forec. Rows include Chief of Staff & Operation, Chief of Department, Deputy Chiefs, Battalion Chiefs, Medical Officer "in Charge", Medical Officers, Chaplains, Captains, Lieutenants, Aetg. Batt. Chiefs, Engineers of Steamer, Marine Engineers, Pilots, Fireman (all grades)*, Fire Marshal, Stokers (civilian), Military Service (all ranks).

* Excess of force over quota a bookkeeping operation, arising from men on study leaves carried on rolls; Firemen on paid payroll do not exceed quota.

Institution Engineers Seek Reallocation of Salary Grades

The Chief Engineers of the State of New York Institutions held their annual conference at 80 Center Street and 270 Broadway, in NYC. The conference was attended by 60 Institutional Chief Engineers...

Mr. Walsh, Mr. McMurdie, Mr. Frederic and Mr. Moses attended from the Engineering Department. Mr. A. Moses conducted the meeting.

The three-day conference was followed by the annual meeting of the Association of Chief Engineers and Assistants of New York State.

The following officers were elected: D. L. Alloway of Attica Prison, President; I. Scott, Creedmor Hospital, Vice-president, and H. Dresel, Batavia School for the Blind, Secretary-Treasurer.

The Association's business meeting was followed by a banquet and entertainment at the Woodstock Hotel.

NYC Key Answers

PLAYGROUND DIRECTOR (MEN) Tentative Key Answers for Written Test Held December 13

- 1. True; 2. False; 3. True; 4. False; 5. True; 6. True; 7. False; 8. False; 9. False; 10. True; 11. True; 12. False; 13. True; 14. False; 15. True; 16. True; 17. False; 18. False; 19. True; 20. True; 21. True; 22. False; 23. False; 24. True; 25. False; 26. True; 27. False; 28. True; 29. False; 30. True; 31. True; 32. True; 33. True; 34. True; 35. False; 36. False; 37. True; 38. True; 39. True; 40. True; 41. True; 42. False; 43. True; 44. False; 45. False; 46. True; 47. True; 48. False; 49. True; 50. True; 51. False; 52. False; 53. True; 54. True; 55. True; 56. True; 57. True; 58. True; 59. True; 60. False; 61. True; 62. False; 63. False; 64. False; 65. False; 66. True; 67. True; 68. False; 69. False; 70. True; 71. False; 72. False; 73. True; 74. False; 75. True; 76. True; 77. False; 78. False; 79. False; 80. True; 81. True; 82. False; 83. True; 84. False; 85. False; 86. False; 87. True; 88. True; 89. False; 90. True; 91. True; 92. True; 93. False; 94. False; 95. True; 96. False; 97. False; 98. True; 99. True; 100. True; 101. False; 102. False; 103. False; 104. True; 105. False; 106. False; 107. True; 108. False; 109. True; 110. True; 111. False; 112. False; 113. True; 114. False; 115. True; 116. True; 117. True; 118. True; 119. False; 120. False; 121. True; 122. False; 123. False; 124. False; 125. True; 126. True; 127. False; 128. False; 129. False; 130. True; 131. False; 132. False; 133. True; 134. False; 135. True; 136. True; 137. True; 138. False; 139. True; 140. True; 141. False; 142. True; 143. False; 144. True; 145. False; 146. False; 147. True; 148. True; 149. False; 150. True.

Last day to protest to NYC Civil Service Commission, 299 Broadway, New York 7, N. Y., is Tuesday, December 30.

WON'T REOPEN FILING PERIOD

The NYC Civil Service Commission has turned down the Sanitation Department's request to reopen the application filing period for the Foreman of Mechanics (Motor Vehicles) promotion examination.

Rules Are Announced For Fireman Exam

(Continued from Page 1)

Thereafter increases come with promotions.

Written Test in April

Applications will be accepted in all five borough offices of the City Collector, Mondays through Fridays from 9 a.m. to 3 p.m.

The NYC Civil Service Commission plans to give a competitive written test in April and have it completely rated by the end of May. The schedule then calls for a qualifying medical test in June at 299 Broadway.

Fire Commissioner Frank J. Quayle has estimated that a new list would be needed in the latter part of 1948. The Commission's plan would produce a new list no earlier than October 1, but definitely before December.

Liberal Construction

On the age requirements, the maximum of 29 will be figured as of the first day of the filing period, while the minimum of 20 will be

figured as of the last day. This gives borderline cases two weeks' leeway, and constitutes the most liberal interpretation. Veterans also will be permitted to deduct their period of service from their age to come within the maximum.

Acting Commission President Joseph A. McNamara warned that applicants should be sure they are eligible, or they will be wasting their time. The Commission will make a careful screening shortly after the written test has been rated. As for those who don't have the preliminary requirements, "we'll catch everyone of them," he said.

12 More Tests Are Initiated

Twelve open-competitive and promotion examinations have been ordered by the NYC Civil Service Commission. They include Medical Social Worker, Grade 2, Hospitals, and Claim Examiner (Torts), Grade 3, Transportation, both promotion tests, and the following open-competitive tests:

- Fireman (F.D.), Auto Mechanic (Diesel), Welder (Electric), Assistant District Health Officer, Chief of the Division of Physically Handicapped Children, Chief of the Division of Venereal Disease Research, Director of Bureau of Tuberculosis, Supervisor of Clinics, Tuberculosis Clinician and Addressograph, Operator, Grade 2.

Training School Guide To Aid Career Choice

An annual Career Training School Guide, published by The LEADER, will be issued late this month and distributed to high schools, public libraries, employment centers, as well as being obtainable as The LEADER Bookstore, 97 Duane Street.

The pocket-sized publication contains valuable information on career schools, their locations, their curricula and descriptions of special courses. It is free of charge. Address The LEADER, 97 Duane Street, New York 7, N. Y.

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Dime Savings Bank Brooklyn, to Frolic

This Wednesday, December 24, the Glee Club of The Dime Savings Bank of Brooklyn will entertain depositors and friends from 1:00 to 2:00 o'clock at the main office of the bank, at Fulton Street and DeKalb Avenue, Brooklyn. This will be the fourteenth annual Christmas Carol Sing to which the public has been invited.

Howard C. Kelly On League Council

Howard C. Kelly, a member of the Executive Committee of the Civil Service Reform Association and also a member of the Harold J. Fisher Memorial Award Committee and of the Board of Higher Education, has been elected to the Council of the National Civil Service League.

5 PROMOTION LISTS FINAL

Five promotion eligible lists have been promulgated by the NYC Civil Service Commission. They are Cashier, Grade 4, General Administration, Board of Transportation; Photostat Operator, Grade 3, Office of the Register; Blueprinter, Grade 3, Public Works; Photostat Operator, Grade 3, Health, and Blueprinter, Grade 3, Manhattan Borough President's Office.

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Season's Greetings JOE TERRY BARBER SHOPS "It Pays to Look Well" 306 Broadway, N.Y.C. BE. 3-9858

NEW YORK CITY NEWS

Policies Changed On Requirements And Eligible Lists

The NYC Civil Service Commission has completely reversed the policy of the previous administration on examination requirements, to broaden the eligibility and avoid any possibility of tight requirements being intended to favor particular individuals.

The previous high regard given to education involving majoring in a particular subject no longer prevails. Instead a college degree is required only for jobs where such educational requirements are necessary for the proper performance of the duties. Hence one college degree is as good as another, and "majors" taken for purposes of improving one's job-hunting prospects don't count anything extra.

"A person who has had several years of experience in personnel work in business, even if he has no college degree, is certainly better qualified for personnel work than somebody who has merely majored in personnel administration," said Acting President Joseph A. McNamara. "The assumption that majoring in any one subject makes one an expert in it is a fallacy. A former pro-

fessor, under whom I studied, use to call these major courses 'bread and butter' objectives, because students would take the courses for the better job prospects they offered from those who too highly respect 'majors' and not for any intrinsic value that such majoring contributed.

"A college degree is a college degree with this Commission now, and the majors are relegated to the minors."

The Commission studied examinations in which college degrees were required and came to the conclusion that the insistence was absurd in many instances. It vetoed a degree requirement in the Social Investigator test and now deletes it in other tests and will do so in still more tests. Jobs of a scientific or professional nature will carry degree requirements.

"The preliminary requirements must not be made the substitute for the examination," said Mr. McNamara. "Eligibility must be so broad as to open the exam as the law requires, and never to close it to favored individuals."

Eligible lists are promulgated

Investigator Appointment List Rushed

Social Investigator, Grade 1, eligibles are being given qualifying medical and oral tests simultaneously by the NYC Civil Service Commission. These tests are being expedited to permit Welfare Commissioner Benjamin Fielding to begin making the first of more than 1,000 appointments as soon as possible.

All disabled veterans on the list already have been examined by the Medical-Physical Bureau which has announced the following schedule for the remaining eligibles: Dec. 24, 200 eligibles; Jan. 5, 300 eligibles; Jan. 6, 200 eligibles; 300 eligibles on Jan. 10, 13, 14, 16 and 20. Medicals will be completed Jan. 28 when the last 60 eligibles on the list are called. The test is being conducted under the direction of Paul M. Brennan.

The qualifying oral tests were started last Tuesday. A complete schedule for this test will be announced shortly.

The list was published recently with 2,250 names. It will be promulgated as soon as the qualifying tests are completed and the claims for veteran preference have been investigated.

now only when appointments of already investigated candidates can be made, to avoid the confusion and injustice of rescinding appointments.

EDITORIAL

Secrecy Injures Public Affairs

FORMER Welfare Commissioner Rhatigan charged before the State Welfare Board that Communist influences in the NYC Welfare Department have been well known for some years now. He referred specifically to the investigation on this subject made in 1941 by the staff of William B. Herlands, then Commissioner of Investigation. No report of this investigation has yet seen the light of day. The LEADER, when first apprised of the existence of this particular investigation, tried every which way to get the findings made a matter of public record, for the public press and certainly for The LEADER, arguing that an investigation so concerned with the City's welfare belongs to the people of the City. We have tried to get at other similar reports, such as one dealing with employee relations in the Sanitation Department for many years. But always we have come head-on to a locked door marked, "Secret—Public Not Admitted!" If the Herlands findings had been made public some years back, it certainly seems conceivable that much of the present welfare mess might have been avoided. The lesson to be learned here is so simple it hardly bears pointing out. The LEADER earnestly hopes that in the future, when investigations of this kind are made, their findings will go to their rightful owners, the people of the City of New York, through their public press, and not just to the most convenient pigeon-hole in City Hall or in a Commissioner's office.

NECESSARY KNOWLEDGE

By PHILIP FINE

New Bases in Disability Preferences Cases

SWIFTLY changing events again have caused a major revision in veteran preference regulations for NYC Civil Service Commission examinations. The latest change affects disabled veteran preference claimants.

Under a court order, the Commission is requiring, at least temporarily, that vet disability claimants have at least 10 per cent ratings from the Veterans Administration. Those who in recent months have been considered disabled veterans on the basis of less than 10 per cent disability have had this primary preference revoked and have been granted secondary, or non-disabled veteran, preference instead.

The entire situation may be upset again by appeals in three law cases. This latest decision on which the NYC Commission is acting, was handed down by Supreme Court Justice John E. McGeehan.

The Withholding 'Tax'

In terms of appointments and promotions from current lists, here is what the court order means to eligibles:

Suppose A and B had been granted disabled veteran preference with less than 10 per cent disability. They now have been removed from the group of disabled veterans and arranged in the order of their rating among the non-disabled veterans. However, suppose they had appeared among the first 10 disabled veterans, and there are 10 jobs which now are going to be filled from the list. Under regulations issued by the Commission and Budget Director Thomas J. Patterson, only 8 of those 10 positions may now be filled. Two jobs must be left open in the event that the courts rule A and B are eligible for disabled veteran preference. If these positions were not left open and Justice McGeehan's opinion were reversed, those eligibles conceivably could sue the city for back pay they would have received had they been appointed at the same time as eligibles with disabled veteran preference, but lower examination ratings, the Budget Director has been informed.

Other veteran preference regulations and benefits continue to be the same. These were discussed in a column appearing in The LEADER issue of November 25.

Russo Is Elected Welfare Guild Head

The Rev. Henry J. Pregenser, Chaplain of the Ozanam Guild of Catholic employees of the Department of Welfare announced that the following officers had been elected for 1948:

President, Anthony C. Russo; Vice-president, Marion Griffin; Treasurer, Mary Caruso; Secretary, Marie Walsh; Masters-at-Arms, Frank Kennedy and Harry Dixon.

The newly-elected President lives in Flushing. He has been an employee of the Department for 11 years, and was formerly Vice-president of the Guild. He is an active member of the Catholic Debating League of Brooklyn, a retreat promoter of Mount Mahresa Retreat House in Staten Island, a member of St. Mary's, Flushing, Holy Name Society and a member of the Brooklyn Nocturnal Adoration Society.

The new officers will be inducted at a combination social and meeting which will be held at St. Matthew's Hall, 216 W. 68th Street, Manhattan on Wednesday night, January 14. Members of the St. George Society of the Welfare Department have been invited to attend.

HIP Drive is Begun In Four Colleges

A drive to enroll staff members of the Board of Higher Education and their dependents in the Health Insurance Plan of Greater New York and the Blue Cross Hospital Plan has begun, Albert Pleydell, HIP general manager, announced.

Dr. Ordway Tead, President of the Board, has sent a letter to each eligible employee of Hunter, City, Brooklyn, and Queens colleges stating that he realizes "the interest of members of the staff of the Board of Higher Education in program of social protection" and feels that they "will be vitally interested in the proposed comprehensive prepaid medical program".

Those who enroll before the drive ends on January 31st will be eligible for complete medical and hospital care beginning March 1, with the city paying half the cost of both plans.

Enrollment procedure in the four colleges is being supervised by Mrs. Pearl Bernstein Max, Secretary of the Board, with the cooperation of Irwin Goldberg, Law Assistant.

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Latest dividend declared for the six month period ending Dec. 31, 1947 at the rate of 2% per annum.

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