

STATE LICENSE INSPECTOR JOBS TO OPEN—FULL REQUIREMENTS

See Page 8

THE NYC EMPLOYEE

A New Twist: Retroactive Promotions

By PHILIP FINE

Certifications being good for 30 days, they were functioning in either direction last week for some eligibles, so that the employees could be promoted to Clerk, Grade 3, 4 or 5, retroactive to July 1.

Since the cost-of-living bonus was incorporated into base pay as of that date, the promotion means no actual addition in money for nearly all of those to be promoted in this manner. But it does put them in the higher

(Continued on page 16)

Patrol Officers Sue U.S. Over Dismissals

Charles G. Randall of 64-45 Booth Street, Forest Hills, Queens, has announced that an action will be brought in the Federal District Court to vacate a decision by the United States Customs House which "riffed" Port Patrol Officers from their positions.

Mr. Randall, president of the Displaced Port Patrol Officers' Association, claims that their separation was in violation of the Civil Service Rules and Regulations and the Veterans' Preference Act of 1912 and 1944.

Mr. Randall asks that former Patrol Officers communicate with him.

Police, Firemen, Engineers Won't Be Drafted for War

The LEADER has learned from an authoritative source that all policemen and firemen are to be deferred from military service, "no matter how serious the international situation gets" and how many men are needed in the armed forces.

The reasoning behind this policy is that the work done by policemen and firemen is so vital for the home front that any war effort might suffer if they were taken from their local jobs. While many reasoned this way during World War II, the extended Civil Defense planned for the current effort makes the argument much more forceful this time. Policemen and Firemen, in addition to their regular duties, are expected to be called upon to serve as the training nucleus for Civil Defense workers.

In addition to policemen and firemen, other employees in critical City jobs will probably be affected. Water engineers and sewage engineers are examples of those considered.

Students Deferred

In other respects the Selective

Service system to be set up is still shrouded in questions, the answers depending in great part on what happens in Korea. The only definite information is that students at recognized educational institutions — both high schools and colleges — will have their induction postponed until the end of the academic year provided they stay in school in good standing. On the other hand, actual deferments are

being given for students in medicine, dentistry, veterinary medicine and osteopathy, and to students who plans to take such courses if they have completed a year of non-professional work and have been accepted provisionally by a recognized professional school.

At the moment, members of the Guard or Reserves who are in school are not to be deferred. School officials are battling this.

The Job MARKET

By MORTON YARMON

LABOR SHORTAGES among skilled shipyard workers—a common occurrence during World War II—is already here. The Brooklyn Navy Yard last week was in need of hundreds of workers on a 90-day temporary basis. Former em-

(Continued on page 11)

NYC Grade 2 List Will Be Published in September; Provisionals to Lose Jobs

The NYC clerk grade 2 list of civil service eligibles will be published in September.

It will contain 9,797 names.

Nearly 30,000 persons took the

examination, held February 4, 1950.

The list will be made available to all City departments. And it is expected that appointments

from it will come quickly after the roster is made public. The Municipal Civil Service Commission is working to meet the September deadline placed on the list, and has placed five additional investigators on the job.

Vet Preference Question

In a list of this size, the question of veteran preference is of major importance. A new type of preference goes into effect January 1, 1951. By publishing in September, the present preference remains in effect for this list for a period of three to four months. This means that disabled veterans go to the top of the list; then non-disabled veterans; then non-veterans. It is probable that a large section of the veterans will find appointment before January 1, when the positions of those on the list will have to be revised.

Dr. Frank Schaefer, secretary of the Commission, informs The LEADER that the clerk grade 2 list will be used only for clerical positions.

Provisionals to Be Replaced

It is expected that many provisional employees now serving in clerical jobs, without having taken civil service examinations, will be replaced when this list comes out.

Work Begins on NYC Career and Salary Survey

Work has already started on the NYC career and salary study.

The job will affect more than 100,000 civil service employees.

At a meeting held on Tuesday,

July 25, representatives of Griffenhagen & Associates met with representatives of the City to work out a questionnaire which will eventually be sent to every City employee who is included in

the survey.

The questionnaire will ask full details about the duties being performed by the employee, his civil service title, and his office title.

(Continued on page 14)

Assn. Annual Meeting To Be Held Oct. 3

By MAXWELL LEHMAN

ALBANY, July 31—The annual meeting of The Civil Service Employees Association, to be held on Tuesday, October 3, at a place yet to be decided, is expected to be the largest one it ever held. Added importance is given to the event because it will celebrate the fortieth anniversary of the Association.

It is expected that meetings and conferences will be arranged for the day preceding the Association meeting, and that panels will be held at which topics of importance to State and local employees will be discussed.

Election Results Oct. 3

At the annual meeting the ballots in the election of officers will be counted and the result announced. The nominating committee, of which Clifford C. Shoro, former president of the Association, is chairman, will present a proposed slate on Thursday, August 3, the deadline under the constitution and bylaws.

The balloting will be done by mail, as it was last year.

N. Y. State and Local Employees Excluded From Social Security

WASHINGTON, July 31—The Senate-House conferees agreed on the terms of the new Social Security bill.

Under the agreement, Federal, State and municipal workers, not now covered by a retirement system, would come under Social Security coverage. The State and municipal workers would be affected under Federal-State agreements.

The exclusion of such employees now covered by a retirement system resulted from objections of public employee groups to an

amendment as originally proposed, which would have made possible

(Continued on page 3)

Exam Study Books

Study books for Social Investigator, Clerk, Typist, Steno, File Clerk, Investigator and other popular exams are on sale at The LEADER Bookstore, 97 Duane Street, New York 7, N. Y. two blocks north of City Hall, just west of Broadway. See advertisement p. 15.

Are you reading The LEADER'S new features? They're important and interesting to you.

The JOB MARKET keeps you informed of new and unusual job opportunities, in addition to the regular civil service jobs; about deferments, manpower, and similar items.

YOUR PENSION gives you latest information and advice about retirement matters, written in clear, simple language.

DON'T REPEAT THIS, temporarily on vacation, reports and analyzes significant political matters. It will be resumed shortly.

Coming soon: A column devoted to CIVIL SERVICE AROUND THE GLOBE. What happens elsewhere can affect you. How does civil service work in the United Nations? Why do they use an ink-blot test to judge civil service candidates in New Orleans? Does the British public service work better than the American?

Coming soon: A column on PUBLIC ADMINISTRATION, dealing with the manner and methods by which government does its everyday job. These ideas are assembled from all parts of the United States.

For interesting, live, useful news of civil service and government be sure to read The LEADER regularly.

STATE AND COUNTY NEWS

\$535 Awarded State Aides For Suggestions

ALBANY, July 31—In the interests of efficient government, by expediting action on the hundreds of important suggestions made by its employees, the New York State Employees' Merit Award Board will continue its meetings throughout the summer months.

Members, who have voluntarily relinquished summer holidays for this task are Henry A. Cohen, chairman; Dr. Frank L. Tolman, and Edward D. Igoe.

Recent awards announced by Board are:

\$150 to **NORMAN NELSON**, Insurance Department, Albany, for preparing a complete summary of statistical data on fire insurance companies for the period 1860-1948. The Insurance Department has endorsed Mr. Nelson's accomplishment as a work of incalculable value both to the State and to insurance companies.

\$100 to **WILLIAM L. EDWARDS**,

Department of Mental Hygiene, for designing and constructing mechanical improvements in the sewage disposal equipment at Gowanda State Hospital that have resulted in increased operating efficiency.

\$50 to **RALPH C. BAILEY**, Department of Public Works, Hudson Falls. Employed at Lock 8, Champlain Canal. Mr. Bailey devised an improved method of fitting drive gears to the water wheel shaft that will materially reduce wear on the shaft and appreciably cut maintenance costs. Officials in the Department of Public Works plan to adopt the idea at other canal installations.

\$50 to **ALBERT HURWITZ**, DPUI, NYC, for working out a system of coding pay orders that will standardize departmental operating procedures.

\$35 to **MISS IRENE TEAL**, Department of Correction, Albany,

who developed a time-saving procedure for more effective maintenance of records in the Bureau of Identification which has made possible the consolidation of three separate files into one.

A Certificate of Meritorious Service and \$50 to **VINCENT C. BOYLE**, Department of Audit and Control, Albany. Mr. Boyle developed a more effective system for processing short form contracts relating to building repairs and alterations. Trials of the new system in the department indicate it will save time and filing space.

\$25 and a Certificate of Merit have been awarded to **WILLIAM A. COOKFAIR**, Department of Commerce, Albany. He has perfected a method for faster processing large size envelopes through an addressograph machine.

\$25 awards were also made to **FRED G. KIMBALL**, Public Works, Rochester; **CHARLES H.**

McSWEENEY, Public Service, Albany; and **PETER F. SHMIDT**, Correction, Comstock.

Certificates of Merit were also awarded to the following employees for suggested improvements in operating procedures in their respective agencies:

IRVING ARKIN, Division of Placement and Unemployment Insurance, Syracuse.

RUDOLPH H. BAYER, Department of Taxation and Finance, Albany.

HERBERT BERGER, Division

of Placement and Unemployment Insurance, NYC.

WONNIE BRANTLEY, Kings Park State Hospital, Kings Park. **FRANCES FERRIS**, Division of Placement and Unemployment Insurance, White Plains.

HELEN C. FORMAN, Department of Mental Hygiene, Albany. **LOUIS PALLADINO**, Division of Placement and Unemployment Insurance, Troy.

HARRY P. WILLIAMS, Department of Taxation and Finance, Albany.

COVERING THE STATE BEAT

By **H. J. BERNARD**
SERVICE RATING rules of the state are in for a thorough over-

hauling, even if the present rating method is to be retained. But some basic changes are likely. Service ratings always generate polar differences of opinion, but a near-agreement on some important aspects is reported. Phil Hagerty, a Civil Service Department division head, is lending a hand in the study.

One idea, injected by another staff member of the department, was to stop giving promotion credits based on service ratings and use the ratings only as an efficiency tool.

BY NOVEMBER, or surely by year's end, the State will issue a booklet of sample questions and answers. The type of exams given by the State will be reflected, but none of the questions and answers in actual exams will be given. Charles L. Campbell, Administrative Director, is guiding the preparation.

OFFICE WORKERS' salary appeals will be "studied thoroughly," the Classification and Compensation Division announced.

"Such a study," the Division wrote to the Civil Service Employees Association, "will consume considerable time" and if "regradings are indicated for any part of the classification, they can be made in time for inclusion in the 1951-2 budget, provided the Budget Director should agree to the particular reclassification."

Titles include Clerk, Stenographer, and Typist and many others.

PROSPECTS look good for maintenance men being reclassified, with the employees possibly being included in the particular trade groups into which their duties put them. Also, the Public Works Department is trying to eliminate per diem pay basis for those who were left off the annual-pay bandwagon in the recent cheerful improvement.

THE ASSOCIATION is polling affected members on a proposal to put nurses in the competitive class. They're now non-competitive.

HERE'S THE SCORE to date on the new age-55 retirement applications:

Applications received: 32,269.
Coming in at the rate of 230 daily.

Deadline: December 31, 1950.
Act now! Don't get caught in a traffic jam!

THE PERSONAL SIDE—Allen Skinner Hubbard Jr., Chairman of the State Personnel Relations Board and up to press time its only member, at last has a telephone. Heretofore he had to hurry to an adjoining room to answer the phone. . . . A recent father met his friend, William J. Murray, Assistant Administrative Director of the Civil Service Department, on the street and regaled him with the techniques of administering to a new-born. Bill, the father of six!



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STATE AND COUNTY NEWS



Allen Skinner Hubbard Jr., recently named chairman of the State Personnel Relations Board, is greeted at the offices of the Civil Service Commission by its president, J. Edward Conway. Hubbard, New York attorney, will receive a salary of \$11,000 annually to direct the program designed to adjudicate State employees' grievances. Chairman Hubbard is at the left.



The Public Employee

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

A Major Weakness in State's Business

INERTIA is a major force in public administration. The tendency almost everywhere is to let well enough alone and to postpone dealing with major problems as long as possible. The fact that machinery exists for correcting major inequities and that the law requires that machinery be put to work when the aggrieved or injured employee so requests or demands, seems to make little difference.

In all my years of living with the public service, I have seen instance after instance where certain groups of employees or certain categories of workers have been exploited or forgotten as far as fair dealing and equal treatment or pay is concerned.

Years of effort and an expensive legislative survey were required to establish the principle of equal pay for equal work. It required a long campaign to raise the pay of highly trained men recruited during the great depression at token salaries, to parity with their fellow-employees. It required years of labor to abolish the sweatshop pay scales paid employees of the Mental Hygiene Department and to consider them as normal, efficient employees.

Ten-Year Poker Game

If the present tendency to pay higher rates for new positions created under new titles continues, it will be necessary to try again to obtain from the Governor and the Legislature observance in fact as in theory of the established policy of equal pay for equal work.

For ten years or more something resembling a poker game has gone on between the Civil Service Department, the Budget, the Correction Department and the officers and employees who protect the public from the insane criminals, and the criminals from each other. Debate has waxed tense, on the \$64 questions: When is a prison not a prison? and When is a guard of prisoners not a prison guard? Instead of looking honestly and critically at the jobs at Dannemora and Matteawan, attention has been too often directed to the hospitals in other departments and prevailing wage scales there.

Great hope was created when the Governor approved the placing of most of the personnel of these institutions in the competitive class with new employees to be chosen on the basis of merit and fitness. A long conference of all interested parties seemed to agree on minimum standards of education and experience.

That great hope was dimmed when the first examination under the new set-up was announced. The employees found that somehow the standards agreed upon had been forgotten and seemed to be back at the old sub-standard level of job requirements which would necessarily mean sub-standard wages. The matter was called to the attention of the State Civil Service Commission and is now under consideration by it. The Association has asked that the examination be postponed until the educational requirements can be amended.

The time has come, in my opinion, when justice and reason must prevail. We cannot longer tolerate half-way measures and evasion of fact.

Personnel Relations Board Will Act Even on 'Smallest Grievances,' Says Chairman

ALBANY, July 31—Full support by employees, of the labor relations program of the State, was asked by Allen Skinner Hubbard Jr., Chairman of the State Personnel Relations Board.

Policies will be determined after the Board is completed, Governor Thomas E. Dewey appointed the Chairman. The Governor will also name the members of two separate panels, one consisting of competitive employees, the other of any State officials or employees. From each of the two panels the Chairman will appoint one Board member and rotate such membership. The period of rotation is not specified in the rules set up by the Governor.

'Want to Be Right'

"We want to be sure we're right before we move," declared Chairman Hubbard. "The Governor feels the same way. He has a really

deep interest in the new undertaking."

Nothing Too Small

Chairman Hubbard added that the objective will be to have grievances settled at the supervisor level, and he thought that's where nearly all ought to be settled.

The procedure provides for an appeal by employees from adverse decisions by a supervisor, to an intermediate official, like a bureau head; and next to the department head, after which a final appeal could be made to the Board. The Chairman stressed that the Board itself can act only on final appeals. He has already been receiving requests to take original action and on "extraneous" matters, at that.

"Even the smallest grievance will be given full consideration," Mr. Hubbard assured.

The Board can only recommend, but it is expected that department heads would go along with a Board recommendation.

Tolman Hails Congress Stand Against Social Security for Protected Public Workers

(Continued from page 1)
Inclusion of State and local government workers in the Social Security System. There was no objection by such groups to the Social Security bill itself but to the proposed amendment that would have made it possible to include them under Social Security.

NYC Transit Workers Excluded

Another phase of the agreement by the conferees related to employees of a transit system taken over by a State or local government after 1936 and prior to 1951. They may be covered under Social Security, under the conference terms, except where there is a constitutional provision protecting existing public employee pension benefits. Such a provision is in the New York State Constitution, Article 5, Section 7: "After July 1, 1940, membership in any pension or retirement system of the State or of a civil division thereof shall be a contractual relationship, the benefits of which shall not be diminished or impaired." It was adopted by the 1938 Constitutional Convention on the proposal of John J. Bennett, the present Chief Justice of Special Sessions, and approved at the polls on November 8 of the same year.

Transit unification took place in 1939, so that, had the exception not been approved by the conferees, the bill slated to pass,

would have included NYC Transit System employees.

Dr. Tolman Approves

ALBANY, July 31—Dr. Frank L. Tolman, president of The Civil Service Employees Association, expressed satisfaction over the exclusion of public employees' standard pension systems from Social Security coverage.

"The Association has noted the action of the Senate and House conferees on the question of Social Security in reference to non-inclusion of public employees who have a standard pension system," he said.

"The Association joined with the vast majority of similar organizations throughout the nation in opposing former proposed provisions, included in the House draft of H.R. 6000, which provided for a referendum by public employees on joining the Social Security System.

New York's Unique Position

"The position of New York was unique, in that no other State had protection for its retirement system in the State Constitution. It was an easy assumption that it would be fine to add Social Security to the present pension system. However, the problem was not quite so simple, as the State would have to pay for both, and that raised the question of the probable effect of inclusion

under Social Security of the State Retirement System. It was perfectly evident that it would destroy all possibility of improving the present State Retirement System and would probably lead to efforts to break down the system so that there would be a single, instead of a double-headed, retirement plan.

"It is generally felt that the Constitutional provision could be amended as it was not an ironclad bulwark for the members of the Retirement System. Certainly so far as new members were concerned, the guarantee could be suspended. There are also a number of pension plans not protected by the Constitutional provision in which our members are interested and elements of uncertainty would be introduced into the total problem of Social Security for State and local employees.

Possible Effect on Social Security

"It was also felt that inclusion under Social Security would be a detriment, if not a bar, to improving other aspects of Social Security, such as disability pensions, health and sickness insurance and further liberalization of the State Retirement System which can be expected only if all the Social Security eggs are kept in one basket and not in two baskets.

"It is generally true that it is better to have a single, simple procedure and philosophy for protection of the aged, rather than having a complex, scattered, divergent series of provisions, often contradictory and unrelated, that can not easily be administered or improved.

Difficult Question

"As I have frequently stated, no one can say definitely whether or not the universal opinion of public employees was correct, whether we stood to gain or lose in opposing Social Security coverage for public employees, but after weighing all considerations, getting the best advice from experts and exercising the best judgment we reached a conclusion as carefully as possible. The vast majority of public employees were therefore right or wrong and we believe they were right."

Assistant Interviewer Test Won't Open Until Next Year

ALBANY, July 31—Reports that the State Assistant Interviewer list is exhausted are without foundation.

There will be no new Assistant Interviewer test this year.

This information has been issued by William Murray, Assistant Administrative Director of the State Civil Service Commission, to correct misapprehensions about this list. The facts are these:

Nearly 1,000 names remain on the Assistant Interviewer list. The roster has been exhausted for a few upstate spots, but there are 600 NYC names alone still available.

While an examination will be held next year, the Commission cannot now say when. If a new list comes out, the Commission has the power to extend the present list, if it so wishes, in order to allow those persons remaining on it to achieve appointment.

Assn. Membership 49,378, a Record; Drive Is on to Bring It to 50,000

ALBANY, July 31—Membership in the Civil Service Employees Association is at an all-time high; 622 new members are needed to reach the 50,000 mark. Total membership as of July 27, was 49,378, of whom 41,604 were in the State Division and 7,704 in the County Division. Executive Secretary Joseph D.

Lochner prepared the report. Association Headquarters is preparing special certificates which will be distributed soon to all Association chapters which have either reached a 75% or better rating as to membership or exceeded their membership of last year. The percentage is the ratio of members enrolled, to the total eligible employees.

A special membership report illustrates in detail just how each chapter of the Association throughout the State has made out in its Association membership campaign. The following tabulation is as of July 1, with percentages (P.C.) of membership possibility that was attained at that time:

ABC BOARD ASKS SPECIAL STATUS FOR EXECUTIVE

ALBANY, July 31 — The Alcoholic Beverage Control Board has asked Civil Service Commission approval to place the position of executive officer in the exempt or non-competitive class.

REGIONAL CONFERENCES

P.C.	Potential	Members
66 Capitol District	12,672	8,374
61 Southern	11,021	6,726
60 Western	10,323	6,232
59 Central	13,523	8,014
42 Metropolitan	22,445	9,461

DEPARTMENTS

87 Public Service	553	483
84 Agriculture & Markets	496	415
79 Correction	4,673	3,700
72 Banking	196	142
71 Social Welfare	1,458	1,028
69 Health	3,422	2,364
65 Audit & Control	1,199	776
64 Conservation	2,386	1,525
63 Commerce	287	181
61 State	345	210
60 Insurance	379	229
58 Civil Service	498	290
58 Law	391	226
56 Mental Hygiene	23,674	12,915
53 Taxation and Finance	3,738	1,973
52 Executive	2,656	1,374
48 Education	4,231	2,030
47 Public Works	10,271	4,839
44 Labor	8,643	3,792

CAPITOL DISTRICT AREA CHAPTERS

100 Cobleskill	39	39
99 Div. Parole, Albany	83	82
99 Capt. Dist. Armory	81	80
95 Veterans School, Troy	63	60
93 Agriculture & Mar. Albany	300	279
92 Vocational Institute, Cox,	225	207
90 Education, Albany	798	720
84 Conservation, Albany	250	210
83 Public Service, Albany	266	220
81 Great Meadows Prison	295	240
80 Correction, Albany	169	136
74 Health Lab., Albany	481	355
72 Retirement System, Albany	262	188
70 Law, Albany	228	160
70 Health, Albany	614	431
70 Labor, Albany	309	215
65 State, Albany	219	142
64 Commerce, Albany	244	155
64 Insurance, Albany	150	96
62 Audit & Control, Albany	850	526
62 Motor Vehicle, Albany	652	401
61 Saratoga Sprgs. Auth	300	184
60 DPUI, Albany	1,200	717
60 Social Welfare, Albany	294	175
58 Civil Service, Albany	490	283
57 Tax, Albany	1,679	962
56 Public Works, Dist. 1	1,087	608
48 Gilleran Pub. Works., Alb.	1,044	503

CENTRAL CONFERENCE AREA CHAPTERS

100 Morrisville	71	71
100 St. Lawrence Public Works	158	158
100 Armory, Syracuse & Vicinity	78	78
98 Ray Brook	265	260
98 Public Service Motor Vehicle	80	78
96 Oxford	94	90
92 Broadacres	133	123
91 Cortland State Teachers College	85	77
87 Clinton Prison	374	325
86 Canton Institute	56	48
85 Syracuse State School	337	287
80 Rome State School	795	639
80 Auburn Prison	347	276
79 Dannemora	339	269
74 Elmira Reformatory	420	310
73 Marcy State Hospital	775	563
68 Onondaga Sanatorium	192	131
65 Mid-State Armory	75	49
64 St. Lawrence Hosp.	674	429
61 Oneonta **	414	249
61 Biggs Memorial Hospital	203	123
60 Binghamton **	1,475	885
60 Utica **	166	97

(Continued on page 5)

Quick Overtime Pay No 'Must'

ALBANY, July 31 — Overtime pay earned by employees must be paid within six days after the week in which it was earned. So Attorney General Nathaniel Goldstein ruled last week.

But there's a catch. It doesn't apply to public employees, the Attorney General's Office told THE LEADER last week—it's only for private industry.

So if you've been working overtime, and waiting weeks for recompense on it—why, it looks like you'll just have to wait.

The overtime pay situation among State employees generally, however, was described by those who have studied it as being good. But electricians, machinists and carpenters in the Department of Public Works report delay on overtime payments.

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Jobs for Actuaries Pay to \$7,225

The State Civil Service Department has announced that positions are open for Actuaries for filling places in State departments. No written examination will be held. Candidates' ratings will be determined from an evaluation of training and experience. The exam is open to residents and non-residents of New York State.

There are three exams; each calls for a fee of \$5 for filing. Eligible candidates may file for more than one exam on one application, indicating the titles thereon and paying a separate fee for each title. The titles and numbers are:

2191. Associate Actuary (Life), \$5,860, maximum \$7,120, reached after five annual increments.
2192. Principal Actuary (Life), \$7,225 to \$8,800.
2193. Associate Actuary (Casualty), \$5,860 to \$7,120.

Applications may be obtained from the State Civil Service Department, 270 Broadway, Manhattan, and at the State Office Building, Albany. Closing date for applications is Saturday, August 25.

*According to our independent estimates about 310,000 appointments to Government jobs will be made during the next 12 months regardless of economy efforts.

Write us at once or call at office for our FREE details on examinations and our suggestions on increasing your opportunities for early appointment.

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STATE AND COUNTY NEWS

Report on Membership Of Each Assn. Chapter

County Chapter	Members 1950	Total 1949
Allegany	2	2
Broome	52	91
Cattaraugus	73	120
Cayuga	126	124
Chautauqua	366	274
Chemung	152	222
Chenango	18	2
Clinton	18	43
Columbia	1	0
Cortland	107	150
Dutchess	64	33
Erie	656	919
Franklin	25	56
Fulton	156	113
Genesee	32	65
Hamilton	1	1
Herkimer	113	117
Jefferson	176	192
Lewis	5	4
Liviningston	3	3
Madison	97	104
Monroe	50	1
Montgomery	107	76
Nassau	187	160
New York	1	0
Niagara	115	132
Oneida	261	125
Onondaga	935	837
Ontario	82	84
Orange	152	190
Oswego	29	49
Otsego	59	40
Putnam	1	0
Rensselaer	6	5
Rockland	78	71
St. Lawrence	159	196
Saratoga	0	1
Schenectady	178	245
Seneca	1	1
Steuben	90	54
Suffolk	407	295
Sullivan	100	150
Ulster	211	215
Warren	98	145
Washington	1	0
Wayne	101	52
Westchester	1,945	1,981
Wyoming	0	0
Yates	1	1
Total	7,598	7,741

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LEGAL NOTICE

SUPREME COURT, NEW YORK COUNTY.
OTTO BROCKMEIER, plaintiff, against PAULA BROCKMEIER, defendant. Plaintiff resides in New York County. Plaintiff designates New York County as place of trial. Action for Absolute Divorce. TO THE ABOVE NAMED DEFENDANT: You are hereby summoned to answer the complaint in this action, and to service a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the plaintiff's attorney within 20 days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint.
Dated July 6, 1950.

VITALIS L. CHALIF
Attorney for Plaintiff
Office & P. O. Address
9 East 40th Street
Borough of Manhattan
City of New York

TO PAULA BROCKMEIER, the defendant. The foregoing summons is served upon you by publication pursuant to an order of Hon. JAMES B. McNALLY, a Justice of the Supreme Court of the State of New York, dated the 5th day of July, 1950, and filed with the complaint in the office of the Clerk of the County of New York, at the County Court House, in the Borough of Manhattan, City, County and State of New York, Dated July 6th, 1950.

VITALIS L. CHALIF
Attorney for Plaintiff
Office & P. O. Address
9 East 40th Street
Borough of Manhattan
City of New York

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK.
SARAH GRIPPO, Plaintiff, against ORLANDO G. GRIPPO, JR., Defendant.—ACTION FOR AN ANNULLMENT.—Plaintiff resides in Bronx County.—Plaintiff designates New York County as the place of trial.

TO THE ABOVE NAMED DEFENDANT: YOU ARE HEREBY SUMMONED to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance on the Plaintiff's attorney within twenty days after the service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default, for the relief demanded in the complaint.
Dated May 3, 1950.

STANLEY WINSTON,
Attorney for Plaintiff.
Office and P. O. Address, 7 East 43 Street,
New York 17, New York, Borough of Manhattan.

TO ORLANDO G. GRIPPO, JR., the defendant above named:
The foregoing summons is served upon you by publication pursuant to an order of the Hon. Justice James B. McNally, of the Supreme Court of the State of New York, dated the 6th day of July, 1950, and filed with the complaint in the office of the clerk of the County of New York, City of New York, State of New York.
STANLEY WINSTON,
Attorney for Plaintiff.
7 East 43 Street, New York 17, New York.

(Continued from page 4)
CENTRAL CONFERENCE AREA CHAPTERS

P.C.	Potential	Members
60 Elmira **	55	33
53 Utica State Hospital	663	353
50 Syracuse **	1,736	860
49 Willard State Hospital	943	465
44 Pub. Wks. Dist. 2, Utica	1,064	464
36 Oswego State Teachers College	156	56
13 State College Ithaca	1,300	168

METROPOLITAN CONFERENCE AREA CHAPTERS

90 Metropolitan Public Ser.	200	179
90 Willowbrook State School	205	185
71 Armory Emp., Metro.	450	319
68 Brooklyn State Hosp.	1,004	686
65 N. Y. Parole Dist.	185	120
59 Pub. Wks. Dist. 10	664	394
58 Psychiatric Institute	261	152
52 Pilgrim State Hospital	2,018	1,052
50 L. I. State Park Comm.	800	402
43 Manhattan State Hosp.	1,004	435
40 Creedmoor State Hosp.	1,125	449
38 L. I. Agric. Institute	189	71
37 NYC Chapter	9,512	3,561
31 Kings Park State Hosp.	1,711	532
31 State Insurance Fund	1,390	429
29 Central Islip	1,727	495

SOUTHERN CONFERENCE AREA CHAPTERS

100 Columbia Co. Pub. Works	89	89
100 Hudson Valley Armories	77	77
99 Orange Co. Pub. Works	144	142
90 Bridge Authority	70	63
90 Woodbourne State Prison	198	179
88 Westfield State Farm	248	218
88 New Hampton	43	38
86 Hudson Training School	173	149
80 Wallkill Prison	165	132
78 Forest Protection *	200	155
75 Matteawan State Hosp.	620	453
74 Palisades Park Comm.	266	198
74 Middletown State Hosp.	848	627
72 Game Protectors *	200	144
71 Green Haven Prison	125	89
68 Sing Sing Prison	385	260
66 Warwick State School	251	166
63 Letchworth Village	870	544
58 Wassalc State School	754	441
58 Hudson River Hosp.	1194	692
53 Rockland State Hosp.	1492	789
53 Rehab., W. Heverstraw	431	227
50 N. Y. State Institute	220	111
41 Harlem Valley State Hosp.	1033	428
34 Pub. Works, Dist. 8	925	315

WESTERN CONFERENCE AREA CHAPTERS

100 Niagara Frontier	82	82
95 Albion Chapter	166	157
90 State School for the Blind, Batavia	83	75
90 Attica State Prison	370	333
84 Thomas Indian School	100	84
84 Craig Colony	631	533
83 Western N. Y. Armory Empl.	95	79
81 Genesee Valley Armory	85	69
80 Rochester Chapter**	492	390
75 State School, Industry	251	188
72 Gratiwick Health Institute	253	181
68 Brockport Teachers Coll.	90	61
64 Hamburg Chapter	300	191
64 Geneva Chapter**	110	70
63 Newark State School	624	391
62 Barge Canal Chapter**	650	405
61 Buffalo State Hospital	676	413
61 Mt. Morris State Hosp.	211	128
59 Rochester State Hosp.	763	453
58 J. N. Adam Mem. Hosp.	285	166
53 Southwestern Chapter	150	80
53 Buffalo Chapter**	1,347	707
48 Hornell Chapter**	690	328
44 Gowanda State Hospital	747	331
32 Pub. Wks. Dist. 4	972	308
29 Chautauqua Co. Pub. Works	100	29

This report is based on paid membership as of July 1, 1950. It includes only members affiliated with chapters. The "potential" credited each chapter represents the best information available to headquarters as to the number of employees eligible for membership in the chapter. * Consists of chapter membership throughout the State, but the Headquarters of the chapter is located in the conference area. ** Consists of membership in various State agencies in City, breakdown of which will be furnished the chapter involved.

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Chapter Activities

CIVIL SERVICE EMPLOYEES ASSOCIATION

Buffalo
THE OFFICERS of the Buffalo chapter for the coming year, as the result of the recent election, are: President Celeste Rosenkranz, DPUI; 1st vice president, Norman Schlandt, Tax Department; 2nd vice president, Margaret Donahue, Public Works; recording secretary, Mary Mahoney, Division of Parole; corresponding secretary, Helen Longergan, Workmen's Compensation;

treasurer, Frank English, Tax Department.

Craig Colony
THE LOOMIS BOMBERS beat the Village Green Raiders in the softball championship game that was the highlight of the recent annual picnic of the Craig Colony chapter of the Civil Service Employees Association, held at Long Point Park, Conesus Lake. More than 400 attended.

DELEHANTY TRAINING FOR CIVIL SERVICE
Applications Now Open for
40 EXISTING VACANCIES AS INVESTIGATORS
with Alcoholic Beverage Control Boards & State Liquor Authority
EXAMINATION TO BE HELD SEPT. 30th
Starting Salary \$66 a week
Increases To \$80 a Week
REQUIREMENTS: High School graduation plus 4 years investigation experience; or, College graduation plus 2 years investigation experience; or, Law School graduation. Men only, no age limits.
Opening Lecture of Our Preparatory Course
TUESDAY, AUG. 8th at 7:30 P.M.
Visitors Are Welcome

EXAMINATION ORDERED FOR Assistant Interviewer
N. Y. State Div. of Placement & Unemployment Insurance
NUMEROUS VACANCIES
List established Dec. 1949 with 2057 names has already been exhausted
Entrance Salary \$45 a Week
5 Annual Increases of \$120 Each
REQUIREMENTS: High School graduation and 2 yrs. business experience OR College graduation.
Inquire for Further Information


Classes Will Commence in Sept. for
FIREMAN, N. Y. City Fire Dept.
Visit, Phone or Write for Further Information
N. Y. City Promotional Examinations Expected
CLERKS - Grade 3 and 4
This Training Approved for Veterans — Classes Meeting
IN MANHATTAN: Mon. at 5 or 7 P.M.; Repeated Wed. at 6 P.M.
IN JAMAICA: Tuesdays at 5 P.M. Only

SURFACE LINE OPERATOR SPECIAL GYMNASIUM CLASSES For Severe Physical Test Ahead
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Those who have filed applications for any of the following examinations are invited to attend a class lecture as our guests:
• **SOCIAL INVESTIGATOR - TUES. at 7 P.M.**
• **INSPECTOR of ELEVATORS - WED. at 7:30 P.M.**
• **STATIONARY ENGINEER, NYC-THURS. at 7:30 P.M.**
• **PATROLMAN, NASSAU COUNTY**
MEETS IN MINEOLA: MONDAY and WEDNESDAY at 6 or 8 P.M.

Classes in Preparation for N. Y. City LICENSE EXAM. for
STATIONARY ENGINEER - Mon. & Wed. at 7:30 P.M.
Also Courses for
MASTER ELECTRICIAN and MASTER PLUMBERS LICENSES
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Civil Service LEADER

ELEVENTH YEAR

America's Largest Weekly for Public Employees

Member, Audit Bureau of Circulations

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TUESDAY, JULY 25, 1950

What—No Downgrading?

“DO you mean to say that we must never downgrade any salary, even if the facts show that the salary being paid is too high?”

This question was recently asked by an official of the State Division of Compensation and Classification.

There is more to salary fixing than just the juggling around of figures and statistics. The clearest answer to that official is: “When you think that a downgrading is required, you should look at the effect before taking action. No matter how correct your figures appear, if the downgrading is going to lose the State valued employees, if it is going to reduce morale in a department, if it is going to make it more difficult to recruit—then of course you don't go through with a salary downgrading.”

How important these factors are was demonstrated in two recent cases: (a) the proposed downgrading of claims examiners in the Division of Placement and Unemployment Insurance; and (b) the proposed downgrading of physical therapists in the State service.

In the first of these cases, public hearings showed what a detrimental effect on the department's work resulted from lowered morale. In the second case, State officials frankly admit that they won't be able to recruit the physical therapists they need to do important health work—and that in fact they are losing present workers.

Then, too, there is always the sharp question of fact in a downgrading. A statement by Mr. Earl Kelly, head of the Division, stated frankly that the public hearings in the claims examiner cases had presented facts showing that the proposed downgrading was unjustified.

The answer to the question which began this editorial ought to be obvious.

Citation to Jack Di Graziano

THE LEADER's 1950 Citation for the most brilliant sports play of the year goes to Jack Di Graziano, Sanitation Man Class C, NYC.

Di Graziano's name will long be remembered in the Sanitation and in the Police Departments.

On Tuesday, July 25, he accomplished what only happens in the movies and in the old Frank Merriwell novels.

The Police and Sanitation Departments were playing the annual baseball championship game at Yankee Stadium. It was the second half of the ninth inning. The cops were ahead 4-0. It was practically all over, and spectators started leaving the ball field. The sanitation boys were up at bat.

Suddenly, swiftly, unpredictably, what with a few errors by the cops, a few men walked, a few good short drives by the street cleaners, the whitewings scored four runs — making everything even.

The score was now 4-4. The bases were filled. There were two outs.

A new intensity was apparent both among the players and the audience. A huge, piercing cry went up from the stands: “We want a hit! We want a hit!”

Jack Di Graziano came up to bat.

The pitch came; the ball seemed to sidle lazily from pitcher's box to batter. Di Graziano's bat swung straight forward into the ball, and the leather-coated missile streaked into right field — not too high — out and out — then over the fence and into the stands.

It was a home run. The only home run of the game.

Four men came sprinting around the bases. The game was over. The score was 8-4, favor of the sanitation men.

Di Graziano's fellow players “mobbed” him, kissed him, carried him to the dugout.

The cops came over, shook hands, walked moodily to their dugout.

TWO NEW BUILDINGS AT STATE TEACHERS COLLEGE
ALBANY, July 31 — The campus of the State Teachers College at Oneonta will have two new buildings, the Public Works Department announces.

SERVICE RECORD RATINGS BEFORE CIVIL SERVICE BODY
ALBANY, July 31 — A proposed revision of the much-criticized service record rating rules is on the calendar of the State Civil Service Commission meeting in Albany this week.

A FAIR WAGE FOR CRAFTSMEN IN NEW YORK STATE SERVICE

By IRVING COHEN
Research Consultant

The Civil Service Employees Assn.

PAY SCALES for craftsmen and maintenance men provide a striking illustration of the spread between State pay and the wages paid in private industry for comparable work.

In State service, craftsmen are now grouped in salary grades 8 and 9; maintenance men in salary grade 5. On a straight hourly basis, for a work year of 2,000 hours, the rates of pay in these grades are \$1.104 to \$1.449 an hour for maintenance men; and \$1.311 to \$1.656 and \$1.380 to \$1.725 for craftsmen. Labor rates in State service range from 90 cents to \$1.09 an hour.

What are the comparable rates of pay in private industry?

In 25 upstate cities on June 10, 1950, shows the following range of hourly pay rates for eight common construction jobs. New York City rates for April 3, 1950 are shown separately.

Title	25 Upstate Cities		NYC
	Min.	Max.	
Bricklayer	\$2.25	-3.00	\$3.20
Plasterer	1.75	-3.00	3.20
Carpenter	1.80	-2.50	2.75
Electrician	1.82	-3.00	3.00
Laborer	.90	-1.77½	1.70
Painter	1.37½	-2.25	2.45
Plumber	1.70	-2.75	3.00
Roofer	1.80	-2.75	

Comparing the Rates

Compare these rates with State rates of pay ranging from \$1.31 to \$1.72½ for tradesmen. The 25 upstate cities studied include Albany, Amsterdam, Auburn, Binghamton, Buffalo, Corning, Elmira, Geneva, Glens Falls, Gloversville, Ithaca, Jamestown, Lockport, Niagara Falls, Oswego, Plattsburgh, Poughkeepsie, Rochester, Rockland County, Rome, Schenectady, Syracuse, Troy, Utica and Watertown.

What makes this comparison even more striking is the fact that numbers of localities, cities, towns and counties pay prevailing wages for this type of work while the rich State of New York must stumble behind.

The 'Seasonal' Question

But work in private industry is seasonal, it may be argued. Work in State service is non-seasonal, year round. What are the facts? A study of unemployment among construction workers in New York State made by the Association's

Salary Committee shows that in 1949, construction workers drew unemployment insurance for an average period of 8.8 weeks. During periods of layoff, construction workers draw unemployment insurance or find other private work.

Unemployed seasonal State workers do not enjoy the advantage of unemployment insurance protection. The State legislature has twice passed such protective coverage at Association request and the Governor has twice vetoed these bills.

On the other hand, most construction workers get in quite a good deal of overtime at time-and-a-half or double-time. If seasonality cuts into the annual earnings of construction workers, overtime payments boost them. Overtime payment in State service is on a straight hourly basis.

The Work-Week

Furthermore, most construction workers are on a basic work week of 30 to 35 hours while State employees have to put in a 40-hour basic work week. Carpenters, painters, roofers and laborers in private industry have a basic 7-hour day while electricians, bricklayers, plumbers, plasterers work a basic 6-hour day. A study of average weekly hours worked in the New York State construction industry by all types of workers during 1949 showed overtime employment in every single month of last year with the exception of November.

Fair Rate of Pay

What would be a fair rate of pay for craftsmen and related workers in State service?

In order to answer this question, we must convert the hourly rates of pay into actual annual earnings. In making this change-over, the factors mentioned above must be kept in mind such as the work week, seasonal unemployment and overtime.

Taking these factors into consideration gives a final result shown in the table below. Salaries given in this table are mid-point (median) salaries. New York State salaries are presented in two ways: on a 40-hour and a 44-hour week basis. Private upstate industry salaries are also shown in two ways: on a straight 30- or 35-hour work week basis and a 2,000-hour yearly basis. The 2,000-hour salary is adjusted for seasonal layoff, unemployment insurance pay-

ments, and overtime payments over and above the normal work week. (The technical details will be found in the footnote at the end of the article.)

	Private Industry Salaries		State Salaries	
	30-35 hrs. week	2000 hrs. a year	40-hr. week	44-hr. week
Bricklayer	\$3900	\$4835	\$3105	\$3418
Plasterer	3000	4835	3105	3418
Carpenter	3823	3872	2967	3264
Electrician	3510	4375	3105	3418
Laborer	2639	2744	1808	2088
Painter	3307	3439	2967	3264
Plumber	3510	4375	3105	3418
Roofer	4004	4045	2967	3264

Obviously, State wage scales for craftsmen, maintenance men and related workers must be overhauled. This need re-emphasizes again the basic need to revamp State salary scales. This also lends emphasis to the request of maintenance men for salary upgrading.

Two Alternatives

There are two alternatives in setting a fair wage for craftsmen in State service. The State should either

1. Pay prevailing wages as many localities do or
2. Pay an equivalent annual wage. This salary range should have a mid-point roughly equal to the 2,000-hour private industry column above.

Furthermore, really to insure the so-called security which State employment theoretically offers, craftsmen should be reclassified to competitive service. Unemployment insurance coverage should be extended to all classes of public employees.

Technical Footnote

The conversion of hourly rates of pay in private industry to equivalent annual wages was made as follows:

- (1) The median hourly rate was multiplied by the number of hours each craft normally worked each week. (2) This sum was in turn multiplied by 52 weeks, giving the yearly hours in the normal work-year for each of the crafts. (3) Multiplying the median hourly wage by the normal work-year gives the column of annual salary based on 30-35 hours a week. (4) The difference between the normal work-year and 2,000 hours gives the excess number of hours State employees work. (5) Multiplying these excess hours by 1½ times the hourly rate gives the amount of 2,000 hour year. (6) This overtime, added to the normal annual wage gives the gross overtime wages craftsmen earn for a 2,000 hour annual wage. (7) Since construction workers are unemployed an average of 8.8 weeks or 17% of the year, the gross 2,000 hour wage is reduced by 17%. (8) However, construction workers receive \$26 a week in unemployment insurance for their average 8.8 weeks of unemployment or a total of \$229. This sum is added to the reduced 2,000 hour wage to yield the net 2,000 hour salary shown. (9) The 44-hour State salary is obtained by adding 10% to the 40-hour week salaries.

YOUR PENSION

Assn. Helped to Create State Retirement System

ON THE FACE OF IT, the New York State Employees Retirement System looks like an actuary's dream, devised solely to confound the innocent and enrich the lawyers. Members with the mathematical and the actuarial concepts of the proposed age-55 retirement and other liberalizing bills often begin to wonder how the entire thing was put together in the first place.

Perhaps a look-see at the origins might throw light on the workings of the System and reveal more sharply some of the liberalizing effects of current proposed legislation.

The present system was born in 1921, fathered by a Joint State Legislative Committee on Pensions created three years earlier. This committee was authorized to make “an inquiry into the subject of pensions for State and municipal officers and employees . . . and to report the result of its inquiry . . . including such legislation as it may deem advisable.”

The Civil Service Employees Association is proud of the fact that much of the actual work of the Committee was done by members of the Association.

The first thing the Committee did was to analyze the existing pension plans. What it found was a disturbing hodge-podge.

No definite policy had been followed by the municipalities in establishing pension systems. Benefits varied widely. Funds were supported in a variety of ways, ranging from full support by employees to full support by government.

Coverage was generally limited in the municipalities to three classes of employees, firemen, policemen and teachers.

Pension plans for State employees were equally chaotic. Five groups of employees were covered: teachers, hospital, prison, State banking department and Supreme Court employees. Each plan was a separate unit. Funds were supported also in a variety of ways. The amount of State liabilities was unknown.

The NYC System

New York City had the oldest and largest pension systems in the State. These systems, covering teachers, firemen, policemen, hospital and general employees had developed independently and haphazardly.

The retirement system for teachers was declared bankrupt and was finally reorganized on a sound actuarial basis. Others were headed towards bankruptcy.

The Association concentrated on the defects of the New York City systems since the majority of the local systems were patterned on the New York City systems, and most showed the same characteristics. In developing its own principles for the State Retirement system, the committee, in great part, reacted against the tragic experience of the New York City systems.

In summary, the NYC systems had the following defects:

1. The plans were launched without knowledge of ultimate cost.
2. The plans were operated without observance of actuarial principles.
3. No provision was made for

the accumulation of adequate reserves.

4. No definite limit was set in some plans for appropriations to be made by the city. This was making the tax burden unreasonable and taxpayers could not be expected to carry the load indefinitely.
5. Where income to be provided by the city was definitely limited, the funds were heading towards bankruptcy.
6. The bulk of the income of the funds was derived from miscellaneous sources. Consequently, the public failed to realize the actual extent of the city's support.
7. The funds were inequitable both as between groups of employees and individual employees. Contributions of one employee were used to provide the benefits for another.

The committee then came up with the following principles:

1. Most important to the successful operation of a pension and retirement system are the principles observed in its financial provisions.

The cost of the plan to the State must be continually re-estimated. The accruing liabilities of the State should be provided for as they incur. In other words, the State should annually meet the cost of the retirement allowances earned by the service rendered in the year.

Periodic valuations of the funds and readjustment of contributions should be made continually to insure the continued adequacy of the income and, hence, the solvency of the plan.

(Continued Next Week)

STATE AND COUNTY NEWS

Assn. May Seek Special Session To Aid Men Entering Military Service

ALBANY, July 31—The Civil Service Employees Association may request Governor Thomas E. Dewey to call a special session of the legislature to consider the protection of men and women who enter the military forces. The protection afforded to State and local government employees by ex-

isting law is considered grossly inadequate.

The status of those who would serve in the State Guard should have to be protected, the Association feels.

Plans are being made by the State for the organization of the State Guard should the New York National Guard be federalized. Any such mobilization of the National Guard would be expected to provide the incentive for an immediate request to the Governor for a special session.

Pay Difference to Be Sought

One of the Association goals is legislation guaranteeing to all civil service employees of the State and its political divisions payment by the employer of the difference between lower military pay and public job pay. At present such a differential exists, under the State Military Law, only

for those who, as members of a reserve force or corps, are ordered to military duty. The principle that was found to be sound in such cases should be applied generally, the Association is convinced.

State employees got the difference between their lower military pay and their State pay during military service in World War I, but not in World War II.

Back-Increments in Cash

Fuller assurance will be asked of the privilege of completing promotion exams which those entering the armed forces, either were about to take, or took in part.

Another major objective is to attain full benefit of increments for those who enter the armed forces. At present, certain benefits are granted, such as the counting of military service as

public employee service, with a satisfactory rating ascribed, but the cash value of the increments during the period of the military service is not granted.

Recently, in two court cases the cash value of such increments was awarded to the employees who sued. But in general, the employee returning from military duty, started at the pay that increments would have provided, but didn't get the back pay covered by the increments that accrued while he was away. The same denial obtains in other local jurisdictions and in State employ proper.

Promotions Upon Return

Promotions should be granted to employees who would have received them had they not been in the armed forces, says the Association, with full cash value of such promotions similarly guaranteed.

Eligibles

STATE OPEN COMPETITIVE

DISTRICT GAME MANAGER

Conservation Department

Held 12-10-49; established 7-14-50

Non-Disabled Veterans

1. Buckley, J., Syracuse 78000

2. Ohman, R., Provo 77800

3. Wilson, J., Ithaca 77400

X-RAY TECHNICIAN

State Departments and Institutions

Held 7-18; established 7-17

Disabled Veterans

1. Merkado, F., Glens Falls 82300

2. Weiser, H., Jamaica 75800

Non-Disabled Veterans

3. Brand, W., NYC 83000

4. Grayson, C., Bronx 82400

5. Scherer, J., Islip Terr. 83700

6. Solomon, W., NY 82900

7. Brown, F., Binghamton 81400

8. Scudder, W., Rochester 81000

9. Schindler, W., Bklyn 80700

10. Cosgrove, J., Woodstock 80400

11. Feller, M., Bronx 80300

12. Valero, A., NYC 79000

13. Hogan, J., Troy 79300

14. Wilcox, F., Ithaca 78600

15. Cicero, J., Leicester 77200

16. Allport, F., Dayton 77100

17. May, R., Ithaca 76400

Non-Veterans

18. Scott, H., Rome 85800

19. Sorensen, R., Bronx 85300

20. Wojcik, J., Ray Brook 84000

21. Meyerheim, E., I. City 82700

22. Cougle, J., Mt. Morris 82400

23. Sager, E., Albion 81900

24. Artese, M., W. Brentwood 81400

25. Berelson, F., Bklyn 80500

26. Miller, E., W. Nyack 79600

27. Narr, S., Kings Park 79600

28. Cozzo, C., Mt. Morris 79300

29. Ecker, S., Bloomingbz 79200

30. Henderson, J., Bklyn 78900

31. Lindemuth, W., Olean 78800

32. Ebbel, L., Ray Brook 78800

33. Tierney, K., Gedensburg 78600

34. Geller, J., Bklyn 77500

35. Douglas, M., Bklyn 77500

36. Truong, A., Bronx 76900

37. Hughes, S., Islip 76700

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Per Diem Employees In Public Works Await Annual Pay Basis

ALBANY, July 31—Conferences are continuing between the representatives of The Civil Service Employees Association and officials of the Department of Public Works with reference to the placing of many workers now on a per diem basis on an annual pay basis.

Some weeks ago the Department of Public Works and the State Budget Division approved the change from per diem to annual pay basis of electricians, machinists and carpenters. It is the hope of employees that the study of the positions, now in progress, will be completed by State officials in the near future.

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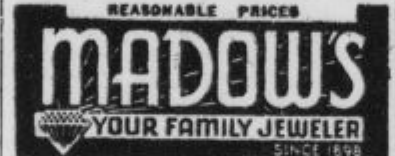
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16 Tests Include License Inspector, Dentist, Hygienist

Sixteen exams will be opened by New York State on Monday, August 7 and will remain open until Saturday, September 9. One of the most popular ones is expected to be the License Inspector exam. All are open to the public. Three of the tests are open to residents and non-residents of the State.

The pass mark in the test will be 75 per cent. The written tests in all 16 exams will be held on Saturday, October 14. The list follows, with asterisk (*) denoting exams also to non-residents:

License Inspector Requirements

The License Inspector pay, though starting at \$2,760, rises in five annual increments to \$3,450. The application fee will be \$2. There are 34 present vacancies.

The jobs will be in three groups and a separate list will be established for each: (1) barbering, (2) cosmetology and (3) general inspection and investigation.

There are 34 present vacancies. The jobs will be in three groups and a separate list will be established for each: (1) barbering, (2) cosmetology and (3) general inspection and investigation.

Candidates must be senior high school graduates and have four years of occupational experience practices in the option selected, and (1) knowledge of barbering or (2), of cosmetology, including sanitary regulations; or (3), of general experience in the methods and procedures of inspection and investigation. Additional specialized experience may be substituted for the educational requirements on a year-for-year basis, up to 2 years, thus making high school graduation not an absolute requirement.

There are no special age limits, hence 21 to 70 would apply. The abstract of the advertisement did not mention any restriction of the exam to men only.

Table with columns: Exam Serial No., Title, Entrance Salary. Lists various positions like Associate Director of Tuberculosis Control, Assistant Cancer Biologist, etc.

Do not attempt to apply or to obtain additional information until August 7. The LEADER will publish detailed information on the tests next week.

Elevator Mechanic Test Closes Aug. 3; U. S. Jobs Are in NYC

Elevator mechanic jobs are being offered by the U. S. at \$2,900, \$3,125 and \$3,400 to start, depending on the grade for which the candidate qualifies. The jobs are in Manhattan, Bronx, Brooklyn and Queens.

The exam is No. 2-96-4 (50). Applicants must have completed an apprenticeship of four years, or have had four years of equivalent experience, as a machinist or electrician and, in addition, at least one year or reasonable journeyman experience in elevator construction, maintenance or repair, or as a mechanic in responsible charge of a building or buildings.

Farm Credit Examiner Test Is Opened by U. S.

The U. S. Civil Service Commission has opened an exam for Farm Credit Examiner (No. 237).

A Farm Credit Examiner's duties are with the Farm Credit Administration, Department of Agriculture. The salary is from \$3,825 to \$5,400. Applications must be received in the U. S. Civil Service Commission, Washington 25, D. C. not later than August 15. No written test is required.

Three years' general experience is required in each grade, plus 1, 2 or 3 years' specialized experience, depending on the grade. General experience is required in accounting or auditing of the public or commercial type, or in the field of finance involving exten-

70 Changes Made In N. Y. State's Exam Schedule

Tentative changes in the New York State exam schedule were announced by William L. Bradford, Director of Examinations. They relate principally to holding exams, or issuing the names of those who passed, later than originally announced, or both.

The number of changes totals 70. In the table below the month in which the exam is expected to be held is given first, the expected completion date next. Months up to December are of this year, months in January and thereafter are of next year.

Application periods usually close a month or two prior to the exam date and are open regularly for three weeks.

Dual Changes

The examples of changes in both the exam and completion dates follow:

Table with columns: Title, Exam Expected, List Expected. Lists positions like Actuary, Asst., Economist, Associate, etc.

PROMOTION

Table with columns: Title, Exam Expected, List Expected. Lists positions like Actuary, Asst., SIF, etc.

Changes in Exam Dates

Table with columns: Title, Exam Expected, List Expected. Lists positions like Dist. Ranger, etc.

Changes in Completion Dates

Table with columns: Title, Exam Expected, List Expected. Lists positions like Welfare Consult., etc.

Aug. 9 Last Day For Civilian Photo Jobs With Signal Corps

Candidates for civilian jobs in photography have until Wednesday August 9 to apply to the Board of U. S. Civil Service Examiners, Signal Corps Photographic Center, 35-11 35th Avenue, Long Island City 1, N. Y.

Application forms may be obtained from first and second class post offices in the five boroughs of NYC, excepting the New York, N. Y. post office, and may be obtained at post offices in Nassau, Suffolk, Rockland and Westchester, and from the Director, Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y.; or the Executive Secretary, Board of U. S. Civil Service Examiners, address above.

Photographers Needed By U. S. for Jobs to \$3,825

The exam for filling positions as Photographer is now open. Optional fields are still, motion picture, \$2,650 to \$3,825; Process: (a) wet plate, (b) dry plate, \$3,100 to \$3,825.

Applications must be received by the U. S. Civil Service Commission, Washington, D. C., not later than Tuesday, August 22. From 1 to 4 years' experience, with from 6 months to 3 years' experience in optional field, is required, depending on the grade. Experience in microfilming or operating a recordak machine, in photostating, or as a motion picture projectionist, will be accepted as qualifying for a maximum of 3 months of required experience.

A written examination of about 2 hours will be required for the basic test and about 2 hours for each of the optional tests. File application card Form 5000-AB only. It may be obtained from any first or second class post office, except in regional headquarters cities, where it may be obtained from the U. S. Civil Service Regional Office; also from the U. S. Civil Service Commission, Washington 25, D. C. The exam is No. 238.

Those on the list won't be able to get appointments until they take a literacy test to see if they can read and write, and a physical test, to see if they are capable of performing the duties of the job.

The first 1,020 names on the list follow below:

Large list of names and numbers, organized in columns, representing the first 1,020 names on the list.

Eligible List Issued by State

Table with columns: Name, Number. Lists names of individuals eligible for various positions.

Promotion

Table with columns: Name, Number. Lists names of individuals eligible for promotion.

(Continued next week)

EXAMS FOR PUBLIC JOBS

STATE

Open-Competitive

Applications may be made for the following exams until Friday, August 25. The written tests will be held on Saturday, September 30.

2170. Beverage Control Investigator, State and County Alcoholic Beverage Control Boards, \$3,451; five annual increases to \$4,176. Candidates must be high school graduates and have 4 years' experience in work relating to an investigation program, of which 2 years must have involved field investigation and the preparation of written reports thereon; or must be college graduates with 2 years of the above experience, of which one year must have involved field investigation and preparation of written reports thereon; or must be graduates of an accredited law school or be admitted to the Bar of the State of New York. Fee \$3.

2169. Investigator, State Departments, \$3,451; five annual increments to \$4,176. Nine vacancies—in the Department of Audit and Control, Albany Office; 2 in the Department of Civil Service, Albany Office; 2 in the Education Department Albany Office; 2 in the Education Department, NYC Office; 2 in the Department of State, NYC Office. Candidates must have 4 years of satisfactory experience in the conduct of investigations, of which one year must have involved field investi-

gation and the preparation of written reports thereon and must be high school graduates; or must have a year of experience in field investigation and preparation of written reports thereon and must be admitted to the Bar of the State of New York; or must have a satisfactory equivalent of the foregoing training and experience. Fee \$3.

2168. Senior Investigator, State Departments, \$4,110; five increments to \$5,100. One vacancy in the Department of State, Division of Cemeteries, Albany Office. Candidates must have 6 years of satisfactory experience in the conduct of investigations, of which 2 years must have involved field investigations and the preparation of written reports thereon; and must be high school graduates; or must have 4 years of the above experience and be college graduates; or must have 2 years of experience in field investigation and preparation of written reports thereon and be admitted to the Bar of the State of New York; or must have a satisfactory equivalent of the foregoing training and experience. Fee \$4.

2172. Senior Actuarial Clerk, State Departments, \$2,484; five annual increments to \$3,174. Several vacancies in various state departments. Candidates must have one year of experience in insurance work, including difficult actuarial computations, and must be high school graduates; or must be high school graduates and have 12 college credit hours in advanced

mathematics; or must have a satisfactory equivalent of the foregoing training and experience. Fee \$2.

STATE Promotion

1178. Senior Actuarial Clerk, (Prom.), NYC Office, State Insurance Fund, \$2,484; five annual increases to \$3,174; six vacancies exist. Fee \$2. Candidates must be permanently employed in the New York Office of The State Insurance Fund and must have served on a permanent basis in the competitive class for one year prior to September 30, 1950, in a class of position allocated to G-2 or higher. Weights: Written exam, 3; Service record rating, 3; Seniority, 1; Training and experience, 3. Exam date, Saturday, September 30. (Last day to apply, Wednesday, August 16.)

COUNTY Open-Competitive

244. Case Worker, Department of Public Welfare, Nassau County, \$2,070 to \$2,760 plus cost-of-living adjustment. Fee \$2. Thirteen vacancies. The list will be used for appointments to Case Worker, Child Welfare, and Case Worker, Public Assistance. Candidates must have been legal residents of Nassau County for at least one year immediately preceding the date of examination, to be held in September, exact date not decided yet. Candidates must be graduates from a recognized college, university or normal school from a four-year course for which a bachelor's degree is granted. Weights: Written exam, 1; Training and experience, 1. Candidates appointed from this list must have a New York State automobile operator's license and be able to furnish own transportation on a mileage basis. Veterans must submit a copy of Honorable Discharge with application. No applications issued after Monday, August 21. (Last date to turn in filled-out forms, Thursday, August 24.)

2503. Electric Superintendent, Village of Akron, Erie County, \$2,740 to \$3,500. One vacancy. Fee \$2. Candidates must have been legal residents of New York State for at least one year and of the Eighth Judicial District, comprising the counties of Chautauqua, Cattaraugus, Allegany, Erie, Wyoming, Genesee, Niagara and Orleans, for at least six months immediately preceding Saturday, September 30, the examination date. To receive a permanent appointment, appointees must establish residence in the Village of Akron. Candidates must have either (a) seven years of experience in construction, maintenance or operation of electric light or power plant systems; two years of which shall have been in a responsible supervisory capacity and graduation from a standard senior high school course; or (b) two years of satisfactory experience in construction, maintenance or operation of electric light or power plant systems and graduation in electrical engineering from a recognized college or university; or (c) a satisfactory equivalent combination of the foregoing training and experience. Weights: Written exam, 4; training and experience, 6. (Last day to apply, Friday, August 25.)

2505. Senior Nurse, Tompkins County Memorial Hospital, Tompkins County, \$1.18 per hour. One vacancy. Fee \$2. Candidates must have been legal residents of New

York State for at least one year and of Tompkins County for at least four months immediately preceding Saturday, September 30, the examination date. If eligible, candidates may also compete in No. 2504, Head Nurse, Tompkins County. A separate application and fee must be filed for each examination. Candidates must be graduates of an accredited school of professional nursing and be licensed as registered professional nurses in New York State or be eligible for such license. (Successful candidates who have not obtained their licenses at the time the eligible list is established will not have their names certified for appointment until they have received their licenses and have so notified the Department of Civil Service.) In addition, they must have (a) one year of experience in professional nursing activities; or (b) any equivalent combination of experience and training sufficient to indicate ability to do the work. Weights: Written exam, 5; training and experience, 5. (Last day to apply, Friday, August 25.)

2504. Head Nurse, Tompkins County Memorial Hospital, Tompkins County, \$2,520 to \$2,760. One vacancy. Fee \$2. Candidates must have been legal residents of New York State for at least one year and of the Sixth Judicial District composed of the counties of Broome, Chemung, Chenango, Cortland, Delaware, Madison, Otsego, Schuyler, Tioga and Tompkins for at least four months immediately preceding Saturday, September 30, the examination date. If eligible, candidates may also compete in No. 2505 Senior Nurse, Tompkins County. A separate application and fee must be filed for each examination. Candidates must be licensed or eligible for examination for license to practice as registered professional nurses in New York State. Successful candidates who have not obtained their licenses at the time the eligible list is established will not have their names certified for appointment until they have received their licenses and have so notified the State Civil Service Commission. In addition, candidates must have either (a) graduation from an accredited school of professional nursing, and two years of progressively responsible experience in professional nursing activities of which one year shall have been in a more difficult capacity preferably in clinical unit or ward management; or (b) any equivalent combination of experience and training sufficient to indicate ability to do the work. (Last day to apply, Friday, August 25.)

2506. Senior Occupational Therapist, Westchester County, \$2,670

to \$3,390 plus an emergency compensation of \$720. One vacancy in Grasslands Hospital. Fee \$2. Candidates must have been legal residents of New York State for at least one year and of Westchester County for at least four months immediately preceding Saturday, September 30, the date of examination. Candidates must meet the requirements of one of the following groups: either (a) three years of satisfactory full-time paid occupational therapy experience in a recognized hospital or clinic, of which one year must have involved supervisory or teaching experience, and satisfactory completion of a full course in an accredited school of occupational therapy; or (b) a satisfactory equivalent combination of the foregoing training and experience. Weights: Written exam, 4; training and experience, 6. All permanent appointees will be required to pass a medical examination before appointment. (Last day to apply, Friday, August 25.)

2507. Sewage Plant Operator, Grade III, Division of Sewers, Village of Ossining, Westchester County, \$1,760 to \$2,800, plus \$324 emergency compensation. One vacancy. Fee \$2. Candidates must have been legal residents of New York State for at least one year and of the Village of Ossining, Westchester County for at least four months immediately preceding Saturday, September 30, the examination date. Candidates must meet the requirements of one of the following groups: either (a) one year of satisfactory experience in a sewage treatment plant; or (b) completion of a course of instruction in sewage treatment approved by the Public Health Council as qualifying for this grade, and three months of satisfactory experience in a sewage treatment plant; or (c) a satisfactory equivalent combination of the foregoing training and experience. A grade 3 sewage treatment plant operator's certificate, issued by the State of New York, will be required of permanent appointees. Weights: Written exam, 4; training and experience, 6. (Last day to apply, Friday, August 25.)

(Continued on page 11)

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JOB NEWS

THE JOB MARKET

Where to Apply for Jobs

U. S.—Second Regional Office, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (Manhattan) Hours 8:30 to 5, Monday through Friday; closed Saturday. Tel WATkins 4-1000 and at post offices outside of New York, N. Y.

STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. Barclay 7-1616, State Office Building, Albany 1, N. Y., and Room 302, State Office Building, Buffalo 7, N. Y. 9 to 5:30, excepting Saturdays, 9 to 12. Same applies to exams for county jobs.

NYC—NYC Civil Service Commission, 96 Duane Street, New York 7, N. Y. (Manhattan). Hours 9 to 4, excepting Saturday, 9 to 12. Tel. Cortlandt 7-8880. Opposite Civil Service LEADER office.

NYC Education (Teaching Jobs Only)—Personnel Director, Board of Education, 110 Livingston Street, Brooklyn 2, N. Y. Hours 9 to 3:30; closed Saturdays. Tel. MAin 4-2800.

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 follow:

State Civil Service Commission, NYC Civil Service Commission—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.

U. S. Civil Service Commission—IRT Seventh Avenue local to Christopher Street station.

COUNTY

Open-Competitive

(Continued from page 10)

1179. Head Actuarial Clerk, (Prom.), New York Office, The State Insurance Fund, \$3,847. Five annual increases to \$4,572. One vacancy in NYC. Fee \$3. The promotee will be required to travel upstate several times each year for at least 2 to 4 weeks each trip. Candidates must be permanently employed in the New York Office of The State Insurance Fund and must have served on a permanent basis in the competitive class for one year prior to September 30, 1950, as Principal Actuarial Clerk, or in any other class of position allocated to G-10 or higher and must have had four years of experience in actuarial-clerical or statistical-clerical work. The examination will include specialized and detailed questions on the policies and procedures in accordance with which the actuarial-clerical operations are performed in connection with the subjects listed in the immediately preceding paragraph. Candidates not thoroughly familiar with the day-to-day applications of the State Insurance Fund's policies to the actuarial-clerical work of the State Insurance Fund will find the examination difficult. Weights: Written exam, 3; service record rating, 3; seniority, 1; training and experience, 3. Exam date, Saturday, September 30. (Last day to apply, Thursday, August 17).

U. S.

236. Bacteriologist—Biochemist—Serologist, \$3,100 to \$6,400 a year. Jobs are in the Veterans Administration throughout the United States and in Puerto Rico. For all jobs, appropriate undergraduate study is required; for jobs paying from \$3,825 to \$6,400, from 1 to 4 years of pertinent experience. Appropriate graduate study may be substituted for 2 years of experience. No written test. Apply to the Executive Secretary, Committee of Expert Examiners, Veterans Administration, Washington 25, D. C. Open until further notice.

235. Interior Decorator, \$3,100 to \$4,600; Color Designer, \$3,825 and \$4,600; Sculptor (Military Medals and Statuettes), \$5,400. Appropriate experience and education required. No written test. (Closing date for Interior Decorator and Color Designer, Tuesday, August 15. No closing date for Sculptor).

238. Photographer. — Still and Motion Picture, \$2,650 to \$3,825; Process, \$3,100 to \$3,825. Written test plus experience or training in photographic work. (Closes Tuesday, August 22).

237. Farm Credit Examiner. — \$3,825 to \$5,400. Jobs are country-wide. Appropriate experience required; some substitution of education for experience allowed. No written test. (Last day to apply, Tuesday, August 15).

Reduced Postal Collections Require Candidate Alertness

The reduction in the number of collections in the Post Office Department requires, in much of the Metropolitan District at least, that mail be deposited in the letter-drop boxes by 8:30 P.M. if they are to bear a postmark of the same day. Otherwise they will be picked up and postmarked the next day.

In applying for New York State exams, since a postmark as of the closing date is acceptable, failure to mail in by 8:30 P.M. may freeze a candidate out of a test. Formerly mail was collected until 10:30 or 11 P.M.

NYC doesn't receive applications by mail, so reduction in the postal collection hours has no effect there, but the Federal government allows making applications by mail. However, the postmark is immaterial in Federal applications. The filled-out blanks must be actually in the hands of the proper Federal agency, usually the Second Regional Office of the U. S. Civil Service Commission, by the closing date. The address of the Second Regional Office is 641 Washington Street, New York 14, N. Y., or the Commission office at Washington 25, D. C., and the close of the business day occurs at 5 P.M. It doesn't matter how the application gets there, whether by mail, in person, or by representative or messenger, so long as it gets there on time.

The fact that the Federal rule is different has caused applications to arrive too late, since prospective candidates relied on the postmark being sufficient, even prior to the curtailment of collection time.

Send Applications Where Directed A Federal application sometimes should be sent to Washington, D. C., instead of to the Regional Office, but if the candidate sends it to the Regional Office, and it gets there on time, that office forwards it to the central office, which honors the timely receipt at the regional office. In other instances the filled-out application should be sent to a Local Board of Civil Service Examiners, but if sent to the Regional Office, the

(Continued from page 1) ployees were called back, Civil Service lists were combed. At the end of the week, all-out calls were still being made for Sheet Metal Workers, Shipwrights and Boat Builders. For the time being all other categories had been found; this included all the usual skilled titles except Machinist, of which there was an overabundance.

The Navy Yard work came to meet the stepped-up need for construction and conversion. Private shipyards got busy. The Maritime Administration got twelve troop transports and twenty cargo ships out of the "moth ball" fleet, and the yards of Bethlehem, Todd and Brewer Dry Dock got the assignment of refurbishing the cargo vessels.

Todd at Brooklyn reported later in the week that old hands were being called back, and new hands

in every variety of shipyard jobs would be needed in about a week. Todd in Hoboken asked interested skilled workers to send a penny postal, listing experience, to Todd Shipyards, Hoboken, N. J. Other shipyards in the metropolitan area were likewise getting ready for the days ahead when Government contracts would be in.

TO MEET expected increases in the demand for nurses, the Nurse Practice Act Committee of the New York State Nurses Association has announced that it will urge the 1951 State Legislature to liberalize the conditions under which out-of-state nurses may practice in New York State. Meanwhile young girls are being urged to give consideration to nursing as a career. An excellent pamphlet has just been issued by the Committee on Careers in Nursing titled "Nursing — Career With a Future for You" that explains just how to get into the profession. According to this booklet, the three requisites are the liking of people, good judgment and an average amount of good health. Other es-

PART-TIME JOBS IN RETAILING

DEPARTMENT STORES are very much in the market for part-time workers. With regular employees on vacation, and retail sales spurred by the fear of war shortages far ahead of last year, a number of stores have put up the help-wanted flag.

Typical is NYC Gimbel's, where experience is preferred but not necessary for part-time sales jobs. Women and college men are offered three job shifts: a) five days between 11 A.M. and 5 P.M.; b) three days between 9 A.M. and 6 P.M.; c) 5-9 P.M. Thursday and 9 A.M. to 6 P.M. Saturday. Applicants report at 116 W. 32d St.

At Saks Fifth Avenue, part-time sales help is needed for work five days a week between 11 A.M. and 4 P.M. A training class starts August 14. At the end of August the store will start part-time hiring for Thursday evenings and Saturdays.

On Monday, Tuesday and Wednesday of last week Macy's hired part-time workers, and will probably continue to have similar needs.

entials: 18 (although some schools insist on an academic or college preparatory course) after having been in the upper half of the class.

For copies of the booklet and further information, apply to Committee on Careers in Nursing, 1790 Broadway, New York 19.

NEW YORK STATE'S 30,000 manufacturing plants are being surveyed by State Commerce Commissioner Harold Keller in a move to catalogue the war production potential of the state. The information sought includes number of employees, possible maximum number of employees, plant area, assembly area, preference for products to manufacture, kinds and quantities of materials used, and equipment and machinery on hand. The information eventually will be passed on to government procurement agencies and to large prime contractors looking to subcontract some of their own war work.

A NATIONAL roster of scientific personnel similar to that used in the last war is about to get under way. James C. O'Brien, of the National Security Resources Board, is head of the project, to be known as the National Scientific Register Project. It will study scientific needs and recommend steps to be taken to fill them.

CIVIL SERVICE EXAMS

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STATE AND COUNTY NEWS

Assn. Election Candidates To Be Named

ALBANY, July 31—The nominating committee of The Civil Service Employees Association met on Thursday, July 27, to determine candidates for the forthcoming election of the Civil Service Employees Association.

The names of candidates selected will be reported in next week's LEADER.

Additional candidates may run with independent nominating petitions.

Civil Service Gets Glamour Treatment

Finally, civil service as a career stands the glamour treatment.

Glamour Magazine, one of the national career girl slicks, will do it in its September issue, due on the stands early next month.

Advance information on the spread indicates it will cover civil service on a municipal, State and national basis, and give a lot of attention to New York State institutional careers, and the internship opportunities in public administration offered in New York State Civil Service.

New York State girl employees are supposed to have held their own in the picture illustrations, too.

PUBLIC SERVICE COMMISSION WANTS EXEMPT PUBLICIST

ALBANY, July 31—The Public Service Department has asked that an assistant secretary be eliminated from the exempt class and one public relations officer be provided instead. The Civil Service Commission, which gives examinations for publicity men, must now decide whether the Public Service Commission may have a public relations officer appointed without examination. The Public Service Commission also seeks an exemption for one position of hearing examiner, and the continuation of temporary services of John T. Ryas as special assistant counsel through December 31, 1950.

KERWIN RETIRES AFTER 50 YEARS OF SERVICE

ALBANY, July 31—Edward P. Kerwin, after 50 years and 3 months in public service, has retired as administrative finance officer of the State Department of Agriculture and Markets. Mr. Kerwin is a resident of Albany.

The case of the maintenance men in State institutions — see next week's LEADER for full information.

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An Arco study book for State investigator jobs is on sale at the LEADER Bookstore, 97 Duane Street, New York 7, N. Y., two blocks north of City Hall and just west of Broadway. To order this book by mail, see advertisement on page 15.

Activities of Association Chapters

Suffolk County

DAVID FROST of Babylon, from the Suffolk County Department of Public Welfare, has been nominated to succeed George Guinta as president of the Suffolk County Chapter of the Civil Service Employees Association. The nominating committee met recently at the Patchogue Hotel to prepare the slate to be presented to the membership at the annual meeting in October. Guinta, a member of the Town of Islip Highway Department staff, declined to succeed himself.

Others nominated were Fred Vopat of the Brookhaven Highway Department, first vice president; Samuel LaSessa of the Smithtown Highway Department, second vice president; Edmund Brown of the Town of Islip Highway Department, sergeant at arms; Joseph Stenhein of the Public Welfare Department, treasurer; Mary Saunders of the Suffolk Sanitarium, recording secretary; Mrs. Kathryn Parker of the Public Welfare Department, corresponding secretary; William Reylek of the Public Welfare Department, executive representative.

The advisory committee candidates are Mr. Guinta, chairman; Mr. Titus, Mrs. LaSessa, Carl Helms, Salvador Gonzalez and Edward Frieman. Mr. Guinta is also chairman of arrangements for the proposed dinner-dance to be held in conjunction with the annual meeting. Officers will be elected and installed at this event.

Rochester

A SAUSAGE ROAST at Charlie Rudolf's home on Highland Avenue preceded a recent executive council meeting. Melba Binn presided and welcomed departmental representatives from 13 of the 20 departments in the chapter. This was primarily a budget meeting. Interested participation in the discussions by new members or the Council helped to make it a good one.

The fall meeting of the Western Conference at Alleghany State Park was announced for Saturday, September 16.

Dept. of Health — Andrew J. Fuller, formerly District Sanitary Engineer in the Geneva office, now has a permanent appointment as Regional Sanitary Engineer in the Rochester office. Ralph Sweeney,

also Regional Sanitary Engineer, has moved to the White Plains office.

Parole — Harold Zimmer, Parole Officer, attended an Institute recently held for Probation and Parole Officers at St. Lawrence University.

Commerce — John D. Smith addressed the Chamber of Commerce of Hamlin on Community and Industrial Development recently.

Law — Vera O'Reilly has returned from a vacation at Chasse's Locks in Canada where she enjoyed excellent fishing every day and shore dinners.

Employment — Betty Cameron, Receptionist, is leaving to be married on August 19. She will become Mrs. Daniel Kavanaugh and will live at Saranac Lake where Danny is a radio announcer on WNBZ. This ends four years of service for Betty. The entire staff wishes her great happiness.

Jean Turner, Interviewer, left. She will be married also on August 19 in Columbia, S. C. and to Richard Kelly, formerly of Eastman Kodak Company. They plan to live in Montclair, N. J.

Onondaga Sanatorium

THE ONONDAGA Sanatorium chapter chose the following officers to serve for the coming year: President Ivan Stoodley; vice president, Mrs. Mabel Wrench; secretary, Elizabeth Mahar; treasurer, Dorothy Adams; delegates, Miss Mahar and Mrs. Wrench.

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NYS Vocational Institute

ALL EMPLOYEES at New York State Vocational Institute at Coxsack are invited to the annual family picnic of the Association chapter, to be held August 10 at Karnik's, at Earlton. Guard Frederick Cronk is general chairman of the event, assisted

by John Longthorn, Ray Marohn, Pete Warden, Tirso Diaz, Erwin Keinath, Tom Henderson, Herman Diller, Viola Dimmick, Ann Redmond, Ralph VanHoesen and Willie Rice. Willie Williams is in charge of orchestrations. . . Assistant Superintendent Joseph Conboy is vacationing in New England.

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CIVIL SERVICE LAWS

WHAT EVERY EMPLOYEE SHOULD KNOW

CAN VETERANS WITH ZERO PER CENT DISABILITY RATING BE OUSTED FROM THEIR JOBS?

By THEODORE BECKER

UNDER THE PROVISIONS of the State Constitution, disabled veterans whose disabilities are recognized by the Veterans Administration as war-incurred are entitled to absolute preference (until January 1, 1951) and appointment and promotion over non-disabled veterans and non-veterans. From 1946 to 1948 civil service commissions applied the preference to veterans whose disabilities were rated at less than 10%—known as zero per cent disability cases—on the theory that such disabilities actually existed, although too slight to impair the veteran's earning capacity.

In 1948, the highest court in the State, the Court of Appeals, decided that "zero percenters" were not entitled to disabled veterans preference. At least 10% disability was necessary. The question immediately arose as to the status of those who had already been given preferential appointment on the basis of zero per cent disabilities. If steps were taken to oust these individuals, service might be seriously disrupted. In addition, law suits for reinstatement could be started because these individuals had not been parties to the case in which zero per cent preference had been outlawed. The tendency on the part of civil service commissions, therefore, had been to stand pat on past appointments but to follow the Court's ruling as to future appointments.

Zero Per Cent Ouster Sought

However, the matter was not allowed to rest there. Eligibles on an expired list for Motor Vehicle License Examiner with 10% or greater disability sought to oust some zero percenters appointed prior to the Court's ruling. The lower courts decided against these "ten percenters" on the ground that the list from which they sought their own appointment as replacements for the zero percenters had already expired. The courts are powerless to authorize appointments from "dead" lists.

The case recently was decided by the Court of Appeals. One of the judges, supporting the view of the lower courts, argued that if the zero percenters could be ousted in this case, years after their appointment, then at any time in the future any zero percenter any-

where could be so ousted. This situation would be intolerable, endangering job security and tenure, both exceedingly vital to good civil service. He urged therefore that the administrative action, taken in good faith, on the basis of an interpretation of the law shared by some courts as well as by civil service commissions generally, should be applied for the future only, and should not be used to oust previous appointees.

Majority View

However, all the other judges disagreed. The majority held that while the ten percenters had no chance of getting appointments themselves, they were entitled as citizens to obtain compliance with the Court's ruling on the zero per-

centers. Furthermore, their suit was and still is timely because failure to oust the zero percenters is a continuing matter, and a proceeding to force compliance could be brought at any time.

Accordingly, the Court of Appeals held that it was improper for the lower courts to summarily throw out the petition. It ruled, instead, that the petitioners could properly obtain an order directing the removal of the zero percenters unless "an acceptable reason" for a contrary course was shown. As to what constituted an acceptable reason, the Court stated, "For example, an extensive removal of zero percent veterans might so disrupt and disorganize the staff of the State Tax Commission as to constrain the court in its discretion to deny the relief here sought."

Depends on Circumstances

In other words, although the zero percenters can be ousted if conditions warranted such action, there might be circumstances un-

der which such ousters would be impracticable. Each case would have to be decided on its own particular circumstances after the court had thoroughly looked into the facts.

The entire matter was, therefore, referred back to the lowest court to check into the special circumstances existing in this case and to decide the basis of its findings whether or not the zero percenters involved should be ordered ousted. (Cash v. Bates, decided 7-11-50)

LEGAL NOTICE

SUPREME COURT, BRONX COUNTY:

Max Donner, plaintiff, against Regina M. Hayes, widow of DeWitt C. Hayes, Noel Clad, Jennie M. Peters, Gertrude Caminez, also known as Gertrude Caminez Soles, Giovanni Antonino Minadeo, Incornata Minadeo, his wife, William Fiehel, Ida L. Herman, Victor M. Herman, her husband, Thomas A. Maher, Barbara C. Nelson, Horatio N. Meredith, Fannie M. Meredith and all of the above, if living, and if they or any of them be dead, then it is intended to sue their heirs-at-law, devisees, next-of-kin, executors, wives, widows, lienors and creditors, and their respective successors in interest, wives, widows, heirs-at-law, next-of-kin, devisees, creditors, heirs, executors, administrators, and successors in interest, all of whom and whose names and whereabouts are unknown to the plaintiff and who are joined and designated herein as a class as "Unknown Defendants," defendants.

To the above named defendants: You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or if the complaint is not served with this summons, to serve a Notice of Appearance on the plaintiff's attorney within twenty (20) days after the service of this summons, exclusive of the day of service. In case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

Dated: New York, June 12, 1950.
HARRY HAUSKNECHT
Attorney for Plaintiff
Office and P. O. Address, 135 Broadway, New York, New York.

To the above named defendants, except Regina M. Hayes, widow of DeWitt C. Hayes:

The foregoing second supplemental summons is served upon you by publication pursuant to an order of Hon. Charles D. Breitler, Justice of the Supreme Court of the State of New York, dated June 29, 1950, and filed with the clerk of the Court of Bronx County, at 161st Street and Grand Concourse, in the Borough of The Bronx, City of New York.

This action is brought to foreclose fourteen transfers of tax liens sold by the City of New York to the plaintiff. You are interested in the First, Second, Fifth, Sixth, Ninth, Tenth, Eleventh, Thirteenth and Fourteenth Causes of Action of the second amended complaint which are for the foreclosure of the following liens:—Bronx Lien No. 66258, in the sum of \$1,590.04 with interest at 12% per annum from March 23, 1943, affecting Section 17, Block 5021, Lot 4 on the Tax Map of Bronx County, which said premises consist of vacant land on the east side of De Reimer Avenue, 150 feet north of Edenwald Avenue, 25 feet in width by 95 feet in depth; Bronx Lien No. 66263, in the sum of \$1,785.57 with interest at 12% per annum from March 23, 1943, affecting Section 17, Block 5021, Lot 35 on the Tax Map of Bronx County, which said premises consist of vacant land on the east side of De Reimer Avenue, 100 feet south of Bussing Avenue, 50 feet in width by 95 feet in depth; Bronx Lien No. 66286, in the sum of \$871.23 with interest at 12% per annum from March 23, 1943, affecting Section 17, Block 5022, Lot 15 on the Tax Map of Bronx County, which said premises consist of vacant land on the east side of Wilder Avenue, 457.06 feet south of Bussing Avenue, 25 feet in width by 95 feet in depth; Bronx Lien No. 66287, in the sum of \$1,049.83 with interest at 12% per annum from March 23, 1943, affecting Section 17, Block 5022, Lot 16 on the Tax Map of Bronx County, which said premises consist of vacant land on the east side of Wilder Avenue, 425.08 feet north of Edenwald Avenue, 50 feet in width by 95 feet in depth; Bronx Lien No. 66300, in the sum of \$4,084.50 with interest at 12% per annum from March 23, 1943, affecting Section 17, Block 5022, Lot 66 on the Tax Map of Bronx County; Bronx Lien No. 66301, in the sum of \$3,850.58 with interest at 12% per annum from March 23, 1943, affecting Section 17, Block 5022, Lot 70 on the Tax Map of Bronx County, which last two lots consist of vacant land on the west side of Murdock Avenue, 250 feet north of Edenwald Avenue, 150 feet in width by 100 feet in depth; Bronx Lien No. 66302, in the sum of \$1,154.24 with interest at 12% per annum from March 23, 1943, affecting Section 17, Block 5022, Lot 74 on the Tax Map of Bronx County, which said premises consist of vacant land on the west side of Murdock Avenue, 200 feet north of Edenwald Avenue, 50 feet in width by 100 feet in depth; Bronx Lien No. 66351, in the sum of \$1,137.06 with interest at 12% per annum from March 23, 1943, affecting Section 17, Block 5027, Lot 10 on the Tax Map of Bronx County and Bronx Lien No. 66352, in the sum of \$1,148.08 with interest at 12% per annum from March 23, 1943, affecting Section 17, Block 5027, Lot 11 on the Tax Map of Bronx County, which last two lots consist of vacant land on the west side of Monticello Avenue, 83.60 feet south of Bussing Avenue, each lot being 25 feet in width by 95 feet in depth.

Dated: New York, July 5, 1950.
HARRY HAUSKNECHT
Attorney for Plaintiff
Office and P. O. Address, 135 Broadway, New York, New York.

Hatch Act Criticized As 'Unjust'

WASHINGTON, July 31— Criticism of the Hatch Act, prohibiting political activity on the part of Federal employees, was vigorously expressed last week in a letter by Harry B. Mitchell, Chairman of the United State Civil Service Commission, to Mrs. Chase Woodhouse, Congresswoman from Connecticut.

Mr. Mitchell said that the Commission had nothing to do with "big fellows" (those in positions excepted from the competitive service) but rather with "little fellows."

'Injustice' Compulsory

"Injustices" are compulsory under the Hatch Act, Mr. Mitchell argued, stating that enforcement was mandatory upon the Commission. Among the cases that he said he was forced to remove from office under the Hatch Act were the following:

1. Postal carriers who talk to persons along their route about John Doe as a candidate for sheriff or county clerk.
2. An employee who, as an accommodation to fellow employees, carried their contributions to headquarters.
3. A 20-year old girl employed in a post office who distributed twenty election cards after the postmaster told her it would be all right to do so outside of the post office.
4. The nurse who knew nothing about politics but agreed to become a precinct committee woman to improve hospital conditions.

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NEW YORK CITY NEWS

Career-Salary Survey

(Continued from page 1) about his supervision, and related matters. The questionnaire, whose content was determined at Tuesday's meeting, is already at the printers.

Mayor to Ask Cooperation Department heads may receive a letter, either from the Mayor or from Comptroller Lazarus Joseph, urging complete cooperation with the Griffenhagen staff.

Mr. E. O. Griffenhagen, head of the agency conducting the survey which won final approval from the Board of Estimate on July 20, is himself in charge of the huge operation, which it is estimated will include some 100,000 employees.

The Job to Be Done "Specifications" for the task to be performed, as prepared by the Mayor's Committee on Management Survey, indicate the extent of the study now being undertaken. These specifications outline the following duties for the Griffenhagen firm:

- 1. Review existing laws, regulations, practices and facilities in the New York City municipal service with respect to the determination of position classification and compensation policies and classification and pay administration.
2. Design an appropriate classification questionnaire and prepare necessary explanatory materials.
3. Direct the distribution of questionnaires to employees through departmental channels and the completion and return of questionnaires.
4. Clarify and amplify information about the work and information...

ments of individual positions through extensive field audits, involving discussions of the duties and work requirements of positions with individual employees and their supervisors at their places of work and with departmental officials.

5. Establish, on the basis of the information secured through the above steps, classes or "services" embracing positions which constitute a sound grouping of all positions in relation to duties, responsibilities, and qualification requirements.

6. Prepare class specifications for all classes, describing in some detail the nature and requirements of the work of each class, so as to provide a sound basis for continuing classification and pay administration, and to facilitate administration of recruitment, selection, training, and performance evaluation processes.

7. Allocate all positions by assigning each to its appropriate class in the classification plan.

8. Review proposed classifications, allocations, and class specifications with appropriate departmental officials.

9. Through salary information questionnaires, personal interviews, and the study of classification and pay plans for private and public agencies, secure representative information with respect to current rates of pay for positions in appropriate public jurisdictions and in private employment within the City of New York.

10. Analyze such salary and wage information and such related factors as the relative difficulty and responsibility of the work of the various classes of positions, living costs, and the City's recruitment problems and pay and financial policies and requirements.

11. Prepare a comprehensive compensation plan with rates or ranges of pay for all classes of positions included in the classification plan.

12. Calculate, by departments and by funds, the budgetary effects of the recommended pay plan, showing the estimated costs of putting the plan into effect.

13. Participate in such hearings on, and discussions of, the classification and pay plans as may be deemed desirable by the City.

14. Revise the classification and pay plans as may be found desirable in the light of the above hearings prior to final action upon the plans by appropriate agencies or officials of the city government and state government.

15. Notify employees of the proposed classification of their positions.

16. Present to the City lists showing the recommended classification of each position as a basis for revising payroll and other personnel records so that they will reflect new classification in personnel, budget, and other official records.

17. Provide for the training of selected New York City personnel during the course of the whole survey, so that a unit will be available to the City for carrying on the work of maintaining sound classification after the consultants have left, and outline the necessary machinery for the proper administration of the classification and pay plans recommended.

18. Submit recommendations regarding legislation to enable the proposed reclassification to be put into effect.

For a period of two months after the cut-off date the consultants are to be available for Informal Advisory Hearings to discuss grievances of employees with respect to their slottings or classifications. The purpose of these hearings is to:

- 1. Eliminate complaints based upon misunderstandings.
2. Clarify any real issues remaining for the benefit of the formal hearings that will come later.

Board Rejects Bill

The NYC Board of Estimate has turned down a bill, previously passed by the City Council, which would have exempted employees of the City Planning Commission from the Lyons Residence Law. Mayor O'Dwyer had said that he wanted the finest planning talent in the United States for a group of top planning positions under civil service in the department. The Lyons Residence Law restricts City positions to those living within the confines of the five boroughs three years or more. The law has been frequently attacked, lately as discriminatory against veterans who, returning from the war, were unable to find homes in the City and had to move to the outlying suburbs.

Water Supply Laborers Ask \$350 Wage Increase, Back Pay, 40-Hr. Work Week

A demand for \$350 wage increase, and 40-hour week for laborers in the NYC Department of Water Supply, Gas and Electricity, is slated to be brought to Mayor William O'Dwyer's personal attention by the high command of the Government & Civil Employees Organizing Committee, CIO, at a meeting scheduled for Tuesday, August 1st.

Milton Murray, National Secretary-Treasurer of the Union, will lead the union delegation, along with Morris Iushewitz, Secretary-Treasurer of the NYC CIO Council and Bernard Levinson, Assistant National Director of Organization, both of whom have been active on behalf of the new CIO union for Civil Service employees.

The union has called a city-wide rally of Water Supply laborers at 154 Nassau St. for Wednesday, August 2nd, at 8:00 P.M. Mr. Murray is to give a personal report on the outcome of the meeting with the Mayor.

This mass meeting and other actions planned by the laborers "are designed to prove to the Budget Director's office that the CIO union represents the vast majority of the men in this title in the Water Supply Department, and to reinforce the demands for speedy action on the union's wage and hour program," said a union statement. This includes demands for back pay to 1947. Other key issues of vital interest to the men are promotions, seniority, prompt settlement of all grievances and equal treatment for the laborers in the up-state New York areas with men employed in New York City.

Louis Martini, President of Water Supply Local 370 GCEOC, CIO, will preside at the meeting.

NYC Briefs

FREE SUBWAY PASSES for inspectors is what the City Council was asked for in a resolution referred to the Committee on City Affairs. The resolution states that by not giving passes to inspectors, the City merely takes money out of one pocket and puts it in another, for the inspectors must be reimbursed for travel costs. This entails a lot of unnecessary bookkeeping.

A TOTAL of 7,897 persons filed for the Social Investigator examination. The written examination is expected to be held early in the fall.

THE BIG TALK in police circles last week was Joe Regan's telegram calling a special meeting to protest the Miles MacDonald probe in Brooklyn. Joe is president of the Police Lieutenants Benevolent Association. His telegram said: "The resentment of the Lieutenants Benevolent Association members extends to some newspapers which have been carrying false headlines and lending support to the current smear campaign." Looks like the Police Department is really fighting the Brooklyn thing hard, all the way up and down the line.

LEGAL NOTICE

ZVONAR, MICHAEL - CITATION. - P2047, 1950. - The People of the State of New York. By the Grace of God Free and Independent, To ANKA JAMBOR, BABA SAFAREK, the next of kin and heirs at law of and distributees of MICHAEL ZVONAR, deceased, send greeting:

Whereas, EDWARD R. SHULTZ, who resides at 404 East 55th Street, Borough of Manhattan, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date June 27th, 1950 relating to both real and personal property, duly proved as the last will and testament of MICHAEL ZVONAR, deceased, who was at the time of his death a resident of 506 West 42nd Street, Borough of Manhattan, the County of New York.

Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 25th day of August, one thousand nine hundred and fifty, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable William T. Collins, Surrogate of our said County of New York, at said county, the 19th day of July in the year of our Lord one thousand nine hundred and fifty.

PHILIP A. DONAHUE, Clerk of the Surrogate's Court

LEGAL NOTICE

CARR, ELEONORA F. - CITATION. - THE PEOPLE OF THE STATE OF NEW YORK, BY THE GRACE OF GOD FREE AND INDEPENDENT, TO ELLA LARSEN, the heirs at law, next of kin and distributees of ELEONORA F. CARR, deceased, if living, and if any of them be dead, to the respective heirs at law, next of kin, distributees, executors, administrators, legatees, devisees, assigns and successors in interest whose names and places of residence are unknown and cannot be ascertained after due diligence, the next of kin and heirs at law of ELEONORA F. CARR, deceased.

WHEREAS the Last Will and Testament of ELEONORA F. CARR, deceased, who at the time of her death resided at 923 Fifth Avenue, City, County and State of New York, bearing date of the 21st day of July, 1949, was heretofore by a decree of this Court duly made and recorded in the office of the clerk of this Court, admitted to probate by the Surrogate's Court of the County of New York, as the Last Will and Testament of said ELEONORA F. CARR, deceased, valid to pass real and personal property, and said will and the decree admitting the same to probate, and the proofs in support thereof are now duly filed and recorded in the office of the clerk of the Surrogate's Court of the County of New York, and

WHEREAS, IRVING TRUST COMPANY, the executor of said Last Will and Testament with offices at One Wall Street, City, County and State of New York, has applied to the Surrogate's Court of the County of New York, to have the said decree admitting the said will to probate opened, and citation issued in said proceeding directed to the persons above named and described requiring them to show cause why the said Last Will and Testament of ELEONORA F. CARR, deceased, should not be admitted to probate and why said proceedings already had should not be confirmed and sustained as against them with the same force and effect as if they had heretofore been duly cited to attend the original probate herein.

NOW, THEREFORE, you and each of you are hereby cited to show cause before our said Surrogate's Court of the County of New York, at the Hall of Records in the County of New York, on the 15th day of September, 1950, at 10:30 o'clock in the forenoon of that day why the said Last Will and Testament should not be admitted to probate as a will of both real and personal property, and why the evidence taken and the proceedings already had to prove said will of ELEONORA F. CARR, deceased, should not stand and why the decree admitting said will to probate and adjudging the same to be a valid will to pass real and personal property should not be sustained, and why the persons cited herein should not be bound thereby with the same force and effect as if they had been previously duly cited to attend the original probate thereof.

IN TESTIMONY WHEREOF, we have caused the seal of our said Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS HON. William T. Collins, a Surrogate of said County at the County of New York, this 20th day of June, 1950.

PHILIP A. DONAHUE, Clerk of Surrogate's Court.

SUPREME COURT, BRONX COUNTY. - Andrew O. Benson, Plaintiff, against "George" Spartas, said first name "George" being fictitious, true first name being unknown to plaintiff, it being intended to describe by the said name the husband of Alice Spartas, a former owner of the premises, Helen Natola, William Demetropoulos, Ethel Spartas, Marie Spartas, all other heirs at law, next of kin, devisees, distributees, grantees, assignees, creditors, lienors, trustees, executors, administrators and successors in interest of ALICE SPARTAS, deceased, and the respective heirs at law, next of kin, devisees, distributees, grantees, assignees, creditors, lienors, trustees, executors, administrators and successors in interest of the aforesaid classes of persons, if they or any of them be dead, and the respective husbands, wives or widows, if any, all of whom and whose names and places of residence are unknown to plaintiff, defendants. Summons.

To the above named Defendants: You are hereby summoned to answer the complaint in this action, and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the plaintiff's attorney within twenty days after service of this summons, exclusive of the day of service; and in case of your failure to appear, or answer, judgment will be taken against you by default for the relief demanded in the complaint.

Dated, May 22nd, 1950. THOMAS F. MCCARTHY, Attorney for Plaintiff, Office - P. O. Address, 305 E. Kingsbridge Rd., Bronx 55, New York.

To the above named defendants: The foregoing summons is served upon you by publication pursuant Order of Hon. Benjamin J. Rabin, a Justice of Supreme Court, State of New York, dated July 6, 1950 and filed with the complaint in Bronx County Clerk's Office, Bronx County Building Borough of Bronx, New York.

This action is brought to foreclosure Tax Lien No. 66752 covering Section 17, Block 6095, Lot 113 on Tax Map of Borough of Bronx as said map was on November 11, 1941.

Dated: Bronx, N. Y., July 10, 1950. THOMAS F. MCCARTHY, Attorney for Plaintiff.

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NEW YORK CITY NEWS

WHAT'S COOKIN'?

By HELEN DUNN

AMONG the many guests at the Diamond Jubilee celebration of Feltman's at Coney Island last week were, Locality Mayors, Dave Katz, Coney Island; John Vitanza, Gramercy Park; Dan "Riggs" O'Rourke, Park Row; and Paul D. O'Reilly, shipping magnate.

Aside from the delicious dinner which included steaks and lobsters, the hot dog (originally introduced to Coney Island by Feltman's) was prominent at the dinner table, with Ruppert Beer, the favorite drink toasting the millions of hot-dogs sold at Feltman's every year.

FOR LADIES ONLY — Newest gimmick is Lipmatch, in the shape of book matches with a convenient mirror strip. Each folder has fifteen matches and each strip can be used two to three times. More than 1,000 were distributed last Thursday by the Capitol Theater in honor of Esther Williams as "The Duchess of Idaho."

ACCORDING to latest inventory reports, Ehler's Grade A coffee leads all other local brands in the metropolitan area. . . . May I suggest Nedick's Concentrate. Mixed 5-1 with water, you have more than a quart of delicious orange juice. . . . Anthony A. De Boyle, original developer of the American Artichoke, now manufactures Arti-Stix a tasty artichoke-flavored bread stick that is salt free. Send a self-addressed envelope to Helen Dunn, The LEADER, 97 Duane Street, New York 7, N. Y., for the nearest location to you where the Arti-Stix can be bought.

COOKING enthusiasts will be happy to hear that the newest measuring spoon on the market takes the place of the old-fashioned individual spoons. It is a four-in-one plastic measuring unit, the product of Columbus Plastics Products, Inc., of Columbus, O. Want this handy measuring spoon in time to bake your next cake? Authors of the first twenty-five letters received by your columnist will get one. Address Helen Dunn, The LEADER, 97 Duane St., New York 7, N. Y.

ACCORDING to James (Jimmy) Fury, Tele King's brilliant production pusher, Tele King is number four in the T. V. industry. But to hear Jimmy "tell" it Tele King is king of them all.

MAYOR WILLIAM O'DWYER

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was guest of honor at the 14th annual outing of the Police Anchor Club, held at the Palisades Amusement Park.

THE RIVOLI Theatre's new attraction, "The Underworld Story," is a fast-paced expose of a racket-crime syndicate, starring Dan Duryea, Herbert Marshall, Gale Storm, Howard Da Silva and Michael O'Shea.

BARBARA STANWYCK flew in from Tucson, Ariz., to attend her latest Hal Wallis-Paramount film, "The Furies." She was the center of attraction at Mike Todd's "Peep Show."

HARRY GRINGER (that "very reasonable man") and Mrs. Gringer have just returned from a vacation trip to Mexico City. Their plane had to make a forced landing in northern Mexico after a fire broke out in one of the engines.

Mr. Gringer is continuing to offer discounts on household items. His store is at 29 First Avenue, New York City.

TIME now by my faithful Bulova watch to relax with a mild, slow burning king size Regent cigarette. Natch!

Note on Laborer List

The Laborer eligible list begun on page 9 of this week's LEADER gives the names of those who passed, in the order of their application numbers. This is the form in which the Commission issued the list. D stands for disabled veteran, V for non-disabled veteran. Appointments until January 1, 1951, from this list go to disabled veterans first, other veterans next, non-veterans last. On and after January 1 veteran preference will not apply to this particular list.—Editor.

CAREER CHOICE CALLED PROBLEM OF YOUTH

"Youth's greatest problem today is the choice of a career," said Dr. Robert Strobridge, director of the Hefley & Brown Secretarial School, 7 Lafayette Avenue, Brooklyn.

The school offers psychological and aptitude tests which aid in determining the students' natural abilities, likes and dislikes. These tests are given to applicants at their request.

Dr. Strobridge also announced the opening of the school's Fall Semester on September 5. Students may begin on that day or any Monday thereafter.

Notice is hereby given that license No. 22W10675 has been issued to the undersigned to sell beer and wine at retail under the Alcoholic Beverage Control Law at 2599 Pitkin Avenue, Brooklyn, N. Y., for on premises consumption only. Gabe Jacovetti & Frank Celano d. b. a. Luigi's Italian Kitchen & Pizzeria.

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| <input type="checkbox"/> Beverage Control Investigator\$2.50 | <input type="checkbox"/> Librarian\$2.00 |
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| <input type="checkbox"/> Civil Service Handbook.....\$1.00 | <input type="checkbox"/> Observer in Meteorology\$2.00 |
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| <input type="checkbox"/> Clerk, CAF 1-4.....\$2.00 | <input type="checkbox"/> Oil Burner Installer.....\$2.50 |
| <input type="checkbox"/> Clerk, CAF-4 to CAF-7.....\$2.00 | <input type="checkbox"/> Patrol Inspector\$2.00 |
| <input type="checkbox"/> Clerk, Grade 2.....\$2.00 | <input type="checkbox"/> Patrolman (P.D.)\$2.50 |
| <input type="checkbox"/> Clerk, Grade 3.....\$2.00 | <input type="checkbox"/> Playground Director\$2.00 |
| <input type="checkbox"/> Clerk-Typist-Stenographer\$2.00 | <input type="checkbox"/> Plumber\$2.00 |
| <input type="checkbox"/> Dietitian\$2.00 | <input type="checkbox"/> Police Lieut.-Captain\$2.50 |
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| <input type="checkbox"/> Junior Accountant\$2.50 | <input type="checkbox"/> U. S. Govt. Jobs50 |
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NEW YORK CITY NEWS

Study Material for NYC Social Investigator

Social Investigator aspirants will do well to familiarize themselves with basic NYC municipal plant operation in preparation for the test to be held in the early fall. Applications closed recently.

At least some moderate percentage of the questions in this test should be expected to be in this category. Important functions are based on the tax rate and expense budget.

The tax rate on real estate is limited (except for debt service and certain other purposes) to 2 per cent of the average valuation of taxable real estate as determined by the last assessment rolls and the four preceding rolls.

The tax rate must be fixed by the Council not later than June 25. It is expressed in cents and mills per dollar of valuation.

Expense Budget

The fiscal year begins July 1 and ends on June 30 of the ensuing year.

Departmental estimates for the ensuing fiscal year are to be submitted to the Director of the Budget not later than February 1.

Not later than February 15, the Comptroller is required to submit to the Board of Estimate and to the Council statements with respect to general fund receipts, uncollected taxes, condition of the tax deficiency account, the street and park opening fund and a schedule of appropriations required for debt service.

Not later than March 1, the President of the Tax Commission is required to submit to the Board of Estimate and to the Council a tentative estimate of the assessed valuation of taxable real property for the ensuing fiscal year.

Not later than April 1, the Mayor is required to submit an Executive Budget to the Board of Estimate and to the Council.

Between April 7 and 17, public hearings on the Executive Budget are required to be held by the Board of Estimate. The Board may increase, decrease, omit or add items, except fixed sums required by law.

Not earlier than April 17 nor

later than April 27, the Board of Estimate is required to adopt a budget. If the Board fails to adopt a budget by April 27, the Executive Budget is deemed to have been adopted.

Not later than May 1, the budget as adopted by the Board of Estimate is required to be certified by the Mayor and submitted to the Council.

The Council may reduce or omit any item, except fixed amounts required by law, but has no power to add new items or increase any item or vary the titles, descriptions or terms or conditions.

May 22 is the latest date on which the Council may act. On that date the budget is required to be certified by the President of the Council and submitted to the Mayor.

Mayor's Veto Power

The Mayor may restore any items reduced or omitted by the Council and return the budget to the Council on or before June 1, setting forth his objections to such reductions or omissions.

The Council may, on or before June 10, by a three-fourths vote of all the Councilmen, override the Mayor's veto of any item previously reduced or omitted and such items shall be deemed to be restored.

Not later than June 15, the budget as finally adopted, shall be certified by the Mayor, Comptroller and City Clerk, and filed in the office of the Comptroller.

Besides taxes and budget, some questions may be expected to deal with municipal functions, and of course quite a few with the laws under which the Department of Welfare operates.

The types of relief should be known by the candidate. Important among them are home relief, old-age relief, aid to the blind and aid to dependent children.

Also, there has been in existence for the past few weeks, "work relief."

Part of the test ordinarily would include intelligence questions, rather than ones testing specific knowledge relating to the Wel-

fare or Health Department. Candidates are not expected to be familiar with the intimate working of any department. Some of the contestants will be provisionals, persons employed pending the hiring of permanent employees from the forthcoming Social Investigator eligible list, but that is all the more reason why clinical questions are not to be expected. Otherwise provisionals would get a considerable advantage.

QUESTIONS

1. A family is in financial straits. It consists of father, husband, wife and their three minor children. Government will provide assistance for which of the following reasons: (A) to keep the family together, (B) to assure the parents peace of mind until conditions right themselves, (C) to prevent the destruction of mental, physical and moral values and prevent adversity from occasioning deprivation, (D), to provide the greatest good to the greatest number.

2. Of the following programs, the one which is not an integral to the Welfare Department (A) children's placement, (B) Medical care, (C) temporary child care, (D) test borings.

ANSWERS

1. C; 2. D. (More next week).

UFOA Elects Beebe, Muesle, Freeman and Dalton to Its Board

The election of members of the executive board of the Uniformed

Fire Officers Association resulted in victory for Battalion Chief Winford L. Beebe, Captains Frederick J. Muesle and Charles J. Freeman, and Lieutenant John F. Dalton. All four were on the board a year or more ago.

Chief Beebe and Captain Muesle are former presidents, while Lieutenant Dalton is a former treasurer.

The installation will take place at the Hotel Martinique at 8 P.M. on Friday, September 1.

The tally, as announced by the American Arbitration Association, which conducted the election, follows:

CHIEFS

(One vacancy)

Winford L. Beebe 106
Joseph D. Rooney 51
Gilbert X. Byrne 17

CAPTAINS

(Two vacancies)

Frederick J. Muesle 143
Charles J. Freeman 112
Daniel F. Farren 105
Dennis J. Shea 99
Frederick Bahr 79

LIEUTENANTS

(One vacancy)

John F. Dalton 412
John J. Connolly 389

De Lury Asks City Assume HIP Payments

John J. DeLury, president of the Joint Board of Sanitation Locals, AFL, has asked that the NYC government continue to finance its share of the Hospital Insurance Plan for City employees entering the military services.

He pointed out that the present plan works a hardship on these men. Currently, the City pays half and the employee pays half. However, when an employee leaves for military service, he is asked to sign a contract for health insurance transferring the full burden to himself. Thus, says Mr. DeLury, "the public employees reporting for military service may retain the same benefits for himself and his family, but at double the cost."

The NYC Employee

(Continued from page 1)

grade and start them on their way to eligibility for a test for the next higher grade, and makes total pay received subject to pension benefit.

The good news affects 185 employees.

Certification of promotion eligibles and open-competitive eligibles for filling summer jobs is occupying most of the time of the Civil Service Commission's Certification Bureau, of which Sylvester Connolly is the head. The seasonal jobs are offered to those who passed tests, but the declines run high. Persons with steady jobs in private industry just don't give them up to take seasonal jobs, private or public.

Clerks Lose Plea

The NYC Civil Service Commission has informed Patrick J. Brady of the Government and Civic Employees Organizing Committee, CIO, that it will not hold a test for promotion of the Grade 2 clerks in the Tax Department to junior assessor. An open-competitive test is to be held. The Commission cited its advertisement of the previous Junior Assessor test, in which it had stated that the clerks wouldn't be made eligible for the next one unless they met the open-competitive requirements. These have to do with assessing experience. The Commission holds that only in that way can it provide suitable junior assessors for promotion to assessors.

The clerks say that the junior assessors don't do any assessing. They accompany assessors on inspection trips and perform clerical duties, hence they say the actual assessing experience is unnecessary. Also they point out that with no opportunity for promotion to junior assessor they're up against a dead end.

"The Commission does not intend," wrote Secretary Frank A. Schaefer, "to change its policy. It is felt that further discussion of this matter is of no avail."

SIMILAR NAMES of civil service officials are no longer scarce. The President of the NYC Civil Service Commission is James S. Watson, former Municipal Court Justice; the executive secretary of the Civil Service Reform Association is James R. Watson. They are not to be found infallibly on the same side of all civil service questions. Then there's the NYC Civil Service Commissioner, Paul P. Brennan, who has a nominal brother in Paul M. Brennan, Director of the same Commission's Medical-Physical Bureau. The third NYC Commissioner, former State Senator P. A. Fino, has Paul

as his given name, accounting for three Pauls within a short radius.

MAYOR WILLIAM O'DWYER is said to be inching closer and closer to either (a) a salary increase or (b) pension changes or (c) both for NYC policemen and firemen. He has made several public statements recently indicating this, and feelingly described the low take-home pay of City patrolmen. On his television program on Thursday, August 10, at 8:30 P.M.

'White Collar' Drive Made By AFL Group

A drive for members among white collar civil service employees is reported to be quietly making headway in three City departments—Sanitation, Hospitals, and Health.

The report states that white collar employees in the Sanitation Department—including inspectors, clerks, business machine operators, stenographers and typists, doctors, nurses—are 100 percent organized in the Clerical Union, local 140, AFL. Now the union is driving a wedge into two additional departments. Eight City hospitals are already "organized", says Herbert Bauch, president of the Union. By "organized" he means that units are functioning there.

The Health Department is proving a tougher "nut," the AFL union admits, with opposition coming from the CIO and the United Public Workers.

Seek Complete Organization
Objective of the Clerical Union is to organize all City white collar workers. However, inevitably there will be conflicts, since other City employee organizations, including other AFL groups, also organize white collar people. "We'll deal with that problem when we come to it," Mr. Bauch states.

The Clerical Union is based in the Sanitation Department, and is part of the Joint Board of Sanitation Locals. Mr. John DeLury heads the Board.

One of the major current objectives of the Clerical Union is an increment system all the way up and down the line. However, it asks that the present limited McCarthy Increment law be extended in the meantime. The union has also had conferences with officials of the Hospitals Department concerning promotions for investigators.

over WPIX, the Mayor will appear with John E. Carton, president of the Patrolmen's Benevolent Association, and John P. Crane, president of the Uniformed Firemen's Association. The two organizations are working together, and the Uniformed Fire Officers Association and other line organizations, to improve the salary and pension conditions of men on both forces.

A SMALL NUMBER of employees will be needed for the new NYC Traffic Department recently established. Among them will be 2 electrical engineering draftsmen (\$3,300); 2 civil engineers (\$3,300); 4 electrical inspectors (\$3,421).

PATROLMAN physical tests are still continuing, with about 50 percent of the candidates having completed the exam so far. Civil Service Commission says that about 90 percent of those taking the physical tests pass them.

CITIZENS UNION is sending a questionnaire to prospective political candidates, containing some tough queries on civil service and the merit system.

MEN on the NYC Trackman eligible list were OK'd last week for appointment to four railroad stock assistant jobs.

A NEW SALARY schedule for per annum employees of the NYC Transit System was approved last week by the Municipal Civil Service Commission.

A NEW system of leaves has been instituted by the NYC Welfare Department.

WATER SUPPLY Local 370, of the Government and Civic Employees Organizing Committee, CIO, is making a drive for a \$3,150 annual wage for laborers in the Department of Water Supply, Gas and Electricity. There will be a rally of the laborers at the union's headquarters, 154 Nassau Street, NYC, on Wednesday, August 2.

THE RAILROAD CLERK list has been OK'd by the Civil Service Commission for 12 permanent positions in the NYC Transit System.

MRS. CATHERINE CARRAGHER, widow of a patrolman, has applied for an award equal to a year's salary of her husband, Patrolman Edward H. Carragher. The report says the patrolman died as a result of injuries received while in the performance of his duties. The matter is before the Board of Estimate.

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