

RAIL MAIL CLERK STUDY MATERIAL

Clerk, Steno and Typist Prospects Rise to 6,000

Postal Exam Is Now Open; Jobs for Vets

Aspirants for positions as Substitute Railway Postal Clerk who are war veterans may apply now, and until Tuesday, January 4, for the \$1.39-an-hour job. The average annual salary, for 40 hours work a week on day shift, is about \$2,890.

Application blanks are obtainable from the Second Regional office of the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., and at first- and second-class post offices, excepting the New York, N. Y. post office. Filled in applications should be sent to the U. S. Civil Service Commission, Washington 25, D. C.

[For study material for the Railway Postal Clerk examination, see page 15.]

Certain non-veteran incumbents are eligible for the test, also.

The examination serial number is 144. There will be a written test.

Who May Apply

In accordance with Executive Order 9889 of August 28, 1947, competition in this examination is restricted to persons entitled to military preference.

Under the Executive Order, non-veterans serving continuously since August 28, 1947, in the position of Substitute Railway Postal Clerk under appointments not limited

(Continued on Page 14)

high school diploma will be accepted if they are at least 17 years old. The lists would have a maximum legal life of four years, but in practice the six titles are exhausted long before they would expire by operation of law. For instance, clerical tests were given last June and now new exams are under way, because eligible lists will be used up before the new lists, resulting from the tests (Continued on Page 4)

Vet Preference Debated at Rally

Civil Service remains solid behind the Mitchell veterans preference amendment. The leading civil service groups are willing to sit down with representatives of the American Legion to thrash out differences. Civil service would support veterans in case of firings. And civil service is preparing to back up its views with the most powerful campaign it has ever put on.

These were the conclusions in an amazing meeting held at the Hotel Commodore in New York on Friday, December 17.

Called by the Uniformed Firemen's Association, the meeting had

representation from New York City and New York State employee organizations. There were members of the American Legion present, but they came as individuals, not as Legion representatives. The meeting developed what many of those present considered to be the real strategy of the American Legion in opposing the bill desired by the civil service groups. That strategy, they bluntly said, was planned like this:

1. The Legion will not actively support the Condon bill, which it sponsored. There is too much dissension within the Legion itself for that.

(Continued on Page 9)

Revolutionary Testing Plan Proposed for U.S. Jobs

By CHARLES SULLIVAN WASHINGTON, Dec. 20 — A revolutionary civil service examination plan will be proposed by the Hoover Commission working on reorganization of the Federal government.

Convinced that present procedures have not brought the best fit people into government service, the Commission will propose a plan whose basic features will also have an important bearing on the subject of veteran preference. Here's how the plan would work: Instead of the present type of examination, aptitude tests would be held, supplemented by details about the applicant's background and training. The tests would

show what type of job the applicant would fill, and he could be directed to any one of a number of job-types available in various agencies.

Ungraded Tests

Now the big gimmick: Tests would not be graded as now. The eligible list would contain, instead, these groupings: outstanding, well qualified, qualified, and unqualified. Within each group, the veterans would go to the top of the list, disabled veterans first. Thus, the veteran in the "outstanding" group would be appointed ahead of the civilian in that group; but the civilian in the "outstanding" group would be appointed ahead

of the veteran in the "well-qualified" group.

1-in-3 Rule Abolished

Under the plan, the one-in-three rule would be abolished. The appointing officer would have the whole range of each group to choose from, subject only to veteran preference within the group. This, it is contended, would satisfy one of the serious objections which personnel men have raised to present-day restrictions on selection.

It is indicated—but this is not certain—that the Hoover Commission will also advocate promotion examinations throughout the Federal government.

the State Big Six exam series, which applications are now being received, will close on Saturday, January 22. The six examinations:

- 8450 Typist. 8451 Stenographer. 8452 Clerk. 8453 File Clerk. 8454 Account Clerk. 8455 Statistics Clerk.

The entrance salary is the same for all six—\$1,840 total, which includes a \$240 cost-of-living adjustment. The application fee for each examination is \$1 and it is possible for one person to apply for five of the six, at \$5 total fees. Applicants may compete in only two of the three Clerk specialty tests.

Applications may be obtained from and must be filed with the State Civil Service Department. They may also be obtained from upstate offices of the N. Y. State Employment Service and from the two NYSES offices at 139 Center Street, Manhattan, and on Staten Island. But NYSES does not send applications by mail nor does it receive filled-in applications.

No Experience Needed

There are no experience or educational requirements for any of the six examinations, nor any age limits, except those that are imposed by law. Candidates, to be appointed, must be at least 18 years old, and must not have reached their 70th birthday, excepting that possessors of a senior high school diploma, even if less than 18, may be appointed. Applications from those lacking a

DO NOT REPEAT THIS

Turned Down Best Job Dewey Had to Offer!

HERE'S A MAN who actually turned down an appointment to the State Court of Appeals! He's Bert Patterson, former Secretary of War, who's been offered a job to succeed Justice Thurgood Marshall, as this column exclusively dictated last week. Dewey wanted the best man for the job. He and other persons have strong respect for Thurgood Marshall. The Court of Appeals might have added a little additional dignity in case Patterson could get an offer to run for the Governorship or the Governorship. On the other hand, Patterson has been a judge before, and there's novelty in it for him. Maybe, under the pressure, excitement and honor of being Secretary of War, he seemed too tame to go back to judicial post.

Being a member of the New York State Court of Appeals is a lead a narrow, cloistered, circumscribed, stiff, scholarly, conservative life. (Continued on Page 6)

100 Given Promotions to Sanitation Man (C)

One hundred Sanitation Men, Class B, will be promoted to Sanitation Man, Class C, effective January 3, at an increase of \$180. This will be the second group of promotions to the C rank in 1948.

Commissioner William J. Powell has budget certificates. He has requested permission to make the following promotions, effective January 3: three to Superintendent, four to Foreman and one to Assistant Foreman.

The Sanitation Man, Class B, being filled as fast as possible from the eligible list, to place provisionals, who now

number only 400, as compared with the former 1,800. Commissioner Powell hopes to have only permanent employees in that job by January 3.

"If I can't quite make it, I'll come mighty close," he promised THE LEADER.

The NYC Civil Service Commission is certifying about 600 names of "B" eligibles piecemeal. Last Friday 118 names were certified. At least two more certifications this week are expected.

Philip Bainson, Appointment Clerk, is processing appointments and promotions as fast as practicable.

Senator Fred Hollowell, proposed a one-man Commission as the answer for the hoary ills besetting the Civil Service Commission. Nothing was done at the time.

The Dewey Proposal

The Dewey proposal would not abolish the present three-man Commission. On top of this body, however, would be a \$15,000-\$20,000 State Director of Civil

Service. J. Edward Conway, Louis Gerry, and Alex Falk, the present commissioners, would be retained as an advisory counsel. They would establish certain policies and rules, act on appeals, make investigations, and act on matters designated to them by the new Director. He would be responsible for administering the entire civil service system, seeing that it runs smoothly. He would have the

power to set up — say — a modernized examination procedure. He would be ultimately responsible for layoffs, transfers, certifications, etc. He would be a member of the Governor's cabinet, and as such a policy-maker on the broadest level.

Couldn't Abolish Present Setup

As a matter of fact, it would (Continued on Page 4)

Dewey Plans New State Civil Service Structure; Single Head to Replace 3-Man Commission

By MAXWELL LEHMAN ALBANY, Dec. 20—Governor Thomas E. Dewey is going to ask the Legislature for new civil service machinery. It is known that the Governor and his advisers have for years been studying the present machinery and fixing it. They've now decided that a new system would be preferable. In essence, the Governor's plan

is the same as one vetoed by Governor Franklin D. Roosevelt in 1932 — a one-man State civil service director. Eighteen years ago, such a plan had been proposed by Griffenhagen Associates, a private organization, and had been passed by the Legislature. A similar recommendation was made later for the Federal government. In 1943, a joint legislative committee headed by State

STATE AND COUNTY NEWS

To Help You Grasp Vet Preference

This is lesson 2 on vet preference. In order to eliminate confusion about pending legislation on the subject, The LEADER last week started a series of articles to help explain what it's all about.

It's advisable to retain these articles. Last week's issue explained: (1) who is affected by veteran preference; (2) the fact that the present law hasn't worked well; (3) how a vet preference amendment becomes law.

Now, let's have a closer look at the present situation, the Condon proposal, the Mitchell proposal, and the difference between them. (The information for this week's information was prepared by the Civil Service Employees Association.)

The Present Situation

The present veterans preference provision in the State Constitution consists of two parts. The first part provides absolute and permanent preference in appointment and in promotion for disabled veterans.

The second part provides a five-year preference expiring December 31, 1950, for non-disabled veterans. The non-disabled veteran does not have absolute preference. He comes after all disabled veterans, but before all civilian eligibles.

The non-disabled veterans have viewed with suspicion and dismay the special absolute preference given to "zero" disabled veterans who have enjoyed the same absolute preference as the really disabled. A recent court decision placing recognizable disability at ten per cent will help, but will not cure their dissatisfaction.

Preference for the disabled veteran is permanent. The present preference for the non-disabled is limited to five years, ending December 31, 1950.

If nothing is done, the preference to disabled veterans will continue, but the preference to the non-disabled will lapse. To continue or to change the present constitutional amendment requires first, that the amendment be passed by two different legislatures, and the amendment must then be approved by the people at a regular election.

Two proposed amendments were passed at the last legislative session—the Mitchell Amendment and the Condon Amendment.

The Condon Proposal

The Condon Amendment is supported by some segments of the American Legion and opposed by many veterans in the state and local governments, and outside government. It would make no change in the present absolute preference for disabled veterans in appointment and promotion. For non-disabled veterans it would extend the present preference for original appointment, but would give no preference in promotion to non-disabled veterans.

The Mitchell Proposal

The second proposed amendment is the Mitchell Amendment. This would give a single preference to be exercised only once by any veteran, either disabled or non-disabled. The preference would not be an absolute preference but a percentage or point preference. The disabled veteran would have 10 points added to his examination mark for original appointment or 5 points added to his examination mark for promotion. The non-disabled veteran would similarly be given 5 added points on examination for original appointment or 2½ additional points for promotional examination. After one preference is used to obtain appointment or promotion, there would be no further preference of any kind to that employee.

It Is A Choice

It is important for all employees to understand that the choice is between two proposed amendments. There is no time or opportunity to pass a different amendment. To oppose both amendments would merely play into the hands of those who selfishly wish to see no improvement made.

The Mitchell proposal has the following advantages. It reduces the general preference to a single preference in one appointment or promotion. It reduces absolute preference to a moderate point preference. It gives less preference on promotion than on original appointment. It would give both the non-veteran and the non-disabled veteran much fairer opportunity for appointment than now exists. In promotion it would do away with the monopoly of preference which the disabled veteran would enjoy under the Condon bill. It does away with absolute preference which could wreck civil service.

The thousands of young Americans graduating from colleges and high schools yearly who never had an opportunity for military service have an inalienable right to a fair chance to serve in public employment. This right is denied them under present preference requirements.

The many veterans who are graduating now and will graduate from various schools under the educational features of the Federal G.I. Bill of Rights also have a right to a fair opportunity to compete for public service jobs. Under present provisions they too are discriminated against.

Next week: A point by point comparison of the Mitchell and Condon bills.

Pay Rates Set For Six Jobs

ALBANY, Dec. 20—Representatives of the Civil Service Employees Association, including William F. McDonough, executive representative, Howard Shumake of Middletown State Hospital, and Laura Pepper, spoke on behalf of the occupational therapy group at a hearing before the State Salary Board in Albany on December 10. They advocated upward adjustment of pay scales. The importance of the work done by the therapists in the various titles to the rehabilitation of the mentally ill was stressed, as well as the fact that the low salaries now in effect do not attract or hold men and women with the high training demanded of those employed by the State.

Hear Officials, Too

Previous to the hearing given to the employees the Board heard a plea by the officials of the Department of Mental Hygiene for salary adjustment for the occupational therapy group.

Employees asked that the following salary scale be established by the Board:

Occupational Therapy Aide...G 4	\$1800-2400
Occupational Therapist.....G 14	3000-3660
Senior Occupational Therapist.G 19	3600-4500
Sup. Occupational Therapist.G 24	4440-5440
Occupational Instructor...G 10	2520-3120

Tolman Condemns DPUI Dismissals

ALBANY, Dec. 20—Dr. Frank L. Tolman, president of The Civil Service Employees Association, this week condemned the "malorganization of unemployment insurance and placement resulting from division of responsibility between the State and the Federal Government which is permitted to rest for efficiency of administration upon hit or miss Federal financing." Dr. Tolman's statement was directed at the report in the press indicating that over 300 civil service employees will lose their jobs within the next few weeks as Federal money would not be available for their salaries.

Real Security Needed

"Here is one of the most helpful laws ever placed upon the statute books, yet it rests upon uncertain appropriations by Congress with tragic results to business and to workers" said Dr. Tolman. "It is obvious that employees who are doing highly necessary work in government should have a real security. Personal and often partisan opinions based not upon the premises of the law often disrupt the things essential to carrying out the unemployment safeguards and the reemployment services which have proven of value to our National economy."

"If the Federal Government is failing in providing the funds necessary to carry on the services, I believe the State should supply

them at this time and until Federal funds are available.

"Since the work is essential to the citizenry fully and to the utmost of sound economy, it is deplorable that the civil service workers who accepted employment in good faith should be pushed out of employment and receive only a minimum of notice."

Indecision Doesn't Help

"A common responsibility is met by indecision or retreat by either of the parties to an essential partnership in service. Failure by one does not excuse failure by the other."

Services Suffer

Meanwhile, reports coming from the LEADER office from all parts of the State indicate that the DPUI is already suffering from loss of trained employees, long queues awaiting processing, unemployment insurance claims with untrained workers substituting as best they can in the impossible job. One official told the LEADER: "This is going to cost the State more money than if we had a complete staff. It just is possible to do a thorough investigating job, our office is becoming horribly inefficient, there's going to be duplication of effort."

Some official sources in Albany are known to have played with the possibility that the State might step in with cash to do something about it. The question is: How to provide cash in these circumstances is a highly involved—perhaps impossible—technical matter. There are certain reserves set up by the Budget Director, and if these reserves aren't used up, they may be applied for other purposes. It is doubted, however, whether existing reserves could properly be used for the purposes of alleviating the situation in the DPUI. It is pointed out that no precedent exists for such use of reserves and that it might be necessary to go to the Legislature for permission.

The Employees

As for the employees who are dismissed, their names go on a preferred eligible list. But unless the Civil Service Commission makes a strong effort to place them elsewhere, their chances of obtaining other jobs in the State service are slim. The Commission could call the attention of all departments to these lists, point out the kinds of talent available. It might be possible for the Classification Board to find comparable positions in the State service, and for the Commission to certify the affected workers to those comparable positions.

Albany Lab Workers Demand 37½ Hr. Week

ALBANY, Dec. 20—Laboratory workers of the State Health Department are growing restive because they must work a 40-hour week when all other employees in administrative offices work a 37½-hour week. Moreover, while the Albany laboratories are the finest and largest in the State, employees in small laboratories outside Albany have the 37½-hour week.

The reason given for compelling the longer workweek is that these employees do not work in an "administrative" office. A laboratory, their Division head contends, is not an administrative office. He prefers to consider it as an institution—in an institution they would properly be working 40 hours. What makes the situation worse is that a year ago these Albany employees actually did have a 37½-hour week—and were forced to go back to the older 40-hour schedule.

And to complicate the situation still more, J. Edward Conway, president of the State Civil Service Commission, expresses sympathy for the employees—but says he's been trying to get their names from the Division without success!

Commission's View

Since it is the Civil Service Commission which would have the right to establish hours for these employees, the Civil Service Employees Association has been conferring with that body.

Commissioner Conway, in a letter to the Association, makes these points:

1. The Commission is impressed with the claim that lab workers are not institutional employees.
2. But the Commission hasn't concluded that they work in administrative offices either.
3. There is no objection on the Commission's part to any department (outside the institutions) establishing the same length of work week as that operating for other non-institutional employees.
4. A Dr. Miller, representing the Director of the Division of Laboratories and Research, was asked to furnish the Commission

a list of the lab employees. He has failed to do it.

5. The Budget Director is unwilling to release funds which would be necessary for additional employees if the work-week were reduced to 37½ hours.

A spokesman of the Civil Service Employees Association drew several conclusions from this letter:

If the Commission concedes that lab employees aren't institutional workers, but won't concede them status as working in administrative offices, then are they in a no-man's land not covered by the law?

Is the Commission just passing the buck?

Why should the incumbent employees suffer simply because the Budget Director won't release necessary funds? In effect, they would appear to be subsidizing the State with 2½ hours of work for free every week.

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STATE AND COUNTY NEWS

Assn. Marshals Strong Case for Support Salary Rise

ALBANY, Dec. 20—A huge collection of facts in support of a salary rise has been amassed by the Civil Service Employees Association.

Last week the Association released a study of earnings in the industrial and agricultural workers' non-agricultural industries for the year ended September, 1948. Together with those figures, Association officers released this statement:

The Governor and the authorizing agencies in the State continually refer to the fact that State salaries should be comparable with private rates of pay. The Association has stressed, in its main, the rise in the cost of living. It is significant to note that wages in most industries have advanced since 1939 while the cost of living has risen 74 per cent. It is therefore, more equitable to adjust State salaries in terms of prevailing current wage trends. The effect of this would be to bring State salaries over their present level.

Earnings Up 111%

Weekly earnings of wage earners are 111 per cent higher in 1948 than in 1939, according to the Association's salary research staff. Industrial and professional salaries increased 70 per cent since the war. This equals the 70 per cent increase in living costs for moderate income families during the same period. State salary adjustments between 1939 and 1948 averaged between 25 and 30 per cent for the great majority of State employees.

Earnings of clerical and professional workers in non-agricultural industries rose almost 7 per cent in the year ended September, 1948. This increase exceeds the recorded 6 per cent in living costs during the same period.

These studies are additional

parts of the statistical and economic data Association officials are preparing in support of their request for a 12 per cent upward salary adjustment in 1949 for State employees.

The Index

Rises in the indexes of weekly earnings in U. S. non-agricultural industries, as compiled by the Federal Reserve Bank of New York, are shown in the following table:

	(1939=100)	Sept. '47	Sept. '48	Inc. P.C.
Clerical and professional	159	170	170	6.9
Wage earners	196	211	211	7.7
Manufacturing	212	228	228	7.5
Mining	241	257	257	6.6
Public utilities	178	186	186	4.5
Construction	211	233	233	10.4
Trade and service	179	194	194	8.4
Composited Index				
Weekly Wages and Salaries	180	194	194	7.8

Chemung Plan Ties Pay to Living Costs

ELMIRA, Dec. 20—Employees of Chemung County feel more secure about their salaries than they ever have before. Reason: Pay is now tied in with cost-of-living index. Moreover, they have received a substantial upward revision of pay this month.

The importance of the action lies not so much in the fact that employees received a pay increase now, as in the fact that a formula is established to take care of gradual decreases in take-home pay in case of a recession, and increases if the cost of living rises. As described by J. Leslie Winnie, of the Chemung chapter, Civil Service Employees Association: "I had feared that when cost-of-living took a slight downward trend, the Board of Supervisors might become panicky and knock the whole emergency compensation plan out from under us. This way I think we can look forward to gradual decreases following the decrease in the cost-of-living."

What It Means in Cash

This will mean a pay boost of about \$264 for regular salaried employees. Hourly workers are boosted 5c an hour.

In addition to their base pay, salaried employees will receive \$70 a month for the first six months of 1949.

On July 1, 1949, the U. S. cost-of-living index will be reviewed. If it has not changed since the first of the year, the workers will be paid \$54 a month for the preceding six months. If the index has gone up or down, proportionate revisions will be made in pay scales.

The \$70-\$54 monthly payment plan would give employees a total of adjustment of \$744. The 1948 bonus totalled \$480, accounting for the actual 1949 pay increase of \$264.

Increases in the cost-of-living index points over the past two years were used as a base for

inaugurating the new system, and justified \$54 monthly award.

The additional \$16 a month for six months was given to make up for the amount of increases county workers would have received the past two years if the point system had been in effect.

Participating under this plan will be all full time employees including the county treasurer, highway and building superintendents, airport manager and county farm superintendent.

Not eligible for the bonus are county attorney, sheriff, district attorney, county clerk, welfare commissioner and county judge. They are listed as county officers.

Hourly paid workers will get a raise of 11 cents an hour. Last year their bonus was six cents an hour.

Wages of salaried employees will be changed 50 cents a month for each upward or downward point change of the price index. Hourly workers' rates will go up or down a half-cent with each point change.

Although the contemplated 1949 bonus is \$744 the board set up \$800 for each employee. The money will be on hand to pay increases in the event the price index goes up sharply in the next six months.

The salary item and welfare costs comprise the bulk of the budget.

The Public Employee



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

THE CHRISTMAS SPIRIT

THE CHRISTMAS trees are blossoming in the State Office Buildings. In the final stretch of the Christmas rush, our members will not read with relish any prophecy or portent inconsistent with the Christmas spirit, nor will they give much thought to any but their own immediate problems.

Fortunately there is no present indication that the coming New Year may not be a happy one. We all enter the coming year with the same old problems. Dollars don't stretch, but they do shrink. One may well be suspicious that prices have not entirely reformed from their disturbing ways, but that the same familiar economic forces and age-old human greeds that have helped to force the price levels up to record highs, will force them even higher, or at least keep them about where they now are.

I have said that the old familiar personal and family problems will probably remain with us for at least another year, but I also said that the New Year should be a happy one.

My faith rests on certain signs of the times and on certain quirks in human nature, chief among which are the following:

There is general nation-wide recognition that public servants are underpaid. There is less general but wide recognition, that President Hoover is right in saying that penny pinching economy in public salary policy results in flagrant waste and inefficiency—not in real economy.

The Valid Way

Poor people are in general the more generous. Poverty compels consideration of others as a condition of the common survival of any person, family or group. Is it perhaps not equally true that when finances become a bit difficult for an imperial State, first things will have the first consideration? Among the foremost of these will be all the people who administer that great instrument of welfare and progress for all the people, the State, and on whose intelligent and sacrificing service in their jobs largely depends the present and the future of the great Society which is New York.

Any craftsman gives first consideration to his tools. The public employee is the standard tool in all government operation. He should be a matter of first concern to all government.

I hope I am correct in feeling that a better spirit of understanding and of working together is making some progress, and that this is evident both in the administration and in the Civil Service Employees Association. Some people seem to think that the only mode of living between employer and employee is war and temporary armistices between wars. God help us if that is true.

For myself I prefer to think that the good-will and economy of peace typified by Christmas is the only valid way and worthwhile end of living and of working—of living together and of working together.

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Dr. Nauen Heads J. N. Adam Hospital

ALBANY, Dec. 20—Dr. Richard Nauen, formerly hospital adviser in the State Division of Tuberculosis Control, has been named acting director of the J. N. Adam Memorial Hospital at Perrysburg. He will retain his present salary of \$8,500 a year. He succeeds Dr. Horace Lo Grasso, who retired November 15.



These are State employees at Binghamton, members of the Binghamton chapter of The Civil Service Employees Association and of the Central Regional Conference. They are gathered to honor Ernest L. Conlon, recently-elected fifth vice-president of the Association. In the front row, third, fourth and fifth from the left, are Clarence W. F. Stott, chairman of the Central Conference, Florence A. Drew, secretary of the Binghamton chapter, and Mr. Conlon, who is also chapter president.

STATE AND COUNTY NEWS

Buffalo Employees Active As Assn. Bids Them Join Up

ALBANY, Dec. 20—Members of the Competitive Civil Service Employees Association of Buffalo will vote soon on affiliation with The Civil Service Employees Association.

The LEADER has been informed the 1,300-member group, covering city employees in Buffalo, will decide the question of joining the

state-wide Association "in the near future."

In a recent letter to members of the Buffalo group, Dr. Frank L. Tolman, Association president, outlined his organization's program for the coming year and offered the Association's assistance on salary and other problems.

He stated: "A most recent example of our success in wage

negotiation was the 21 million dollar salary raise obtained for the New York State employees in April of this year. I hope that we can assist you in this and other problems you have in your employment."

Retirement Bills

Dr. Tolman revealed Association plans for the coming year regarding liberalization of the State Retirement System. He announced: "In the next session of the State Legislature a program of retirement bills will be introduced, the most important being the minimum pension (approximately \$1,400 per year after 30 years service) and the 55-year retirement plan."

"A vigorous campaign will be waged for passage of these bills as they are so vitally important to you and your fellow workers," Dr. Tolman added.

Progress

Reviewing progress in a re-classification study of all city positions in Buffalo now under way, Dr. Tolman wrote: "When the classifications are completed, appeal action is your right if you are not satisfied with your new classification. I know by years of experience the value of Association membership at that time when the skill and technical knowledge of representation at appeal hearings can be placed at your disposal."

In closing, Dr. Tolman wrote: "But, I think the most important part of your membership is that you belong to an organization with no profit urge, whose officers serve without compensation, whose elections are held by truly democratic process, which publishes its financial statement for all to read and by reason of its almost 40,000 civil employee membership, is acknowledged to be the most effective voice in their behalf in the Empire State."

Powers Praises NYC Chapter For Membership Work

The NYC chapter of The Civil Service Employees Association, which has been in the van of chapters with increased number of membership renewals and new members, moved farther ahead, when the paid memberships reached 2,398 in the current drive, compared to 1,997 at this time last year. Mrs. Marie Lauro, financial secretary, made the report. Before the drive is ended the membership is expected to be double the 2,398 figure.

John F. Powers, co-chairman of the Association's membership committee, reported on trips he made throughout the State. He was thrilled at the enthusiasm of the chapter membership committees and the results they attained. He said that the County Division chapters are, in general, doubling their membership and that the State Division chapters, in which membership ranges larger, are showing up extraordinarily well.

Powers Reports Splendid Results

"The response has been wonderful," reported Mr. Powers, who is 2d vice-president of the Association and a former president of the NYC chapter. "Co-operation has been whole-hearted. Conferences are held by chapter presidents and membership committee chairmen and ways are devised for stimulating membership renewals and the obtaining of new members. The splendid results speak for themselves."

He said that, from what he had gathered on his tours and from the report read to the NYC chapter, the NYC chapter was probably first in the State in the percentage of its renewals. It is the largest chapter in the Association.

Thanks Supporters

He thanked the representatives present, constituting the chapter executive committee, for the chapter members' support of his candidacy for re-election as 2d vice-president and added that with-

out that support he would have been re-elected.

He liked the idea of cordial relations between the employee groups and public officials, cited as an outstanding example of excellent public relations the setting of NYC Fire Commissioner Frank J. Quayle by the United Fire Officers Association.

Chapter President Michael Porta read correspondence from Dr. Frank L. Tolman, president of the Association, on a NYC

employee who was soliciting State employees, on behalf of a project to get a law passed an automatic increment after years in a grade. Dr. Tolman wrote back that The LEADER looking into the activities. Porta commented that LEADER had since published expose and that the NYC employee had been transferred to the State Office Building, he'd been assigned to checking on NYC sales tax returns, regular NYC office, and that further solicitation of bucks had been reported.

Grievance Handling Explained

Mr. Porta explained how grievance machinery of the chapter was working. Complaints he receives, while pinch-hitting temporarily for Victor J. Palm are forwarded to Albany headquarters of the Association which takes them up with department officials. Several representatives rose to thank Mr. Porta for results that had been attained that way, including Frank Newman, of the Labor Relations Board. Mr. Newman also expressed appreciation of a fine presentation made to the Salary Board on behalf of Attorneys' pay William F. McDonough, executive representative.

Carl Muller, of the DPUL, reported on the dismissal of being sent out by the Department of Labor, because of cuts necessary funds by the U.S. Government. The representatives were incensed at the refusal of the U.S. to provide such funds and the resulting loss of jobs, including jobs of permanent employees.

William K. Hopkins, 1st president of the chapter, reported on the work of the personnel committee. Efforts are being made to obtain relief in cases of ignorance of the law entailed in some benefits.

Asks Ideas on Laws

Solomon Heifetz, legislative chairman, asked that suggestions for legislation be sent to him at the chapter office, State Office Building, NYC. He will draft ideas into proposed bills for transmission to the Association legislative committee in Albany.

Solomon Bendet reported that The LEADER subscription one reason why the membership increase was so large, with Mr. Porta agreed.

Joseph J. Byrnes read his report as treasurer.

Personnel Council Appoints Dalrymple

ALBANY, Dec. 20. — Donald Dalrymple has been appointed associate Publicity Agent with State Personnel Council.

Mr. Dalrymple, who did publicity work for the State Department of Taxation and Finance a former newspaper publisher Gowanda. He was associated with the State War Information Office and the State Division Veterans Affairs.

6,000 Jobs For "Big Six" Eligibles

(Continued from Page 1)

now open, are established. While the Civil Service Department is hoping that the new lists can be issued by next June, it isn't promising.

The written tests will be held on Saturday, February 19, while the practical tests for Stenographer and Typist will be given on Saturday, March 26.

Job Prospects

There will be about 1,000 vacancies during the first year of the list for clerical jobs, 3,000 eventually; the same is true of the Steno and Typist titles as a group.

Full Application Details

Application forms and detailed announcements giving duties of each position may be obtained at the following locations, to which filled-out applications must be sent, with fee:

Examinations Division, State Department of Civil Service, 39 Columbia Street Albany, N. Y.

State Department of Civil Service, State Office Building, Albany, N. Y.

State Department of Civil Service, Room 2301, 270 Broadway, New York 7, N. Y.

State Department of Civil Service, Room 320, State Office Building, Buffalo, N. Y.

Application forms and circulars may also be obtained by writing only to the State Office Building address. The N. Y. State Employment Service cannot handle any mail requests.

When writing for circulars and forms, specify the title of position and enclose a 3/8" x 9" or larger self-addressed return envelope bearing six cents postage. Do not include examination fee with this request.

Completed applications, together with required fees, must

Only \$1 to File For Clerk Test

The filing fee on the State's "Big Six" clerical, steno and typist exams is \$1—not \$2, as The LEADER erroneously reported last week.

If you want to receive applications for the exams by mail, please write only to one office of the State Civil Service Department, at the State Office Building, in Albany. When writing, specify the title of the position and enclose a self-addressed return envelope at least 3/8 inches by 9 inches. This envelope should bear 6c post age.

You can apply in person at other locations listed in the accompanying story.

be filed with the Civil Service Department at any one of the four addresses given directly above, by Saturday, January 22, or, if mailed, postmarked by that date.

Civil Service Payrolls To Be Machine-Run

ALBANY, Dec. 20. — Starting January 1 pay rolls for the State Civil Service Department will be machine run, according to an announcement by Harry G. Fox, supervisor of office services.

This means placing the whole payroll procedure on a speedier basis. As explained by civil service officials, the change will necessitate more rigid control of information concerning such matters as appointments, promotions, resignations, change in items, withholding tax, exceptions status and leaves of absences. The end result, however, will be prompt payroll schedules.

Dr. House, State Botanist, Retires After 35 Years

ALBANY, Dec. 20—Dr. Homer D. House of Loudonville has retired after a long career as State Botanist. He joined the staff of the State Museum in 1913 and became State Botanist the following year. He added many items to the State herbarium, which now number 200,000 specimens. He developed a recording system showing the distribution of fern and flowering plant.

Gov. Dewey Plans New Civil Service Structure

(Continued from Page 1)

probably not be politically feasible to abolish the present Civil Service Commission, with its "checks and balance" arrangement between members of the two major political parties. The original impulse of a civil service commission consisting of two members of one party, and a third member of the other — was to prevent corruption which might come if all were members of the same party. This concept has stuck deeply. It's probably the basic reason why the board is being retained.

What About Present Board?

The Governor's plan follows one devised by the National Civil Service League, and that program may well have been the blueprint to the present action. If so, and if the blueprint is followed through conclusively, the members of the present commission would be paid only on a per session basis — and it is improbable that their total fee would reach much more than \$5,000 a year. However, nothing said by the Governor's office gave any clue as to the ultimate disposition or pay of the board. Civil Service experts predicted that the board would wither over the years, with the new administrator becoming the overlord of the entire civil service system. Under the Dewey proposal, he would start with sole and exclusive responsibility over the affairs of State and local civil service. All of its present administrative functions would be immediately removed from the board. The board could, of course, check the bridge of an imperious administrator.

Much Criticism

Under Democratic and under Republican administrations, there has been much criticism of civil service operations in New York State. But some of the critics have added that the administrators themselves, perhaps more than the civil service bodies, have deserved the criticisms; that civil service law has often been bypassed to provide jobs for needy politicians; and that competent civil service administrators have frequently been too timid to do the

right thing in the face of a command from the second floor of the capitol.

The present State Civil Service Department has been accused of inefficient operation over a period of years. It has been charged with being slow, inefficient, unprogressive. But when this is said, those who know the real situation add that the Commission has been understaffed, has not always been able to obtain the best personnel to do its work, has had to operate in a plant sprawled all over Albany. Attempts are even now being made to modernize examining procedures. And there has been internal strife among the commissioners themselves. Governor Dewey knows intimately of these conditions, including the nature of the quarrels among the commissioners. Salaries of the present commissioners are: Conway, Republican, \$15,000; Gerry, Republican, \$11,000; Falk, Democrat, \$11,000. Those salaries were pulled up to their present levels during the Dewey Administration.

Will Probably Pass

Comment on the new proposal was meager. Legislative leaders reached by The LEADER were of the opinion that the program would be passed, but not before some interesting words about the functioning of civil service have been aired on the floor of the Senate and Assembly.

Objective Interest

Dr. Frank L. Tolman, speaking for the Civil Service Employees Association, took an attitude of friendly, but objective interest. "The Association," said he, "is of course extremely interested — but not so much in machinery as in efficiency. We feel that we will want to work along with this new plan. But it will be absolutely essential to have safeguards so that the proper man will be selected for the post. The Governor is attacking one of his most important problems. We do not feel that we can say anything more definite until we know in more detail what he is planning."

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STATE AND COUNTY NEWS

Activities of Employees

Ray Brook

Recently returned from vacation are the Marowski's, Jimmy Della; Don Dowdell, Clara Elizabeth Rule, Betty Biber, Freddie Lupino. And the Harleys and Ora, are spending part of the vacation in Rochester now.

Harry (Eye Brows) Sullivan recently returned from four days in which he attended the conference of State engineers, commencing with the National Power Conference. Harry is the representative of Ray Brook for the Engineers Assistants of the State Institutions, an organization affiliated with The Civil Service Employees Association.

The staff and the patients in the infirmary building are going to see Martha (Frenchy) Engle and Andy Brescia. Frenchy is going westward — all the way to join her husband and is on leave of absence from Hospital. But it's nice having C. Rottner around again. They just back from having her daughter — they've named her Dianne.

We're all glad to hear that Babbie is once again home undergoing major surgery at the General Hospital in Saranac Lake.

Our employees are Julia Dar-Vera Feddick and Lois Brew — welcome to Ray Brook!

We're beginning to look as if Ray Brook isn't going quite according to Hoyle. June has always been a month for the repeating of "Do's" but this year, it's the Christmas month that is proving popular for the age old custom — going to be wedding bells soon. Dr. Pete Terzian and Peg Timan and it just has been for Sanford and Frank Seeger and for Monica Beardsley Johnny Arnet. And speaking of Johnny, that stag, Johnnie's night-out affair, proved to something.

Agriculture and Markets

The Department of Agriculture Markets Albany Chapter will have a Christmas party on Tuesday, December 21, at Fort Orange of the American Legion, Newland Avenue, Albany. Dinner will be served at 6 P.M. and will be followed by singing of Christmas carols, dancing and entertainment. There will be a Christmas tree. Harry N. Haight will be Santa Claus, distributing gifts to those attending. All employees of the Department and their guests have been invited. Prior to the organization of the chapter, it was the custom of the various bureaus to hold their own separate Christmas celebrations in their parties. With official sanction, the chapter has taken over social functions and has brought together all groups in departmental Christmas celebration. This plan was inaugurated in 1947 and proved highly successful.

Sing Sing

Sing Sing Officer's Post 1123, American Legion, will have a New Year's Eve party at Post Headquarters, 59 Central Avenue, Ossining. A buffet supper and special program of entertainment.

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Binghamton Group Again Elects Conlon

BINGHAMTON, Dec. 20.—Ernest L. Conlon, executive representative of the Central New York Conference and 5th vice-president of The Civil Service Employees Association, was again elected president of Binghamton Chapter. Mr. Conlon is the executive officer of the Broome County Alcoholic Beverage Control Board.

At a dinner meeting held in the Fireside Room of Saxon Restaurant at Binghamton, the chapter which has a membership of 761, also elected the following: 1st vice-president, Gerald Reilly; 2nd vice-president, Stuart H. Anderson; secretary, Mrs. Florence A. Drew; treasurer, Stanley Potter; executive secretary, Miss Marjorie Shannon; delegates, Charles Boyce, Miss Elizabeth Groff, Miss Minnie Parker; alternate delegates, George E. Bley, John W. Leach and Miss Helen Van Atta.

Earl Cretzer, Music Director of the Binghamton State Hospital, conducted a program of group singing.

President Conlon reviewed the work of the Association during the year. At the instance of Clarence W. F. Stott, Chairman of the Central New York Conference, the members present unanimously decided to invite a representative of the State Retirement System to attend a meeting of the chapter in order to discuss the workings of the System. The chapter members generally expressed a desire to study possible improvements in the system.

Entertainment will be arranged by the following committee: Commander James M. Fitzpatrick, Vice-Commander Joseph Casey; Finance Officer Samuel De Dio; George Muller, Alfred Werben, Michael Moroney, Fred Wallace, Martin Kuchesky and Samuel Drago.

This Post, organized in 1933, is the first Legion Post in the country composed of personnel of a penal institution. Its membership of 140 has recently purchased a house. One of the objectives is the betterment of working conditions of the Civil Service employees through State Legion legislative representation.

Clem Ferling is running for trustee of the village. Jerry Curtain, director of athletics, says it looks like a good year for basketball at the institution. He has plenty of good material to work with.

The institutional bowling team is now in second place, just one game out of first place, and we got it from a good source that if Warden Bill Snyder once gets his

eye it will be a cinch for the lead position. Warden Snyder right now is in his annual slump. Snap out of it, boss. . . .

Dr. Hannum, Protestant Chaplain, has been chosen chaplain of the village's nine fire departments. . . .

"Don" Burns is back from his honeymoon and sure looks like a newlywed. Best of luck from all the boys, Don. . . .

Attica

The Attica Prison Chapter, Civil Service Employees Association, held the December meeting at the Stage House following the Attica Troop No. 60 dinner in the high school cafeteria.

The Chapter meeting was called to order by President Lawrence Law. The first order of business was proposed by Treasurer R. Clark, that inasmuch as several of the members had enjoyed eating with the scouts it was in order for the Chapter to pay the bill for the dinner.

The legislative program of the Association was reviewed, as well as the policies of the local chapter with emphasis on proposed legislation which will affect the local chapter. The Chapter voted to send President Law to Albany as a delegate to attend the Correction Conference.

The Attica Red Cross was praised for its cooperation with "Larry" Slocum and his co-workers in promoting swimming instruction to the youth of this area. The men expressed hope that the Y.M.C.A. pool will soon be repaired, so the three classes a week can be resumed by our local youth.

Erie County

The Erie Chapter, Civil Service Employees Association, conducted a membership drive before the Christmas Holidays in the following locations:

Friday, Dec. 3 — Kenmore Jr. High School, Kenmore, N. Y., Charles Caparella, Chairman.

Monday, Dec. 8 — City of Tonawanda, Edward Smith, LaVerne Tomm, Co-chairmen.

Friday, Dec. 10 — Meyer Memorial Hospital, 4:30 P.M. Clark L. Sager, Chairman.

Friday, Dec. 10 — Amherst Central High School, 8:00 P.M. Archie Sickler, Chairman.

Monday, Dec. 13 — Genesee Park Hall, Buffalo, N. Y. Nicholas J. Giannelli, Chairman.

The December 13 meeting was a general open meeting for the entire membership of Erie Chapter. Matters of importance and legislation sponsored by the Association were discussed.

Principal speakers at these rallies were Charles R. Culyer, field representative; Arthur C. Marquardt, Deputy Commissioner of Erie County Home; and Nicholas J. Giannelli, President of Erie Chapter.

Metropolitan Armories

The Armory employees are awaiting the report of the Classification Board regarding their titles.

The Armory Employees Conference, Clifford Asmuth, chairman, is working on proposed legislation for the benefit of the armory employees throughout the State. The Conference will request the various chapters to support the Association bills in the interest of armory employees. Among the objectives are changes in titles.

The chapters of the Conference voted season's greetings to The Civil Service Employees Association and The LEADER.

The Metropolitan Chapter hopes for the speedy recovery of President Frank Gonsalves, confined at the Queens General Hospital, Kew Gardens.

Law Department, Albany

The newly-formed Albany Law Department chapter, Civil Service Employees Association, will hold a gala Christmas party on Thursday, December 23, 3 P.M., at Catholic Union Hall, Eagle Street and Hudson Avenue, Albany. This is the chapter's first annual Christmas party, and no effort is being spared to make it an outstanding event.

Engineers To Plan Pay Strategy

ALBANY, Dec. 20.—The State Association of Highway Engineers has already blueprinted plans for its annual convention, scheduled for April 6-7-8 in the Hotel Ten Eyck in Albany.

Under a slogan "Get in Line for 49," the Association, which is now pressing for salary adjustments for the engineering group in state service, is planning the following program:

Four Phases

"The first phase, on Wednesday, will be a review of the development of the four members of the Highway Building Team up to their present status. These members are engineers, contractors, material suppliers and government.

"The second phase, on Thursday, will be one of candid self scrutiny and appraisal of our equipment, capabilities, duties and potential scoring power.

"The third phase, on Friday, will be a preview of the coming struggle in which the Highway Building Team must come up from behind to build tomorrow's roads, without which a promising tomorrow cannot come."

Representatives from county and town highway departments and from neighboring states are invited to attend the convention, which may attract as many as 1,000 delegates.

Program chairman for the convention is W. J. LaFleur.

STATE SERIES DRAWS 4,500

About 4,500 applied for the State Professional Assistant examination.

Pay Board Schedules Hearings

ALBANY, Dec. 20.—The State Salary Standardization Board has scheduled the following hearings:

January 7—The State Education Department will seek a salary adjustment for Director of School Building Services. The State Health Department will ask pay adjustments for associate milk sanitarian and regional sanitary engineer.

January 14—The Civil Service Department will propose an increase in salary for Department Counsel.

January 21—Increases will be sought for various unemployment insurance hearing representative titles in the Division of Placement and Unemployment Insurance.

Six New Titles Allocated by Board

ALBANY, Dec. 20.—The State Salary Standardization Board has established allocations for six new State titles since the board's last report on November 1.

The new titles and allocations are:

- Assistant Capital Budget Analyst, Division of the Budget, \$3,900-\$4,800;
- Associate Capital Budget Analyst, \$6,000-\$7,375;
- Junior Chemist, Health Department, \$2,400-\$3,000;
- Junior Forester, \$2,400-\$3,000;
- Maintenance Man (Parks), Conservation Department, \$1,920-\$2,520;
- Senior Capital Budget Analyst, Division of the Budget, \$4,800-\$5,900.

State Insurance Fund Group In NYC Sets Up New Chapter

Permission to function as an official unit of the Civil Service Employees Association was recently received by the newly formed Chapter of the employees of the State Insurance Fund in New York City. Formerly these members were part of the New York City Chapter, but approval of the Constitution and By-laws by the Association's Board of Directors assures the go-ahead signal for the election of officers and delegates for the new chapter. Its charter is now in preparation in Albany and is expected shortly.

At a meeting of the nominating committee of December 6, a slate of Executive Board officers and department delegates was proposed. The nominees will be voted upon by the general membership in accordance with the terms of the newly approved Constitution on January 14.

The slate consists of:

President: E. Bozek, Claims.
1st Vice-President: J. Marchetti, Safety; C. J. O'Shea, Policy.
2nd Vice-President: N. R. Calogero, Claims; J. Cleary, Underwriting; John Viggiani, Policyholders.

Recording Secretary: Linda Lindsay, Collection.

Corresponding Secretary: Y. Tentone, Policy; C. Malkin, Claims.

Financial Secretary: Helen Lorum, Actuarial; H. Weinberg, Underwriting Transcription; Veronica McMohan, Policyholders.

Treasurer: M. Brown, Underwriting.

Sergeant-at-Arms: William Mensel, Legal.

Departmental Representatives
Claims (2): Ida Amendola, May Smallheiser.

Accounts & Finance (1): John White.

Actuary (1): Ralph Meyerberg.

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- Underwriting (2): Al Greenberg, Joseph McKay.
 - Personnel (1): Ed Schaaf.
 - Medical (1): Agnes Leifer.
 - Policyholders (1): John Hession, Ed Ryan.
 - Safety (2): Josephine Gold, Sam Mahler.
 - Payroll Audit (2): Helen Loos, Mildred Bowe.
 - Legal (1): Victor Fiddler.
- Under the provisions of the new constitution alternate nominees may be submitted if supported by a petition signed by 10 per cent of the members.

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TUESDAY, DECEMBER 21, 1948

The Inspired Season Lifts Stature of Man

EACH year at this holy period mankind lives a different, better, happier life. Clashes of political ideologies, tensions of race, creed and religion, give way to a friendly spirit.

During Yuletide the world is ennobled by a spell of a holy mystery; the influence of a greater power than man's is upon land and sea.

To all men of good will; to all who wish others well; to all who cherish liberty and all who hate its destruction;

Big Lesson on Pay Given to States, Cities

OFFICIALS of New York State and localities who are grappling with the salary question of public employees should give attention to what is happening in the Federal government.

There can be little doubt, in view of this activity, that a substantial pay rise is in view for federal employees—and that this pay rise is supported by Democrats and Republicans alike.

Precisely the same factors as have led members of Congress to support pay rise legislation are present in New York State.

Four \$8,500 Jobs Filled

ALBANY, Dec. 20.—Four appointments, to the position of Assistant District Engineer to fill vacancies in the Syracuse, Rochester, Utica and Binghamton District Offices of the State Department of Public Works have been announced by Bertram D. Tallam, Superintendent.

Merit Man



WILLIAM A. GANEY

THIS is the story of a civil service employee, William Ambrose Ganey of the Internal Revenue Bureau. But before we consider him, let's hear about Mr. James X, a different type of character.

During the war, when James X salted away thousands in black market money, he felt quite secure against ever being found out. No one knew about the secret cache in his bedroom floor.

Came a Letter

The letter which arrived one morning from the Internal Revenue Bureau was like a blow from a sledgehammer. How could they know? No one could have covered his tracks more carefully than had Mr. X.

It had started with an anonymous letter, a letter that could only have been written by a member of Mr. X's family, by someone who had watched Mr. X hiding his money, and knew the name of customers who had paid black market money to him.

The case was now in the hands of Bill Ganey, a quiet, soft speaking, 39-year-old civil servant, who heads the unit responsible for investigating suspected tax evasions in the Third New York Collection District, one of the nation's wealthiest single tax areas.

The matters considered by Mr. Ganey usually arise from references from other divisions in the Bureau of Internal Revenue, or complaints from business competitors, "soreheads," or jealous relatives.

Setting the Machinery Going

When a complaint seems to have some basis, Ganey sets the machinery of investigation going. After the facts are in, he reviews the reports of his staff. Then he must determine what action should be taken.

Always 'E'

In his career as a Federal employee, Ganey has a remarkable record — he has never received lower than an "E" efficiency rating — "E" is excellent. And this in a period of ten years under a number of superiors.

He started work as a Deputy Collector in 1938, after a year as Deputy Clerk in the Bronx County Court, a year in the NYC Finance Department, a period in 1937 as legislative assistant to

(Continued on Page 16)

Don't

Repeat This

(Continued from Page 1)

ventional, unexciting, and somewhat dull existence. Except for the exhilaration of mental exercise, the life of a Court of Appeals judge doesn't run to hilarity or flamboyance. A man must be of moderate, secluded disposition to like the job.

Frankenthaler for Mayor? ONE of Mr. Patterson's best friends, New York County Surrogate George Frankenthaler, is being begged to go into the Mayoral race for the Republicans.

Corsi, Javits, Alfange?

THE GOP still doesn't know whom to put up for the Mayoralty. There's talk about State Industrial Commissioner Ed Corsi (whose theme is Marcantonio friendship, which could mean lots of votes).

Bedenkapp Slated for PSC Job

THREE TOP SPOTS are open for the loyal Republicans in the State Public Service Commission. GOP State Chairman Glen Bedenkapp is slated to get one of them.

Tom Dewey Isn't Quitting

FURTHER PROOF of this column's contention that Tom Dewey is in the picture to stay: His long-range planning, announced in the past two weeks — projects like St. Lawrence power, new statewide building codes, increased State aid to education; his maneuvers to reorganize the State Republican Committee; his deep interest in pending legislation. These aren't actions of a man about to retire from public life.

O'Dwyer's Coming Slogan IF BILL O'DWYER wins the



JOSEPH T. SHARKEY He would run for Congress.

NYC Mayoralty by a bigger ally than the nearly 700,000 gained in 1945, and if he straighten out his difficulties some of the upstate leaders run for Governor with this in mind: "A Fair Deal" in State Funds for NYC. O'Dwyer moves to Albany. Council President would be Mayor until the end of the year. Mayor would be elected in November, '51, to fill the two-year term.

Senator Wagner's Wish

THE decision of Senator Wagner, who is ill, to let stand regarding the Senate is only temporary, as a vote-pairing and absence of Senate sessions can't go on indefinitely. The Senator is eager to have his son, Bob, NYC Planning Commission chairman, succeed him, but ex-Governor Herbert Lehman and Senator Jim Mead covet the too. And there are many others.

Hot B'klyn Scramble

ONE of the hottest scrambles in years for a Congressional nomination is raging now in Brooklyn and Joe Sharkey, vice-chairman of the City Council and leader of the Democratic majority, is one of the contenders to fill the vacancy caused by the death of John Delaney. Sharkey is leader of the 4th A.D. State Senator James Crawford also of the 4th is another contender. But why either Sharkey or Crawford should want the job is beyond this column's ken. Crawford is next in line to take leadership of the Democratic State Senate, and Sharkey in a top position for City-wide office, if he can become a little chummy with Bklyn boss Carmine and the administration.

Louis Heller, leader of the A.D., and John F. Lantry, leader of the 10th, also seek the nomination. The president of Lantry's William Danahey, is after it. Other aspirants are Aaron Jacobson, Milton Solomon, Barney Novak, Judge's son; Asst. D. A. Louis dino, and George Taylor, political newcomer, son of ex-Comptroller Frank J. Taylor. GOP leader Johnny Crews is planning to run a Jewish or Italian candidate.

Who'll Get Special Sessions

CANDIDATES for appointment by Mayor O'Dwyer to the Special Sessions bench to succeed Anthony DiGiiovanna, elected to the preme Court, by oh what a majority, include Hyman Bannigan, whom the Mayor considers one of the best trial lawyers in New York; Assemblyman Gene Bannigan, and Asst. D.A. Willie Bannigan. Bannigan was for Ken Sutherland in the fight for County Democratic leadership, which John Cashmore won. Bannigan is from WSGE Commissioner Steve J. Carney's district, and that fight Carney was for Cashmore.

Thanks, Fellers

NY DAILY NEWS columnist Danton Walker had on Wednesday that item about Paul Lockwood turning down a whopping bid with Schenley, which was in a column on Tuesday. NYC Telegram political columnist had items on Stanley Isaacsoning the Mayoralty nomination. Bedenkapp soon to get important State posts, but items previewed in Don't Repeat This. Thanks, fellers.

How Barkley REALLY got nomination for Vice-president. The untold story — exclusively next week's Don't Repeat This. ... news even to top Democrats. For the hottest political news read Don't Repeat This every week.

Number of Eligibles To

The number of eligibles for lists being made ready for publication by NYC are: Foreman (Mechanical Power) (Prom.) Medical Social Worker, Grade 2 Supervisor of Park Operations Asst. Resident Bldgs. Supt. Supervisor (Cars & Ships) (Prom.) Announcer, Grade 1 Asst. Supt. (Power) In the Oiler exam, 87 marked not qualified.

STATE AND COUNTY NEWS

Chapter Activities

Insurance Dept., Albany

Meeting of the Insurance Department employees of the Albany district was held on December 19, 1948. The purpose of the meeting was to discuss the organization of a Chapter in the Association. Harold McCormick was elected Temporary Chairman and Agnes Reilly, Temporary Secretary. Mr. McCormick announced he would appoint a nominating committee and a committee to draft a Constitution and post the appointments on the Insurance Department bulletin boards.

J. Hollister, field representative of the Association, attended the meeting and answered questions pertaining to Association membership and functions of chapter.

Orange County

Non-Professional School Employees Association has elected officers for 1949. They are: President, J. Barnes of Washingtonville; Vice President, Anthony Golecki of Tuxedo; secretary, F. Ernest Knapp of Warwick; and nominating committee, Thomas H. Barton of Cornwall and Alfred Johnson of Cornwall-on-Hudson.

Harlem Valley

L. Carter, president of the Harlem Valley State Hospital, Civil Service Association, confined to surgery in the institution. It is hoped that an operation was averted by the use of penicillin.

Carter is under the care of Arthur Sullivan and his assistant Dr. Newlove. Mr. Car says that the ex-Salary Board member is also a good physician and has confidence in him and to be up and kicking around

Onondaga Sanatorium

The Onondaga Sanatorium held its first social event of the winter season in the administration building dining room. There were dancing and games. More than 100 employees and their friends attended. It was agreed that the affair was a tremendous success.

The arrangements committee consisted of Mabel Breese, Loretta Cook, Ryan, Katherine Quigley, Bernice Purcell, Nellie Marsh, Mrs. Lillian McGuire, Mrs. Keenan, Mrs. Alice Egan, Ivan Stoodley, Harold Webb, president of the Chapter, thanked committee members, as well as the employees and staff.

Rochester

Employees of the State Department of Public Works, Rochester district, will hold a Christmas party Dec. 16 at 6:30 P.M. in the Legion Home. J. B. McMorrow, chief engineer of the Albany district, will be guest of honor.

Willard State

Edward Limner, president of the Willard State Hospital chapter of Civil Service Employees Association, has appointed a nominating committee to select prospective officers for the coming year. The committee consists of: Christian Karlsen, Raymond Heizer, Mrs. Elizabeth Trainor,

Beechhurst, L. I.

(11 years) detached brick stucco house colored tile bath stall shower—400, brick garage 50 foot landscaped lot, immediate occupancy. \$13,990

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NEED AN APARTMENT?
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Ralph Van Dorpe, John Eddy, Joseph Murphy, Edgar Fritz, John Guthrie, Sr.

Mr. Limner asks all employees of the institution to participate in the forthcoming election. He told **THE LEADER** that he seeks to revitalize interest in employee matters.

Public Works, District 8

The State Department of Public Works District 8 Chapter of The Civil Service Employees Association recently elected the following to serve for the coming year: President, Wm. F. Close; 1st Vice President, B. V. Roach; 2nd Vice President, P. H. Clifford; Secretary, Miss H. D. Walsh; Treasurer, F. A. Fetter; Delegate, D. J. D'Engenis. The Executive Committee elected at the same time consists of: Miss A. C. Riley, D. P. O'Neill, W. V. McCourt, T. E. Ringwood, R. C. Lloyd, H. F. Hommel, R. J. Lacey.

Utica

Members of the Utica Chapter held an election of officers at their annual meeting in the State Employment Office, 110 Genesee Street. Edward J. Riverkamp, president, conducted the meeting.

The following officers were re-elected for the coming year, with Mr. Riverkamp; vice-president, Charles A. Hughes; secretary, Ella E. Weikert; treasurer, Sophia E. Perry.

Senator-elect John T. McKennan and Assemblyman-elect Ira F. Domser were guests.

Business was conducted and plans for the second annual dinner-dance were made.

Woodbourne

Following are the new officers of the Woodbourne Chapter of The Civil Service Employees Association: President, George Sauter; Vice President, Thomas McMarrow; Treasurer, John Higgins; Delegate, Ray Johnson; Alternate, V. Mancusi; Sgt. at Arms, James McKeon; Secretary, Walter McIlveen. The Executive Committee is composed of: Lee Paro, Frank Fairbrother, Tom Conklin, Lyle Green, Anthony Laforte.

Motor Vehicles, Albany

Matthew Fitzgerald, president of the Motor Vehicles chapter, Civil Service Employees Association, announces that the group will hold a Christmas party on Wednesday, December 15, at Herbert's Restaurant in Albany. Leon Kantor is chairman of the party committee.

Bishop Donahue Dedicates Chapel at Walkkill Prison

Auxiliary Bishop Stephen J. Donahue dedicated the New Catholic Chapel at the Medium Security Prison at Walkkill. There were guests and representatives of the State present at the formal opening. A color guard of the Newburgh 4th degree Knights of Columbus in full uniform, under William Pullar, acted as escort to Bishop Donahue.

Following the blessing of the chapel by the Bishop, a Solemn High Mass was celebrated by the Reverend George F. McKinney, Catholic Chaplain of the institution.

The institutional Catholic Choir under the direction of Harry Maisenhelder, civilian music instructor, sang at Mass.

Representing the State were Arthur Wickes, Frederick A. Moran, Edward J. Donovan, Paul McGinnis, Price Chennault and Thomas Bergan, wardens present were Walter M. Wallack, Lloyd Whipple and Thomas Hanlon.

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State Opposes U. S. Tax On Employees Maintenance

ALBANY, Dec. 20—Is maintenance of institutional employees to be taxed?
State Comptroller Frank C. Moore, abetted by the Civil Service Employees Association, is putting up a staunch barricade against taxing of maintenance, which the Federal government wants to introduce.

Maintenance has not heretofore been taxable by the U.S. when the employee lives in an institution for the convenience of the employer. This fall, however, the Internal Revenue Bureau indicated that it was about to reverse its previous ruling.

Conferences Held
A conference was held in Washington on October 26, between representatives of the Internal Revenue Bureau, the State Mental Hygiene Department, the Department of Audit and Control, and the Civil Service Employees Association. Guy de Cordova, of Hudson River State Hospital, represented the Association at this meeting.

Subsequently, the Commissioner of Internal Revenue requested a memorandum stating the State's position. A meeting was held in the Comptroller's office, including representatives of the interested departments. William F. McDonough, executive representative of the Association, and John T. DeGraff, Association counsel, represented the employees at this meeting.

Moore's Letter
As a result of this conference, Comptroller Moore sent off a lengthy letter to the Bureau of Internal Revenue, covering the complex legal problems involved. The Comptroller pointed out—that employees receiving

maintenance are actually doing so at the convenience of the employer, as the law requires; —that under the Feld-Hamilton plan schedules adopted in 1943, the salaries of employees holding the same title and performing the same duties were fixed at the same rate. An accurate survey was made of the value of the food and lodging furnished

by State institutions, and the value so determined was deducted from the cash salary, thus equalizing the status of employees living inside and outside the institutions; —that the present system, worked out after a period of trial and error, satisfies the "convenience of the employer" rule of the U.S. Treasury Department; —that many institution employees who are required to work only 8 hours a day have paid an income tax on the value of maintenance received;

—that a reversal of the existing ruling would work discriminatory hardship on many employees.

Quotes The Law

Comptroller Moore quotes the pertinent section of the Income Tax law to buttress his position: "If a person received as compensation for services rendered a salary and in addition thereto, living quarters or meals, the value to such person of the quarters and meals so furnished constitutes income subject to tax. If, however, living quarters or meals are furnished to the employee for the convenience of the employer, the value thereof need not be computed and added to the compensation otherwise received by the employee."

The Comptroller therefore urged, "as strongly as I can," that the ruling under which the State has operated for so many years be retained.

Conference Method

The cooperation of the Comptroller and the Civil Service Employees Association in this instance is seen as another example of the conference method, which is operating ever more widely in the State service.

5000 College Grads to Take State Tests

ALBANY, Dec. 20—Nearly 5,000 candidates will take the State's "college examination series," **THE LEADER** learned this week from State Civil Service officials.

The examination which was open to New York State residents with college training, is being held for professional and technical assistant in 14 specialized fields at opening salaries of \$2,160 to \$2,640 a year.

Scheduled for January 15, the series is designed to interest college seniors and graduates in making a career of government service.

Separate Lists

At the conclusion of the examination, separate employment lists will be established for each of the following fields: Accounting, administration, economics, statistics, law, education, library science, psychology, social service (outside New York City) journalism, bacteriology, chemistry, engineering, geology.

Armory Unit Gets Assn. Chapter

ROCHESTER, Dec. 20—A charter as a unit of the Civil Service Employees Association was received recently by the Genesee Valley Armory Employees, a group made up of the men in the Rochester, Genesee and Hornell Armories.

Presentation of the charter was made by Raymond L. Monroe, President of the Rochester Chapter, at ceremonies in the Culver Rd. Armory, Rochester.

The meeting was attended by Brig.-Gen. Alfred H. Doud, Commanding General of the 105th AAA Brigade, Commander Peter Barry, USNR-NYNM, Commander of the 3rd Naval Brig. and Captain Charles R. France, C.O. Co. "K" 108th Inf. Hornell, N. Y.

Officers installed at this meeting were: President, Paul N. Lambert of Hornell; Vice-President, John Foster, Rochester; Secretary, Arthur U. Troicke, Rochester; and Treasurer, August Schicker of Rochester.

Eligible Lists

The State established the following eligible lists:
5185. Supervising Industrial Investigator, Dept. Labor (Exclusive of Board of Labor Relations, Workmen's Compensation Board, D.P.U.I. and State Insurance Fund).
5135. Junior Personnel Assistant, Department of Public Works.

Photog Entitled To More Money

ALBANY, Dec. 20—An increase in pay for Laboratory Illustrator and Photographer, State Department of Health, was announced this week by the State Salary Standardization Board.

The State Salary Board has re-allocated the salary for laboratory illustrator and photographer from \$2,760-\$3,360 to \$3,000-\$3,660 a year. At present, there is one person employed in the title in the Division of Laboratories and Research.

Membership Gains In Pre-Xmas Rush

The membership drive of The Civil Service Employees Association continues at mounting pace, regardless of the pre-Xmas season. More chapters have reported exceeding their membership rolls of this time last year. Both renewals and new memberships are on the upswing.

The co-chairmen of the Association's Membership Committee, Second vice-president John F. Powers, of Freeport and Fourth vice-president J. Allyn Stearns, of White Plains, have been touring the State with great success, stimulating membership renewals and

recruitment. Here's one committee: **RAY BROOK**
Emmett J. Durr, President
Rudolph Berger, Chairman;
Herbert G. Neale, Catherine Rice, Dora Pryne, Mary Starks, Henry Swan, Richard Moon, William Langus.

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NEW YORK CITY NEWS

Steno and Typist Exam Notices

The applications for the Typist, Grade 2, examination top all others in the current series of 32 tests opened by the NYC Civil Service Commission. The top three are: Typist, Grade 2, 1,029; Stenographer, Grade 2, 563; Housing Assistant, 144. The figures are for the first three days. The last date to apply is Thursday, December 23.

There will be no written test and no educational requirements for NYC jobs as Stenographer or Typist, both Grade 2. Applications are now being received continuously.

Vacancies for both positions exist in many NYC departments. Salaries are: Typist, Grade 2, \$1,980 to \$2,460; Stenographer, Grade 2, \$2,100 to \$2,540. Total pay is listed. Jobs start at the minimum.

A performance test will be given for both titles. Typing speed required is 40 words per minute for ten minutes. Candidates for steno jobs will have to take dictation at the rate of 90 words per minute for five minutes.

Fee is \$1 for each. Apply to the NYC Civil Service Commission, 96 Duane Street, Manhattan, opposite The LEADER office.

Job Opportunities Many So great is the City's need for stenographers and typists, that the exams are now opened, though the eligible list for the last exam has not yet been issued.

About 300 names will appear on the Stenographer, Grade 2, list which is expected to be published in a month. The list will be exhausted quickly, for there are some 900 vacancies in various city departments for Stenos and Typists.

No date has been set for the performance test for either of the new exams. Efforts have been made to attract a maximum number of candidates, including the elimination of a written exam, and the waiving of all formal educational requirements.

Official Requirements The official notices of examination set forth particulars: TYPIST, GRADE 2 Examination No. 5764

The eligible lists resulting from this examination will be certified as appropriate for vacancies in the title of Transcribing Typist, Grade 2.

Salary Range: Appointments will be made at \$1,980 per annum, consisting of a basic salary of \$1,440 per annum, plus a cost-of-living adjustment of \$660 per annum. The basic salary is increased yearly by mandatory increments of \$120, up to \$1,680 per annum.

Applications: Issued and received continuously from Dec. 14, 1948 until further notice. Candidates will be summoned for the performance test in groups in order of filing. Successive eligible lists will be published and promulgated for each group of candidates summoned.

Candidates must appear for the test on the date summoned. No postponement will be granted. Fee: \$1. Vacancies: A large number at present in various city departments. Others expected.

Promotion Opportunities: Employees in the title of Stenographer, Grade 2, are eligible for promotion to Stenographer, Grade 2, basic salary range \$1,801 to and including \$2,400 per annum. Since the higher titles are generally filled by promotion, persons desiring to enter the clerical service of the City of New York should file for this examination.

Requirements: No formal educational or experience requirements. Duties: Under close supervision to: take dictation; prepare typewritten transcripts; perform clerical and secretarial duties; transcribe from a dictating machine when required; perform related work.

Tests: Performance, weight 100, 70 per cent required. In the performance test, candidates will be required to take dictation at the rate of 90 words per minute for five minutes and to transcribe satisfactorily the dictated passage within a specified time.

Candidates must furnish their own typewriting machines, notebooks, pencils, pens, and ink. Stenotypists must furnish their own stenotype machines and paper. Candidates will be completely responsible for the operation of their machines. No allowance will be made where machines are missing, late in arriving, or defective on the day of the performance test.

Candidates will be required to pass a qualifying medical test prior to appointment. The pertinent sections of the General Examination Regulations are also to be considered part of this notice.

Second Deputy Comptroller Abe Doris, representing Comptroller Lazarus Joseph on retirement boards, keeps proving his expert knowledge of retirement law. Been deep in it for years; was Deputy State Comptroller for eight years, in job H. Elliot Kaplan now holds.

The NYC Civil Service Commission has plenty of trouble with mental cases that cause annoyance, but adopts a patient and compassionate attitude. . . Girl living in the same house where she was born wasn't able to prove her citizenship when she appeared before

the Commission recently. Proof is easy: birth or baptismal or doctors' certificate, affidavit of parent or other relative. The Commission holds that citizenship being required, the burden of proof is on the candidate. There's no acceptance of citizenship claims on candidate's say-so.

The examination for promotion to Sergeant, Bridge and Tunnel Authority, was held at the NYC Civil Service Commission from 2 A.M. to 5 A.M. All 124 candidates were glad, for that was when all were off from work. Other hours would have necessitated two separate examinations. Only one really hurt was the Examiner, who got to bed about the time he usually wakes up.

The question of loss of increments by provisionals when they are appointed permanently from an eligible list is a serious one. If the drop is only \$180, department heads can avoid feeling consciousness-stricken, because permanency is being swapped for insecurity and may be worth \$180, but in some cases the drop is around \$600, because provisionals worked their way to grade top and now must start as permanent employees at grade bottom.

Park Group Asks Many Title Changes

The Greater New York Employees Association has set down a list of recommendations which it feels should govern title changes in that department. The proposals follow: All positions to retail existing titles, with exception of General Park Foreman and Park Director. Departmental title of Assistant Borough Director to be changed to civil service title of Assistant Borough Superintendent.

Park Director to become Borough Superintendent. No positions to be filled except through examination. Promotion exam for Cleaners; to advance them to position of Attendant Grade 1.

Promotion exam for Attendant Grade 2 and Grade 3. A system of cross-promotion tests for all titles not being reclassified. No advancement without promotion examination.

All laborers in the department three or more years shall be eligible to take exam to position of Park Foreman. All Assistant Gardeners, Gardeners, Climbers and Pruners should be eligible to compete for post of Park Foreman after one year of service.

Present rating system to be eliminated, and new one to be installed with two ratings: Good and Bad. Four increments to be provided for Assistant Gardeners, Gardeners, Climbers and Pruners.

Annual salary of laborers to be \$3,500; minimum pay of attendants Grade 1, \$2,170, plus four increments; Attendants Grade 2, \$2,770; Cleaners, \$2,050. Promotion exam for Telephone Operator, Grade 2.

New title to be set up in Recreation Service as Playground Director Specialist, as a promotion for Playground Directors especially qualified in certain games. Supervisor of Park Operations, a position to be filled by promotion from among Playground Directors.

Pay of Assistant Supervisor of Recreation shall be \$6,000 a year. test on the date summoned. No postponement will be granted. Fee: \$1. Vacancies: A large number at present in various city departments. Others expected.

Promotion Opportunities: Employees in the title of Stenographer, Grade 2, are eligible for promotion to Stenographer, Grade 2, basic salary range \$1,801 to and including \$2,400 per annum. Since the higher titles are generally filled by promotion, persons desiring to enter the clerical service of the City of New York should file for this examination.

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Candidates will be required to pass a qualifying medical test prior to appointment. The pertinent sections of the General Examination Regulations are also to be considered part of this notice.

39 (1948). Physicist, \$3,727 to \$6,235, Grades P-2 to P-5. The closing date is extended from December 31. Applications must be received in the U. S. Civil Service Commission, Washington 25, D. C. No written test. (Closes Thursday, June 30).

141. Mediator, \$5,232 to \$6,235, National Mediation Board. Duties to adjust railroad air line employee-employee controversies and conduct elections. Six years of labor agreement interpretation or labor mediation required. No age limits. No written test. (Closes Wednesday, January 5).

94 (1948). Chemist, \$3,727 to \$6,235, Grades P-2 to P-5. (Closes Thursday, June 30).

The State Civil Service Department issues and receives applications by mail. Issuance is made from its offices, unless otherwise stated in the notice of examination, and filled-in applications always may be sent to the department. Its offices are in Room 2301 at 270 Broadway, New York 7, N. Y., in NYC; at the State Office Building, Albany 1, N. Y., and at State Office Building, Buffalo. When applying by mail, enclose a 6-cent stamped, self-addressed envelope, 3 7/8x5 inches or larger. Postmark as of the closing date is sufficient. Office hours are 9 a.m. to 4 p.m.; Saturdays, 9 a.m. to noon.

For applications sought by mail, use the Commission's State Office Building, address in Albany. County examination blanks may be obtained and filled-in forms filed as listed in the examination.

Life and death was a double-edged sword for Ex-Fireman Tischer. He was born on May 11, 1890. On his birthday, February 11, he was reported for duty with a fever. He retired two years later (two elevens), after serving in Hook & Ladder Co. He had exactly \$11 in his pocket when he died. Another fireman's experience with a coincidence: the signal at the department's garage signifies "Start and Tour of Duty."

During his last 10-year department he was assistant Civil Engineer (Building Construction), April 9, 1948. Inspector of Boilers, March 10, 1947. Battery Man (skilled), March 26, 1946. Enroll Operator (Office Operator, NCR 2000), March 12, 1945. Stenographer, Grade 2, Typist, Grade 2, continuing supervisor's Probation Office, February 19, 1944.

Assistant Civil Engineer (Building Construction), April 9, 1948. Inspector of Boilers, March 10, 1947. Battery Man (skilled), March 26, 1946. Enroll Operator (Office Operator, NCR 2000), March 12, 1945. Stenographer, Grade 2, Typist, Grade 2, continuing supervisor's Probation Office, February 19, 1944.

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Exams for Public Jobs U. S. NYC

Applications for U. S. examinations may be obtained from the Second Regional Office, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., unless otherwise stated in the examination notice. In any event, U. S. applications are obtainable in person or by mail and filled-in blanks may be delivered or mailed, but must be on file by the closing time. Do not enclose return postage in mailed application. Postmark as of the closing date does not suffice. Send filled-in applications where the notice directs; it is not always the NYC address. Office hours in NYC are 8:30 a.m. to 5 p.m., excepting Saturdays, Sundays and holidays. All requests should specify both the title and serial number of the examination.

2-68 (1948). Junior Scientist, P-1, \$2,974. Metallurgy and physics. No college degree required, but training or experience in specialty. (Closes Thursday, June 30).

93 (1948). Physicist, \$3,727 to \$6,235, Grades P-2 to P-5. The closing date is extended from December 31. Applications must be received in the U. S. Civil Service Commission, Washington 25, D. C. No written test. (Closes Thursday, June 30).

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Accountant State Civil Service Office

Applications for NYC examinations may be obtained by applicant or representative in person at the Civil Service Commission, 96 Duane Street, Manhattan, opposite The LEADER office, and should be filed there. No applications are issued or received by mail. Hours are 9 a.m. to 4 p.m., Monday through Friday, and 9 a.m. to noon, on Saturday, excepting holidays. Promotion examinations are not open to the general public. All requests should specify both the title and the serial number of the examination.

Open-Competitive 8450. Typist, \$1,840 per annum, plus five annual increments of \$120. Fee \$4. Written test set for January 8, 1949. (Closes Saturday, January 22).

8451. Stenographer, \$1,840 per annum, plus five annual increments of \$120. Fee \$4. Written test set for January 8, 1949. (Closes Saturday, January 22).

8452. Clerk, \$1,840 per annum, plus five annual increments of \$120. Fee \$4. Written test set for January 8, 1949. (Closes Saturday, January 22).

8453. File Clerk, \$1,840 per annum, plus five annual increments of \$120. Fee \$4. Written test set for January 8, 1949. (Closes Saturday, January 22).

8454. Account Clerk, \$1,840 per annum, plus five annual increments of \$120. Fee \$4. Written test set for January 8, 1949. (Closes Saturday, January 22).

8455. Statistics Clerk, \$1,840 per annum, plus five annual increments of \$120. Fee \$4. Written test set for January 8, 1949. (Closes Saturday, January 22).

Promotion 7187 Junior Accountant

U. S. Examinations Applications for U. S. examinations may be obtained from the Second Regional Office, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., unless otherwise stated in the examination notice. In any event, U. S. applications are obtainable in person or by mail and filled-in blanks may be delivered or mailed, but must be on file by the closing time. Do not enclose return postage in mailed application. Postmark as of the closing date does not suffice. Send filled-in applications where the notice directs; it is not always the NYC address. Office hours in NYC are 8:30 a.m. to 5 p.m., excepting Saturdays, Sundays and holidays. All requests should specify both the title and serial number of the examination.

2-68 (1948). Junior Scientist, P-1, \$2,974. Metallurgy and physics. No college degree required, but training or experience in specialty. (Closes Thursday, June 30).

93 (1948). Physicist, \$3,727 to \$6,235, Grades P-2 to P-5. The closing date is extended from December 31. Applications must be received in the U. S. Civil Service Commission, Washington 25, D. C. No written test. (Closes Thursday, June 30).

141. Mediator, \$5,232 to \$6,235, National Mediation Board. Duties to adjust railroad air line employee-employee controversies and conduct elections. Six years of labor agreement interpretation or labor mediation required. No age limits. No written test. (Closes Wednesday, January 5).

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The State Civil Service Department issues and receives applications by mail. Issuance is made from its offices, unless otherwise stated in the notice of examination, and filled-in applications always may be sent to the department. Its offices are in Room 2301 at 270 Broadway, New York 7, N. Y., in NYC; at the State Office Building, Albany 1, N. Y., and at State Office Building, Buffalo. When applying by mail, enclose a 6-cent stamped, self-addressed envelope, 3 7/8x5 inches or larger. Postmark as of the closing date is sufficient. Office hours are 9 a.m. to 4 p.m.; Saturdays, 9 a.m. to noon.

For applications sought by mail, use the Commission's State Office Building, address in Albany. County examination blanks may be obtained and filled-in forms filed as listed in the examination.

Life and death was a double-edged sword for Ex-Fireman Tischer. He was born on May 11, 1890. On his birthday, February 11, he was reported for duty with a fever. He retired two years later (two elevens), after serving in Hook & Ladder Co. He had exactly \$11 in his pocket when he died. Another fireman's experience with a coincidence: the signal at the department's garage signifies "Start and Tour of Duty."

During his last 10-year department he was assistant Civil Engineer (Building Construction), April 9, 1948. Inspector of Boilers, March 10, 1947. Battery Man (skilled), March 26, 1946. Enroll Operator (Office Operator, NCR 2000), March 12, 1945. Stenographer, Grade 2, Typist, Grade 2, continuing supervisor's Probation Office, February 19, 1944.

Assistant Civil Engineer (Building Construction), April 9, 1948. Inspector of Boilers, March 10, 1947. Battery Man (skilled), March 26, 1946. Enroll Operator (Office Operator, NCR 2000), March 12, 1945. Stenographer, Grade 2, Typist, Grade 2, continuing supervisor's Probation Office, February 19, 1944.

5741. Assistant Civil Engineer (Building Construction), Housing Authority. 5758. Assistant Electrical Engineer (Board of Electrician), March 16, 1948. 5628. Washer, Labor (City Hospitals). Change of title only open.

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OPEN-COMPETITIVE 5762. Accountant, Mechanical (Building Construction), 5749. Mechanical (Building Construction), 5741. Assistant Civil Engineer (Building Construction), 5758. Assistant Electrical Engineer (Board of Electrician), March 16, 1948. 5628. Washer, Labor (City Hospitals). Change of title only open.

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Accountant State Civil Service Office

Applications for NYC examinations may be obtained by applicant or representative in person at the Civil Service Commission, 96 Duane Street, Manhattan, opposite The LEADER office, and should be filed there. No applications are issued or received by mail. Hours are 9 a.m. to 4 p.m., Monday through Friday, and 9 a.m. to noon, on Saturday, excepting holidays. Promotion examinations are not open to the general public. All requests should specify both the title and the serial number of the examination.

Open-Competitive 8450. Typist, \$1,840 per annum, plus five annual increments of \$120. Fee \$4. Written test set for January 8, 1949. (Closes Saturday, January 22).

8451. Stenographer, \$1,840 per annum, plus five annual increments of \$120. Fee \$4. Written test set for January 8, 1949. (Closes Saturday, January 22).

8452. Clerk, \$1,840 per annum, plus five annual increments of \$120. Fee \$4. Written test set for January 8, 1949. (Closes Saturday, January 22).

8453. File Clerk, \$1,840 per annum, plus five annual increments of \$120. Fee \$4. Written test set for January 8, 1949. (Closes Saturday, January 22).

8454. Account Clerk, \$1,840 per annum, plus five annual increments of \$120. Fee \$4. Written test set for January 8, 1949. (Closes Saturday, January 22).

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Life and death was a double-edged sword for Ex-Fireman T

NEW YORK CITY NEWS

Driver's License Needed For Many Civil Service Jobs

Many people apply for civil service exams without first checking to see if they meet all the requirements. One frequently overlooked is the need for a driver's license, a "must" for many City, State and Federal jobs. Actually, the person with a driver's license increases his opportunity for getting a civil service job.

With the nation-wide Postal Clerk-Carrier exams in the offing (you can't be a letter carrier without a driver's license), a word about this important qualification may serve as a timely reminder.

A license, is, of course, needed where driving is directly in the line of duty. For example, the Surface Line operator, who drives a trolley (and collects fares and keeps an eye on passengers at the same time), and the Automobile Engineman, a fancy name for truck driver. Both of these are first-rate NYC jobs — but you'll need a driver's license to apply.

A license is also necessary on jobs where quick action is essential. Treasury Enforcement Agent is one of these. The "T"

men have to be on the spot, but quick, when they're after important evidence.

If you ever want to become a G-man for the FBI, you'll need a license. And for dozens of other investigative jobs, too.

Policemen and firemen must be able to reach the scene of action quickly in order to properly carry out their duties. Men in the Police and Fire departments must know how to drive.

Other fields where speed is not essential, but where driving plays a role vital to the public welfare are in the Departments of Public Works and Public Service. Thousands of automobiles are operated by employees of these departments.

Only recently, NYC Sanitation Commissioner William J. Powell brought up this point in connection with the eligible list for Sanitation Man, Class B. He declared that many eligibles, already certified, were asked to show their drivers' licenses when reporting for the medical exam required by the Department. Those who couldn't produce were dropped, even though they had already

passed the city's preliminary tests. A New York State job that calls not only for a license, but also for a lot of know-how about cars, is State Motor Vehicle License Examiner. This position is going to be opened within the next few months, and it offers an excellent opportunity without heavy requirements of training and experience. The time to prepare for this test is now. And of course the top item of preparation is a driver's license.

This article can't begin to cover the total number of civil service positions for which drivers licenses are required. But they run to the dozens.

It's an excellent precaution, for anyone desiring to get into civil service, to make certain he has a driver's license under his belt.

Religious Gifts for Xmas Recommended by Kenedy

Gift certificates are being featured for the holiday season by P. J. Kenedy, 12 Barclay Street, Department GM, Manhattan. Kenedy cites appropriateness of giving religious articles and stresses the holy day aspect of Christmas. The certificates are in denominations of \$2.50, \$5 and \$10.

Bibles, missals and prayer books are offered in black, moroccan, red, blue, green and purple leather. Also in stock are rosaries, crosses, pictures, statues and other religious articles.

3 Elected by Fire Officers To Be Inducted on Jan. 1

Captain Gilbert X. Byrne, of Engine Company 270, Captain Frederick Bahr, of Engine Co. 57, and Lieutenant Henry J. Fehling, H. & L. 127, take office on the Executive Committee of the Uniformed Fire Officers Association

on January 1, automatically. They were recently elected to the vacancies on the board in their respective ranks.

The installation ceremonies will take place at the regular meeting on Tuesday, January 11, at Hotel Martinique.

All '48 School of Optics Grads Pass State Test

H. Walter Gillis, director of the School of Optics, 182 Henry Street, Brooklyn, announced that all members of the school's graduating class of August, 1948 have successfully passed the State Board Examinations in ophthalmic dispensing. These successful candidates soon will receive optician licenses.

According to State law, an ophthalmic Dispenser (Optician) must be a graduate of a school

with a recognized standing and must have passed the State Board examinations. The test was first given by the State Education Department to students who satisfactorily completed the required course of study.

The School of Optics is the oldest optician school in the United States. Its next semester in ophthalmic dispensing will begin Monday, January 24. Registration is in progress.

SCHOOL DIRECTORY

JOSEPH NOVELL—SCULPTURE STUDIO.—Private and class. Day and evening instruction. 3 Riverside Drive at 72 St., N. Y. C. SC 4-6252.

SHOWCARD WRITING and lettering for advertising uses. Expert individual instruction. Est. 1922. Vets Eligible. REPUBLIC SCHOOL, 267 W. 17th St., N. Y. C. MA. 2-2447.

Academic and Commercial—College Preparatory
BORO HALL ACADEMY—Flatbush Ext. Cor. Fulton St., Bklyn. Regents Accredited. MA. 2-2447.

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BARBER SCHOOL
LEARN BARBERING. Day-Eve Special Classes for women. GI's welcome. All Barber School, 21 Bowery. WA 5-0933.

Business Schools
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HAMMOND SCHOOL, 120 W. 42 St., nr. Bway. Speed Classes Preparing for Civil Service Exams. Co-Ed. Day & Eve. Free Placement. LO. 4-2727.

LAMB'S BUSINESS TRAINING SCHOOL—Day and evenings. Individual instruction. 370 9th St. at 6th Ave., Brooklyn 15, N. Y. South 8-4236.

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

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

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

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

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

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

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

Mechanical Dentistry
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RADIO-TELEVISION INSTITUTE, 480 Lexington Ave. (46th St.), N. Y. C. Day and evening. PL 3-4585.

Secretarial
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DRAKES, 154 NASSAU STREET. Secretarial Accounting, Drafting, Journalism. Day-Night. Write for catalog BE 3-4840.

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DeHASPERG, GUSTAVE.—In pursuance of an order of Honorable William T. Collins, a Surrogate of the County of New York, notice is hereby given to all persons having claims against Gustave DeHasperg, late of the County of New York, deceased, to present the same with vouchers thereof, to the subscribers, at their place of transacting business, at the office of Ralph K. Jacobs & Richard Steel, their attorneys, at No. 225 Broadway, in the Borough of Manhattan, in the City of New York, State of New York, on or before the 28th day of June, 1949.

Dated New York, the 13th day of December, 1948.
ALBERT BLUMENSTIEL,
DOUGLAS AUFFMORDE,
Executors.
RALPH K. JACOBS & RICHARD STEEL,
Attorneys for Executors,
Office and P. O. address, 225 Broadway, Borough of Manhattan, New York 7, New York.

OCHA, LILLIAN.—In pursuance of an order of Honorable William T. Collins, a Surrogate of the County of New York, notice is hereby given to all persons having claims against Lillian Ocha, late of the County of New York, deceased, to present the same, with vouchers thereof, to the subscriber, at his place of transacting business, at the office of Ralph K. Jacobs & Ralph K. Jacobs, Jr., his attorneys, at No. 225 Broadway, in the Borough of Manhattan, in the City of New York, State of New York, on or before the 28th day of June, 1949.

Dated New York, the 13th day of December, 1948.
MORRIS METZ,
Executor.
RALPH K. JACOBS & RALPH K. JACOBS, Jr.,
Attorneys for Executor,
Office and P. O. address, 225 Broadway, Borough of Manhattan, New York 7, New York.

STEINBERG SADIE.—In pursuance of an order of Honorable William T. Collins, a Surrogate of the County of New York, notice is hereby given to all persons having claims against Sadie Steinberg, who at the time of her death resided at 25 Central Park West, in the County and City of New York, deceased, and whose business address was 836 Broadway, New York City, to present the same with vouchers thereof, to the subscribers, at their place of transacting business at the office of Olivany, Eisner & Donnelly, their attorneys, at No. 20 Exchange Place, in the Borough of Manhattan, in the City of New York, State of New York, on or before the 17th day of May 1949.

Dated New York, the 3rd day of November, 1948.
SYLVAN OESTREICHER,
SAMUEL MICHELMAN,
OLVANY, EISNER & DONNELLY,
Attorneys for Executors,
Office and P. O. address, 20 Exchange Place, New York 5, New York.

NEW YORK CITY NEWS

WHAT EMPLOYEES SHOULD KNOW COURTS RE-RATE EXAMINATION QUESTIONS

By THEODORE BECKER

READERS of The LEADER will recall reports of a court case involving the power of a civil service commission to select more than one answer as "the best" or to some "multiple choice" questions. The case came up on an examination for promotion to sergeant in the New York City Police Department. Of 90 questions on the test, the Commission sought to allow more than one "best" answer (because of the ambiguity of the question) in the case of 9 questions. This had the effect of giving additional credit to certain candidates who might otherwise have failed. Accordingly, a law suit was commenced to get the Commission to eliminate the nine questions or to select "one best" answer to each such question. The court directed the Commission to conform to the rules of the test which it had set for the candidates and to select one best answer to the question. On appeal, the Appellate Division modified this to allow the Commission to eliminate questions for which it felt it could not select "one best" answer. This was affirmed in Blumenthal v. Morton, 298 N. Y. 31.

Told to Select or Eliminate

The Appellate Division opinion stated that instructions are an integral part of the examination and as controlling on the actions of the Commission as they are on the actions of the candidates. Pointing out that there is a difference between a "best" answer and an "acceptable" answer, the court held that if a question can be answered by a single "best" answer, it is not permissible for the Commission to accept as "best" other answers which are not quite as good. However, the court noted that some of the questions couldn't be given a "best" answer, or indeed any satisfactory answer. These, said the court, without pointing out which they were, "should be eliminated from the examination altogether." In accordance with this ruling, the New York City Civil Service Commission selected what they considered one best answer for some of the nine questions and eliminated others. But just as one of the dissenting justices had reasoned, this did not end the story. In arguing that the Court was departing from a long established principle that "the courts can neither conduct nor supervise civil service examinations," this justice had stated: "If after already exercising its best judgement and discretion, the Commission, on the coercive mandate of the Court, were to revise its judgment and determine the one best answer to the questions in dispute or to all but 'a few' thereof — these or other candidates who took the examination may again contend that the revised answers are not the 'best' and again ask the court to substitute its judgment for that of the Commission."

Predicted Aftermath

Taking their cue, as it were, from this opinion, candidates dissatisfied with the Commission's attempted compliance with the court's mandate have sued to upset the Commission's action and have been successful in the lower courts.

LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of MANICRAFT UNDERGARMENT CO. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State at the City of Albany, (Seal) this 10th day of December, 1948. Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of OMAHA MEAT CO. Inc. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State at the City of Albany, (Seal) this 10th day of December, 1948. Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

In one case, where the Commission selected one answer as the best, the court held that the question involved was not capable of a "best answer" and ordered the Commission to eliminate the question from the examination. (Garelik v. McNamara, 12-2-48 N. Y. L. J., pg 1367 col 4).

In another case, where the Commission selected one answer as the best, the court held that a different answer was the best and ordered the Commission to substitute the latter for the former. (Gruner v. McNamara, 11-24-48 N. Y. L. J. pg 1270 col. 4). The examination question in this case involved an interpretation of the Penal Law, and the court's willingness to disagree with the determination of the Commission as to which was the better "best" answer may have stemmed from its confidence that it is peculiarly well qualified to pass on legal problems. Whether the court would consider it within the judicial province to review determinations made by expert examiners in the field of medicine, for example, remains to be seen.

In any event, it will be interesting to note the reaction of the Appellate Division in the Gruner case, already argued on appeal.

CLAIM EXAMINER TESTS JAN. 8

The examinations for promotion to Claim Examiner, Comptroller's Office and Board of Transportation, will be given on Saturday, January 8.

168 REJECTED FOR LIST

In the Structure Maintainer (Group C) exam, NYCTS, 168 were marked not qualified.

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The LEADER will be glad to have letters from the readers expressing their views on the subject of veteran preference.

Special Exams Approved For Injured Absentees

Following a hearing, the NYC Civil Service Commission approved an amendment to its rules so that all NYC employees, prevented from taking a regular examination because of injuries suffered while at work on city business, may take a special examination. The rule applies to open-competitive tests as well as promotion ones. Provisionals are included in the benefit.

The new rule would put city employees generally in the same class as members of the uniformed forces of the Police, Fire and Sanitation departments.

Text of Proposed Change

Rule V, Section IV, Paragraph II would be amended to read as follows:

"11. No candidate shall be given a second or special competitive test in connection with any examination held, unless it be shown to the satisfaction of the Commission, that his failure to take or complete such test was due to a manifest error or mistake for which the Commission is responsible, the nature of which shall be set forth in its minutes; or that such failure was due to compulsory attendance before a court or other public body or official having the power to compel attendance; or in the case of an officer or employee of the City of New York, who is a candidate in such examination, that such failure was due to a physical disability incurred during the course of and within the scope of the municipal employment of such candidate. No claims for a special test shall be allowed unless it be filed in writing with the Commission within fifteen days after the date of the error or the termination of the candidate's disability and

within sixty days after the date of said test."

The proposed change now goes to Mayor William O'Dwyer for approval, which is expected to be given, and then to the State Civil Service Commission.

Proof to Be Required

The vote was unanimous by President Joseph A. McNamara and Commissioners Darwin W. Tellesford and Esther Bromley.

"Of course, we'll be strict in the requirement of proof," said President McNamara.

A doctor's certificate of injury and a departmental letter attesting to the accident having happened in the course of city work, will be required.

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Nite Before Christmas Shopping Suggestions

If you have waited for the last minute to get your holiday clothes—and your budget is on the tight side—you will find the solution to some of your major problems at SA-RAY'S two stores at 889 Eighth Avenue (52 Stret) and 388 Bridge Street, Brooklyn, just off Fulton Street.

This store, which we have written about before, specializes in accumulating overstocks of merchandise and lines where a slight mis-weave or a manufacturer's difficulty can bring the cost down to a point where suits and top-coats which would otherwise sell around the \$45 or \$50 level can be sold at \$27.75 or less.

With competition increasing, and buyers watching carefully for maximum value on what they buy, it is this type of shrewd buying by stores like SA-RAY for which shoppers will be looking for the future.

Christmas in Style

Milady can do some fast and effective shopping at Kilton Modes, Inc. 526 Seventh Avenue. This store, which usually goes in for styling rather than price cuts, is offering a pre-holiday discount of 20 per cent to 50 per cent. They are apparently overstocked be-

cause of the general slump in retail business and their racks carry more than 250 styles including some of America's leading designers.

This store is basically a quality store and gives all the service a store of this type usually offers—pleasant fitting rooms, style-conscious sales-ladies, well made garments and an alteration service which assures proper fit. Off the beaten track, Kilton Modes is a real find if you want to be well dressed for the holidays.

Wholesaler Selling at Retail

A Brooklyn manufacturer of men's clothes has written to us to tell us about a special offer to sell at retail because of overstock. He has a factory on the fourth floor of 123 Schermerhorn St. Brooklyn, right in the heart of the civil service district and is selling suits, which he made to retail at \$45 to \$55, at \$29 and \$34. This is not exactly the wholesale price for which they would be sold to a retailer, but it comes pretty close. There is a wide variety of fabrics and pretty nearly all sizes to choose from.

More Discounts

The busiest spots of the season these days are the half dozen houses in the city that have arrangements with civil service employees for special discounts on household appliances, gifts, etc. Benco Sales, 105 Nassau Street and Municipal Employees Service, 41 Park Row, have been a "land office" business with practically all the merchandise they handle—selling at 20 to 30 per cent off list prices. There is always a satisfaction when you know you have found a nice gift for someone and its value is considerably more than you paid for it!

Spiritual Gifts Encouraged By Franciscan Mass Group

"Give a spiritual gift," is the slogan of the Franciscan Mass Association of St. Francis Seminary, Todd Hill Road, Staten Island. The association is offering special Christmas cards for one-year enrollees. One card is of the Holy Family and the other of the Nativity. Each bears the St. Francis peace prayer.

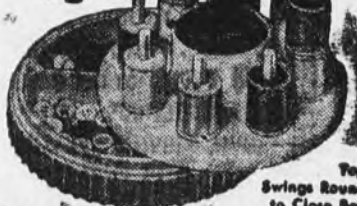
The enrollment costs \$1. Living or dead may be enrolled.

Perpetual individual and family enrollments in a double picture frame are popular. The diploma and picture are encased in glass. Organizations find these convenient to give to their employees and friends. Perpetual enrollments for individuals is \$10 and for the entire family only \$25.

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EXAMS FOR PUBLIC JOBS

Postal Mail Clerk Study Aid

(Continued from Page 1)

to one year or less, may apply for examination in order to be considered for a competitive civil service status. Such an employee may be considered for conversion to competitive status provided: (1) He qualifies in the examination; (2) he is recommended by the Postmaster General; and (3) all veteran eligibles in the open competitive examination who attained the same or higher ratings have been appointed or have received appropriate consideration under the Veterans Preference Act of 1944.

Location of Positions

The positions are in the Surface Postal Transport of the Post Office Department and are located in all States, in Alaska and Puerto Rico. In many States appointments as substitute railway postal clerk are made for duty in cities in which terminal railway post offices are located and in such States vacancies on railway post office lines are generally filled by transfer from the terminals. Applicants unwilling to accept employment in terminals, until their

seniority entitles them to transfer to road duty, have little opportunity for permanent appointment in the service. Main terminal railway post offices are printed in boldface in the list of examination points.

Description of Work

The duties of the positions involve the separation, distribution, and routing of mails in transit. The appointee must familiarize himself with the area in which he works and with schemes and schedules for distribution and routing of mails in that area, as well as with that part of the Postal Laws and Regulations applicable to the Surface Postal Transport.

Written Test Required

Competitors will be rated on the subjects listed below, which will have the relative weights indicated:

- 1. Mail test, including routing, following instructions, and sorting 60
- 2. General test 40

Total 100
About 4 hours will be required for the entire examination.

The examination will be held in the places listed. Competitors should indicate on their application cards where they wish to take the examination. They will be notified of the exact time and place to report for the examination.

In Subject 2, General Test, non-veteran incumbents must attain a rating of at least 70; competitors granted 5-point preference, a rating of at least 65, excluding preference credit; and competitors granted 10-point preference, a rating of at least 60, excluding preference credit. Otherwise, Subject 1 of their examinations will not be rated. A final rating of 70, including preference credit, in the entire examination is required for eligibility.

General Requirements

Applicants must be citizens of or owe allegiance to the United States. There are no age requirements.

The duties of the position re-

quire arduous physical exertion involving prolonged standing, heavy lifting, pulling, pushing, repeated bending, dextrous use of fingers, use of firearms, exposure to dust and drafts, eye-hand coordination for rapidly sorting letters and parcel mail, and free motion of finger, wrist, elbow, shoulder, hip and knee joints. Amputation of arm, hand, leg, or foot will disqualify an applicant for appointment. Amputation of fingers will not necessarily disqualify provided the grasping and holding power of the affected hand is not lost. However, the thumb and forefinger of the primary hand must be present in practical entirety.

Vision, with or without glasses, must be 20/30 Snellen in the better eye, and near vision, glasses permitted, must be acute for close and sustained activity; the ability to read printed material the size of Jaeger 4 type is required. Applicants must be able to hear the conversational voice and high pitched sounds. Use of a hearing aid is permissible but there must be ability to hear ordinary conversation and high pitched sounds at a distance of not less than 8 feet in the weaker ear and not less than 12 feet in the better ear, without the use of such hearing aid. Defective hearing which is the result of chronic progressive disease is disqualifying.

Since the duties of the position involve cooperation with fellow workers under difficult conditions, applicants must be free from emotional instability and have neither a history nor the presence of serious mental disease.

The height requirement for this position is at least 5 feet 6 inches. This may be waived, provided an eligible is able to reach a vertical distance of 78 inches with the tip of the thumb while standing with the feet flat on the floor, without shoes. The weight requirement of at least 130 pounds may be waived provided an eligible is able to pass a strength test which consists of lifting a sack and contents weighing 125 pounds to one's shoulder.

Any physical condition which would cause the applicant to be a hazard to himself or others, or which would prevent efficient performance of the duties of the position, will disqualify him for appointment. A physical examination will be made by a Federal medical officer before appointment. Persons who are offered ap-

LEADER HAD IT FIRST

The first and exclusive announcement that the Railway Postal Clerk examination was about to open was published in **The LEADER**, issue of December 7, a week in advance of the actual opening. It was the lead story of that issue, under a 5-column banner headline on the first page, "Nation-wide Exam for Rail Mail Clerk." An article last week, issue of December 14, gave advance information on the written test, pay and appointments, expected total 4,800.

pointment must pay their own expenses in reporting for duty. If upon reporting at the place of assignment, they are found ineligible because of physical defects, they cannot be appointed and no part of their expenses in returning home can be paid by the Government.

Salary and Workweek

Salary is on an hourly basis. The basic initial rate of pay for this position is \$1.39 per hour. For a substitute who is employed on the day shift and who regularly works 40 hours a week, the average annual salary thus amounts to approximately \$2,890. The basic salary is subject to a 6 percent deduction for retirement benefits. In addition to the basic salary, 10 per cent additional is paid for any night work between the hours of 6 p.m. and 6 a.m. After performing one year's satisfactory substitute service, the basic rate of pay is increased at the beginning of the next quarter to \$1.44 per hour. An increase of 5 cents per hour is made each year thereafter at the beginning of the quarter following the completion of one year of satisfactory service in the next lower grade, until the maximum rate of \$1.79 per hour is reached. While the Post Office Department cannot, under the substitute system, guarantee any particular amount of service, most substitutes are being employed full time.

The Substitute Railway Postal Clerk register is divided by States according to the bona fide residence of eligibles, and when a vacancy occurs, requisition is made for certification from the register for the State in which the vacancy exists. Persons residing outside the continental limits of the United States, other than in Alaska and Puerto Rico, and who attain eligibility, may have their names placed on the register for the State in which they resided prior to leaving the United States.

The registers resulting from this examination will be combined with the registers resulting from the Substitute Railway Postal Clerk examination announced in 1947 (Announcement No. 72). Persons who attained eligibility in that examination need not apply again.

General Information

Vacancies in Substitute Railway Postal Clerk positions as well as vacancies in other positions requiring similar qualifications will be filled from this examination

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LEGAL NOTICE

STATE OF NEW YORK, DEPARTMENT OF STATE, ss: I do hereby certify that a certificate of dissolution of BUILDING REPORTER & REALTY NEWS INC. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany, (Seal) this 3rd day of December, 1948.
Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

Notice is hereby given that Wholesaler's Liquor License LL-382 has been issued to the undersigned to sell liquor at wholesale under the Alcoholic Beverage Control Law in the premises located at 285 Madison Avenue, City and County of New York.
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unless it is in the interest of service to fill any vacancies transfer, reinstatement, or promotion.

Certification will be made of highest eligibles on the appropriate register who have not expressed unwillingness to accept appointment at the place where a vacancy exists.

Appointment will be made subject to investigation and will be probational unless otherwise indicated. Probational appointments become permanent upon satisfactory completion of a probationary period of one year.

Fingerprints will be taken of all persons appointed.

The Commission warns: "Do not make inquiries concerning the status of pending applications, relative standing, prospects of appointment, and related questions since the handling of such correspondence will delay the holding and rating of this and other examinations. When the registers are established, all applicants will receive complete information after filing your application, be sure to inform the United States Civil Service Commission, Washington 25, D. C., of changes in essential information such as name, address, or availability. Changes will be promptly received without acknowledgement. In reporting such changes, include your full name, title of examination involved, rating received, and date of birth."

The department or office requesting certification of eligibles has the legal right to specify a sex desired. For this position, Post Office Department wishes men.

Veteran Preference

Preference benefits based upon honorable separation from the armed forces are given under certain conditions in competitive examination for original appointment:

1. Five points are added to earned ratings of the applicant who establishes claim preference based on his or her own active service in the armed forces of the United States during any war or any creditable campaign expedition.
2. Ten points are added to earned ratings of applicant who establish a claim preference as: (a) A disabled veteran; (b) the wife of a disabled veteran who is qualified for appointment because of his service-connected disability; (c) the widow (who has not remarried) of a deceased ex-service man.

(Continued on Page 15)

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EXAMS FOR PUBLIC JOBS

How to Pass Postal Test

Continued from Page 14

who served in the armed forces of the United States on active duty during any campaign or expedition; or who are widowed, divorced, or separated mother of certain deceased or disabled ex-service sons or daughters.

Persons claiming 5-point preferences are not required to furnish proof of honorable separation unless the time of appointment. All preference applicants should forward Form 14, together with the necessary proof specified thereon, at the time of filing application Form 57. These forms will be forwarded to applicants with notice of admission to the examination.

How to Apply

Application card Form 5000-AB only. Be sure to show the time of the examination. Other forms will be forwarded with your notice of admission to the written examination.

Form 5000-AB may be obtained from any first- or second class post office, except the New York post office, at the United States Civil Service Regional Office, 641 Washington Street, New York 14, N. Y. Application forms may also be obtained from the U. S. Civil Service Commission, Washington 25, D. C.

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States Civil Service Regional Office, 641 Washington Street, New York 14, N. Y. Application forms may also be obtained from the U. S. Civil Service Commission, Washington 25, D. C.

Send application card Form 5000-AB to the U. S. Civil Service Commission, Washington 25, D. C. Application cards must be received not later than January 4, 1949.

Exam Locations

The examination will be given at the places named below. A resident of any State or Territory may be examined in any city named below. A resident of any State or Territory may be examined in any city named in the list. A request for examination at a place not included in the list cannot be granted.

NEW YORK

Albany, Binghamton, Brooklyn, Buffalo, Dunkirk, Elmira, Flushing, Glens Falls, Hamilton, Hornell, Ithaca, Jamaica, Jamestown, Kingston, Long Island City, Malone, Newburgh, New York, Ogdensburg, Olean, Oswego, Plattsburgh, Poughkeepsie, Rochester, Schenectady, Syracuse, Troy, Utica, Watertown, Yonkers, Batavia, Hempstead, Middletown, Oneonta, Riverhead, Saranac Lake.

New Jersey: Atlantic City, Camden, Elizabeth, Newark, New Brunswick, Paterson, Trenton, Asbury Park, Lakewood, Long Branch, Red Bank.

Cities in which the principal terminal railway post offices are located are shown in boldface type. Such terminals are also located at the following points, which are not Civil Service examination points: Erie, N. J.; Hoboken, N. J.; Jersey City, N. J.; Weehawken, N. J.

General Test
Each sample question for the

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General Test has five suggested answers lettered A, B, C, D, and E. Decide which one is the best answer to the question. Then, on the Sample Answer Sheet blacken the space lettered the same as your answer for the question.

- The kind of postal service that mail-order firms use most is
 - (A) air mail
 - (B) parcel post
 - (C) postal savings
 - (D) lockbox service
 - (E) special delivery
- A fundamental point is one that is
 - (A) difficult
 - (B) emphasized
 - (C) essential
 - (D) final
- The saying "Many hands make light work" means most nearly
 - (A) There are often too many to help.
 - (B) When several work together the task is easier.
 - (C) Much light work can be done by hand.
 - (D) Most people prefer easy jobs.
 - (E) One always tries harder when working alone.

For questions like No. 4, select the one misspelled word.

- (A) reliable
 - (B) detailed
 - (C) different
 - (D) accurate
 - (E) sanctioned

In questions like No. 5, the first word in capital letters is related to the second word in one or more ways. The third word in capital letters is related in the same way or ways to one of the words that follow.

- SPEEDOMETER** is related to **POINTER** as **WATCH** is related to
 - (A) case
 - (B) hands
 - (C) dial
 - (D) spring
 - (E) numerals
- Over what body does the Vice President preside?
 - (A) Senate
 - (B) Cabinet
 - (C) House of Representatives
 - (D) Interior Department
 - (E) Supreme Court

- If 4 men can distribute 7,000 letters in 1 hour, in how many hours would they distribute 17,500 letters, at the same rate?
 - (A) 3

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Pay Raise Hearing Is Held

WASHINGTON, Dec. 20.—The National Federation of Federal Employees took a strong position in favor of substantial pay increases for top Federal officials, and at the same time urged early action on proposals to overhaul and modernize the whole Federal

compensation structure, at a hearing held by a sub-committee of the Senate Committee on Post Office and Civil Service.

Luther C. Stewart, president of the NFFE, now in Japan aiding General Douglas MacArthur as an adviser on Japanese civil service,

- (B) 10
- (C) 2 1/2
- (D) 4 1/2
- (E) none of these

For each question marked Reading, select the answer that is best supported by the quotation.

8. (Reading) "In the business districts of cities collections from street letter boxes are made at stated hours, and collectors are required to observe these hours exactly. Any businessman using these boxes can rely with certainty upon the time of the next collection."

According to the quotation, an important characteristic of mail collection is their

- (A) cheapness
- (B) extent
- (C) safety
- (D) speed
- (E) regularity

After you have tried all the sample questions for the General Test, compare your answers with the ones in the Correct Answers to Sample Questions.

KEY ANSWERS

1,B; 2,D; 3,B; 4,D; 5,B; 6,A; 7,C; 8,E.

(The LEADER will continue next week the publication of the official sample questions and official answers. Sorting will be the topic of the questions that will follow.—Ed.)

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FEDERAL NEWS

Last Call for Federal Job As Enforcement Agent

Last call for Treasury Enforcement Agent! Applications won't be received after 5 P.M. today (Tuesday) at the U.S. Civil Service Commission, 641 Washington Street, Manhattan. The exam serial number is 2-76 (1948).

The positions are CAF-7, \$3,727, and CAF-9, \$4,479 to start, in three specialties:

Option No. 1, Law: Experience in the general practice of law involving a substantial amount of investigational work.

Option No. 2, Pharmacy: Experience in the practice of pharmacy as a registered pharmacist.

Option No. 3, General Investigative: Responsible investigational experience which required the exercise of tact, ingenuity, and resourcefulness in the development of facts and information used in connection with the prosecution or defense of civil or criminal cases or in connection with other matters. This experience must have included the assembling of pertinent data and the presentation and analysis thereof in written reports.

For not more than two years of the required experience, applicants may substitute specified schooling or licenses.

Except for the substitution provided for below, applicants for the CAF-9 grade must show at least three years, and applicants for the CAF-7 grade at least two years of experience of the length and type set forth above.

Examination Locations

The date of the written test has not been announced yet, but the test will be held in the following places:

Albany, Batavia, Binghamton, Brooklyn, Buffalo, Dunkirk, Elmira, Flushing, Glens Falls, Hamilton, Hempstead, Hornell, Ithaca, Jamaica, Jamestown, Kingston, Long Island City, Middletown, Malone, Newburgh, New York, Ogdensburg, Olean, Oneonta, Oswego, Plattsburg, Poughkeepsie, Riverhead, Rochester, Saranac Lake, Schenectady, Syracuse, Troy, Utica, Yonkers, Watertown.

Tests will also be held in New Jersey locations.

The application blank necessary is Form 5000-A.B.

Appointments

The CAF-9 registers may be used to fill positions at the CAF-

10 and CAF-8 levels, and the CAF-7 registers may be used to fill positions at the CAF-6 and CAF-5 levels. Federal employees serving in the positions and options indicated in any grade (CAF-5 through CAF-10) at the offices indicated above should apply for this examination if they do not have a competitive status and wish to qualify for permanent appointment.

Places of Employment are Alcohol Tax Unit and Intelligence Unit, Bureau of Internal Revenue, U. S. Secret Service; Bureau of Narcotics, Treasury Department in New York and New Jersey. Appointees may be assigned anywhere in the United States.

Study Material

The following serves as study material for the U. S. Enforcement Agent examination to fill U. S. Treasury Department jobs:

Alcohol Tax Unit.—The Alcohol Tax Unit is charged with the administration of the laws relating to the manufacture, warehousing, and distribution of spirituous liquors, and industrial alcohol; the determination, assertion, and assessment of taxes and penalties on liquors; the inquiry and investigation relative to the filing of returns for occupational and commodity taxes; the regulation of the manufacture and use of liquor bottles and the chemical analysis of liquors and numerous other products to determine their taxable status. It administers the provisions of the Federal Alcohol Administration Act of August 29, 1935 (49 Stat. 977; 27 U. S. C. 201-11), relating to the regulation of interstate and foreign commerce in distilled spirits, wines and malt beverages, and the labeling and advertising thereof. It is also charged with the investigation, detection, and prevention of willful and fraudulent violations of internal revenue laws relating to liquors.

Miscellaneous Tax Unit.—The Miscellaneous Tax Unit administers the internal revenue laws as they apply to other than alcohol, employment, and income and profits taxes, preparing regulations in connection therewith, receiving, auditing, and verifying certain classes of returns, and reviewing and disposing of claims for refunds and abatement.

State and Local Workers Back Plan to Include Them Under Social Security

WASHINGTON, Dec. 20 — Organizations of public employees are showing keen interest in proposals to liberalize the Social Security Law.

President Truman favors a broader base of coverage and the Federal Security Agency has submitted a plan which exceeds in breadth and scope even the proposals made by the President to the last Congress, which failed to act on them. Now he has a Democratic Senate and House and expects to succeed even with the larger program.

Legal Question Arises

Employees of State and local government are enthusiastic in their support of the proposal, included in the Board's report, that the law be amended to make them eligible for old age and survivors' insurance. There are about 4,000,000 such employees. Under present constitutional law the Federal government would have no authority to compel States and local governments to enter their employees in the ranks of those socially insured, but the result can be achieved by agreement with willing States and local governments. The employees and employers would share the cost by contributions based on salary.

Coverage by Exception

As coverage by State and local government, that represent a form of quasi-business, like the publicly-owned transportation systems and the State liquor stores, counsel have informed the Federal Security Agency that coverage could be made mandatory, as in private industry. However, there is no sign of any intention of pressing this point, as the national administration prefers to deal with the States and their civil divisions on a voluntary basis.

The FSA is expected to take the initiative, however, and ask that the 41,043 employees of the NYC Board of Transportation be brought under Social Security, as well as 160,000 others employed by States throughout the nation in operations comparable to business.

One Point Brings Rebound

While employees of N.Y. State and NYC are covered by retirement benefits, and in the case of competitive employees are required to become members of the system, the benefits are not regarded by Federal experts as wholly sufficient to cope with present-day require-

ments. Also, throughout the nation, half of such public employees are not covered by a retirement system. Three-quarters of those covered are regarded as not possessing adequate survivorship protection.

The FSA report does not recommend that Federal employees brought into the Social Security System. The ground stated in the Federal Retirement System is fully protective, although the point is made by others that no more protective than the State and certainly not more than the NYC Retirement System.

The 2,000,000 Federal employees are bound to make a strong case for inclusion in the Social Security System, just as they were included in unemployment insurance benefits. Some States, along on optional inclusion by local governments on the unemployment questions and N. Y. itself included its employees that benefit and extended local option, not yet exercised would be lifted to \$4,800 and Federal employees whose positions do not make them eligible for membership in the Federal Employees Retirement System, totaling some 450,000, will be recommended for inclusion in Social Security, it is said.

The broadened coverage likewise would apply to domestic doctors, lawyers, storekeepers, policemen, firemen, farmers and self-employed. Benefits would be increased — practically double. The \$3,000 pay ceiling of benefits would be lifted to \$4,800 and contributions of employees and employers raised to 1 1/2 per cent from 1 per cent.

Scheve Retires After 50 Years of Service

A bronze plaque in token of 50 years of continuous service to the U.S. Army Medical Department was presented to Joseph Scheve, of St. Albans, by Major General Raymond W. Bliss, geon General.

The presentation, which included a scroll signed by Gen. Bliss, was made at a dinner sponsored by the Army-Navy Medical Procurement Office at the George Hotel. The dinner marked the third anniversary of Brooklyn installation's establishment.

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MERIT MAN

(Continued from Page 6)

M. Maldwin Fertig at the New York State Constitutional Convention.

Consistent Advance

His record in the Internal Revenue Bureau was one of consistent advance. He rose through the positions of Zone Deputy, Principal Zone Deputy, Squad Leader, Assistant Division Chief, and ultimately Division Chief of the Special Investigations Unit, the position he now holds. Through the Ramspeck Act in 1941, Mr. Ganey attained permanent civil service status.

Could Teach Latin

There was a time when he had seriously contemplated becoming a teacher. This was after his graduation from Fordham College in 1931. In fact, he has a teacher's license. And even today he could stand before a class and teach them Latin, Greek, French, mathematics, or history. But he put in a year in Fordham Law School, then went into business.

As a boy at Brooklyn Prep School and also at Fordham, Bill Ganey played baseball. He has always liked sports, and regrets that there isn't much time these days for anything except an occasional round of golf.

In addition to his public service, however, he has managed to find time for participation in community and church affairs. During the war he was chairman of an Advisory Draft Board. He is on the Board of Governors of the Hershfield-McCosker Cardiac campaigns, and is a past president of St. Jerome's Church Holy Name Society.

He lives with his four children — two boys and two girls — in the Bronx.

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