

**Beginning—  
Sample Test for  
Auto License  
—100 Questions and Answers  
See Page 8**

DR GEO D STODDARD  
EDUCATIONAL BLDG  
A N ANVBY

# 236 JUNIOR ENGINEER JOBS OFFERED BY NYC

## Experience Not Required; Pay \$65 Week

By MORTON YARMON

Opportunities are offered by NYC to engineering graduates, or present college seniors who will be graduated next June, for a career service in engineering. On Wednesday, September 15, examinations will open for Junior Civil Engineer, 161 present vacancies, and Junior Electrical Engineer, at \$65.40 a week, 75 present vacancies. Additional vacancies are expected.

The last day for receipt of applications will be Thursday, September 30.

Blanks will be issued and filled in forms received by the NYC Civil Service Commission at 96 Duane Street, opposite The LEADER office, from 9 A.M. to 4 P.M. on week days, excepting Saturday, 9 A.M. to noon, and no service on Saturday.

The official exam notices set forth:

**5601. Junior Civil Engineer.** \$2,160 to but not including \$3,120. Appointments are presently being made at \$2,650 plus a cost-of-living adjustment of \$650. Fee \$2. One hundred sixty-one vacancies exist; others occur. Employees in the title of Junior Civil Engineer are eligible for promotion to Assistant Civil Engineer, salary range \$3,120 to but not including \$4,260. Requirements include a baccalaureate degree in engineering. Persons who expect to be graduated by June 30, 1949 will be admitted to this examination but must present evidence to the Bureau of Investigation that they have complied with the foregoing requirements prior to certification.

At the date of filing applications, candidates must be citizens of the United States and residents of the State of New York. For appointment in most departments, eligibles must have been bona fide residents and dwellers of the City for at least three years immediately preceding appointment.

Written test, weight 100, 75% required. Medical and physical requirements: Candidates may be rejected for any disease, injury or abnormality, which in the opinion of the medical examiner tends to impair health or usefulness, such

as: hernia; defects of the heart or lungs; defective hearing; vision of less than 20/40 in both eyes (eye glasses allowed); third degree or disabling varicose veins.

**5599. Junior Mechanical Engineer.** \$2,160 to but not including \$3,120. Appointments are presently being made at \$2,650 plus a cost-of-living adjustment of \$650. Fee \$2. Employees in the title are eligible for promotion to Assistant Mechanical Engineer, \$3,120 to \$4,260. Requirements include a baccalaureate degree in engineering alternates same as for Junior Civil Engineer. Written test, weight 100, 75% required. Medical and Physical Requirements, same as for Junior Civil Engineer.

### Bklyn. State Hospital Chapter to Elect Officers

A meeting of the Brooklyn State Hospital chapter, Civil Service Employees Association, has been scheduled for Tuesday, September 14, at 4:15 p.m. The meeting will be held in the basement room of the Assembly Hall. Officers for the following year will be elected. William J. Farrell, president of the chapter, states that the meeting will be most important, and urged all members to make a special effort to attend.

### AMSTERDAM REAPPOINTS THOMPSON

William J. Thompson was re-appointed a member of the Amsterdam Civil Service Commission for the term expiring May 31, 1954.

## Cut in Hours Near For Fire Officers

By H. J. BERNARD

On his return from vacation Fire Commissioner Frank J. Quayle said of his knowledge, 112 more Lieutenants are necessary so that the Fire Officers' hours can be reduced to what they should be and the Officers resume leading normal lives.

Some doubt as to the necessity of the full 112 was broached originally by the Budget Director's office, but without any denial that more Lieutenants are needed so

that the Officers also can enjoy the benefits of a modified Three Platoon System and a normal home life. Now the Budget Director office is showing signs of coming around to Commissioner Quayle's way of thinking.

### Quayle Lauds Offices

The Commissioner wants the additional 112 Fire Lieutenants as soon as possible, preferably by September 15, or if that is utter-

## Independent Nominations Assure Lively Contest for Assn. Posts

ALBANY, Sept. 6.—Six names have been independently nominated for positions on the State Executive Committee, Civil Service Employees Association. In addition, it was learned that nominating petitions were being circulated for at least three more candidates to top officer posts, but these positions had not yet been validated by the Association's Board of Canvassers as The LEADER was going to press. Two candidates have withdrawn.

The independent nominees, all of whose petitions have been validated by the Board of Canvassers, are:

Leo P. Mullen, for representative of the Department of Audit and Control. Mr. Mullen is in the Albany office of that department.

John J. Moynahan, to represent the Banking Department. Mr. Moynahan works in the New York City office of the Banking Department.

Kinne F. Williams, to represent the Conservation Department. Mr. Williams is an employee in Albany. James V. Kavanaugh, to represent the Conservation Department. Mr. Kavanaugh is with the Long Island Park Commission.

Charles H. Hall, to represent the Public Works Department. Mr. Hall works in Albany.

Clifford B. Hall, of Industry, to represent the Social Welfare Department.

### Petitions for Vice-Presidencies

Petitions were being circulated last week for Robert R. Hopkins, seeking the second vice-presidency of the Association; for Ernest Conlon, of Binghamton, seeking the fifth vice-presidency; and for Biagio Romeo, also seeking the

fifth vice-presidency. Mr. Hopkins is President of the Western Conference. Mr. Conlon is an officer of the Central Conference. Mr. Romeo is President of the New York Psychiatric Institute chapter.

### Withdrawals

Victor Paltsits, who had been selected by the Association's nominating committee to run as representative from the Banking Department, has withdrawn. He will, however, retain a place on the Board of Directors by virtue of his position as head of the Metropolitan Conference.

Angelo J. Donato, who had been renominated to represent the Conservation Department, has withdrawn his candidacy, thus leaving

this position a wide open contest between Mr. Williams and Mr. Kavanaugh.

### Regular Nominees

The regular nominees, selected by the Association's Nominating Committee, are:

### Officers

President: Frank L. Tolman  
1st Vice-president: Jesse B. McFarland

2nd Vice-president: John F. Powers

3rd Vice-president: Fred J. Walters

4th Vice-president: J. Allyn Stearns

5th Vice-president: Wayne W. Soper

Secretary: Janet Macfarlane  
Treasurer: Harry G. Fox

State Executive Committee  
Agriculture & Markets: William F. Keuhn

Audit & Control: Francis A. Fearon

Banking: Victor J. Paltsits (withdrawn)

Civil Service: Theodore Becker

Commerce: Mrs. Mildred O. Meskil

Conservation: Angelo J. Donato (withdrawn)

Correction: Harry Fritz

Education: Albert B. Corey

Executive: Charles H. Foster

Health: Charlotte Clapper

Insurance: Solomon Bendet

Labor: Christopher J. Fee

Law: Francis C. Maher

Mental Hygiene: John M. Harris

Public Service: Kenneth A. Valentine

Public Works: Arthur W. Moon

Social Welfare: Charles H. Davis

State: Isabelle M. O'Hagan

Taxation & Finance: Arnold W. Wise

Judiciary: Walter J. Nolan

Legislative: William J. King

## Your Favorite Civil Service Paper

ALBANY, Sept. 6—Your favorite Civil Service paper ranks high in "pulling power" for State Civil Service examinations.

A poll conducted by the State Civil Service Department, to determine the pulling power of publicity in examination announcements in various fields, showed three times as many candidates for a specific examination read about it in The LEADER as in any other civil service paper.

This was determined in a questionnaire given candidates filing for public health nurse recently.

## Political Activity Forbidden Workers in 8 State Agencies

By MAXWELL LEHMAN

ALBANY, Sept. 6—Employees in eight State agencies have been warned against taking part in political activity. There agencies receive Federal funds, and under the law, workers in State and local bureaus receiving Federal moneys are restricted in their political activities just as rigidly as are U. S. employees.

The agencies involved are: Public Works, Social Welfare, Division of Placement and Unemployment Insurance, Education, Conservation, Health, Joint Hospital Survey and Planning Commission, and Labor Department.

In large black letters, the word **WARNING** appears at the top of a poster distributed to these agencies by the State Civil Service Department.

### The Law

The portion of the law affecting State and local agencies reads:

"No officer or employee of any State or local agency whose principal employment is in connection with any activity which is financed

in whole or in part by loans or grants made by the United States or by any Federal agency shall (1) use his official authority or influence for the purpose of interfering with an election or a nomination for office or affecting the result thereof; or, (2) directly or indirectly coerce, attempt to coerce, command, or advise any other such officer or employee to pay, lend, or contribute any part of his salary or compensation or anything else of value to any party, committee, organization, agency, or person for political purposes. No such officer or employee shall take any active part in political management or in political campaigns. All such persons shall retain the right to vote as they may choose and to express their opinions on all political subjects and candidates." (Section 12 (a), Act of August 2, 1939, as amended by the Act of July 19, 1940.)

Partisan activity in connection with municipal, county, State, or

National elections, primary or regular, in which political party candidates are involved is prohibited. The restrictions regarding political activity apply to temporary employees, employees on leave of absence, with or without pay, and substitute employees during their period of active employment.

THE PENALTY FOR ESTABLISHED VIOLATIONS IS REMOVAL.

### Prohibited Activity

The following are among the forms of political activity prohibited on the part of Federal or State or local agency officers and employees who are within the scope of the Hatch Act.

Serving on or for any political committee, party, or other similar organization.

Soliciting or handling political contributions.

Serving as officer of a political club, as member or officer of any of its committees, addressing such

(Continued on Page 5)

# STATE AND COUNTY NEWS

## State Hospital Workers Must Retire at Final Year Half Pay

ALBANY, Sept. 6—Retirement of employees who work in State hospitals is at one-half the salary earned in the final year of employment. The privilege of choosing the twenty-fifth or any subsequent year is extended only to those who have suffered a cut in pay. Failure to earn overtime is not considered a pay cut.

Nathaniel L. Goldstein, the State Attorney General, this week made this point clear.

In a letter to the Retirement Board of the State Hospital System, the Attorney General wrote: "A member of that System made application for retirement in May of this year after forty-five years of service. He requested to be retired on the basis of his compensation during the twelve-month period from October 1, 1946, to September 30, 1947, representing the period of highest compensation actually received by him, including overtime pay of \$2,000.

**The Amount Is Fixed**

"You ask whether an applicant for retirement under the Mental Hygiene Law, who has more than twenty-five years of service, may

select any twelve consecutive months after the twenty-fifth year for use as the base period in determining the amount of his retirement allowance rather than a fiscal or calendar year or the same relative twelve-month period as his twenty-fifth year.

"The amount of retirement allowance under the State Hospital System is fixed by Mental Hygiene Law Section 172. This provides that retirement shall be on the basis of an annual amount equal to one-half the compensation received by the employee for the year immediately preceding the application for retirement. The only exception to this is in the case of any person "who has been reduced in grade, salary, wages or compensation after twenty-five years of service." In such case the employee is to be retired at the "rate" of wages received during the twenty-fifth year of service or any subsequent year which he may elect. It follows that, unless there has been a reduction in compensation within the meaning of this provision, the retirement allowance must be fixed at one-half of the compensation re-

ceived during the last year of employment.

**Where There's a Pay Cut**

"You have informed me that the applicant as to whom your questions are raised has not been reduced in grade or in the rate of his annual salary since his twenty-fifth year of service. On the contrary, he has had salary increases applicable to his regular employment and apart from any additional amounts received by virtue of overtime.

"The provision in Mental Hygiene Law Section 172 relating to reduction in grade or compensation appears to me to refer only to those situations where an employee has suffered a reduction in the amount earnable by him as compensation for the regular duties of his position. It is a reduction in the rate of compensation which is guarded against in the case of those who remain in service after becoming eligible for retirement at the end of the twenty-fifth year. In the instant case, therefore, I do not believe that failure to earn as much overtime in one twelve-month period as in another constitutes a reduction in compensation within the meaning of the statute. It follows that, in the case you present, the employee was not entitled to make any election under Mental Hygiene Law Section 172, but must be retired at one-half of the amount of compensation received by him during the year immediately preceding his application. Such compensation will, however, include amounts received for overtime employment under Civil Service Law Section 41-a by virtue of the express provisions of that statute. This conclusion makes it unnecessary to consider the second of the two questions presented by you."

EDITORIAL

## If It Works for GM, It Will Work for State

ON August 23, the Federal Government announced that the average family's cost of living had gone up to a new high record, with food prices 116.8 percent above the pre-war level and the over-all rise amounting to 73.7 percent above the 1939 level.

As soon as the report had been made public, there was an immediate announcement from General Motors Corporation that the wages of 330,000 employees would be raised by 3 cents an hour or more.

General Motors thus frees itself of a strike threat. Its employees are content that they are not left stranded by spiraling living costs. An element of fairness is introduced into wage negotiations which many may have felt was not previously there. And wages—instead of being left to whim or to helter-skelter tugs of power between labor and management—are tied together in a rational manner. Relations between both sides are more amicable than ever.

An Important Lesson

An important lesson resides in this performance. Why should not the State of New York give serious consideration to a similar system?

The plan has been advocated for some years, now and has even been embodied into a legislative bill. Certainly the advantages flowing from this approach in private industry will be no less apparent if it is adopted by the State.

Such a plan has, in fact, worked remarkably well in a number of public jurisdictions. Outstanding is the program operating in Westchester County. The project was first proposed by the Westchester County Competitive Civil Service Association in 1943, and adopted the following year. The Westchester plan is simplicity itself, with salary adjusted \$15 a point for each point above 120 in the Bureau of Labor Statistics index. (Incidentally, the Westchester employees are now seeking to have that \$15 figure raised.) Adjustments for the interval between 100 and 120 in the cost of living index are already included in the rate of pay. The Westchester plan also has a floor below which no adjustments may be made when living costs fall.

The City of Tucson, Arizona, only last week announced that it is adopting the flexible salary adjustment plan.

Scientific Measuring Rod

There is a strong appeal in a scientific measuring rod for salary.

Should the State adopt such a plan, for example, it would bring to an end the annual bickerings—sometimes bitter—over pay; it would end the insecure feelings of employees every time the butcher asks additional pennies for a pound of meat, it would end the possibility that an administration unfriendly to public employees might permit them to suffer in the matter of salary.

The Present Situation

Take the immediate case:

We know now that the cost of living index is at an all time high—higher than it was when State employees got their raises in pay last year. The Department of Agriculture estimates that the new jump in retail food prices—12.3 percent higher than last year—means that food for the average consumer will cost \$705 a year as compared with \$695 a year at January levels. There has been a percent hike in the cost of processing and distributing food. Apparel costs are up 97.1 percent since before the war. House furnishings in New York are up 84.1 percent.

Figures such as these are going to be presented to the administration as an argument for another pay rise. The administration will probably counter with the point that employees got a raise the year before and shouldn't get another one so soon after, that State revenues won't take it, etc. And the annual battle will be on.

What is the necessity of all this? The "escalator" approach to salary makes it unnecessary. If living costs continue to climb, employees would automatically get the pay rise. Should living costs tumble, salaries would be tied to them, with, however, a floor established.

If General Motors and the United Automobile Workers can live happily under such a scheme so can the State of New York and its employees.

If the program works well in a single county—Westchester—it should work equally well for the entire State.

Establishment of a flexible salary plan for the State of New York ought to be given the most careful consideration.

## New Legion Chief Is State Employee

ALBANY, Sept. 6—A State employee, Corydon D. Kingsbury, 53, of Lowville, has been elected commander of the State Department of the American Legion.

Mr. Kingsbury is a Forester, Sixth District, with the State Conservation Department and a member of the Civil Service Employees Association.

He was elected last week at the State encampment of the American Legion in Saratoga Springs, succeeding Arthur F. Duffy of Queens.

Resolutions

Before adjourning the State Legion convention went on record for the following:

Enactment of Federal legislation providing a pension of \$55 a month at the age of 55 years and \$60 a month at the age of 60 years to veterans of all wars in which the United States was engaged, with the same income provision now contained under the pension laws governing Spanish War Veterans, so that veterans

of all wars may be put on an equal footing.

**Retirement of Prison Men**

Retirement of all uniformed personnel of the New York State Department of Correction, which includes prison guards, after 25 years of service, at one half annual compensation.

**Banning of Reds**

Approval of rigid control of all subversive elements to prohibit employment of any person in any government position who may be either a Communist or affiliated with any organization in sympathy with that party.

**World War II Over**

The convention also approved an Illinois resolution that the President of the United States be petitioned to issue an executive order declaring that for the purpose of veterans' preference, World War 2 is officially over.

The new state Legion chief was born in Buffalo, the son of Maj. Joseph J. Kingsbury, who formerly was regional director of the Veterans Administration for Western New York.

Other officers elected at the 30th annual convention were: James Mulholland, Newburgh, first vice-commander; Thomas Russell, Hudson, second vice-commander; Herbert W. Hamann, Tonawanda, third vice-commander; Michael J. Boland, Syracuse, fourth vice-commander.

## Deadline Is Near for Govt. Course

ALBANY, Sept. 6—Final registration day for the fall term of the State-sponsored courses in public administration being offered in Albany is September 20. The courses are being conducted by New York University and Syracuse University.

According to Dr. Lynton K. Caldwell, representative of both universities, admission to the graduate schools of either university must precede registration.

Courses for the fall term are: September 20 to January 27 are: introduction to public administration, employer-employee relations in government, economics of public finance, research methods in public administration, and administrative ideas and institutions in the United States.

Last year, 81 persons, including 37 veterans, were enrolled in the program, for which students may complete requirements for a master's degree in public administration.

## Face-Lifting Of Buildings Still Goes On

ALBANY, Aug. 30—Sealed proposals on projects involving construction, repairs and alterations to various State facilities will be received by the Department of Public Works, during the next several weeks. The projects:

**Wilmington.** Construction of water supply and sewage disposal work, Ski Lodge, Whiteface Mountain Ski Center at Marble and Ester Peaks of Whiteface Mountain.

**Oswego.** Installation of asphalt the flooring Main Building State Teachers College.

**Syracuse.** Roof repairs, North Wing of Building No. 7 and Gymnasium Building, Syracuse State School.

**Oneonta.** Heating work and ventilation of laundry equipment, Power House and Laundry Building No. 6, Homer Folks Tuberculosis Hospital.

**Oneida.** Construction of new driveway at barracks, Troop D, New York State Police.

**Cobleskill.** Electric work required for the rewiring of Buildings 1, 2, 3 and 4, including necessary fixtures, State Institute of Agriculture and Home Economics.

**Newark.** Elevator repairs, Medical Surgical Building, Newark State School.

**Attica.** Installation of electrically controlled Tear Gas System, Textile Shop Building, Attica Prison.

**Rome.** Heating work involving installation of additional radiation in the auditorium and miscellaneous repairs to the heating system in the Main Building, Central New York School for the Deaf.

**Deer Park.** Repairs to gutters, Building No. 2, Edgewood State Hospital.

**Central Islip.** Renovation of Duhrop ovens, Bakery Building, Central Islip State Hospital.

**Rochester.** New flag pole, State Armory, 900 E. Main St.

**Buffalo.** Exterior painting including metal work of roofs, 74th Regiment Armory, 184 Connecticut Street.

**Utica.** Painting of fences, State Armory, Parkway East.

## Cortland County Employees Move To Organize

Upon the initiation of a number of civil service employees in Cortland County who are members of the Civil Service Employees Association, Charles R. Culyer, Field Representative, County Division of the Civil Service Employees Association, addressed the Board of Supervisors today, giving a history of the Association and its activities.

Mr. Culyer was favorably received and his report of County Division accomplishments introduced the Association to Cortland County, where the employees look forward to the organization of a county chapter. A meeting will be held at the County Court House when all civil service employees in Cortland County will be invited to attend.

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## Two N. Y. State Officials Will Talk in Nova Scotia

ALBANY, Sept. 6—Two officials of the New York State Department of Public Works will be among the principal speakers at the 1948 meeting of the Canadian Good Roads Association at Digby-by-the-Sea, Nova Scotia.

Bertram D. Tallamy, new Superintendent of the department, will address the group Tuesday afternoon, September 7, on "State Highway Development Through Urban Centers."

Edward W. Wendell, Deputy Chief Engineer in charge of construction of bridges, structures and grade separations, will dress the morning session Thursday, September 9, on "Bridges of the Department."

# STATE AND COUNTY NEWS

## For 1½c a Day, Assn. Gives Valuable Employee Service

### Organization Moves Into Big Membership Drive

ALBANY, Sept. 6—The Civil Service Employees Association's "unity call" for all public employees to join with their 46,000 fellow-workers as members of the Association, has already gotten response.

As part of a membership campaign, scheduled to begin early in October, Association officials are planning to send an open letter to State employees who have not yet joined their fast-growing organization. County chapter are being asked to step up their organizing activities too.

Stressing the theme "Unity is Vital," the letter will point out that perplexing problems lie ahead with respect to increasing living costs and working conditions. It will show that the history of the Association is a living proof that "organized with his fellow workers in a progressive, intelligent, honest association," the public employee can do much to promote his welfare and happiness.

"Of course," Association officers point out, "the continued success of the Association depends upon the participation of all eligible employees. All share in the benefits. All should support the Association."

In a special statement to The LEADER, Dr. Frank L. Tolman, President of the Association, expressed the belief that many new employees will join in its efforts to promote and protect employee welfare and improve working conditions.

#### The Organization's Work

He added, "Through our Association we have improved salaries, retirement, hours of work, vacations, sick leaves tenure, seniority and promotional rights."

### Pleasant Fishing By DPUI Boys

Representatives of the Field Audit Section, DPUI, Long Island City office, with some of their friends, organized a deep fishing party which took place week-end before last. They left Freeport, Long Island, aboard the fishing boat "Squaw" for sea bass.

Angelo Benneci with a catch of seven, won the boat's pool with a five pounder. Charles Jacobi netted fourteen for high. Among the other members of the party with catch were Leo Furman with ten; Louis Baron with nine; Morris Bloom with eight; David Gittlitz with seven; Al Bloom, Nick Porcelli, Jack Gerber with six; and Marcel Buyse with five.

The fishing trip was highly successful.

All state and many local workers have benefited from our work."

During the membership campaign the Association will point to "the record."

It will publicize these facts: "The Association has secured millions of dollars in increased salaries for public workers."

#### Liberalized Retirement

"Wide recognition and support has been gained for the Association's proposals to liberalize the State Retirement System, which it secured in 1921.

"With arduous effort the Association reduced working hours. Sick leave rules were set up in 1933 at the insistence of our organization."

In its open letter to employees, which is only one phase of an intensive membership drive, the Association sets forth many of the valuable services which it renders on a day-to-day basis.

Stating that the Association was designed with the goal of utmost service to members when it was organized in 1910, the letter points out that officers and committees of its 130 chapters all serve without pay.

#### Less Than 1½c a Day

For annual dues of only \$5.00 in the State Division, and \$6 in the County Division, employees are offered these services according to Association.

(1) It constantly represents members before the Executive, Legislative and Administrative branches of government. Each year it drafts and introduces about 75 legislative measures providing improvements in working conditions. A number of these proposals are successfully enacted each year. In addition, over 400 civil service bills are examined each year — the good supported and the bad opposed — thereby fully protecting member interests.

(2) Field representatives travel about the State, assisting employees to organize, negotiating on their behalf with local admini-

### Strong Unity Call Is Issued to 46,000 Members

strators, and assisting in individual or group problems.

(3) Low-cost Group Insurance—life, accident and sickness. Over \$4,500,000 has been paid to insured members and their beneficiaries under these plans. They constitute a valuable contribution to employee welfare. Savings in premiums to participating members each year exceed the membership dues because it is broad protection at low cost.

(4) Guidance on individual and group personnel problems are given through chapters and Association headquarters in the Capitol.

In addition, the Association letter points out that members receive The Civil Service LEADER weekly and a periodical magazine, Merit, official publication of the organization.

#### \$ Refund to Chapters

A substantial portion of the dues collected is returned to the chapters for their local work. In comparison with other organizations of its type, Association officers point out, its dues are very low. This is made possible, the Association adds, because chapter officers and committees serve without pay.

The Association is expected to base its main appeal to employees on the following statement, which appears at the close of its open letter:

"The Association is an organization of which you can be proud. Its officers, board of directors, committee members and delegates are regular employees, elected by members. It is independent. It is reasonable. It is respected and recognized. It levies no special assessments and its financial reports are printed for all to see. Its activities are fully reported. JOIN UP TODAY."

### F. X. Wagner Is Named To Buffalo Hospital Board

Special to The LEADER

ALBANY, Aug. 30—Governor Dewey appointed Frank X. Wagner, of Buffalo, as a member of the Board of Visitors of Buffalo State Hospital. Mr. Wagner, who fills the vacancy caused by the death of Thomas J. Reese of Buffalo, was appointed for a five-year term.

Mr. Wagner owns and operates his own printing business in Buffalo. Married and the father of four children, Mr. Wagner resides at 183 Zelmer Street, Buffalo.

### Dutchess County Group Wins \$200 Pay Increases

Non-teaching employees of the Washington Falls Central High School District, members of the Civil Service Employees Association, have been successful in increasing their salaries \$200 as of August 1st. Several meetings had been held with the School Board in making this adjustment. This group of school district employees will be remembered for holding second place in the Association's Building Fund Drive.

## P.W. Engineer to Be Feted On His Retirement

ROCHESTER, Sept. 6—Herbert L. Michael, Assistant District Engineer in the Department of Public Works, District No. 4, will retire from State service on October 1.

A testimonial dinner will be held for "Herb" on Monday evening, October 11, at the Doud American Legion Home, Buffalo Road, Rochester.

Elaborate plans are being made for this event and it is expected high officials from Albany will be present. A sumptuous dinner will be served at 7:30 P.M. and there will be entertainment of the highest order.

All employees, their wives, contractors, material men, and Mr. Michael's many friends and business associates are cordially invited.

District Engineer J. Burch McMorrin, is honorary chairman of the event, William H. Saunders is general chairman.

#### Gift Committee

Norman W. Krapf, Eugene Haidt, William Zabel.

#### Tickets & Treasurer

Fred G. Kimball, Paul L. Ryan.

#### Program & Posters

Russell F. Lewis, Robert Loeffler, Gale Pixley.

#### Collection Committee

Henry TenHagen, Walter Phillips, Spike Cook, Henry Ciaraldi, Jack Gallivan, Charlie Donnelly.

#### Transportation

Fred Grover, Bill Bristow, Tom Hogan, Bill McCarthy.

#### Testimonial

Francis Gott, Con O'Malley, Jack Fuller.

#### Decorations

Florence McCormack, Emily Baker, Dorothy Tracy, Virginia Schultz, Marie St. John.

#### Publicity

Grace Yacono, Audrey Gilson, Agnes Auer, Ann Usher.

#### Entertainment

Roy Hutchinson, Pete Wright, Sid Towe, Harry Bailey.

Tickets for employees and family, \$2.50 each. All others, \$3.00 each. All tickets must be reserved by October 1st.

## To Retire from Job



Herbert L. Michael, Assistant Engineer in the Department of Public Works, District No. 4, Rochester, will be honored by his fellow employees upon his retirement next month.

## The Public Employee

By Dr. Frank L. Tolman

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



### Thoughts For Labor Day

WHAT makes a job worthwhile?

It is not solely or chiefly the salary paid, important as that is.

It is not whether it is an "easy" job. Such jobs seldom give lasting satisfaction.

It is, indeed, not so much the job in its naked specifications as in what the employee can put into it; how he can use it to express his talents and personality; how he can dress it up into something fine and distinguished; how he can use it as a road to something bigger and better.

Unfortunately most jobs, taken in their formal characteristics, are not very interesting or very important. They can, however, be made both interesting and important by being made an art rather than a series of mechanical operations or motions. No job is too high and no job too low to be capable of transformation into an expression of a fine personality and a spirit of service.

This, of course does not mean that all jobs are equally interesting or equally appealing.

#### Allure of Public Service

The great allures of public service are (1) the unparalleled variety of interesting job opportunities as compared with private industry, and (2) the more direct service to the people in a broad program of social advance and a better life for all.

The Personnel Council is to be commended on its "Why Do You Like Your Job" contest. It is gratifying that the Civil Service Commission is about to increase training opportunities. There is a constant tendency to think of civil service jobs as strictly standardized and to think of civil service employees as stereotypes.

There is therefore the ever-present need to reiterate that "man is the measure of all things," that it is the civil service men and women who make the jobs in the public service significant and who transform the dry bones of the law into an instrument of order, progress and peace for all citizens.

## State Pays Off Employees For Money Saving Ideas

ALBANY, Sept. 6—Four State employees have received merit awards and cash for ideas to improve the efficiency of service.

#### Fire Information

Arthur C. Higgins, Senior Stationary Engineer at the N. Y. State Training School for Boys, Warwick, has been granted a cash award of \$25 and a Certificate of Merit by the N. Y. State Employees' Merit Award Board.

Mr. Higgins gained the award through the Employee's Suggestion Program in recognition of his proposal that information relative to the causes, extent and effects of fires at State institutions be distributed to State agencies as a fire prevention measure. The investigation committee have concurred in the idea and are of the opinion that serious losses may be averted by adoption of the idea.

This is Mr. Higgins' second Merit Award. He had previously received \$25 for his suggestion that a central agency be established to supervise the operation and maintenance of all power and heating plants operated by the State of New York.

#### Appointing Procedures

Mr. Wendell Sears and Mr. Hermann F. Robinson, of the Department of Education, Albany, have just been granted Certificates of Merit by the New York State Employees' Merit Award Board for suggested procedures to increase efficiency in the government of our State. Mr. Sears developed standardized appointment procedures for use by boards of education in all school districts of the State. This is Mr. Sears' second merit award under the Employees' Suggestion Program. In August 1947 he received a cash award of \$50 for suggested amendments to the Education Law relative to the collection of school taxes.

Mr. Robinson's award was granted in recognition of the constructive proposals which he advanced to aid in the recruitment

of personnel in short supply for State service.

Both Mr. Sears' and Mr. Robinson's ideas were outside the scope of their regular duties and responsibilities.

Miss R. Klein, a typist in the New York Office of The State Insurance Fund, found that a certain form letter used by her office often required the addition of supplemental information. Due to the set-up and spacing of the form, such postscripts could very well result in confusion to insurance claimants as to their course of action.

Miss Klein recommended specific changes in the letter and in recognition of her proposal, the New York State Employees' Merit Award Board granted her a cash award of \$15 and Certificate of Merit.

"This is an example of how employee-on-the-job thinking results in better service to the public," said the Board.

## Pay Withheld If Income Tax Is Due

ALBANY, Sept. 6—A State employee who fails to pay a sum due on his Federal income tax will have his salary withheld until the amount is paid up.

This is the substance of a ruling by the Attorney General.

The opinion came down after the Department of Audit and Control had asked what it should do in the case of such employees.

After the Comptroller has been served with the legal papers (notice of levy, warrant of distraint, and notice of lien), he is to withhold all salary due the employee until the amount equals the amount of taxes, interest, and penalties.

## STATE AND COUNTY NEWS

## Assn. Reveals Program of Largest Annual Meeting

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The opening delegate session will be held at 7:30 p.m. in Chancellors Hall, State Educational Building, October 5. Because of the Jewish Holidays, however, a motion to recess until Wednesday morning will be entertained as soon as the meeting is convened.

## Largest No. of Delegates

The meeting, termed "the most important in Association history," is expected to be attended by the largest number of delegates and representatives ever to assemble from its growing number of state and county chapters.

Here is the program as of now: **TUESDAY, OCTOBER 5, 1948**

From 10:00 A.M. on  
**Registration of Delegates and Representatives**

Temporary Association Headquarters, Venetian Room, DeWitt Clinton Hotel, 3rd Floor.

1:00 P. M. to 4:00 P. M.

Departmental Delegate Conferences

Mental Hygiene Chapters' Delegates Presiding: William J. Farrell, South Room, 3rd Floor, DeWitt Clinton Hotel.

Correction Chapters' Delegates Presiding: Leo M. Britt, Studio Room, DeWitt Clinton Hotel, 3rd Floor.

Health Chapters' Delegates, Presiding: Charlotte M. Clapper, Room 345, DeWitt Clinton Hotel.

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County Division Delegates Conference

Presiding: J. Allyn Stearns, Vice President, Canary Room, 3rd Floor DeWitt Clinton Hotel.

From 4:00 P. M. on

Meeting of Resolutions Committee Presiding: Jesse B. McFarland, Vice-President, Studio Room, 3rd Floor, DeWitt Clinton Hotel.

From 4:00 P. M. on

Meeting of Board of Canvassers Presiding: Leonard Requa, Chairman, South Room, DeWitt Clinton Hotel, 3rd Floor.

4:00 P. M. to 6:00 P. M.

Meeting of D.P.U.I. Chapter Delegates

Room 204, Wellington Hotel, Presiding: Christopher J. Fee.

4:00 P. M. to 6:00 P. M.

Meetings of Regional Conferences (To be arranged if desired with Chairman of each Regional Conference and notice sent to member Chapters or Delegates as early as possible).

7:30 P. M. to 8:00 P. M.

Meeting of Delegates

Presiding: Dr. Frank L. Tolman, President, Chancellors Hall, State Educational Building.

(This meeting is called to conform with Association's Constitution. Because of Jewish Holidays motion to recess until Wednesday morning will be entertained as soon as meeting is convened).

8:00 P. M. on

Panel Discussion, All Delegates and Representatives Invited Chancellors Hall, State Educational Building.

Subject: "Major Goals of Association"

1. Salaries
2. Retirement
3. Veterans Preference
4. Official Machinery for Public Employee Relations

(Name of Chairman to be announced. Panel Members will be Chairmen of certain Standing Committees and experts on each subject.)

**WEDNESDAY, OCTOBER 6, 1948**

From 9:00 A.M. on

Registration of Delegates and Representatives (contd). Temporary Association Headquarters Venetian Room, 3rd floor, DeWitt Clinton Hotel.

10:00 A.M. to 12:00 Noon

Business Meeting of Delegates Crystal Ballroom, DeWitt Clinton Hotel. Presiding: Dr. Frank L. Tolman, President.

Welcome to Delegates. Reports of Officers and Committees. Report of Resolutions Committee and Action on Resolutions. Report of Special Committee on Revision of the Constitution and By-Laws and Action on Proposed Revisions.

12:00 Noon to 2:00 P. M.

Luncheon Meeting: Crystal Ballroom, DeWitt Clinton Hotel. Toastmaster: (To be announced).

Important Speakers to be announced).

2:00 to 4:00 P. M.

Business Meeting of Delegates Crystal Ballroom, DeWitt Clinton Hotel. Presiding: Dr. Frank L. Tolman, President.

(The agenda for the morning business meeting of delegates will be continued until completed).

4:00 P. M. to 6:00 P. M.

Panel Discussion Crystal Ballroom, DeWitt Clinton Hotel. All delegates and representatives invited Subject: "The 1948 Membership Campaign" (All the Answers to the Question: "Why Should I Join the Association?")

(Name of Chairman to be announced. Panel Members will be various chairmen of Chapter Membership Committees and other experts).

6:30 P. M. to 8:30 P. M.

Dinner Meeting Crystal Ballroom, DeWitt Clinton Hotel. All delegates and representatives invited. Toastmaster:

to be announced).

(Brief important speakers to be announced).

From 8:30 P. M. on

Business Meeting of Delegates Crystal Ballroom, DeWitt Clinton Hotel. Presiding: Dr. Frank L. Tolman, President. Report of Board of Canvassers as to the results of the Annual Election. Introduction and Installation of Officers. Adjournment.

## Assn. to Fight Insurance Fund Pay Cuts

ALBANY, Sept. 6 — The Civil Service Employees Association has advised the State Salary Standardization Board that it wishes to appear on behalf of employees in titles of Senior Compensation Claims Examiner and Compensation Claims Investigator. It is felt the Board might raise a question as to reallocation downward in salary grade for the positions, as requested by the management of the State Insurance Fund.

The Association made similar presentations to the Board some months ago when rumors of the State Insurance Fund action were first heard.

## Increased Living Cost

The Association is greatly concerned with the effect of the constantly increasing cost of living on present State costs of pay. "With living costs now cited by the United States Bureau of Labor Statistics at the all-time high of 173.7 and food costs at 216.8, the suggestion that State employees in any category should be reduced in pay is difficult to understand," said a representative of the Association in commenting upon the reported action of the State Insurance Fund Management. He added: "It is not likely that a plea for employee subsidization of the operation of the Fund will appeal to the State or to anyone else."

## Re-employment Rights Held Not Compulsory In Military Duty Cases

In a formal opinion Goldstein General Nathaniel L. Goldstein held that the Federal Selective Service Act of 1948 does not purport to compel the States to grant reemployment rights to public employees entering military service.

The existing law of this State protects public employees on compulsory military duty, but does not extend to voluntary service entered upon or after January 1, 1947, he held, construing Section 246 of the State Military Law and U. S. Public Law 759, 80th Congress.

## Tolman Advises On Annual Meeting

ALBANY, Sept. 6—Because of the critical shortage of hotel rooms in Albany, Dr. Frank L. Tolman, president of the Civil Service Employees Association, has written all chapter presidents urging immediate reservations for delegates planning to attend the Association's 38th annual meeting Oct. 5-6 here.

Terming the meeting, "the most important in Association history," Dr. Tolman told the local leaders that every effort will be made to make the convention "successful and rewarding to all who attend."

## Rooms Set Aside

Regarding the hotel situation, he said: "It is important that your chapter make hotel reservations immediately for the delegates who will attend the meeting. The DeWitt Clinton and Wellington hotels have agreed to set aside temporarily a number of rooms for our delegates. Please avoid disappointment and make hotel reservations immediately for your delegates. Wherever possible reserve double rooms for your delegates as the greatest difficulty is trying to secure single rooms."

## Resolutions

Dr. Tolman also called to attention of Association chapters that any resolution for consideration of the delegates at the meeting should be sent "as soon as possible" to Jesse B. McFarland, chairman, Resolutions Committee, in care of Association headquarters.

"Early receipt of the resolutions," he added, "will enable the committee to do a more thorough and efficient job."

The Association president urged

## Henry Cohen Heads State Merit Board

ALBANY, Sept. 6—The fall program of the State Merit Award Board gets under way this week under the chairmanship of Harry A. Cohen, director of public works contracts and accounts, State Department of Public Works.

The appointment of Mr. Cohen as chairman of the board was made last week by Governor Dewey. He succeeds Clifford D. Shoro, who resigned as chairman several months ago.

Other board members are Dr. Frank L. Tolman and Edward D. Igoe. The three-man board was created in 1946 to "promote greater efficiency and economy in the government of New York State."

## State Trooper Written Test Will Be Held on Sept. 15.

With 100 positions for State Trooper open, some 900 applications were filed, Captain E. T. Hoyt, Executive Officer of the New York State Police, announced, August 31 marked the end of the filing period.

The written exam is scheduled for September 15. It will be held at points throughout the State. Questions will be formulated to test the general intelligence and special aptitudes of candidates. An oral interview and a physical exam will follow.

Salary starts at \$1,380 and climbs to \$3,105 per annum, with extra allowance for food, clothing and equipment.

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## Arthur S. Flemming to Address Civil Service Employees Assn.

ALBANY, Sept. 6 — Arthur S. Flemming, former U.S. Civil Service Commissioner, will address the October 6 meeting of The Civil Service Employees Association here.

In resigning his Federal post effective at the close of business, August 30, Mr. Flemming wrote President Truman: "At no time in our history has it been more important than it is today for those who are a part of the executive branch to give careful consideration to the working conditions under which our career civil servants carry on their everyday activities."

## Hundreds of Delegates

Widely known in civil service circles throughout the country, Mr. Flemming resigned from the U.S. Civil Service Commission to accept appointment as president

of Ohio Wesleyan University. He will speak to hundreds of delegates and representatives of state and county chapters of the Association at the 38th annual meeting, which opens the evening of October 5 and continues through October 6.

Dr. Frank L. Tolman, in announcing Mr. Flemming's acceptance to speak to the Association's annual meeting, said, "it will be a privilege and pleasure to welcome Mr. Flemming to our meeting."

## Enhanced Civil Service

Dr. Tolman pointed to Mr. Flemming's career in federal service as "one that enhanced civil service," and described him as a vigorous and successful proponent of measures to build a better service.

During World War II, Mr. Flem-

ming served as a member of the War Manpower Commission and also as the government chairman of the National Management-Labor Policy Committee of the Commission.

He served as a member of the Navy Manpower Survey Board under appointment from Secretary of the Navy Knox, and as a result of his service on this Board was awarded the Distinguished Civilian Service Award, the highest award given by the Navy Department to civilians for service during the war period.

He recently finished serving two one-year terms as president of the Washington Federation of Churches and is at the present time chairman of the Department of the Church and Economic Life of the Federal Council of Churches of Christ in America.

chapter presidents to send names of all delegates to Association headquarters so that a "roll call of delegates may be prepared as early as possible." He also called for remittances from delegates who will attend the luncheon and dinner meetings on Oct. 6.

## Election Ballots

Relative to the election, Dr. Tolman wrote:

"I call your attention to the importance of getting ballots to the Board of Canvassers as early as possible. Official ballots for the Annual Election that are turned into your chapter should be sent to the Board of Canvassers, The Civil Service Employees Association, Inc., P. O. Box 154, Capitol Station, Albany 1, N. Y. The keys to this Postoffice Box are in the custody of the Chairman of the Board of Canvassers and ballots received thru this box and those received at the Association Headquarters will be placed in a locked ballot box, the keys to which are also in the custody of the Chairman of the Board. GET YOUR BALLOTS IN EARLY AND AID THE BOARD OF CANVASSERS IN ITS WORK.

"I also wish to advise that official ballots will be printed in the Fall issue of Merit magazine, which will be placed in the mails as soon as it can be printed following the last date for filing of independent nominating petitions. It is hoped that an extra supply of ballots and special envelopes to cover them, sufficient for distribution to every chapter, can be delivered to every chapter during the week of September 12-18 when our Field Representatives will bring to each chapter membership campaign material for the year beginning October 1st. In the case of city-wide chapters, such as the New York City or Buffalo Chapter, these supplies of ballots will be sent to the departmental delegates of the chapter by special delivery parcel post to facilitate prompt distribution of the official ballots and special envelopes to members.

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# STATE AND COUNTY NEWS

## Employees Are Warned On Politics

(Continued from Page 1)

a club or being active in organizing it.

Serving in connection with preparation for, organizing, or conducting a political meeting or rally, addressing such a meeting, or taking any other political conferences while on duty, or canvassing a district or soliciting political support for a party, faction, or candidate.

Manifesting offensive activity at the polls, at primary or regular elections, soliciting votes, assisting voters to mark ballots, or helping to get out the voters on registration or election days.

Acting as recorder, checker, watcher, or challenger of any party or faction.

Serving in any position of election officer in which partisanship or partisan management may be shown.

Publishing or being connected editorially or managerially with any newspaper generally known as partisan from a political standpoint; or writing for publication or publishing any letter or article, signed or unsigned, in favor of or against any political party or candidate. (Ownership entirely disassociated from editorial control and managerial activities limited entirely to business management would not be regarded as being within this provision.)

Becoming a candidate for nomination or election to office, Federal, State, or local, which is to be filled in an election in which party candidates are involved.

Distributing campaign literature or material.

Initiating or circulating political petitions, including nomination petitions.

Assuming political leadership or becoming prominently identified with any political movement, party, or faction, or with the success or failure of any candidate for election to public office.

### What Is Lawful and Unlawful

The following are general statements concerning certain activities which are considered to be permissible on the part of all officers and employees subject to the above-quoted statutes:

**Voting.**—The direct language of the law specifically provides that all such persons retain the right to vote as they may choose.

**Expression of Opinions.**—The right to express political opinions is reserved to all such persons. NOTE.—This reservation is subject to the prohibition that such persons may not take any active part in political management or in political campaigns.

**Contributions.**—It is lawful for any officer or employee to make a voluntary contribution to a regularly constituted political organization, provided such contributions are not made in a Federal building or to some other officer or employee within the scope of the above-quoted statutes.

**Political Pictures.**—It is lawful for any officer or employee to display a political picture in his home if he so desires.

**Badges, Buttons, and Stickers.**—While it is not unlawful for an officer or employee to wear a political badge or button or to display a political sticker on his automobile (except where forbidden by local ordinance), it is felt that it is inappropriate for any public servant to make a partisan display of any kind while on duty, conducting the public business.

### When in Doubt

All persons within the scope of the political-activity statutes above quoted must not take the responsibility for seeing that their activities are not such as would constitute violations of the restrictions of those statutes. An employee who is in doubt as to whether any particular activity is prohibited should present the matter in writing to the U. S. Civil Service Commission for consideration, and he should do this before engaging in the questionable activity.

### STEFFERN REAPPOINTED

George M. Steffern, Chairman of the Oneida County Civil Service Commission has been re-appointed for another six-year term.

## Bear Mt. Chapter Outing Draws 700

By ANNA LEE KRAM

"Gee, this is terrific," said the young lifeguard, biting into a fried fish sandwich made by Angelo J. Donato, President of the Bear Mountain Chapter of the Civil Service Employees Association. And "terrific" was the word used by everyone present to describe the third annual outing of the Palisades Interstate Park Employees, held at Kanawauke Skating Rink, Bear Mountain.

The committees in charge laid plans well in advance for a large turnout, and that was what they got—700 employees, friends and members of their families.

### Donato Heads Chow Line

The wooden-floored rink, its log rafters hung with gaily colored flags, was well filled by 6:30 P.M.

President Donato went to work at the head of the chow line. Salami, fried fluke, cheese, olives, frankfurters, hamburgers, salads, bread and Campagnola sauce, Mr. Donato's specialty, were on the menu.

At 8:30 P.M. a fresh keg of beer was rolled out and a pistol shot started off a series of competitive games.

Six and eleven-year-old kids ran races, egged on by their enthusiastic parents. Older boys showed their strength by hammering long nails into a log with as few strokes as possible. Larry McGovern's team of police department, garage and lifeguard employees won a tug of war, and celebrated their victory over three rival teams with drinks "on the house." All other winning contestants received cash awards.

From 9 to 9:30 a color movie of the Interstate Park was shown.

### Donato Utters Thanks

At 10, Floyd Barringer's Ragtime Mountaineers took over the program. Square dances and authentic mountain waltzes, as well as foxtrots and jitterbug numbers

kept everyone dancing until well past one o'clock.

"I want to thank every one of the members of the committees who made this occasion the outstanding success it is," said President Donato.

Chairman of the Chapter's permanent social committee is George Vogler.

The sales and promotion committee for the affair was headed by Edwin Kohler, Helen Faurot, President Donato, James Gazarway, and Karl A. Moyer also served.

The cooking committee was led by President Donato. Aiding him were William Freeman, Jackie Lynch, Jeanette Brophel, Herman Schmidt, John (Shinny) Lewis, James Hurley, Thomas Scozafavva, Miss Faurot and Edward Jones.

### MacDonald Takes Photos

Donald Lent was chairman of the arrangement and serving committee. Assisting him were Mr. Moyer, James Gunn, Georgia Sheldon, Mary De Lynn, Louise Bochman, Joseph Ossman, Horace Palmer of the Chapter Board of Directors, Harry Blackburn, Mr. Hurley, Joseph Finn and Thomas McGovern, Vice-President of the Chapter.

Games and prizes were supervised by K. McManus and Waldo Wood. Referees for the games were Mr. Moyer, Henry James and Matthew Duryea.

President Donato was in charge of the music committee. Other members were Mr. Lent, John Kenny of the Chapter Board of Directors, Mr. Palmer, Joseph Ossman, Gerald Burnell and Edward McNellis.

Photographs were taken by Francis A. McDonald, President of the Warwick Chapter.

Other Chapter officials present were Le Roy Lambo, Secretary, Frank Waska, Treasurer, Richard Barry, Cal Blauvelt, John Stevens and Joseph Williams, all of the Board of Directors.

## What Makes Ideal Boss?

ALBANY, Sept. 6.—"You can never justly judge a man's value to the department unless you know what you expect. He can never give it to you unless you tell him."

This was the closing bit of advice contained in the 21st issue of Tips to Supervisors, published monthly by the State Personnel Council for supervisors in all state departments.

### Performance Standard

Written by Mrs. Helen Esray Chase, the August "Tip" contained this message:

"The standard of performance is not necessarily how many letters were typed in an hour, but how much productive work was performed in a month. It is your job to know how much and how well he is doing his work, and tell him often."

In the current issue, the Council points out to supervisors that "every day you form a judgement of your employee against what you expect him to do. Unless you tell him your standards, however, you can't blame him for not meeting them."

### Make Up Your Mind!

In other issues of Tips to Supervisors, such questions as "Make Up Your Mind" and "Do You Keep Your Promises" were discussed.

On making up your mind, the council had this to say, "It may get tiresome to be the leaning

post for your organization. But after all you're the boss in your own unit. Your job is to know the answers. The world can't wait while you debate the issue with yourself.

### Ideal Boss

Here's the picture of an "ideal boss" as contained in a recent issue of Tips.

"Maybe your staff is the lucky kind that has a boss who keeps his promises. He considers whether the action they want is his responsibility and he has the authority to take it. If he has to go to a higher authority, he tells them why and what he will do. They know he will present their case to the best of his ability. If it can't be done, he tells them why. If his efforts fail, he tells them at once. If it is something he can do, he puts it on his calendar, and doesn't forget. And he never lets them think he will do something unless he intends doing it."

The bulletin added: "That is the boss whose staff can smile and relax when he says, 'I'll take care of it.'"



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Room 204, Wellington Hotel, Presiding: Christopher J. Fee.

4:00 P. M. to 6:00 P. M. Meetings of Regional Conferences (To be arranged if desired with Chairman of each Regional Conference and notice to member Chapters or Delegates as early as possible).

## 7:30 P. M. to 8:00 P. M.

## Meeting of Delegates

Presiding: Dr. Frank L. Tolman, President, Chancellors Hall, State Educational Building.

(This meeting is called to conform with Association's Construction. Because of Jewish holidays motion to recess until Wednesday morning will be entertained as soon as meeting is convened).

## 8:00 P. M. on

Panel Discussion, All Delegates and Representatives Invited Chancellors Hall, State Educational Building.

Subject: "Major Goals of Association"

1. Salaries
2. Retirement
3. Veterans Preference
4. Official Machinery for Public Employee Relations

(Name of Chairman to be announced. Panel Members will be Chairmen of certain Standing Committees and experts on each subject.)

## WEDNESDAY, OCTOBER 6, 1948

## From 9:00 A.M. on

Registration of Delegates and Representatives (cont'd). Temporary Association Headquarters Venetian Room, 3rd floor, DeWitt Clinton Hotel.

## 10:00 A.M. to 12:00 Noon

## Business Meeting of Delegates

Crystal Ballroom, DeWitt Clinton Hotel. Presiding: Dr. Frank L. Tolman, President.

Welcome to Delegates. Reports of Officers and Committees. Report of Resolutions Committee and Action on Resolutions. Report of Special Committee on Revision of the Constitution and By-Laws and Action on Proposed Revisions.

## 12:00 Noon to 2:00 P. M.

## Luncheon Meeting:

Crystal Ballroom, DeWitt Clinton Hotel. Toastmaster: (To be announced).

Important Speakers to be announced.

## 2:00 to 4:00 P. M.

## Business Meeting of Delegates

Crystal Ballroom, DeWitt Clinton Hotel. Presiding: Dr. Frank L. Tolman, President.

(The agenda for the morning business meeting of delegates will be continued until completed).

## 4:00 P. M. to 6:00 P. M.

## Panel Discussion

Crystal Ballroom, DeWitt Clinton Hotel. All delegates and representatives invited Subject: "The 1948 Membership Campaign" (All the Answers to the Question: "Why Should I Join the Association?")

(Name of Chairman to be announced. Panel Members will be various chairmen of Chapter Membership Committees and other experts).

## 6:30 P. M. to 8:30 P. M.

## Dinner Meeting

Crystal Ballroom, DeWitt Clinton Hotel. All delegates and Representatives invited. Toastmaster:

to be announced). (Brief important speakers to be announced).

## From 8:30 P. M. on

## Business Meeting of Delegates

Crystal Ballroom, DeWitt Clinton Hotel. Presiding: Dr. Frank L. Tolman, President. Report of Board of Canvassers as to the results of the Annual Election. Introduction and Installation of Officers. Adjournment.

## Assn. to Fight Insurance Fund Pay Cuts

ALBANY, Sept. 6 — The Civil Service Employees Association has advised the State Salary Standardization Board that it wishes to appear on behalf of employees in titles of Senior Compensation Claims Examiner and Compensation Claims Investigator. It is felt the Board might raise a question as to reallocation of positions in salary grade for the positions, as requested by the management of the State Insurance Fund.

The Association made similar presentations to the Board some months ago when rumors of the State Insurance Fund action were first heard.

## Increased Living Cost

The Association is greatly concerned with the effect of the constantly increasing cost of living on present State costs of pay. "With living costs now cited by the United States Bureau of Labor Statistics at the all-time high of 173.7 and food costs at 216.8, the suggestion that State employees in any category should be reduced in pay is difficult to understand," said a representative of the Association in commenting upon the reported action of the State Insurance Fund Management. He added: "It is not likely that a plea for employee subsidization of the operation of the Fund will appeal to the State or to anyone else."

## Re-employment Rights Held Not Compulsory In Military Duty Cases

In a formal opinion Goldstein General Nathaniel L. Goldstein held that the Federal Selective Service Act of 1948 does not purport to compel the States to grant reemployment rights to public employees entering military service.

The existing law of this State protects public employees on compulsory military duty, but does not extend to voluntary service entered upon or after January 1, 1947, he held, construing Section 246 of the State Military Law and U. S. Public Law 759, 80th Congress.

## Tolman Advises On Annual Meeting

ALBANY, Sept. 6—Because of the critical shortage of hotel rooms in Albany, Dr. Frank L. Tolman, president of the Civil Service Employees Association, has written all chapter presidents urging immediate reservations for delegates planning to attend the Association's 38th annual meeting Oct. 5-6 here.

Terming the meeting, "the most important in Association history," Dr. Tolman told the local leaders that every effort will be made to make the convention "successful and rewarding to all who attend."

## Rooms Set Aside

Regarding the hotel situation, he said: "It is important that your chapter make hotel reservations immediately for the delegates who will attend the meeting. The DeWitt Clinton and Wellington hotels have agreed to set aside temporarily a number of rooms for our delegates. Please avoid disappointment and make hotel reservations immediately for your delegates. Wherever possible reserve double rooms for your delegates as the greatest difficulty is trying to secure single rooms."

## Resolutions

Dr. Tolman also called to attention of Association chapters that any resolution for consideration of the delegates at the meeting should be sent "as soon as possible" to Jesse B. McFarland, chairman, Resolutions Committee, in care of Association headquarters.

"Early receipt of the resolutions," he added, "will enable the committee to do a more thorough and efficient job."

The Association president urged

## Henry Cohen Heads State Merit Board

ALBANY, Sept. 6—The fall program of the State Merit Award Board gets under way this week under the chairmanship of Harry A. Cohen, director of public works contracts and accounts, State Department of Public Works.

The appointment of Mr. Cohen as chairman of the board was made last week by Governor Dewey. He succeeds Clifford D. Shoro, who resigned as chairman several months ago.

Other board members are Dr. Frank L. Tolman and Edward D. Igoe. The three-man board was created in 1946 to "promote greater efficiency and economy in the government of the New York State."

## State Trooper Written Test Will Be Held on Sept. 15.

With 100 positions for State Trooper open, some 900 applications were filed, Captain E. T. Hoyt, Executive Officer of the New York State Police, announced, August 31 marked the end of the filing period.

The written exam is scheduled for September 15. It will be held at points throughout the State. Questions will be formulated to test the general intelligence and special aptitudes of candidates. An oral interview and a physical exam will follow.

Salary starts at \$1,380 and climbs to \$3,105 per annum, with extra allowance for food, clothing and equipment.

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## Arthur S. Flemming to Address Civil Service Employees Assn.

ALBANY, Sept. 6 — Arthur S. Flemming, former U.S. Civil Service Commissioner, will address the October 6 meeting of The Civil Service Employees Association here.

In resigning his Federal post effective at the close of business, August 30, Mr. Flemming wrote President Truman: "At no time in our history has it been more important than it is today for those who are a part of the executive branch to give careful consideration to the working conditions under which our career civil servants carry on their everyday activities."

## Hundreds of Delegates

Widely known in civil service circles throughout the country, Mr. Flemming resigned from the U.S. Civil Service Commission to accept appointment as president

of Ohio Wesleyan University.

He will speak to hundreds of delegates and representatives of state and county chapters of the Association at the 38th annual meeting, which opens the evening of October 5 and continues through October 6.

Dr. Frank L. Tolman, in announcing Mr. Flemming's acceptance to speak to the Association's annual meeting, said, "it will be a privilege and pleasure to welcome Mr. Flemming to our meeting."

## Enhanced Civil Service

Dr. Tolman pointed to Mr. Flemming's career in federal service as "one that enhanced civil service," and described him as a vigorous and successful proponent of measures to build a better service.

During World War II, Mr. Flem-

ming served as a member of the War Manpower Commission and also as the government chairman of the National Management-Labor Policy Committee of the Commission.

He served as a member of the Navy Manpower Survey Board under appointment from Secretary of the Navy Knox, and as a result of his service on this Board was awarded the Distinguished Civilian Service Award, the highest award given by the Navy Department to civilians for service during the war period.

He recently finished serving two one-year terms as president of the Washington Federation of Churches and is at the present time chairman of the Department of the Church and Economic Life of the Federal Council of Churches of Christ in America.

chapter presidents to send names of all delegates to Association headquarters so that a "roll call of delegates may be prepared as early as possible." He also called for remittances from delegates who will attend the luncheon and dinner meetings on Oct. 6.

## Election Ballots

Relative to the election, Dr. Tolman wrote:

"I call your attention to the importance of getting ballots to the Board of Canvassers as early as possible. Official ballots for the Annual Election that are turned into your chapter should be sent to the Board of Canvassers, The Civil Service Employees Association, Inc., P. O. Box 154, Capitol Station, Albany 1, N. Y. The keys to this Postoffice Box are in the custody of the Chairman of the Board of Canvassers and ballots received thru this box and those received at the Association Headquarters will be placed in a locked box, the keys to which are also in the custody of the Chairman of the Board. GET YOUR BALLOTS IN EARLY AND AID THE BOARD OF CANVASSERS IN ITS WORK.

"I also wish to advise that official ballots will be printed in the Fall issue of Merit magazine, which will be placed in the mails as soon as it can be printed following the last date for filing of independent nominating petitions. It is hoped that an extra supply of ballots and special envelopes to cover them, sufficient for distribution to every chapter, can be delivered to every chapter during the week of September 12-18 when our Field Representatives will bring to each chapter membership campaign material for the year beginning October 1st. In the case of city-wide chapters, such as the New York City or Buffalo Chapter, these supplies of ballots will be sent to the departmental delegates of the chapter by special delivery parcel post to facilitate prompt distribution of the official ballots and special envelopes to members.

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STATE AND COUNTY NEWS

Employees Are Warned On Politics

(Continued from Page 1)
a club or being active in organizing it.
Serving in connection with preparation for, organizing, or conducting a political meeting or rally, addressing such a meeting, or taking any other political conferences while on duty, or canvassing a district or soliciting political support for a party, faction, or candidate.
Manifesting offensive activity at the polls, at primary or regular elections, soliciting votes, assisting voters to mark ballots, or helping to get out the voters on registration or election days.
Acting as recorder, checker, watcher, or challenger of any party or faction.
Serving in any position of election officer in which partisanship or partisan management may be shown.
Publishing or being connected editorially or managerially with any newspaper generally known as partisan from a political standpoint; or writing for publication or publishing any letter or article, signed or unsigned, in favor of or against any political party or candidate.
Becoming a candidate for nomination or election to office, Federal, State, or local, which is to be filled in an election in which party candidates are involved.
Distributing campaign literature or material.
Initiating or circulating political petitions, including nomination petitions.
Assuming political leadership or becoming prominently identified with any political movement, party, or faction, or with the success or failure of any candidate for election to public office.

What Is Lawful and Unlawful

The following are general statements concerning certain activities which are considered to be permissible on the part of all officers and employees subject to the above-quoted statutes:
Voting.—The direct language of the law specifically provides that all such persons retain the right to vote as they may choose.
Expression of Opinions.—The right to express political opinions is reserved to all such persons. NOTE.—This reservation is subject to the prohibition that such persons may not take any active part in political management or in political campaigns.
Contributions.—It is lawful for any officer or employee to make a voluntary contribution to a regularly constituted political organization, provided such contributions are not made in a Federal building or to some other officer or employee within the scope of the above-quoted statutes.
Political Pictures.—It is lawful for any officer or employee to display a political picture in his home if he so desires.
Badges, Buttons, and Stickers.—While it is not unlawful for an officer or employee to wear a political badge or button or to display a political sticker on his automobile (except where forbidden by local ordinance), it is felt that it is inappropriate for any public servant to make a partisan display of any kind while on duty, conducting the public business.

When in Doubt

All persons within the scope of the political-activity statutes above quoted must not take the responsibility for seeing that their activities are not such as would constitute violations of the restrictions of those statutes. An employee who is in doubt as to whether any particular activity is prohibited should present the matter in writing to the U. S. Civil Service Commission for consideration, and he should do this before engaging in the questionable activity.

STEFFERN REAPPOINTED

George M. Steffern, Chairman of the Onondaga County Civil Service Commission has been re-appointed for another six-year term.

Bear Mt. Chapter Outing Draws 700

By ANNA LEE KRAM

"Gee, this is terrific," said the young lifeguard, biting into a fried fish sandwich made by Angelo J. Donato, President of the Bear Mountain Chapter of the Civil Service Employees Association. And "terrific" was the word used by everyone present to describe the third annual outing of the Palisades Interstate Park Employees, held at Kanawauke Skating Rink, Bear Mountain.

The committees in charge laid plans well in advance for a large turnout, and that was what they got—700 employees, friends and members of their families.

Donato Heads Chow Line

The wooden-floored rink, its log rafters hung with gaily colored flags, was well filled by 6:30 P.M. President Donato went to work at the head of the chow line. Salami, fried fluke, cheese, olives, frankfurters, hamburgers, salads, bread and Campagnola sauce, Mr. Donato's specialty, were on the menu.

At 8:30 P.M. a fresh keg of beer was rolled out and a pistol shot started off a series of competitive games.

Six and eleven-year-old kids ran races, egged on by their enthusiastic parents. Older boys showed their strength by hammering long nails into a log with as few strokes as possible. Larry McGovern's team of police department, garage and lifeguard employees won a tug of war, and celebrated their victory over three rival teams with drinks "on the house." All other winning contestants received cash awards.

From 9 to 9:30 a color movie of the Interstate Park was shown.

Donato Utters Thanks

At 10, Floyd Barringer's Ragtime Mountaineers took over the program. Square dances and authentic mountain waltzes, as well as foxtrots and jitterbug numbers

kept everyone dancing until well past one o'clock.

"I want to thank every one of the members of the committees who made this occasion the outstanding success it is," said President Donato.

Chairman of the Chapter's permanent social committee is George Vogler.

The sales and promotion committee for the affair was headed by Edwin Kohler, Helen Faurot, President Donato, James Gazarway, and Karl A. Moyer also served.

The cooking committee was led by President Donato. Aiding him were William Freeman, Jackie Lynch, Jeanette Brophel, Herman Schmidt, John (Shinny) Lewis, James Hurley, Thomas Scozafava, Miss Faurot and Edward Jones.

MacDonald Takes Photos

Donald Lent was chairman of the arrangement and serving committee. Assisting him were Mr. Moyer, James Gunn, Georgia Sheldon, Mary De Lynn, Louise Bochman, Joseph Ossman, Horace Palmer of the Chapter Board of Directors, Harry Blackburn, Mr. Hurley, Joseph Finn and Thomas McGovern, Vice-President of the Chapter.

Games and prizes were supervised by K. McManus and Waldo Wood. Referees for the games were Mr. Moyer, Henry James and Matthew Duryea.

President Donato was in charge of the music committee. Other members were Mr. Lent, John Kenny of the Chapter Board of Directors, Mr. Palmer, Joseph Ossman, Gerald Burnell and Edward McNellis.

Photographs were taken by Francis A. McDonald, President of the Warwick Chapter.

Other Chapter officials present were Le Roy Lamb, Secretary, Frank Waska, Treasurer, Richard Barry, Cal Blauvelt, John Stevens and Joseph Williams, all of the Board of Directors.

What Makes Ideal Boss?

ALBANY, Sept. 6.—"You can never justly judge a man's value to the department unless you know what you expect. He can never give it to you unless you tell him."

This was the closing bit of advice contained in the 21st issue of Tips to Supervisors, published monthly by the State Personnel Council for supervisors in all state departments.

Performance Standard

Written by Mrs. Helen Esray Chase, the August "Tip" contained this message:

"The standard of performance is not necessarily how many letters were typed in an hour, but how much productive work was performed in a month. It is your job to know how much and how well he is doing his work, and tell him often."

In the current issue, the Council points out to supervisors that "every day you form a judgement of your employee against what you expect him to do. Unless you tell him your standards, however, you can't blame him for not meeting them."

Make Up Your Mind!

In other issues of Tips to Supervisors, such questions as "Make Up Your Mind" and "Do You Keep Your Promises" were discussed.

On making up your mind, the council had this to say, "It may get tiresome to be the leaning

post for your organization. But after all you're the boss in your own unit. Your job is to know the answers. The world can't wait while you debate the issue with yourself.

Ideal Boss

Here's the picture of an "ideal boss" as contained in a recent issue of Tips.

"Maybe your staff is the lucky kind that has a boss who keeps his promises. He considers whether the action they want is his responsibility and he has the authority to take it. If he has to go to a higher authority, he tells them why and what he will do. They know he will present their case to the best of his ability. If it can't be done, he tells them why. If his efforts fail, he tells them at once. If it is something he can do, he puts it on his calendar, and doesn't forget. And he never lets them think he will do something unless he intends doing it."

The bulletin added: "That is the boss whose staff can smile and relax when he says, 'I'll take care of it.'"

Advertisement for Dan Lurie's Barbells. Features a photo of Dan Lurie, a muscular man, and text describing the benefits of barbells for building muscle and strength. Includes contact information for Dan Lurie Barbells Co. in Brooklyn, N.Y.

Order by Mail

Advertisement for Sensation of the Nation! Realistic Plastic Fishing Worms. Includes a small illustration of a fish and text describing the product's features and availability.

Advertisement for False Teeth Fit Tight. Features an illustration of a person's mouth with dentures and text describing the benefits of Dentyte dentures.

Advertisement for Creative Art Publishers, Inc. offering extra cash each week and free personal samples. Includes contact information for the company in Yonkers, N.Y.

Advertisement for Watch Repairing. Features text describing factory methods, specialized services for various watch brands, and contact information for Drake Watch Co. in White Plains, N.Y.

Advertisement for Rod & Gun Tobacco Cigarettes. Offers 1-50 per carton and includes contact information for the company in Wilmington, Del.

Large advertisement for a Tremendous Bargain 3 Piece Vanity Lamp Set. Features illustrations of the lamps and a coupon for ordering the set for \$4.95. Includes a "Send No Money" guarantee.

Advertisement for Commercial Trade Institute's Home Training Plan. Promotes training for building contractors and includes a coupon for requesting a free brochure. Features an illustration of a construction site.

Advertisement for 54 File Clerks Appointed in Albany Pool. Details the appointment of 54 file clerks to the Albany State Office Building and provides contact information for the Civil Service Commission.

Advertisement for Orange Renames Seeley. Announces the re-appointment of Walter S. Seeley to the Orange County Civil Service Commission for a six-year term.

## A THOUGHT FOR THE WEEK

To judge human character rightly, a man may sometimes have very small experience, provided he has a very large heart.—Bulwer-Lytton.

# Civil Service LEADER

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TUESDAY, SEPTEMBER 7, 1948

## Rising Costs Hit Newspapers, Fares And Civil Service

WITH Labor Day out of the way, the election campaigns will now get under way in earnest. For civil service employees, caught in the high-cost-of-living squeeze, this means one paramount thing—keep close tabs on what the various candidates say about their plans to get—and keep—costs down.

The argument that Civil Service employees have received already one living-cost bonus after another is of course specious. For Civil Service employees, who have to pay the same prices for milk and bread and rent as their brethren in private industry, are still way below the general average when it comes to salaries.

The figures are worth repeating over and over again. Workers in nine basic industries received increases since 1939 averaging 120 per cent while Federal employees received an average of only 32 per cent. During this same nine-year period, the retail price index has risen 67 per cent. And costs keep mounting.

Most spectacular advance in recent months took place in the NYC subway system, which saw an increase of 100 per cent in the cost of each ride. Even magazines and newspapers have felt the pinch. The Saturday Evening Post has moved from five cents to a dime to 15 cents. In NYC, the prosperous Daily News was finally raised to three cents, following comparable rises in virtually every newspaper office in town. Papers throughout the State have raised or are raising their prices similarly.

In less than three years, milk has moved from 12 cents a quart to 13 to 17 to 21 to 22, and in October is expected to reach 23 cents a quart. Butter shows the same type of rise since 1939: 32 cents a pound to 35 to 38 to 42 to 46 to 41 to 51 to 57 to 67 to 76 to 88 to 95, back to 85, then up to \$1.01. Eggs are up from 35 cents a dozen for large Grade A's to 91 cents.

These are the facts that Civil Service employees must keep in mind when they talk about rising costs and fixed salaries. These are facts that can't be argued down.

### Jobs in 10 Titles Open At Fort Belvoir, Va.

Examinations have been announced for ten kinds of jobs at Fort Belvoir, Va., by the Board of U. S. Civil Service Examiners there. Minimum salaries range from \$.95 to \$1.48 an hour.

The examinations are for filling by probational (permanent) appointments the positions of foreman, clothing and equipment repair shop; office equipment repairman; furniture refinisher; tailor; shoe repairman; equipment repairman; supervisor, clothing and equipment; inspector, clothing and equipment; seamstress, clothing; and operator, sewing machine.

Applications must be received by the Executive Secretary, Board of U. S. Civil Service Examiners, Department of the Army, P. O. Box 127, Fort Belvoir, Va., not later than September 15.

Applicants will not be required to take a written test, but appropriate experience or training is required for all positions. Applicants will be rated on the extent and quality of their experience and training.

### Farmingdale Seeks Student Enlistment

Registration for entering freshmen at the Long Island Agricultural and Technical Institute will take place Thursday, September 9, with seniors registering Friday, September 10. Tests and orientation for freshmen will be held Friday and Saturday.

On account of recent enlistments in the armed services, some openings exist in many curriculums. One of the strongest programs the school offers has several openings. This is the curriculum in Industrial Instrumentation, consisting of a two-year technical course in the theory, application, installation, maintenance and operation of industrial instruments. Included are temperature, pressure, liquid level, and electric measuring and controlling instruments of all types including electronic instruments. Recent graduates have been eagerly sought by many industrial firms.

Anyone desiring fall admission in any of the above courses should apply immediately to the office of admissions of the Industrial-Technical Division at 520 Conklin Street, Farmingdale, L. I. Courses are tuition-free and open to qualified high school graduates.

*Don't*  
**Repeat This!**

A CANDIDATE who appealed to Commissioner Esther Bromley for a postponement of his physical examination, on the ground that he was suffering from a sprained ankle, left her office just as the elevator was about to descend. So he ran toward the elevator and, ye gads, made it. But he didn't get the postponement. The NYC Civil Service Commissioner had noted the anomaly of celerity and sprained ankle. Also, doctors' certificates no longer impress her. She fears they can be bought. . . . The Newark, N. J., office of the Veterans Administration discharged an employee because he was a member of the Socialist Workers Party, which follows Trotsky's line. The employee, a legless veteran, has appealed to the Loyalty Board.

State Civil Service Department has been trying to bring out the Motor Vehicle License Examiner test fast as possible, but finds that late November is the earliest possibility, December more likely, for receipt of applications. But Stenographer and Typist tests will be announced by the State this week. State is having the same trouble that the U. S. Government and NYC are, in getting stenographers and typists. Wonder why?

National bridge championship team included two U.S. employees who work in Washington, D. C. . . . Tough sledding ahead for 25-service-years retirement plan for all U. S. employees. Reason, administration says the cost would be excessive.

### Clinton County Turns Down Plea For \$240 Raise

The Board of Supervisors of Clinton County has opposed a salary increase of \$240 a year for the County employees.

The Clinton County chapter of the Civil Service Employees Association is not relinquishing its effort to obtain the raise however. Mrs. Frances Sweeney, president of the chapter, reports that petitions are being signed by the local citizenry demanding that a raise go through, to aid employees in dealing with present living costs.

### Education Board Asks Time to Replace Conboy

The Board of Education has requested Supreme Court Justice Walter to allow it until October 1 to make provisions for replacing Dr. John H. Conboy, who serves as Chief Medical Officer. The Civil Service Reform Association, through Attorney H. Elliot Kaplan, won a Court of Appeals decision, holding that Dr. Conboy was occupying the position illegally. The doctor was put in charge of the staff at the supervisors pay, whereas the position should have been filled competitively as the result of a promotion examination, Mr. Kaplan contended.

The Court of Appeals sent the case back to the Supreme Court, for the issuance of an order, and a proposed order was submitted by Mr. Kaplan, which the Board wants stayed, explaining that it will take time to perfect arrangements for filling the post consistent with the court of Appeals decision.

### State Employees Pass Bar Exam

ALBANY, Sept. 6.—At least three State employees were among candidates who passed a recent State Bar examination. They are John J. Mooney, Legal Bureau, State Civil Service Department; William J. Roberts, State Department of Taxation and Finance; Jules A. Beckary, State Comptroller's Office.

## WHAT EMPLOYEES SHOULD KNOW

### History of One-Out-Of-Three Rule

By THEODORE BECKER

THE recodified version of Section 14 of the Civil Service Law contains the provision that "appointments shall be made to or employment shall be given in all positions in the competitive class that are not filled by promotion, reinstatement, transfer or demotion under the provisions of this chapter, and the rules in pursuance thereof, by appointment from among those graded highest in open competitive examinations conducted by the state or municipal commission . . ."

This language continues the old provisions of the section and justifies the one-out-of-three rule observed in making appointments from lists. The phrase "from among those graded highest" was not always in the law. Previously the section called for the appointment of those graded highest. This was construed to require an appointing officer to make his appointments in one - two - three order right down the list, skipping no eligible willing to serve, and giving the appointing officer no choice in the selection of the appointee.

#### Legal Snag Encountered

This was the law almost half a century ago, when it ran afoul of a Constitutional provision vesting in local authorities the power of making appointments to local positions. At this time the State Civil Service Commission established eligible lists for local positions to which it had extended its rules. It established such a list and under the mandate of the Civil Service Law the local appointing authorities were constrained to appoint the number one eligible. This requirement was challenged in a court action in which the Court of Appeals

declared that the statutory limitation of the right of appointment to those graded highest transferred the real power of appointment from the local authorities to the State Civil Service Commission. This, it held, contravened the Constitutional grant of local appointing power to local authorities, the Civil Service Commission being a state agency. Hence, the one - two - three provision was declared unconstitutional. (People vs. Mosher 163 N. Y. 32)

#### Revised Provision

After this court ruling in 1900, the State Legislature enacted the present version of the law. In accordance with its terms the State Civil Service Commission adopted a rule providing for the certification of the names of the three highest eligibles on the list for the filling of one vacancy. This gave the appointing authority the well-known one - out - of three choice. This provision was also tested in the courts. In the case of People v. Gaffney (142 App. Div. 122, aff'd 201 N. Y. 535) it was held that such a rule was reasonable, inasmuch as it left ample power of selection to the appointing authority.

It should be noted that the one - out - of - three rule applies in the appointment of veterans of equal preference. Hence, if there are three disabled veterans on a list, the appointing officer may select any one of the three. However, if there are two disabled veterans and one non-disabled veteran, the appointing officer can select only one of the two disabled veterans. The same procedure applies where there are two veterans and one non-veteran. The veterans only need be considered.

## Comment

#### Wants No Fee Charged

Editor, The LEADER:

It seems to me that government has the obligation to seek the best men and women as its employees. However, I believe that certain conditions today militate against getting the very best men and women for our state and city government.

Michel De Montaigne has, I believe, with some justice said "If a man could discover means of judging and choosing men correctly and rationally he would by that act alone establish a perfect form of government." Our Civil Service technical experts are making progress toward that goal but, they are handicapped in their work if they cannot apply their tests to the greatest number of competent people.

By charging fees for making applications for examinations, Civil Service Commissions necessarily limit the number of competent people who apply. In times like these when jobs are not difficult to get, especially for good men, it is a particularly pernicious practice to make a lottery out of an application for government service.

No private agency or business charges people for an interview for employment. They know it's not good business. Why should the government deter good men from coming into their employ by asking anywhere for one to three dollars for the privilege of taking an examination and spending a

considerable amount of time doing so. Even though everybody knows that the holding of an examination is an expensive process, it is yet true that applicants confer a favor upon an employer by allowing themselves to be examined.

During the depression when hordes—tremendous, unmanageable hordes—of applicants presented themselves for examination there was some reason for setting bars in their way. Now there is absolutely no reason for so doing and it would be a wise course to abolish examination fees for Civil Service applicants.

DAVID TURNER

#### Errands and Ratings

Editor, The LEADER:

Efficiency rating is the greatest evil. If a supervisor likes you, all well and good, but if he ever forms a dislike to you, it's harsh on your rating.

A worker was constantly being asked to run errands by his supervisor. Some of these errands were outside of the building. Although the worker was obliged to run these errands on threat of losing his job, he reluctantly explained that there was a messenger hired for that purpose. This was ignored. When ratings were being handed out that worker was accorded a low rating.

What is more important, a worker's actual work or his ability to run errands?

B. L.

### Muskalonge Hatchery Is Under Construction

ALBANY, Sept. 6.—Construction of the world's largest muskalonge hatchery, being built with New York State's post-war reconstruction funds on Chautauqua Lake, is under way.

The \$266,000 hatchery will have an annual production of 40,000 to 60,000 tiger muskalonge fingerlings up to 9 inches in length, according to Conservation Commissioner Perry B. Duryea who, with Assemblyman Herman E. Magnuson of Jamestown, officially launched the project.

The big plant, located on Fren-

dergast Point across the lake from the State's present Bemus Point muskalonge hatchery, not only will increase the current output by approximately six times but also will rear in its own ponds the enormous poundage of minnows required to feed the developing fingerlings. At present, Commissioner Duryea pointed out, netting crews scour the region for the necessary forage fish.

The Department is using its own heavy equipment in the extensive preliminary work involved in the excavation of the scores of ponds needed.



STATE AND COUNTY NEWS

Should Maintenance Allowance Be Taxed?

ALBANY, Sept. 6. — Should maintenance allowance be subject to income tax?

The Massachusetts State Employees Association has asked Dr. Frank L. Tolman, president of the Civil Service Employees Association for cooperation in dealing with this issue.

Dr. Tolman's response to the Massachusetts group contained some interesting information.

The letter read, in part: "Our State Comptroller has been contacted by the Deputy Commissioner of Internal Revenue, E. F. McLarney, Treasury Department, Washington, D. C., as to the situation regarding maintenance allowances to State employees and, it seems, with the State Comptroller, we feel sure, will seek to convince the Bureau of Internal Revenue that the exemptions are proper.

"We suggest that it would be desirable for the officials of your State who are concerned, to write to Hon. A. J. Goodrich, Deputy Comptroller, State Office Building, Albany, N. Y., who is handling the matter directly, and seek to arrange to present a united

front with the Internal Revenue officials on this subject. It would doubtless be helpful for your officials to indicate the questions raised in your State and the officials in your State who are responsible for presenting the viewpoint of the State and who could join with our officials in joint presentation to Washington. This should be done at as early a time as possible.

Effective Work Now

"We believe that the most effective work can be done with the Internal Revenue officials at this time. Any new regulations will probably not become effective until 1949. Failing with the Revenue officials, we can then approach the matter through our Washington representatives in Congress.

"We have had this matter up a number of times throughout the years because there has been a spotty recognition of the exemption by different Internal Revenue collecting offices in the State due to the discretionary element in the application of the exemption. There are, as you know, many good people who are unable to discern the reason for an exemption in New York State where the maintenance is cited as a part of the salary and deducted only where the person lives within the Institution. Many live within the institutions by choice and not by requirement of the State. In our State, the director of an institution must make a special statement to the tax people that the person lives within the institution by official requirement."

Broome County Highway Workers Get Better Pay

The employees in the Highway Department of the town of Union, members of Broome Chapter, Civil Service Employees Association, have negotiated salary adjustments and changes in their working conditions. A committee of employees, consisting of Philip P. Hart, Lewis C. Green and Harry J. Loreless met with the Town Board and the Board's Highway Committee several times to discuss the adjustments. The following pay rates were approved.

Truck Drivers, \$2,200 - \$2,300 annual salary. Machine Operator \$2,300-\$2,600 annual salary. Shovel Operator and Foreman \$2,600-\$2,800 annual salary. The labor rate of pay remained at the hourly rate basis, but was increased to a maximum of \$1.00 per hour. With this wage increase, the committee obtained five paid holidays, three days accumulated sick leave and overtime allowance of equal time off. The theory of annual pay for

work classification in Highway Department operations is something new in civil service employment, and this act of the Town Board makes the town of Union one of the first subdivisions in the state to take this forward step. "It is hoped that such improvements in working conditions will have a far-reaching effect in the State," said Charles R. Culyer, Field Representative, County Division, Civil Service Employees Association. Mr. Culyer assisted the Association members and their committee in the negotiations.

200 Saratoga Springs Jobs Are Surveyed

ALBANY, Sept. 6—Field work has been completed in a reclassification survey of some 200 positions in the Saratoga Springs Authority, The LEADER learns. State Civil Service officials said the classification study covers seasonal as well as permanent employees. Reports on the various titles, including bath attendants, will be made to the State Classification Board "sometime in the fall." The Classification Division, headed by Earl J. Kelly, was invited to make the survey by the Authority.

Trout Fishing Season Is Nearing Its End

ALBANY, Sept. 6.—New York's army of anglers is now heading into the closing days of the trout season for 1948. Except for a few counties and certain lakes, the season for brook, brown and rainbow trout will end on Sunday, September 12.

The exceptions are Nassau and Suffolk counties and in lakes only in Westchester and Putnam counties, closing date, September 30, rainbow trout in Seneca, Canandaigua and Keuka Lakes, closing date, September 10.

The lake trout season winds up September 10 except in Lake George, where it ends September 1.

Bass angling, now at full swing, improved markedly in several areas. Three areas in Lake George, marked off by signs, are closed to all fishing. One area is in Northwest Bay and the other two are in The Narrows.

Bass fishing will continue in most waters of the State until November 30. In Lake George, it ends October 31 and in Chautauqua County, October 15.

Rochester Employees Win Pay Raise

ALBANY, Sept. 6—A \$300 cost of living pay increase has been won by city employees in Rochester, according to word reaching the Civil Service Employees Association headquarters here.

The pay boost, authorized for some 4,000 city workers receiving less than \$5,000 a year, was approved by the Rochester City Council.

In addition, Rochester employees, many of whom belong to an active Association chapter there, will receive a \$100 increase in base pay next January 1.

A. S. FISHER APPOINTED Arthur S. Fisher has been appointed a member of the Warren County Civil Service Commission. Mr. Fisher succeeds Albert E. Beswick, who is now County Attorney.

Sept. 24 Deadline Is Set For Employees Seeking Training for Better Jobs

ALBANY, Sept. 6—The State Civil Service Department informed The LEADER this week that applications to determine who will attend the Training Institute in administrative analysis will be received up to September 24.

The institute will provide successful students with an opportunity to take examinations for junior examiner of methods and procedures, \$2,760, and assistant examiner of methods and procedures, \$3,582.

To Be Excused

Trainees enrolled in the institute will be excused from their regular duties and will not be charged for leave. Any travelling expenses of training will be borne, if practicable, by the department nominating the trainees.

Civil Service has listed the following requirements for admittance to the institute. "Examine these requirements carefully," the department advises prospective candidates, as the review of applications to determine if candidates meet the minimum requirements will not be made until after the aptitude test is rated.

The Requirements

(1) Written Examination. Candidates must pass an aptitude test in the abilities important for successful performance in the field of administrative analysis, namely, general analytical ability, spatial perception, quantitative reasoning, ability to comprehend written instructions, and ability to reason logically.

(2) Training and Experience.

At the date of the aptitude test, October 23, candidates for the Institute must be permanently employed and in addition, must have met or must be reasonably expected to meet, within 6 months, the minimum requirements for taking the interdepartmental promotion examinations. (Requirements for those examinations were published in the Aug. 30 issue of The LEADER.)

(3) Nomination. Separate informal lists of candidates who passed the aptitude test and meet the minimum requirements will be established for each department and agency.

Nominees

Civil Service officials said each state department and agency may nominate persons to the institute from these informal lists. Each nominee will be selected from among the three highest persons on the agency's list in order of ratings on the aptitude test.

In addition, it was pointed out that requirements of "personality" and "ability to carry responsibility" necessary for satisfactory performance of the job will be considered in making nominations.

In order to obtain credit for satisfactory completion of the institute, trainees will be required to pass a final examination to be given at the end of the school term by instructors.

Promotion examinations for assistant and junior examiner of methods and procedures are expected to be held "shortly after the completion of the institute," the department said.

SHIFT IN SCHOHARIE Stanley A. France, Chairman of the Schoharie County Civil Service Commission, has resigned. He has been replaced by J. Leroy Kniskern, of Central Bridge.

Shopping Guide

FRESH CIGARETTES \$1.47 ALL POPULAR BRANDS. 3 Carton Lots Fine Shipping Costs. Shipping Costs for Quantity Cartons: 3 5 10 15 20 25 50 100 150 200 300 400 500. N. Y. State Residents Limit 5 cts. per mo. SEND CHECK—MONEY ORDER TO BERGEN SALES CO. (Dept. C-13) P. O. BOX 1648 WILMINGTON, DEL.

GOLDEN BEAUTY SALON Oil Bath Machineless Reg. \$15 Now \$12.50 Every Curl Bathed in Oil 189 WEST 10th ST. WA 9-4539 Open evenings by appt.

SMART CLOTHES Styled by foremost designers From Our Wholesale Department Selling Direct to the Retail Trade KILTON MODES 526 - 7th Avenue, N. Y. C. Wisconsin 7-7295 at 39th St. 8th Floor

SPECIAL DISCOUNT CIVIL SERVICE EMPLOYEES Time Payments Arranged All Electrical Appliances Radio, Television Sets and Kits 10 - 12 & 15 inch Refrigerators Washing Machines & House Necessities MIDTOWN SHOPPING SERVICE 122 EAST 42nd ST. (Rm. 443), N.Y.C. Open Saturdays MU 3-1029 Sales Representatives Wanted

SPECIAL OFFER TO YOU "from appliance & furniture Hgs." all makes of console & table radios all types of television sets washing machines (all makes) gas ranges (all standard makes) A Complete Line of Juvenile Furniture of all standard makes, cribs, chifferobes, carriages, high chairs and strollers.

From Our Own Wholesale Establishment New Sport and Dressy Fall Garments SIZES 8 to 52 \$14.95 DRESSES for \$4.75 \$22.95 DRESSES for \$8.75 \$9.95 SKIRTS for \$4.75 \$7.95 BLOUSES for \$3.75 You must save the tremendous amounts listed above, or we will refund your money. We permit trying-on. Courteous young ladies to assist you. Open Weekdays & Saturdays B. ROBERTS (N. NYC 552-7th Ave. (Nr. 40 St.) 2d fl. 309 5th Ave. (Nr. 32d St.) 2 fl. 50 W 26th St (Nr 6th Av.) 2d fl. 311 Church St. (nr. Walker) 2d fl. 2801 Bway. (Nr. 108th St.) 533 W. 207 St. (Nr. Sherman) IN BKLYN 30 Newkirk Plaza (Bright on line BMT to Newkirk Station)

Wholesale Prices High quality men's and women's tropical suits, slacks and sport-coats. Made to measure. Guaranteed to fit. Open till 7 P. M. First floor. A. SILVERSTEIN & CO. 14 E. 17th St., N.Y.C. AL 4-1733

AM At Tremendous Savings to Civil Service Employees SIMMONS BEAUTY REST box springs and mattresses for immediate delivery BLOOM & KRUP 206 First Ave., NYC OR 3-2740 (Between 12th & 13th Sts) OPEN UNTIL 9 P. M.

BEST SERVICE LOWEST PRICES Radios, Watches, Gifts, Furniture, Washing Machines, Refrigerators, Baby Carriages, Gas Ranges, Pressure Cookers, Household Appliances. TIME PAYMENTS ARRANGED Mon.-Fri. 9.30 A.M.-5.30 P.M. CIVIL SERVICE MART 64 Lafayette St. BE. 3-6554 (Worth St. Sta. 1RT Lex. Rte)

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JEWELRY Watches, Engagement and Wedding Rings, Ladies and Men's Birthstone Rings, Silverware & Men's Ensembles. Special Discount to Civil Service Employees and Their Families GEM JEWELRY & WATCH CO. 125 West 45th St., N. Y. (8th Fl.) LO 4-7070 Open Saturdays 10-6

We Carry a Complete Line of Pressure Cookers, Radios, Heaters, Aluminum Ware, Vacuum Cleaners, Electric Irons, Lamps, Refrigerators, Washing Machines, and 1,000 other items. Gulko Products Co. 1165 BROADWAY (near 37th St.—54th Fl.) New York Room 507

INVEST CALL MU 6-8771 MU 6-8772 20% DISCOUNT ON ALL GIFTS AND HOUSEHOLD APPLIANCES

WANTED Administrative Director and Instructor For Established Detective School —preferably a former member of Police Department. High school graduate with at least five years detective experience. Permanent. Full time. Box 91 Civil Service Leader 97 Duane Street, N. Y.

**NEXT WEEK**  
Biographical sketches of nominees for office in The Civil Service Employees Association.

### Association Men Hit the Trail With Campaign Material

**ALBANY, Sept. 6**—Officers of The Civil Service Employees Association, planning the utmost service to chapters and members throughout the State, have arranged whirlwind itineraries for its field representatives.  
Charlie Culver and Larry Hollister, Field Representatives and Bill McDonough, the Executive Representative, will travel through the State beginning September 13 to visit the over 130 chapters of the Association and its numerous other groups. Purpose of their visits will be to complete arrangements for the membership campaign beginning October 1st, which from all reports will be the most intensive ever undertaken by the Association.

**To Deliver Campaign Data**  
The representatives will personally deliver to each chapter all material to be used in connection with the campaign.  
In order to assure that chapters receive official ballots for the annual election early enough to enable thorough distribution to all members well in advance of the election date, October 5th, the representatives will also bring to each chapter supplies of official ballots and return envelopes. They will explain the details of the election procedure as approved by the Board of Directors at its meeting on August 26.  
In the case of city-wide chapters such as the New York City Chapter and the Buffalo Chapter, supplies of ballots will be sent direct from headquarters to each departmental representative in the chapter. This direct delivery will save the time otherwise necessary for the city-wide chapters to make distribution to the various departments.

**Seek Wide Participation**  
The organization is sparing no effort to encourage all of its members to participate in the annual election.  
The tentative itineraries of Representatives Culver and Hollister follow:

**Itinerary**  
**Laurence J. Hollister**  
**CHAPTER**  
**Monday, September 13**  
Vocational Institute  
Bridge Authority  
State Training School  
Columbia Co. Public Works  
Mattera State Hospital  
Harlem Valley State Hospital  
Hudson River State Hospital  
Wassaic State Hospital  
District 8 Public Works  
Ulster County  
State College, New Paltz  
**Tuesday, September 14**  
Rockland State Hospital  
Rockland County  
Letchworth Village  
Rehabilitation Hospital  
Palisades Interstate Park  
Napanoch Institute  
Walkkill Prison  
Woburne Prison  
Warwick State School  
New Hampton Chapter  
Sullivan County  
Orange County Public Works  
Middletown State Hospital  
Orange County  
Forest Protection Chapter  
Game Protectors Chapter  
Hudson Valley Armories  
**Wednesday, September 15**  
Sing Sing Prison  
Taenon State Park  
Westfield State Farm  
Westchester County  
Central Islip State Hospital  
Kings Park State Hospital  
Pilgrimage State Hospital  
L. I. State Park  
Ag. Institute  
District 10 Public Works  
Suffolk County  
**Thursday, September 16**  
Metropolitan Armories  
Manhattan State Hospital  
Psychiatric Institute  
Willisbrock State School  
Public Service Motor Vehicle Inspectors  
Brooklyn State Hospital  
Creedmoor State Hospital  
New York City Chapter

**Itinerary**  
**Charles R. Culver**  
**Monday, September 13**  
**HOTEL UTICA**  
**CHAPTER**  
Schenectady County, A.M.  
Montgomery County, A.M.  
Herkimer County, P.M.  
Onondaga County, P.M.  
Marcy State Hospital  
Utica Chapter  
Rome State School  
Dist. 2 Public Works  
Mid-State Armories  
East Central Arge Canal  
Broadacres Sanatorium  
**Tuesday, September 14**  
**HOTEL SYRACUSE**  
State College, Oswego, A.M.  
Biggs Mem. Hospital, P.M.  
State College, Ithaca, P.M.  
State College, Cortland, P.M.  
Willard State Hospital, P.M.  
Ag. & Tech. Inst. (Morrisville Chapter)  
Syracuse Chapter  
Onondaga Sanatorium  
Syracuse State School  
Armory Employees  
Syracuse & Vicinity  
Onondaga Chapter (County)  
**Wednesday, September 15**  
**HOTEL STATER**  
Auburn Prison, A.M.  
Cayuga County, A.M.  
Geneva Chapter, A.M.  
Central Unit Barge Canal, A.M.  
Newark State School, P.M.  
Rochester State Hospital, P.M.  
Rochester Chapter, P.M.  
District 4 Public Works, P.M.  
State College, Brockport, P.M.  
Albion State School

# EXAMS FOR PUBLIC JOBS

## U. S. STATE Open-Competitive Where Apply

tion for persons entitled to veteran preference. No written test. (Open until further notice.)

**STATE Open-Competitive**

218. Agricultural Research Scientist, \$3,727 to \$5,509. Positions in various agricultural fields, located in Washington, D. C. and throughout the country. Requirements: College study and research experience in appropriate field. No written test. (No closing date.)

114. Elevator Mechanic, \$3,320 to \$3,624.—Jobs are in Washington, D. C., and vicinity. Requirements: Appropriate training and/or experience. No written test. (Closes September 14.)

11. Elevator Operator, \$1,10 an hour; \$2,020 and \$2,152 a year.—Only persons entitled to veteran preference may apply. Jobs are in Washington, D. C., and vicinity. Requirements: 3 or 6 months of experience (depending on grade of position) in the operation of passenger or freight elevators. No age limits. No written test. (No closing date.)

111. Engineer, \$2,974.—Positions are in Washington, D. C., and vicinity. Requirements: Appropriate college study and/or technical engineering experience. Age limits: 18 to 35 years. No written test. (No closing date.)

113. Miscellaneous Office Machine Operator, \$2,085 to \$3,727 (most positions pay \$2,085 to \$2,498).—For operators of: Addressing, Billing, Bookkeeping, Calculating, Card Punch, Graphotype, and Listing Machines, and Miscellaneous Duplicating Equipment, Miscellaneous Office Appliances, Multilith Press, Sorting Machines, and Tabulating Machines and Equipment. Positions are in Washington, D. C., and vicinity. Requirements: Eligibility in written test plus appropriate experience. (Closes September 21.)

115. Mining Engineer, \$3,727 to \$6,235. Positions in the Department of Interior, Washington, D. C., and throughout the U. S., mainly in the field service of the Bureau of Mines and the Geological Survey. Apply to U. S. Civil Service Commission, Washington 25, D. C., by September 21, 1948, for positions to be filled immediately. No written test. (Closes June 30, 1949.)

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

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

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

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

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

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

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

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

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

8240. Senior Foreign Trade Commission, (e.o.), Department of Social Commerce, \$5,232. There are five annual salary increases of \$120. Fee \$2. One vacancy exists in the NYC Office. Exam date, October 23. (Closes Friday, September 17.)

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

8242. Office Machine Operator, (Key Punch - IBM), (e.o.), State and County Departments and Institutions, \$1,840. There are five annual salary increases of \$132. Fee \$2. One vacancy exists at Mount Morris. Candidates may compete also in the NYC Office. Exam date, October 23. (Closes Friday, September 17.)

8243. Supervisor of Training for Free-School Blind Children, (e.o.), Department of Agriculture and Commission for the Blind, \$3,936. Five annual salary increases of \$120. Fee \$2. Five annual salary increases of \$120. Fee \$2. One vacancy exists in the Niagara Front-

## Where Apply

The following are the places to apply for Federal, State and NYC government positions otherwise directed:

U. S.—841 Washington St. or at post offices outside of Albany

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

NYC—96 Duane Street, New York

NYC Education—110 Livingston, New Jersey—Civil Service, 1060 Broad Street, Newark; or State agencies.

Promotion exams are open only to persons already employed, usually in particular positions, as specified.

NYC does not receive or receive applications by mail and requires that all applications be post-marked on the closing date; a post-mark of that date is not sufficient when applying for an application fee, a 6-cent stamped, addressed envelope, 3 7/8x5 inches or larger, should be enclosed with the application.

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

How to Get There—Rapid lines that may be used for reaching the U. S., State and NYC, and the City Collector and received for large exams.

the Rochester Milk Marketing Area, and one in the Division of Milk Control in NYC. Exam October 23. (Closes Friday, September 17.)

1133. Principal Compensation Examining Physician, (Prom.), Workmen's Compensation Board, Department of Labor, Entrance salary \$6,538 total. In addition, there are five annual salary increases of \$300. Fee \$5. One vacancy exists. (Closes Friday, September 17.)

7134. Senior Hydro-Electric Operator, (Prom.), Department-Wide, Department of Public Works. Entrance salary \$3,060 total. In addition there are five annual salary increases of \$120. Fee \$2. One vacancy exists in Albany, District No. 1. (Closes Friday, September 17.)

7132. Associate Sanitary Engineer, (Prom.), Division of Water Power and Control, Conservation Department. Entrance salary \$3,700 total. In addition there are five annual salary increases of \$275. Fee \$5. A vacancy exists in Albany. (Closes Friday, September 17.)

7135. Principal Public Health Physician (Venereal Disease Control), (Prom.), Department of Health (exclusive of the Institutions and the Division of Laboratories and Research). Entrance salary \$6,538 total. In addition there are five annual salary increases of \$300. Fee \$5. A vacancy exists in the Albany Office. (Closes Friday, September 17.)

7128. Junior Compensation Reviewing Examiner, (Prom., reissued) Workmen's Compensation Board, Department of Labor. Entrance salary, \$3,174, which includes a cost of living bonus of \$414. In addition there are five annual salary increases of \$120. Fee \$2. One vacancy exists in the New York Office of the Workmen's Compensation Board. Candidates who have already filed for this examination need not file again. Probable exam date, Oct. 23. (Closes Tuesday, Sept. 21.)

## Sr. Account Clerk Test Embodies New Promotion Procedures

**ALBANY, Sept. 6**—The State promotion examination to the position of Senior Account Clerk embodies a number of interesting changes in procedure.  
For one thing, the examination is state-wide, cutting across eleven different agencies. The chances of promotion are thus enlarged, and the Commission has an opportunity to try out its recent proposal for such state-wide examinations.  
**Three-Month Trial Period**  
Another interesting point: The announcement provides for a three-month trial period to each promoted employee. If he is considered unsatisfactory, he is returned to his former position. At the same time, if he himself is dissatisfied with the job during his three months' probationary period, he can elect to go back to his former position.  
A new addition on the announcement requires that candidates must have a satisfactory service rating at the time the list is established in order to be considered for promotion.  
**The Announcement**  
The complete announcement follows:  
**7112. Senior Account Clerk, Interdepartmental and Intra-State Departments and Institutions.** Entrance salary \$2,484, which includes a cost-of-living bonus of \$324. In addition, there are five annual salary increases of \$120. Application fee \$2.00. Filing date deadline: September 27.  
The lists resulting from this examination will be used to fill all vacancies for Senior Account Clerk now existing or developing during the two year life of these lists, except that lists resulting from previous promotion examinations will be used until they are two years old or exhausted. All employees interested in promotion to Senior Account Clerk in the next two years are urged to file for this examination so that they may receive the greatest possible consideration for promotion.  
**Use of Lists**  
The existing promotion units will not be changed in any way by this interdepartmental examination. Preference in certification for every promotion unit will be given in the following order:  
First: To eligibles in the promotion unit who are on appropriate unexpired promotion list established prior to this interdepartmental examination. When such list expires at the end of two years or is exhausted then:  
Second: To eligibles on the interdepartmental lists who are in the promotion unit in which the vacancy exists. When such promotion unit list is exhausted then:  
Third: To eligibles on the interdepartmental list who are in the Department in which the vacancy exists. When such departmental list is exhausted then:  
Fourth: To all eligibles on the interdepartmental lists.  
The following divisions shall be treated as separate and distinct departments for the purposes of this examination:  
Division of the Budget.  
Division of Standards & Purchase.  
Division of Housing.  
Division of Parole.  
Alcoholic Beverage Control Division.

## STATE Promotion

7134. Senior Hydro-Electric Operator, (Prom.), Department-Wide, Department of Public Works. Entrance salary \$3,060 total. In addition there are five annual salary increases of \$120. Fee \$2. One vacancy exists in Albany, District No. 1. (Closes Friday, September 17.)

## Division of Veterans' Affairs

**Division of Veterans' Affairs.**  
**Commission Against Discrimination.**  
**Division of Placement & Unemployment Insurance.**  
**Workman's Compensation Board**  
**State Insurance Fund**  
**Labor Relations Board**  
**Probation Period**  
Interdepartmental appointments from the interdepartmental list shall be for a probationary term of three months:  
(a) During the three months probationary term of an employee promoted to another department from the interdepartmental list, his permanent position shall be held open for his possible return, and may be filled only on a temporary basis.  
(b) If the services of the probationer are satisfactory and he is retained beyond the probationary term, his promotion shall become permanent as of the date of promotion from the interdepartmental list.  
(c) If the services of the probationer are unsatisfactory, he shall be returned to his permanent position at the end of the probationary term.  
(d) The probationer may elect, at any time during the probationary term, to return to his former position.  
**Note: Candidates who filed for the following examinations need not file another application:**  
No. 7007. Senior Account Clerk, Albany Unit, Public Service Commission.  
No. 7009. Senior Account Clerk, Albany Office, Department of Law.  
No. 7015. Senior Account Clerk, Department of Commerce.  
**Duties**  
Under general supervision, to perform difficult and responsible clerical work requiring a thorough knowledge of the clerical procedures involved in the keeping or auditing of financial records and accounts and the exercise of independent judgment in carrying out such procedures and/or to supervise a group of employees engaged in clerical accounting work and to do related work as required. Examples (illustrative only): Leading in the work of posting, auditing and balancing ledger accounts; compiling work sheets for allocation requests to the statements of receipts and expenditures; making closing entries; checking maintenance and operation estimates; keeping cost distribution books; answering routine correspondence concerning accounts; making financial computations; making schedules from vouchers; performing other account keeping tasks.  
**Minimum Qualifications**  
To be eligible to take the examination, candidates must have three months permanent status in the competitive class in a state department or institution immediately preceding the date of the examination, and must have met the following minimum requirements or must be reasonably expected to meet the minimum requirements within nine months after the date of the examination, November 6, 1948.  
All notices to appear for the examination will be conditional and no review of applications for minimum requirements will be made until after the written examination is held.

## County Open-Competitive

8133. Psychologist, (e.o.), Mental Hygiene Division, Department of Health, Westchester County, \$3,305 to \$4,005. Fee \$2. One vacancy open to legal residents of any county of New York State. Candidates may compete also in the NYC Office. Exam date, Nov. 20. (Closes Friday, August 14.)

7136. Office Manager, (Prom.), Highway Department, Chautauque County. Usual salary range \$3,400 to \$3,600. Fee \$3.—One vacancy exists. Exam date, November 20. (Closes Friday, August 14.)

7142. Judgment Docket Clerk, County Clerk's Office, Westchester County. Usual salary range \$1,950 to \$2,550 plus an emergency compensation of \$705. Fee \$1. One vacancy exists. Exam date, Nov. 20. (Closes Friday, October 1.)

# Sample Questions for State Test To Fill Motor Vehicle Examiner Jobs

The following begins the serial publication of a sample test for Motor Vehicle License Examiner, to help candidates to prepare for the examination that the N. Y. State is about to announce. There are 100 questions, each of equal weight. Key answers will accompany each installment.

1. When a pedestrian finds it necessary to be on the road at night it is preferable that he should (A) wear light-weight clothes; (B) wear light-colored clothes, even white; (C) carry a lighted electric torch or lantern; (D) keep whistling; (E) walk in the direction in which the cars are going.

2. Four automobiles are proceeding toward an intersection. Auto W is 20 miles away from the intersection and proceeds the full distance at 20 miles an hour; Auto X is approaching the intersection head-on to the other car, from a starting point 15 miles from the intersection, going at 10 miles an hour; at right angles to the two others the third Car, Y, travels at 12 miles an hour over a distance of 30 miles, while the fourth Car, Z, covering 45 miles, at 17½ miles an hour, heads toward Car Y and the intersection. The first car to arrive at the intersection, and the time by which it beats the second car are (A) X ahead of Z by half an hour; (B) W ahead of X by half an hour; (C) X ahead of W by half an hour; (D) Y ahead of Z by half an hour; (E) W ahead of Y by 1½ hours.

3. One of the dangers of high-speed driving is the inability to stop a car quickly, to avoid accident. The higher the speed the smaller the ratio of the stopping distance to the reaction distance. Ordinarily at 60 miles an hour the stopping distance is about 83'; (C) 28 and 137'; (D) 36 and 163'; (E) 44 and 290.

4. Lines painted on the roadway have specific significance. (A) Where line is a broken one, it means you may pass; (B) Cross a broken line at an intersection; (C) When

solid and broken lines are used together it is unlawful to cross from the broken-line side to the solid-line side of the road; (D) Double lanes are used on curves and hills to facilitate cars passing one another on the right; (E) You may pass on three-lane pavements only on the outer lanes.

5. You are driving an automobile and approach a safety zone. You know that it is against the law to drive through such a zone. Traffic is dense. A traffic officer sees you coming and waves you to pass through the safety zone. You should (A) refuse to do so, as to comply would violate the law; (B) Stop and explain to the traffic officer that he doesn't know the first thing about the law and should learn his business; (C) Pass through the safety zone as the officer directed; (D) Back up against traffic and look for some other approach to your destination.

6. The normal automobile driver has no technical knowledge about the inner workings of a car. (A) He is responsible for its safe condition, despite this ignorance; (B) He is not responsible, as the law holds a person accountable only for his own acts within his expected limitations of knowledge; (C) Every car owner should study automotive engineering at some school recognized by the State Board of Regents; (D) Cars should be given weekly inspection by experts, at owners' expense; (E) Cars naturally get out of order unexpectedly and nobody is at fault if an accident is caused by defective mechanism.

the reaction distance. Ordinarily at 60 miles an hour the stopping distance is about 83'; (C) 28 and 137'; (D) 36 and 163'; (E) 44 and 290.

4. Lines painted on the roadway have specific significance. (A) Where line is a broken one, it means you may pass; (B) Cross a broken line at an intersection; (C) When

## Farm Supervisor Jobs Without Written Test

An examination for probationary appointment to positions of Farm Management Supervisor P-1, \$2,974 and P-2, \$3,727 a year in the Farm Home Administration, was announced by the Board of U. S. Department of Agriculture, Upper District. This examination is to be held in New York and 13 other eastern states.  
No written test will be given. Applicants will be rated on the basis of training and experience described in their applications. Limits of 18 to 35 for P-1 position and 18 to 62 for P-2 position will be waived for preference applicants. Applicants must be citizens of, or owe allegiance to the United States. Applications will be accepted by the Board of U. S. Department of Agriculture, Upper District, Board of U. S. Civil Service Examiners, U. S. Department of Agriculture, 6816 Market Street, Upper Darby, Pa., until further notice.

## KEY ANSWERS

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

## Draftsman Exam Open For U.S. Jobs in NYC

Draftsman openings are offered at U. S. agencies in the Metropolitan District at \$2,284 to \$3,727.20 entrance pay.

The options are Aeronautical, Architectural, Civil, Electrical, Map, Mechanical, General Electronic, Statistical (six different salary levels) and Structural. Persons now employed in the area as Engineering Draftsmen are advised by the Board of Civil Service Examiners to apply for the test.

The pay levels are based in general on experience:

Pay	Drafting	Specialized
SP-8 \$3727.50	6 years	12 months
SP-7 \$3521.00	4 1/2 years	9 months
SP-6 \$2974.80	4 years	9 months
SP-5 \$2724.00	3 years	9 months
SP-4 \$2498.28	2 years	6 months
SP-3 \$2384.00	1 year	3 months

Also announced was a test for Draftsman, SP-3 through SP-8, in the options of Marine, Naval Architecture and Ship, for jobs in the same area, which comprises NYC, Nassau, Suffolk, Rockland and Westchester.

Apply until further notice, for both tests, to Recorder, Board of U. S. Civil Service Examiners, N. Y. Naval Shipyard, Naval Base, Brooklyn, N. Y.

# Prepare Now!

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Applications Expected to Open This Month!

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Liberal Age and Medical Requirements

Salary Range \$58 to \$70 a Week

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

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Many Vacancies • 40 Hour Week • Promotion Opportunities

### RAILWAY POSTAL CLERK

(Examination Expected Shortly After January 1st)

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(CAF 5 and CAF 6)

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Classes Starting — New Examination Expected in 1949

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## FEDERAL NEWS

# U.S. Gives Active Reservists Full Re-employment Rights

WASHINGTON, Sept. 6—The Veterans Service Section of the

U. S. Civil Service Commission has received inquiries from members of reserve organizations concerning their reemployment rights if they leave Federal positions to volunteer for active duty. In answer to these inquiries, the Commission states:

"The Selective Service Act of 1948 provides that persons who, subsequent to June 24, 1948, enter upon active duty in the armed forces of the United States, the Coast Guard, or the Public Health Service in response to an order

or call to active duty shall be entitled to reemployment rights and benefits, provided they are relieved from active duty within three years from its beginning or as soon thereafter as they can obtain their releases. This assures Government employees who are members of the Reserve and who leave permanent Government positions for active duty that they have reemployment rights. This is true whether they are ordered or called to active duty voluntarily or involuntarily."

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FEDERAL NEWS

New Policy Eliminates Promotion Written Test For Many More Titles

WASHINGTON, Sept. 6—Federal agencies have been notified that the U. S. Civil Service Commission will no longer require employees with competitive civil service status to pass written tests in order to be promoted to any position other than Stenographer, Typist and Clerk positions in grades CAF-1 through CAF-4. In the past, the general policy has been to require such employees to pass a written test in order to be promoted to a position if the open competitive examination used in filling it includes a written test. The new policy applies not only to promotions but also to all other so-called non-competitive actions affecting status employees includ-

ing transfers, reinstatements, and reassignments.

Although the Commission will not as a general policy require written tests in non-competitive actions, except for Stenographer, Typist, and Clerk positions, the agencies have been authorized to require them whenever they wish to do so.

Under the new policy, the agencies will be authorized to conduct Stenographer, Typist, and Clerk tests in connection with non-competitive actions. They will use the Commission's test materials, and the Commission will provide any necessary training of agency personnel in rating the test papers. The Commission will continue to hold the written tests for other positions when an agency decides to continue requiring written tests in connection with non-competitive actions.

the departmental service in Washington but also to the field service and therefore includes the Second Regional Office, which has jurisdiction over the States of New York and New Jersey. The return to the old policy, however, leaves the heads of departments and agencies in full possession of discretionary power to hold written examinations, but this power would be exercised only in compelling instances.



It's not all hard work at War Assets. Feminine bonnets being modeled by employees differ from those they're holding only in the trimmings added by Marie W. Pollack, (standing) a designer.

Vocational Positions Are Offered by U.S.; Pay Ranges to \$3,727

Applications will be accepted until further notice for an examination for seven kinds of positions in Washington, D. C., Virginia and West Virginia by the Board of U.S. Civil Service Examiners, Department of Justice, Bureau of Prisons.

Positions to be filled from the examination are: Supervisor of Vocational Training, \$3,727 a year; Vocational Counselor, \$3,727; Employment Officer, \$3,351; Vocational Instructors in the fields of Agriculture (\$3,351, arts and crafts \$2,974, home economics \$2,974, and related training \$3,351, Instructor Trade Shop (Welding), \$3,351; Industrial Foreman (Saw Mill), \$2,225; and Industrial Foreman (Garment Shop), \$3,024.

These positions are at Natural Bridge Camp, Greenlee, Va.; Federal Prison Camp, Mill Point, West Va.; Federal Reformatory, Petersburg, Va.; National Training School for Boys, Washington; and Federal Reformatory for Women, Alderson, West Va.

Applicants will not be required to take a written test, but appropriate experience or education is required for all positions. Applications should be sent to the Executive Secretary of the Board, HOLC Building, First Street and Indiana Avenue, N.W., Washington, D. C. Complete information and application blanks may be obtained from the Executive Secretary of the Board; information office of the Fourth U. S. Civil Service Region, Temporary Building R, Third Street and Jefferson Drive, S.W., Washington and the Commission's information office, Seventh and F Streets, N.W., Washington, D. C.

Post Office Players To Entertain Next Month

The Post Office Players will present "Schemes of 1948" on Thursday evening, October 14, Friday evening October 15, and Saturday evening, October 16, at 8 P.M., at the Washington Irving High School Auditorium, 16th Street and Irving Place.

Tickets may be obtained from Joseph A. Pollack, Room 3006, General Post Office, 33rd Street and 8th Avenue, New York 1, N.Y. The performers have been rehearsed by Director Bob Suffes. The scenery and costumes are said to be outstanding. According to Harry Wiener, the show will be full of delightful melodies, acts and skits, singing and dancing, all making top entertainment.

The proceeds will go to the Morgan Foundation, which provides free hospitalization for postal employees.

Old Rule Restored

This dispensing with written examinations for promotions from titles filled by written open-competitive examinations restores the method that formerly existed, except for Typists, Stenographers and the other enumerated titles. The ruling applies not only to

**TYPISTS**  
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COMPLETE STENOGRAPHY COURSE—10 WEEKS  
Send for facts on 16 Business Courses  
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High Speed Pitman Shorthand

Classes in Shorthand Reporting (Pitman) will be conducted by John P. Cassidy, C.S.R. at Hunter College, 68 Street & Park Avenue, beginning the week of September 20th, 1948. Registration week of Sept. 13th at Hunter College. Speeds range from 150 to 200 words per minute. Courses, designated at el-9.277 and el-9.378 in the college catalogue. APPROVED FOR VETERANS, will meet Tuesday and Thursday evenings. Specialized preparation for civil service examinations and forthcoming examinations for positions of Senior Hearing Stenographer with the N. Y. State Government. For further information, write Hunter College, or Mr. Cassidy, 23-37 31 Avenue, L. I. City, 2, N. Y.

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DAY & EVENING CLASSES  
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Veteran Retention Rights Defined By Highest Court

The United States Supreme Court has decided that vets with efficiency ratings of Good or better have preference in retention over civilians, regardless of relative seniority, in case of lay-off in the Federal civil service.

A suit brought by E. W. Hilton, a long-time non-veteran employee of Charleston Navy Yard, challenged the validity of Civil Service Commission regulations giving preference in retention to veterans over non-veterans with much longer service, when reductions in force become necessary due to curtailment of operations or lack of funds. This the Commission did pursuant to the provisions of the Veteran Preference Act of 1944. Such preferential treatment, it was claimed by the petitioner, was an unconstitutional discrimination against non-veterans. The Court, in its opinion, written by Justice Black, upheld the Commission, stating:

"It is a policy adopted by the Congress, and our responsibility is to interpret the act, not to over-ride the Congressional policy."

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

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# NEWS OF MILITARY DUTY AND VETERANS

## Accepting Active Military Duty Held Volunteering at Cost of Job

ALBANY, Aug. 30—What constitutes "voluntary" service in the reserve corps or forces, to entitle an employee of the State or one of its counties or cities to a military leave, is defined by the information and Training Extension Service. This is a joint undertaking of the State Department of Civil Service, the State Conference of Mayors, the Municipal Training Institute and the Public Service Training Bureau of the State Department of Education.

An offer of military service, from the armed forces, which is accepted and is followed by an order to military duty, is construed as voluntary and no leave is to be granted. It's a case of having to resign the State or other job to accept military service.

When Choice is Voluntary The Extension Service, in a memorandum, says:

"Under the provisions of Sec-

tion 245 and 246 of the Military Law, a public employee could absent himself from his position for the purpose of performing military duty.

"In 1946, Section 246, which defines military duty, was amended to exclude from the definitions any services entered upon voluntarily on or after January 1, 1947.

"Within the last few months, this amendment has taken on more importance due to the increased number of opportunities in the armed services. These opportunities have been mostly for certain reserve officers who have been given the chance to accept or reject active duty status.

"Where such officers indicate a willingness to return to duty and then are ordered to report, it is considered that they 'volunteered' and therefore are not eligible for a military leave of absence. If it so happens that men are ordered to duty without having had a chance to decline, these men are entitled to a leave of absence for the extent of their tour of duty.

"With regard to members of the national guard or naval militia or other reserve units, such persons are entitled to 30 days' absence with pay each year. Where service in any particular year does not exceed 30 days, the employee is entitled to paid leave in spite of the fact that he may have given his consent prior to being ordered to duty.

An opinion on this matter was given by Attorney General Nathaniel L. Goldstein to Brigadier General Ames T. Brown, concerning a State employee who was offered three years' active duty as an Army Major.

### Goldstein's Opinion

Mr. Goldstein wrote: "The only statutory provision which gave a mandatory leave of absence and protection against prejudice to an employee's rights and privileges as such while voluntarily on military duty is found in Military Law Section 246. The term 'military duty' originally included any military service in the military, naval, aviation or marine service of the United States after July 1, 1940, under subdivision 1, paragraph (b), of the statute. However, this paragraph was amended by Laws of 1946, Chap-

ter 214, by the addition of the following sentence:

"Notwithstanding the foregoing provisions of this paragraph, the term 'military duty' shall not include any of the foregoing services entered upon voluntarily on or after January first, nineteen hundred forty-seven."

"It follows, therefore, that the protection of Military Law Section 246 does not extend to public em-

ployees who now absent themselves voluntarily in military service."

The State Civil Service Department ruled to the same general effect as all of the foregoing in its memorandum to head of departments, published in The LEADER last week, issue of August 31, except for the construing of volunteering when an offer of active service is accepted.

## Some Non-status Workers to Lose Jobs to Eligibles

The U.S. Civil Service Commission has issued an order that result in the separation by Oct. 15, 1948, of war-service and honorary indefinite employees in Washington, D. C., area in certain grades of five types of positions. Affected by the order are status employees in the following positions and grades: Astronomer P-2 through P-6; Geophysicist 2 through P-6; Oceanographer 2 through P-8; Patent Exam-

## Veterans Preference Comment

Veteran Speaks up on Preference Editor, The LEADER:

The main effort of Civil Service LEADER at present seems to be directed toward discouraging veteran preference in civil service as much as possible, and to pit veteran against veteran. Every week some one has some statement to make concerning the chaos in civil service administration resulting from veteran preference, and says that it produces ruthless discrimination among veterans as well as non-veterans. All of these so-called polls which are being taken among different organizations in favor of the proposed Mitchell amendment fail to mention that the greater number of members of these organizations are non-veterans.

Any veteran who served with a combat unit knows that the great majority of veterans who are 10 per cent or more disabled receive their disability on the field of battle and are more than entitled to veteran preference. The recent ruling that less than 10 per cent disability disqualifies veterans for disabled veteran preference has satisfied all veterans and given them a greater sense of security toward their civil service jobs. If a veteran was good enough physically and mentally to fight, risk death and become disabled while in the service of his government in time of war, he should be fit to serve his government in time of peace, and be given priority and the opportunity to do so. Absolute preference and the Condon proposal would take care of this. The veteran's service record should prove his fitness for the job. The Condon proposal would prevent an appointing officer from skipping over a disabled veteran and giving a non-veteran the appointment.

Bruce Stubblefield, Associate Chief of the Veterans Section of the Civil Service Commission in Washington, had this to say about veterans as capable civil service employees: "they are superior to most non-vets in their jobs . . . there is a lot of pressure on now to deprive the veteran of preference in getting civil service jobs. So called 'purists' argue that this preference has lowered the efficiency of civil service work. It's not true. We at the Commission feel that you can't deteriorate the service by recruiting employees from the cream of the nation."

AN INTERESTED VETERAN

### Cites Vets' Competency

Editor, The LEADER: My impression is that your paper in its allotment of space

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and headlines has shown a decided bias for the Mitchell vet preference bill.

This bill, regardless of your headlines, is not supported by veterans, because, in reality, it is an attempt to end vet preference. I support the measure submitted by the American Legion.

In answer to those non-veterans who are concerned with the future of the merit system, I can assure them that there are veterans able to assume any position in civil service and fulfill its requirements as well or better than any non-veteran.

M. KUPINSKY

### Editor, The LEADER:

All the argument pro and con on veteran preference neglects to face one point:

The idea of the merit system.

If we are ready to overthrow that system, and we are willing to admit that it is not a valid method of filling public jobs, then I say let us junk the whole idea, go all out for other methods of filling government positions—and let the veterans get everything, as many of my veteran friends are urging. You couldn't have a better beginning for this than the Condon bill. Because the Condon bill will make it possible to fill all the higher ranking positions with disabled veterans, will make it impossible even for the most talented non-veteran to get anywhere in civil service, will make a government career out of the question for the younger generation, will keep women out of the service. I might add that the non-disabled veteran wouldn't fare very well in this picture—but that doesn't disturb the proponents of the Condon measure.

However, if we think there is merit in the merit system; if we believe that government exists for all the people and therefore should be the most efficient type of government we can get; if we would like all citizens to have a fair chance in a democratic manner at rising to the positions to which their ability entitles them—why, the only answer is the Mitchell bill.

I know of a case in the NYC Police Department. A man who was near the top of the list on appointment tried to enlist in the armed services. He was turned

down because of the ruling. patrolmen were essential at home front. He took the exam sergeant, but hasn't a chance of getting an appointment even though he made an excellent grade. Under the type of preference now existing, and under Condon measure, he'll never be more than a cop, though he is certainly one of the most brilliant men on the job. He loses; the community loses.

The Mitchell bill recognizes the State owes something to men who may have lost economic competition while in the armed forces. It also recognizes that those aren't to be given everything stock and barrel. That's what many fair-minded civil service people—veterans as well as non-veterans—favor Mitchell.

A. R.

### Welcomes Mitchell Bill

Editor, The LEADER:

Your write-up in last week's issue supporting the Mitchell bill was gladly read by the all-out veteran preference immediately stopped, then completely ruin our present service system. Surely we can win this war for such unfatigable. Thanking you for your able support.

ARTHUR F. BOY

## Internal Revenue Agent Special Agent Jobs Open

Applications for positions Internal Revenue Agent (and miscellaneous tax squad positions) and Special Agent (tax fraud) will be accepted until further notice by the Board of U. S. Civil Service Examiners, Bureau of Internal Revenue. These positions are located in field offices of the Bureau in large and medium-sized cities in the States of Maryland, Virginia, North Carolina, West Virginia, and Delaware and in the District of Columbia.

The majority of appointments will be to positions with beginning salaries of \$3,727 a year, but positions with beginning salaries of \$4,479 will also be filled through this examination.

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# NEW YORK CITY NEWS

## Mayor Called to Task For Political Firings

The kind of patronage quarrel which Mayor William O'Dwyer and Congressman Vito Marciano indulged last week indicates that "the spoils system still persists to an alarming extent" in NYC.

The Civil Service Reform Association last week called the Mayor to task for firing corporation inspectors because of their political affiliations.

In a second letter to Joseph A. McNamara, President of the Civil Service Commission, the Association demanded tightening up of procedures involved in hiring non-competitive and temporary employees. Both letters were signed by Howard C. Kelly, Chairman of the Executive Committee, and Eliot Kaplan, Executive Director of the Association.

**Astonishing Revelation**

The letter to Mayor O'Dwyer stated in part: "It may well be that these politically selected employees deserve to be dismissed as incompetent as non-essential in carrying on the City's business. We have always refrained from injecting ourselves into any political controversy and we choose not to do so now. It must be an astonishing revelation to the general public, however, that in spite of much progress over the years in eliminating political patronage in appointments to the City civil service, the spoils system still flourishes to such an alarming extent."

**Jobs Unnecessary**

Current developments fortify our belief that it would be patently in the public interest to abolish these places as wholly unnecessary. We believe the task and responsibility of inspecting street openings now assigned to the politically selected corporation inspectors could better be performed by the regular inspection staff of the regular City departments, with undoubtedly less expense to the public utility companies and the ultimate consumers, virtually all of whom are taxpayers. In any case, there is no sound reason why those assigned to inspecting street openings should not be appointed under the merit system.

**Political Preferment**

The letter to Commissioner McNamara said, in part: "It is evident that partisan political preferment still remains the primary basis for filling positions excepted from the civil service rules or filled without competition in the absence of eligible lists. The implications are far-reaching when it is realized that there are presently over 20,000 temporary or provisional appointees in the City government. We believe the Commission can contribute greatly toward minimizing the temptation to fill positions with political proteges by:

- "(1) Scrutinizing more carefully the qualifications of those nominated or recommended for temporary appointments, to make sure that they at least meet minimum standards required for permanent appointments to such positions. It is our belief that the Commission's approval of provisional appointees is now handled perfunctorily;
- "(2) Expediting competitive examinations for filling positions now held by provisional appointees;
- "(3) Reviewing the long list of exempt and non-competitive class positions, with a view to transferring to the competitive class those for which competitive examination is now practicable."

**Asphalt Workers Agree on Pay Pact**

Agreement has been reached between NYC and its Asphalt Workers on an annual basis of employment. The proposed agreements will be before the Board of Estimate for action at its next meeting and, after approval by the Board, will be signed and effectuated.

There had been a hitch of long duration in the negotiations. When they were deemed about complete, unexpected opposition assailed Budget Director Thomas Patterson. Now these difficulties have all been settled.

It is believed that the agreements are based on the usual formula of including the equivalent of the \$250 salary increase that the City employees in general received, the vacation and sick leave allowances and a guaranteed maximum number of work days.

The Asphalt Workers are employed by the five Borough Presidents and every one of the 800

**Competitive Employees Promoted as Welfare Dept. Begins Its Reorganization**

Commissioner Raymond M. Hilliard's newly created Bureau of Welfare Administration has begun its function. This bureau will be the principal arm of the Welfare Department for administering the public assistance program and will have total and exclusive responsibility for its execution and direction. This move completes the first phase of the reorganization of the Department of Welfare.

A number of the appointments to the bureau were made by promoting former Social Investigators and Supervisors to administrative positions. Earl V. Bradsher is the bureau director.

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Prior to his association with the public Administration Service, Mr. Bradsher was Merit System Supervisor of the Louisiana Merit Council and Director of the West Feliciana Parish Department of public Welfare in the State of Louisiana. He began his work in the field of public welfare in 1936.

**L. R. LOOMIS REAPPOINTED**

Lester R. Loomis of the Yates County Civil Service Commission, has been reappointed.

## Views Differ on Communism As Barrier to City Jobs

The opinion of two of the members of the NYC Civil Service Commission is that being a member of the Communist party or an adherent of Communism raises serious questions of eligibility to hold a NYC civil service position.

President Joseph A. McNamara holds that Communists are not entitled to get a public appointive job, because that is a privilege and not a right, and is intended for the enjoyment only of those who seek to uphold and maintain our form of government which he says Communists are out to overthrow.

Mrs. Esther Bromley, the minority member of the Commission, believes that Communists, because of their extreme views, have nothing to offer, and besides are more interested in the welfare of Russia than of that of the United States.

Commissioner Darwin W. Telesford believes that subversive intent or action would have to be proved against any person accused of being a communist or fascist.

**Moot Question, Says Kaplan**

H. Eliot Kaplan, Executive Director of the Civil Service Reform Association, said that the authority of the Commission to exclude candidates or remove appointees because they are Communist or favor the Communist cause, is a moot one, from a legal viewpoint. He welcomed the test case, now in the court, in which a former Patrolman lost his job because soon after his appointment it was discovered that he had once held a card in the Communist party. The three Commissioners also felt that a judicial determination would be clarifying.

"I've always thought," said Commissioner Bromley, "that people who were members of the Communist party, or who had leanings toward it, had no place

in government service, because they had nothing to offer and because they entertained extreme ideas, such as collective bargaining by government employees, thus attempting to put government on the same basis as private industry as one move toward wiping out the distinctions between government and industry."

She said that the Patrolman who lost his job pleaded that he had to be a member of a waterfront union to hold the job he then occupied, that the union was Communist controlled and that he joined the party only for purposes of preventing any discrimination against him. When he left the waterfront job, he resigned from the party, he told the Commission. She thought that the Patrolman's case might not prove controlling of the entire subject, but perhaps some other case might, adding that what was needed, to implement the barring of Communists and their sympathizers, was a law to that specific effect.

"The members of the American Labor party, the Democratic party or the Republican party differ on principles, but are united on upholding the present form of government in the United States, and have the interests of the United States at heart, whereas the main objection to Communists is that their principal interest is in the welfare of Russia. It is that which fortifies the argument in favor of excluding them from government employ. It is the allegiance to a foreign country that is inimical to our national interest."

"President McNamara and I are very much at one on this issue."

**Telesford's Views**

Commissioner Telesford stated that persons favoring subversive policies have no place in government employ, or anybody who does not support our democratic form of government, and that would apply whether they passed as Democrats, Republicans, Fascists or Communists.

"The mere fact that a person is a Communist, or believes in Communism, may not of itself be sufficient grounds for disqualification from holding public appointive office," said Commissioner Telesford "Under our State law, which applies as well in NYC, any one who advocates the overthrow of our form of government by force is ineligible to hold office, and Communists and any others who so advocate are therefore ineligible."

**Requirement of Proof**

"Calling a person a Communist, or the fact that a person has been or is a Communist, would not alone constitute grounds for disqualification, for it is possible for a person to be a Communist and still support our form of government."

"It must be shown that the subversive element is present. It can not be taken for granted but must be proved."

**Makes Distinction**

Mr. Kaplan distinguished between appointive and elective positions in government. Elective ones, he said, could be legally filled by Communists, as the Communist party is not outlawed in the United States and the voters have full freedom of choice.

"The authority of the Civil Service Commission to determine whether a member of the Communist party could be rejected for a State or city appointive position by reason of Communist

party membership is a moot question," said Mr. Kaplan.

"The Civil Service Law does give public officials the power to refuse to appoint, and also, if appointment already has been made, the power to remove, those persons who are members of any organization whose policy is the overthrow of our form of government by force or violence."

"Further, the Civil Service Commission has the power to determine the fitness of a person to hold a public appointive position, on the basis of character, as well as knowledge, experience and training. Past conduct which would indicate that a person would be patently a dubious risk as a public employee goes to the roots of character and fitness."

Mr. Kaplan cited a case decided by the United States Supreme Court in which the U. S. Civil Service Commission was upheld in barring a person from a government job because of doubtful loyalty. That was before the Loyalty Board was created. The Commission, he remarked, had the authority under the Hatch Act, and now additionally under the Presidential loyalty rules.

"It may be, he commented, "that our State courts will hold that the State and local Commissions have similarly authority, on the same basis of reasoning, that discretionary power is vested in them where patent questions of loyalty or other overt acts are concerned, which warrant the conclusion that the person lacks good character or fitness."

"The problem is basically divided into two parts: '1. how to protect the public service in a democracy from those who might seek positions in its government for the purpose of using those positions to undermine our institutions.

"2. Sound administration and discretion, without bias, prejudice or extreme viewpoints marring sound judgment, which would safeguard the privilege of an individual to serve the public — administration that doesn't yield to hysteria or political whims."

He added that it's no an easy problem, no matter which way you look at it.

"If the only complaint is that the person affected was a member of the Communist party, the Commission might find itself on tenuous ground," he commented.

## 29 Stenos and 32 Typists Needed by Welfare Dept.

The NYC Department of Welfare has openings for 29 Stenographers, and 37 Typists (Transcribing and Type-Copyists). The beginning salary for Stenographer is \$2,100, total. Stenographers will be assigned to offices in all boroughs.

Transcribing Typists are needed to work from dictaphone records and the Department is prepared to give training in this work to skilled typists who are high school graduates or to other applicants with equivalent qualifications or experience. Salary for Typists begin at \$1,980 total. There are openings in all boroughs in the Typist title, too. Persons are assigned to locations convenient to their home, if possible.

Applicants should visit the Central Office of the Department of Welfare, 902 Broadway, near 23rd Street at the Personnel Office on the ninth floor, on Monday through Friday, between 9 A.M. and 4 P.M.

## Steno List Too Small; New, Easier Test Weighed

Only 25 per cent of the candidates for NYC jobs as Stenographer, Grade 2, are on the eligible list promulgated last week by the Civil Service Commission.

The list stopped at 398. A previous estimate of vacancies was 400. It is believed that another examination will soon be held, in view of the continuing shortage of stenographers.

If such an examination is given, requirements may be eased, to produce enough. Speed is set at 110 words per minute. Candidates must take dictation for five minutes at this speed and transcribe the dictated material. There are no age limits, nor experience or educational requirements.

The Budget Director's Office has announced that starting salary for the job is \$2,100, which includes a \$660 cost of living bonus. The salary of the test just completed was announced as \$1,920.

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NEW YORK CITY NEWS

FEDERAL NEWS

Reclassification of Jobs In Parks Dept. Is Ready

Budget Director Thomas J. Patterson's office has completed the proposed reclassification of titles covering the entire service, and will submit it to the Civil Service Commission...

Budget Examiner John Carthy did most of the work on the reclassification and when he exhibited the results it met with instantaneous approval by superiors.

Part of General Plan

Mr. Patterson explained that the reclassification of titles and salaries in the Parks Department constituted the first step in a general plan to rectify inequities in the present classification...

"That's the plan," he said. "We will see how the start works out. If it proves satisfactory, we'll con-

tinue on that basis. We're prepared to do the work, step by step, in conjunction with the Civil Service Commission...

Asked if he had given any attention to the adverse criticism made by the Citizens Budget Commission on the NYC classification, he said that he had...

Patterson Hopeful

"What has to be considered," he explained, "and what some people seem to forget, is that where inequities exist, the need for rectifying them first can not be made subsidiary to any cry for an immediate cure-all..."

"But will a piecemeal reclassification be scientific?" he was asked.

"I think so," he answered modestly. After all, we're familiar with the subject, know the city titles, jobs and duties thoroughly and should be able to outdo outsiders."

Patterson Promotions

Budget Director Thomas J. Pat-

erson was much concerned lest the impression prevail that there would be numerous promotions as the result of the forthcoming promulgation of the lists for promotion to Clerk, Grade 3 and 4, in the NYC service.

"They can not be as numerous as some people seem to expect," he said regretfully. "I must compliment The LEADER for having given a fair picture of the situation in its issue of last week, in which it pointed out that attempts to get all the eligibles promoted at once could not succeed..."

There are some existing lists for promotions to those titles, and efforts will be made to get at least some of those eligibles promoted, he added, confirming what was said in last week's LEADER...

DRAKE NAMED IN ALLEGANY

M. Carey Drake, a member of the Alleghany County Civil Service Commission, was reappointed for the term expiring May 31, 1954.

READER'S SERVICE GUIDE

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U.S. in Need Of Librarians

An examination for Librarian positions in the Washington area with beginning salaries of \$2,974 a year will be announced in a matter of days by the U. S. Civil Service Commission.

Because of the continuing shortage of qualified librarians, the examination will be announced on a nation-wide basis, with no closing date for the acceptance of applications.

Applicants will be required to take a written test and to meet education or experience requirements. Applications will be accepted, however, from college students who are otherwise qualified and who expect to complete the educational requirements within four months after the date of their applications.

The exact requirements will be described in the announcement. After the announcement is issued, information concerning the examination and the method of applying will be obtainable from the Commission's information office.

Are You a Griper?

WASHINGTON, Sept. 6—The staff of the Senate Civil Service Committee says that a survey of Federal agencies shows that approximately 5 per cent of U. S. employees can be classed as "chronic gripers."

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Secretary Exam About To Be Opened

The Secretary examination will be announced by the U. S. Civil Service Commission any day now. Secretarial positions in the Washington, D. C. area with beginning salaries of \$2,974, \$3,351, and \$3,727, will be filled through this examination.

Applications will be accepted from persons throughout the United States during a period of approximately two weeks, in the Washington jobs.

Secretarial positions in the Federal service are of three general types: (a) those requiring stenographic skill (the large majority); (b) those requiring typing but not stenographic skill (a relatively small number); and (c) those requiring neither typing nor stenographic skill (very few).

A written examination will be required, which will consist of one or more of the following parts: depending upon the type of position desired: (a) general test, which will include questions of vocabulary, paragraph reading, spelling, and grammar; (b) typing (copying from plain copy); and (c) stenography.

Ratings will be based entirely on the general test, with the addition of veteran-preference points to the ratings of persons entitled to them. Applicants who want eligibility only for positions requiring neither typing nor stenographic skill need take only the general test.

The requirements will be described in the forthcoming announcement. After the announcement is issued, information concerning the examination and the method of applying will be obtained from the Commission's information office.

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# NEW YORK CITY NEWS

## FIRE LINES

(Continued from Page 1)

by impossible, of which he is unconvinced, then by October 1, at the latest, which was a date that he had been discussing informally with those interested, and whose minds and hopes have been more or less set on that deadline as maximum. Talk about a November 1 deadline was the result of Budget Office repercussions and doesn't impress the Commissioner.

"The officers are well entitled to what they expect and have been very patient indeed," commented Commissioner Quayle.

He was evidently referring to the friendly patience exhibited by the Uniformed Fire Officers Association, whose membership includes nearly all the officers of the department.

### Patterson Coming Around

Budget Director Thomas J. Patterson admitted that he was originally opposed to granting Commissioner Quayle's request in full, for he thought that the reduction in Officers' hours could be accomplished with fewer men. The LEADER knows that his representative suggested 85 finally, after tentatively mentioning a smaller figure. Now Mr. Patterson is frank enough to admit that he's become more or less convinced by the arguments of Commissioner and officers that the hours must be reduced quickly so that the disparity between Fireman hours, of 45.6 a week, and Officer hours of 56 a week, with no day off, shall be eradicated. He discussed the matter at length with Mayor William O'Dwyer the other day and the Mayor showed sympathy with the Officers' cause. Mr. Patterson has a tentative date to take it up with the Mayor soon again.

Mr. Patterson displayed more than mere interest, rather a heartfelt concern with the Officers' case and explained that his aide, who handles the Fire Department budget, was away, but would be back today (Tuesday), whereupon both of them would get together on the Officers' case, and the matter would be discussed again with the Fire Department.

The Department now has a Chief of Staff and Operations at \$12,500 a year; a Chief of Department at \$11,500; an Assistant Chief of Staff and Operations, at \$10,000, and 17 Deputy Chiefs of Staff and Operations, at \$8,500. All the remaining eligibles on the Chief of Department list, after the promotion of Peter Loftus to that title, got DCSSO details.

A bill before the Council would

amend the administrative code to provide that the Chief of Department shall be in charge of the fire extinguishment work of the Department, while the Chief of Staff and Operations would head the Fire Bureau, at HQ. The bill was introduced with the intention of clarifying what seemed to be confusion of duties in the code. Chief Loftus is located at the Liberty Street fire house, where others of similar rank had held forth. The Chief of Staff and Operations is at headquarters.

Commissioner Quayle, after a study of the method in vogue for 60 years for preparing the morning report on personnel at work during the day's shifts, devised a shorter form that will convey the same information on an 8 1/2 x 11 inch sheet, with summarized results, instead of a mass of detail on the 40x18 inch forms on which Firemen had to spend a day filling in statistics of a battalion.

The cost of the present method is about \$8,000 a year, that of the newer one \$500, and, aside from the money saved, the Firemen can devote the rest of their working tour to helping bring deferred projects to completion. Commissioner was hopeful of instituting the change soon and seemed very glad to have found out the necessity for the improvement, since that represented another item that his friends on the Citizens Budget Commission overlooked.

The Division of Combustibles and Fire Prevention, of which Deputy Chief of Department David J. Kidney is head, is being reorganized. There will be five fewer clerks in the division. They will be transferred to divisions that have been short of clerks.

Promotions have been ordered for civilians in the Fire Alarm Telegraph Bureau — nine Telephone Operators to Dispatchers, and 15 Telegraph Dispatchers to Supervising Telegraph Dispatchers.

Dave Phillips, Treasurer of the Committee appointed by Fire Commissioner Frank J. Quayle for the United Jewish Appeal drive in the Fire Department, reports that \$1,521.75 has been collected from members and honorary members of the Naer Tormid Society.

The committee has set a goal of \$3,000 for the 1949 U. J. A. drive.

## Nuptial Bells For State-City Employees

Wedding bells will ring out September 25 for two attorneys, one a state employee, the other, a New York City employee.

This was disclosed after Mr. and Mrs. Cornelius D. Ahern, 139-63 87th Ave., Jamaica, announced the engagement of their daughter, Eileen Regina, to Francis J. Sullivan Jr., son of the late Mr. and Mrs. Francis J. Sullivan of 38 Rutland Road, Brooklyn.

Miss Ahern is a member of the Bar of New York State and is employed by the New York City Board of Water Supply. Mr. Sullivan, the prospective bridegroom, is employed as an attorney in the State Civil Service Department in Albany.

Both are graduates of Fordham Law School. The marriage will take place at the Jamaica home of the bride.

## Special Steno Course Seeks to Raise Salary

In the NYC area there are more than 200,000 persons earning their livelihoods as typists because they have no knowledge of stenography. A knowledge of stenography would greatly increase their salaries, and break down, also, the monotonous pressure that typists experience.

Realizing this, the Royal School, 1395 Broadway, NYC, starts a fall session, offering a complete stenography course in 10 weeks. This special stenographic course will be an addition to their 16 other business courses now being offered.

Professor Morris Edwynne, a Pitmatic specialist for more than 40 years, Morris Wahle, a noted reporter and teacher, and Miss LeCrann, Gregg instructor, will conduct these classes at the Royal School during the Fall Term.

## Fall Session Announced By the Monroe School

Mildred Allison, Director of the Monroe School of Business, at East 177th Street and Boston Road, the Bronx, announced that the opening of the fall session for veterans and non-veterans begins on September 7 and 13. Courses are offered in Stenography, Typewriting, Bookkeeping and Junior Accounting, and Business Machines. The School offers a Stenotype Course (Machine Shorthand) which entitles veterans to tuition, textbooks, subsistence and the stenotype machine.

This is the only private school in the Bronx approved to train veterans under the G. I. Bill, she added. Veterans receive special counselling and advice in filling out all necessary forms.

Harry Jerome is Registrar and Veterans Counsellor.

## Best Housekeeping Co. Features Appliance Sales

Buys in all types of household appliances are offered at the Best Housekeeping Co., 174 First Avenue, NYC. This concern is one of the oldest in the city. It carries a wide variety of makes and types of washing machines, gas ranges, irons, refrigerators, and all electric appliances. Immediate delivery is guaranteed. Best Housekeeping Co. specializes in appliance service. The patronage of Civil Service Personnel is considered by the firm a tribute to its understanding and friendly business policy. The store is open from 9 AM to 8 PM., except on Fridays only to 6 PM.

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## 23 More Are Promoted In Sanitation Dept.

Three Foremen were promoted to Superintendent, retroactive to August 16, and 20 Sanitation Men, Classes B and C, promoted to Tractor Operator, effective September 1, by Sanitation Commissioner William J. Powell. The new Superintendents are Richard A. Kruse, Martin J. O'Gara and Joseph V. Merkel.

### O. K. for 1,800 Sanitation Men

Other promotions, however, are being held up for clearance of veteran preference claims, particularly disability preference claims. Now the disability rating by the Veterans Administration must be 10 per cent or more, to entitle a claimant to primary preference,

following a Court of Appeals decision.

Twenty Assistant Foremen are to be promoted to Foreman and 21 Sanitation Men to Assistant Foreman, also retroactive to August 16, if the arrangement made in the case of the promotions to Superintendent can be repeated.

A budget certificate was obtained by Commissioner Powell for the promotion of 300 Sanitation Men, Class B, to Class C. Besides, there's a certificate, also approved, for the appointment of 1,800 Sanitation Men, Class B, from the eligible list, and as many of these will be appointed as can be cleared by the Civil Service Commission and the Veterans Administration.

## Laundry Bath Attendants Seek Increment Arrears

Fourteen Laundry Bath Attendants, Grade 2, served a notice of claim on the City Board of Education for salaries allegedly in arrears since July 1, 1942.

A. Mark Levien is attorney for the claimants. He stated that all were appointed prior to 1940, at the initial salary of \$1,800. In July 1943 they were granted an increment of \$120, and on July 1, 1944, another \$120 increment, bringing their base pay up to \$2,040.

On July 1, 1945 the Board of Education did a right about face and cut the Attendants' salaries to \$1,800, he added, at which point

it has remained, except for the cost of living adjustment received by all civil service employees of the Board.

The claimants ask that their current base annual salary be raised to \$2,400 a year, and that the difference between that sum and their present salary be paid them.

Four Attendants have retired and ten are still in the service, Mr. Levien revealed.

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# NEW YORK CITY NEWS

## Judges Won't Appoint Eligibles As Probation Officers at Low Pay

### Case Will Go To O'Dwyer And Patterson

An impasse confronts the proposed NYC examination for Probation Officer (Domestic Relations, Magistrates and Special Sessions Courts.) While the examination has been held up for a year and a half until the salary could be adjusted upward to attract the quality of personnel that the judges require, the NYC Civil Service Commission has decided not to wait much longer. But the heads of the three courts say that they will not make any permanent appointments from any eligible list promulgated at current scales. They so agreed at a meeting.

#### Small Raises Slowly Granted

The Domestic Relations Court job by law requires a separate exam and this is the one on the agenda.

The salary of Probation Officer originally was \$1,680 to \$2,400 a year. Then when it became impossible to recruit even provisionals at \$1,680, the entrance salary was raised to \$1,800 in 1944.

#### Ask \$3,000 to \$4,500 Grade

In October, 1945 the LaGuardia Administration was able to spare \$293,000 for salary increases and the Probation Officers got a split of this melon which increased the maximum by \$300. In 1946, the Probation officers requested again that their pay be made commensurate with their duties. Those at the maximum of their grade were given a \$250 raise, which they accepted as a tacit admission that their grade top was not high enough.

Recently the \$250 permanent

### Patterson to Act on Probation Officer Pay

The pay of Probation Officers is one of four or five pressing salary problems, Budget Director Thomas J. Patterson told The LEADER, "and we expect to go into that problem." The LEADER had urged the Budget Director to give full and early consideration to the needs of the Probation Officers and he intimated that compliance may be expected.

increase was granted to Probation Officers along with the other city employees so that the top of the grade is now \$2,505 base pay plus \$660 cost of living bonus, or a total of \$3,165. Budget Director Thomas J. Patterson has before him a request of the Probation Officers Association of Greater New York that the pay of the grade be made \$3,000 to \$4,500.

"We have been asking that the salaries of the Probation Officers in these courts be made approximately equal to those paid in the State and federal government for the same type of work," said Lloyd V. Thomson, President of the Association.

#### 59 Per Cent Provisionals

It is reported that 59 per cent of the employees in the courts are provisionals and great difficulty is being experienced even in retaining the provisionals, since they not only take examinations for the same title in State and federal service and eagerly accept the higher pay offered, but also take positions in private industry and commerce because of the higher pay. In addition, permanent employees are being lost to the Probation Service because the title is eligible for promotion to Assistant Court Clerk, which pays much more money, and most especially since there has been no promotion examination in the Domestic Relations and Special Sessions Courts since anybody can

remember, and only one in the Magistrates Courts in a decade, when, about four years ago, a test was held for promotion to Senior Probation Officer. About a dozen promotions resulted. Other than that, the supervisory work is done by Probation Officers Grade 1, who are thus accorded the office titles and duties of higher jobs but are being paid Grade 1 money. In other words, they're working out of title.

#### Supervisors 15 Years in Grade 1

The promotion ladder is Probation Officer Grade 1 to Senior Probation Officer to Supervising Probation Officer to Chief Probation Officer. Some of the employees in the supervisory positions, although still classified and paid as Grade 1 employees, have been in the grade for 15 years or more in Special Sessions and the Domestic Relations Courts.

The Association is endeavoring to obtain another conference with Budget Director Patterson, to induce him to get a resolution before the Board of Estimate to raise the pay to a \$3,000 minimum and a \$4,500 top. The Association points out that the recent State examination for Court Probation Officer in Kings County was advertised at a salary of \$3,000 to \$5,000 and that NYC pays the salary of these appointees.

Mr. Thomson said that the responsibilities of the Probation Officers in the three NYC Courts is certainly no less than those of Probation Officer in the Kings County Court, especially since most of the NYC work is with

juveniles and adolescents and is difficult and exacting and requires the greatest degree of experience and skill. He said that the Association will indorse stiff requirements for any examination which may be held because the work is so responsible, and he mentioned the following requirements as basic: college degree, social work training subsequent to a degree and subsequent experience, besides.

John Warren Hill is Presiding Justice of the Domestic Relations Court, George B. De Luca is Chief Judge of the Court of Special Sessions and Edgar Bromberger is Chief City Magistrate. These are the three top judges who refuse to go along with the use of an eligible list predicated on the present low entrance salary.

#### Conference with O'Dwyer Sought

The judges are expected to request that Mayor William O'Dwyer afford them an early opportunity to confer with him on the subject of raising the pay in Grade 1 Probation Officer and they will point out to him how present Probation Officers flock to the

### NYC Plans Exam, But Courts Balk

jobs that the State offers in General Sessions in Manhattan, Bronx and Richmond courts where the employees are paid from city funds.

Speaking of the city Probation Officers, Mr. Thomson said: "We are in a blind alley with a low ceiling."

"Our problem requires immediate attention." Seven Probation officers are doing field work in Queens County and he is the only permanent worker among them.

"We know that there is a general classification on the way," he added, "but our problem is so immediate we cannot wait for such results, nor should be asked to do so, after having suffered from low pay for so many years."

#### Reason for Exam

The necessity for the examination is to end employment of provisionals, whose jobs can last only six months, with a three month renewal, or war provisionals, who will have to yield to eligibles by December 31, 1949 under a resolution recently adopted by NYC and soon to be approved by the State Civil Service Commission. It extends the job-holding beyond June 30 last for war provisionals.

### SAFETY CERTIFICATES ARE AWARDED



Left to right, Guy Hecker, Manager of American Transit Association; M. E. Sternburgh, Director of Safety; Board of Transportation, Edward T. McNally, Board General Superintendent; and William Reid, Chairman of the Board of Transportation, at the presentation of safety awards. Certificates for safety were

awarded to four departments of the New York City Transit System in recognition of 250,000 consecutive man hours each without one lost-time accident, the Board of Transportation announced today. The certificates were presented by Guy Hecker, General Manager of the American Transit Association, to William Reid, Chairman of the Board of Transportation.

At the September meeting of the Safety Committee of the

Board, Edward T. McNally, General Superintendent of the Transit System, relayed the certificates to the Car Maintenance Department of the BMT, for 368,132 hours with no lost-time accidents; Third Avenue Station Department, for 326,946 hours without an accident; Outside Plant of the Power Department, for 315,780 hours with no lost-time accidents; and the Telephone Section of the Eighth Avenue Subway, for 291,245 hours without one disabling injury.

### Transportation Board Make 25 Permanent Promotions

Permanent promotion of 25 employees was announced by the Board of Transportation as follows:

From Surface Line Operator at \$1.44 an hour to Surface Line Dispatcher at \$3,720: Nicholas T. Blassi, George A. Caputo, Bernard Charles, Momuth J. Coyne, Paul S. Gibaldi, William Harper, William E. Joyce, Gilbert C. Kraus, Louis A. Lebovitz, William R. Lowery, Eugene K. Maher, Harold B. Meehan, John F. Piggott, James T. Quinlan, Clarence Recker, Andrew M. Ripp, Eric C. Schmidt, Edward J. Scully, George Tessen, Francis J. Townsend, Paul J. Whelan and Lawrence G. Williamson.

From Motorman at \$1.44 to \$1.59 to Surface Line Dispatcher at \$3,720: Joseph A. Dickman, William A. Reichert and Irving Suntrup.

### Sanitation Employees Get Awards from O'Dwyer

Mayor William O'Dwyer and William J. Powell, Commissioner of Sanitation, presented medals and other awards on the City Hall steps to employees of the Department of Sanitation. The recipients during the past year performed acts beyond the line of duty.

The annual ceremony not only paid tribute to men who risked their lives to help others, in fire hazards, or as Salvatore Porpora did, in aiding the police to capture a criminal, but also honors the memory of members of the department who died in the performance of their regular duty. The department band, under John Celebre, District Superintendent, played.

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