

Civil Service LEADER

America's Largest Weekly for Public Employees

No. 32 Tuesday, April 20, 1948 Price Five Cents

What ... Test Will Be Like In NYC

See Page 16

JOBS SPEEDED IN EUROPE AID PLAN

How To Apply For Marshall Plan Jobs At Home Or Abroad

Civil Service Assn. Spearheads Drive For Tax-exempt Pensions

Taxing Those In Distress Is Called Wrong

ALBANY, April 19. — Public opinion is becoming more and more conscious from day to day of the plight of citizens who depend for their daily bread upon pensions. The distress among many who contributed much to the upbuilding of our private and public welfare throughout the many years when the economic strength of our nation was being developed — those who invested in pensions — is a distinct public problem.

The Civil Service Employees Association and other interested groups presented the matter to the Legislature this year with confidence that some remedial action could be taken. The Senate passed a bill to permit upward adjustment of pensions through constitutional change, but the bill did not progress beyond the Senate.

The Association this week reported that it intends to leave no stone unturned to arouse the public to the need of pension reform. The problem of the Federal tax upon pensions is a serious one. Even the small pensions are fur-

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NYC Employees Overwhelm Board With Arguments For \$600 Raise

City employee groups uniformly insisted, at public budget hearings held by the Board of Estimate last week, that NYC grant a flat \$600-a-year salary increase and incorporate the present bonus into base pay. The arguments were so solid and so well documented that the Board, which had received the executive budget from which salary increases were absent saw that it would have to provide raises. Meanwhile Mayor William O'Dwyer was getting ready to make a subway fare increase a part of his administration's policy.

Winning Case

As that added income was considered by his advisers and others as necessary, if pay were to be raised, employee organizations realized that their arguments, backed up by the press and by citizens groups, had constituted a winning case. The LEADER waged a vigorous campaign for a raise and its publisher wrote Mayor O'Dwyer a strong letter to that effect.

One after another the leading organizations' spokesmen rained telling points upon the Board, over which Council President Vincent R. Impellitteri presided,

while Mayor O'Dwyer was conferring in his office on transit labor problems, general pay increases and other aspects relating to the budget.

Among the prominent organizations heard, and their spokesmen, were:

Central Trades and Labor Council, AFL—James C. Quinn, Secretary.

Uniformed Firemen's Association and Uniformed Fire Officers Association, AFL—John P. Crane, President of UFA.

State, County and Municipal Employees, AFL—Henry Feinstein, President, District Council.

Civil Service Forum—Robert W. Brady, President.

United Public Workers of America, CIO—Jack Bigel, President, District Council.

Transport Workers Union, CIO—Michael Quill, International President.

Civil Service Technical Guild (Forum)—Philip F. Brueck, President.

Amalgamated Association, Street, Electric Railway, AFL—Ely L. Oliver.

Besides, the Police-Fire Conference, of which President John E. Carton, of the Patrolmen's Benevolent Association, and Mr. Crane, are co-chairmen, submitted a

memorandum supporting a 25-cents-an-hour wage increase for these uniformed forces. Besides the two organizations, the constituent groups are the Uniformed Fire Officers' Association, the Uniformed Pilots' and Marine Engineers' Association, the Sergeants' Benevolent Association, the Lieutenants' Benevolent Association, the Captain's Endowment Association, and the Detectives' Endowment Association.

Most of the speakers emphasized the plight of the underpaid employees and asked for a \$600 raise as necessary to repair the shattered morale of the workers.

Truman Clears Way For Quick Appointments

WASHINGTON, April 19.—President Truman, to speed up the filling of jobs under the Marshall Plan in the Economic Co-operation Administration, and also in the Army and Navy and elsewhere under the enlarged defense program, issued an order exempting all "emergency indefinite" appointments from civil service competition.

His action followed the adoption by the U.S. Civil Service Commission.

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U. S. Pay Raises Voted By House Committee, But Obstacles Arise

Special to The LEADER
WASHINGTON, April 19. — Efforts to whittle down proposals for raises for Federal employees

are becoming pronounced in Congress. The Republican party leadership has asked for that action.

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Citizens Ask Whalen: Who Pays If Jubilee Flops? Meanwhile Project Faces Possible Injunction; Commerce and Industry Group Asks 'Scrapping'

As New York City's civil service employees put up their case last week for higher pay and improved municipal services, they found formidable support from a variety of groups — even businessmen's groups who normally oppose pay increases.

An element of surprise hit the City's top officials as they noted the variety of citizens and organizations who preferred to see

money spent on substantial City needs rather than on such projects as the Golden Jubilee. The Jubilee has by now become a symbol of "wasteful extravagance" at a time when City employees, school officials, and representatives of various municipal services put up a formidable case for improving their condition.

Among the business groups denouncing the Jubilee was the pow-

erful Commerce and Industry Association. Said its executive vice president, Thomas Jefferson Milley:

"So far, according to what information we have been able to get, the Board of Estimate has appropriated \$685,000 of the City's money for the project. In addition, another \$100,000 has been appropriated, contingent on the matching of the amount by

the Port of New York Authority, to stage an Air Show. That means a total of \$885,000 of public funds will have been earmarked for the celebration.

Is This City Business?
"To top all that, the city's Golden Jubilee Committee, headed by Grover A. Whalen, is canvassing the business community of the city in an attempt to raise still

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MAYOR WILLIAM O'DWYER He must now solve problem of the Grover Whalen Jubilee.

STATE AND COUNTY NEWS

Drive Seeks Exemption Of Pensions From Tax

(Continued from Page 1)

ther depleted by Federal income tax demands.

Attention Being Paid to It

That informed persons are giving attention to the pension situation is evidenced by a recent article in April issue of The New York Public Accountant by Miriam I. R. Eolis, C.P.A., (quoted in part herewith with the approval of the New York State Society of Public Accountants):

"The average individual who retires on a pension suffers certain psychological hazards and setbacks which make it desirable that his financial security be in no way impaired. Usually such an individual has worked all his life and suddenly discovers that the world continues to revolve on its axis and in its orbit without his contribution. He must generally readjust his standard of living quite radically because his pension income rarely equals his earlier earning capacity. He finds more time on his hands than he ever had before, with less money with which to use the time. With his belt tightened and his spirits quelled, there is only one pattern of his past that continues in similar vein — his income remains subject to federal income tax, if his retirement moneys come from private business sources.

Retirement Should Be Untaxed

"The Federal government recognized, in its handling of old age benefits, that such benefits should be made exempt from income taxes. In a similar way and for similar reasons, all retirement pay should be exempt from tax. For the benefit of our economy as a whole, our older population should have available for its use as much spendable money as possible. It should be borne in mind that for every dollar of tax obtained out of retirement income, some form of further old age subsidy by government becomes necessary.

"I would therefore recommend, first, that all moneys paid to individuals past the age of 60, in recognition of services rendered in earlier and more productive years, and which do not exceed annually, 50 per cent of the average annual income of such individual for five years preceding his retirement, be made wholly exempt from tax.

"A second alternative recommendation is that the present rate of 3 per cent applied to the cost of the fund to determine the annual taxable retirement income be reduced to one per cent, and furthermore that this method of taxation be utilized as long as the retirement income is paid, and not merely until the theoretical capital cost is fully consumed. If the small investor today puts his money into a savings bank, he cannot get much more than one per cent interest. There is no reason why the tax law should compel him to report 3 per cent as income on his capital in the retirement fund. Tax laws, indubitably, change more slowly than economic money markets, but it is high time that recognition be given to the change in interest rates.

Another Plan

"A further alternative recommendation, in the event that it becomes politically inexpedient to reduce the '3 per cent rule' to a '1 per cent rule,' is that a declining scale of income be reported annually instead of the static scale now in use. An insurance company, in setting up tables would be expected to take into account the fact that, as a capital fund is expended, the income receivable from that fund declines. Yet the tax law gives no such recognition. For example, if the employee's total contribution to a fund were \$10,000, and in the first pension year he received \$1,300 under

the 3 per cent rule, \$300 would constitute income, and \$1,000 would constitute return of capital. After that payment, the capital remaining in the fund is only \$9,000. In the second pension year under the present law, of the \$1,300 to be received, \$300 would again be treated as income and \$1,000 as return of principal. Under the proposal herein stated, in the second year only \$270 or 3 per cent of \$9,000 should be reported as income and \$1,300 should be treated as return of capital. Thus as the capital of the fund declines each year, the income return on the fund would decline proportionately.

There's Logic in It

"A final recommendation is, that after the entire capital of the pension fund has been absorbed, the pension income received thereafter be fully tax exempt. The logic of such a proposal becomes apparent when we recognize that the average pensioner does not retire before 60 years of age. For the next ten years of his life, he receives a pension, a small portion of which is subject to tax. During the years from 60 to 70, he may possibly augment his income by some additional earnings, or by contributions toward his support by other members of his family, thus affording himself some manner of subsistence. Frequently after about ten years of pension payments, all the pension income becomes subject to tax. At this time, our pensioner is usually well past 70. His medical expenses are constantly increasing. His earning capacity has usually dwindled to zero. He has generally outlived his brothers and sisters and even his children, so that these sources of help are much diminished; and at this time he becomes an affluent citizen under the tax law and discovers that all of his pension income is subject to tax. Equity requires that this unrealistic approach be corrected.

Number of Aged Increasing

"We live in an era when insurance company tables tell us that the proportion of old people to young people is growing greater each year. Whether this is brought about by the fact that our birth rate is declining, that our normal life span is increasing, or that wars are carrying off too many of our young people, does not attack the focal point of the problem. It merely explains its existence. It is therefore rapidly becoming a social necessity that we develop means of providing for the support of our older population in its declining years. It is evident that many methods will be devised to help solve this problem, as it grows greater by force of numbers. Whether it will be solved through broader private pension planning or through enlargement of publicly supported social security benefits, it is difficult to forecast. However, if the present trend toward increasing numbers of older population continues ad absurdum, we may some day find that most of our taxpayers are retired employees living on pensions."

Wanted: Ideas For Future Assn. Building

ALBANY, April 19.—Among the many suggestions which have come in concerning the projected new building of the Civil Service Employees Association is one that the lobby contain portraits of men and women who have accomplished advances for State employees. The suggestion is receiving favorable consideration at Association headquarters in Albany.

Suggestions for the building's name continue to flow in. Among them:

Frank L. Tolman Building.

Merit Building.

Civil Service Employees Association Building.

Public Employee Building.

The Association wants as many suggestions as possible from employees, about what should be in the projected building and ideas for a name.

Condon - Wadlin Act Firings Reported

What appear to be the first firings under the Condon-Wadlin act, came last week.

The Associated Press reported that six of 10 local employees in Newark, N. Y. were summarily fired after they had taken sick leave, subsequent to being refused a raise in pay. They were members of the Public Works Department.

Lerow H. Wright, Public Works Superintendent, said, according to the AP dispatch, that new men were being hired to fill the vacancies. He added that of the 6 men he dismissed, two were let go "for cause," and the other four under the terms of the Condon-Wadlin Act.

The Condon-Wadlin measure became law after employees had put up a vigorous battle against it. It was contended that the bill was loosely drawn, that it could be used for all types of arbitrary actions against employees, and that activities which were far from "strike" could be so construed under the act.]

Scholarships Offered For Public Nurse Jobs

The State Department of Health offers scholarships issued annually to qualified general duty nurses who wish to become Public Health Nurses. In view of the serious shortage of qualified candidates for Public Health Nurse, Civil Service Commissions were asked to encourage that applications be made. Address Miss Marion Shehan, Director of Public Health Nursing, State Health Department, Albany, 1, N. Y.

New Rochelle Votes On Little Hatch Act

The New Rochelle Council is considering a local law, to amend the Charter, to create a Little Hatch Act for the city. The bill would prohibit employees of New Rochelle from engaging in political activities or making or soliciting political contributions.

Non-Members Urged to Join Association at 'Half-Price'

Special to The LEADER

ALBANY, April 19—State employees who have not yet joined the Civil Service Employees Association were again urged this week to take advantage of the pro-rated dues arrangement which permits them to become members at half the annual dues-figure.

Joe Lochner, executive secretary of the Association, emphasized that there is no loss of rights or privileges to those who join now at the lowered figure.

All new members who are employees of the State may come into the Association with the payment of \$1.50 in dues. Annual dues in the State Division is \$3. The dues is of course pro-rated.

Employees of counties may enter the Association by payment of

\$3, which is one-half the annual county dues of \$6.

A statement issued by the Association said:

"Every informed State employee realizes that he has been benefited by the work of the Association as to salaries, hours of work, retirement, sick leave, promotional rights, tenure and other working conditions. Every fair-minded State employee should join with the over-40,000 present Association members and support its work, program and services."

Although the County Division is new, employees of several counties have already received substantial benefits through the work of the Association.

The Association urged members to call the pro-rated dues to the attention of their non-member friends.

Letchworth Workers Thank Assn. For Achievements

Evidence of the way employees throughout the State feel about the activities of The Civil Service Employees Association came in an editorial in "Village Views," published by the Letchworth Village chapter of the Association, under the heading "An Open Letter to President Tolman and his officers on the Board of Directors":

Gentlemen:

We congratulate you. We thank you, and we wish to express our appreciation for the very fine job just turned in. To succeed in normal times is good and creditable, but to succeed as well as you have done, in a year when the Administration was so evidently out to cut the budget, is little short of a miracle.

Your negotiations with the Director of the Budget that led to the freezing of the 7½% Hazardous and Arduous pay to the salaries of the present holders saved many employees of this department from considerable loss.

The sincere thanks of our de-

partment goes to you, sir, and the officers immediately concerned.

The winning of a 15 per cent cost-of-living bonus for all state employees is another in a long line of victories since you became our leader. The method of gaining this welcome addition to our salary appeals to the imagination of all. We look to the future with assurance.

We believe that you and the Board of Directors have made the greatest single forward step in the history of the C. S. E. A. when you set the machinery in motion for the establishment of a permanent Labor Relations Board and we are sure that with such capable officers conducting our affairs, such a board would soon become an example for all others to follow. In conclusion, sir, let me tender the thanks for all the employees here at Letchworth Village. The assurance that we deeply appreciate everything you have done for us and the fact you give of your time and effort gratify make us all more appreciative and proud to serve under you.

Letchworth Village Chapter, Civil Service Employees Ass'n.

County Memo

On Laws Makes a Hit

The Broome County Civil Service Commission has been furnishing appointing officers with periodic memoranda on pertinent civil service problems. The results of this practice have been so successful that the 1948 program includes plans to send out these memoranda "at least once each month." The general title used is "Things You Should Know About Civil Service." The subject matter will be not merely new material, but the presentation and explanation of laws and rules frequently misunderstood.

Dongan Guild to Hear

Mass on April 22

Daniel Farnun, President of the Dongan Guild, announced that there will be a Mass for the living and dead members of the Dongan Guild on Thursday, April 22 at 12.30 p.m. at St. Andrew's Roman Catholic Church, Duane Street. Mass will be said by the Spiritual Director, the Rev. Bernard J. Fleming.

The speaker for the May 1 Friday Dinner will be the Very Rev. Leonard Donnelly, of the Immaculate Conception Monastery.

The Dongan Guild is composed of State employees.

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STATE AND COUNTY NEWS

Western Conference Hears Report on New Laws and Asks Civil Service Office in Buffalo

Special to The LEADER
BUFFALO, April 19. — With 16 chapters participating, the Western New York Conference of the Civil Service Employees Association completed a lot of solid work at its meeting in Albion.

The chapters' representatives from the N. Y. State School Blind Chapter, Albion, Hamilton, Morris Hospital, Gratiot, Geneva, Buffalo State Hospital, Thomas Indian School, Buffalo, Attica State Prison, Gowanda State Hospital, West State School, Rochester Hospital, and Industry.

In addition, there were representatives from the Western New York Army Employees, and Rochester District 4 Public Works Chapter, the Civil Service Employees Association of the Fourth Judicial District, Orleans County Civil Service Workers and the Association of Operating Engineers in State Institutions. Representatives of the Southwestern Chapter also participated.

Holt-Harris and Culyer Speak

The afternoon program included a review of the 1948 Legislative program by John E. Holt-Harris, Jr., Associate Counsel to the Association, and a report on the Building Fund program by Charles Culyer, Field Representative. It also included a summary by Raymond Monroe, President of the Rochester Chapter covering the conducting of Civil Service examinations in this area.

Local Civil Service Hit

Constructive criticism was presented on a variety of matters, and a strong case was presented, indicating the need for closer supervision by the Civil Service Com-

mission of the conditions under which examinations are conducted locally. It was recommended that a representative of the Commission qualified and authorized to make the necessary decision, be present at each examination center. It was pointed out that adjustments required because of errors of omission in examination papers are satisfactorily made at some centers, while in other centers the contestants are penalized because of the failure to make similar adjustments.

Civil Service Branch Urged

A resolution was unanimously adopted, petitioning the opening in Buffalo, of a branch office of the Civil Service Commission to provide adequate service for the residents of the Western Conference area. It was pointed out that in this area, the latest available figures furnished by the Civil Service Commission, indicated that there were 8,707 State employees, 12,961 County employees, 15,750 City employees, a total of 34,418 public employees, subject in varying degree to the State Civil Service Commission. This, in addition to those members of the general public interested in competitive examinations and other elements of Civil Service employment.

Louise Gerry's Advice

Cecilia Patton, Director of the Albion State Training School for Girls, welcomed the Conference to Albion at the evening dinner, and Harry Delaney, Chairman of the Orleans County Board of Supervisors, introduced many of his associates in the County Government who were present.

Louise Gerry, Civil Service Commissioner, was the principal

speaker in the evening, and she contrasted both the numbers and the spirit of the membership with that which prevailed at the first meeting in 1945 which she also attended. She urged the members of the Conference to carry on their good work, to continue to make known to the Commission, their ideas and suggestions on Civil Service matters. She pointed out that the security of employment and the successful operation of a merit system in public employment rested largely in the hands of the employees themselves.

Next Conference at Newark

Robert Soper, President of the Newark State School Chapter, invited the Conference to hold its next meeting on June 26, 1948 at Newark, N. Y., and pointed out to the Conference that the visit would take place at a time when the world famous rose gardens will be in full bloom, and assured the group of a hospitable welcome and a very pleasant visit.

Noel McDonald, President of the Southwestern Chapter, was appointed Chairman of a Nominating Committee, consisting of Mr. Joseph Crotty, Mr. Vito Ferrall, Miss Lucille Pennock and Miss Marion Render.

Approximately 125 delegates and visitors attended the dinner, and all concurred that the meeting had been productive and profitable. The meeting closed with a few remarks, complimentary of the purpose and conduct of the meeting by the Rev. Hamlin, Chaplain of the Albion Training School, and closed with a Benediction.

Robert R. Hopkins, Conference chairman, presided.

The Public Employee



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

THE CASE FOR HIGHER MEMBERSHIP DUES

It is the duty of the officers to keep the members informed of the State of the Association and its paramount needs.

It is a pleasure to report that the Association now has the largest membership in its history. It has many more chapters and those chapters are more active and more interested in the welfare of the employees.

The Association now has five Regional Conferences covering the entire State. These conferences are relatively new but, in my opinion, they hold great promise in vitalizing Association activities everywhere in the State.

The Association belongs to its 40,000 members. Each member benefits from the work of the Association in such matters as salary, hours of work, vacation, work rules, retirement benefits, job tenure and the like. Each member has equal rights to the full services of the Association. As each member benefits from the work of the Association, so each member exercises equal control of the Association. The members elect the officers. The members determine the policy of the Association through delegates of their own choosing. They set the membership dues to pay the necessary costs of the organization.

Inefficient Organization Worse Than None

In my opinion, the Association should never ask higher dues than are required for the efficient, economical operation of the Association in the members' interest. They certainly should not ask for less, for an inactive or inefficient organization is worse than none.

We have reached a point where our necessary expenses exceed our total revenue. We are eating into our small surplus or reserve. Unless something is done promptly we must curtail our activities just at the time we should capitalize on our successes.

Many Notables to Join In Dinner Tribute to Gerlach

The 1948 annual dinner of the Westchester County Competitive Civil Service, Inc., honoring County Executive Herbert C. Gerlach, attracting heavy advance reservations and is slated to be an outstanding event of the year. J. Lynn Stearns, General Chairman, and a past President of the Association, announced.

The dinner is to be held on Tuesday, May 4 at Schmidt's Farm, Scarsdale. Among high officials who have already accepted invitations are: Supreme Court Justice Frederick G. Schmidt, Children's Court Judge George W. Smith, Congressman Ralph A. Ables, State Senators J. Raymond McGovern and Pliny W. Williamson, Assemblymen Fred A. Barber, Frank S. McCullough, Harold D. Toomey and Malcolm Wilson, State Superintendent of Public Works Charles H. Sells, Member of State Board of Law Examiners John T. DeGraff, Board of Supervisors' Chairman William Horan, Budget Committee Chairman Richard H. Levett, Supervisor Raymond J. Snyder and Robert B. Stewart.

Also, Planning Commissioners Gustavus T. Kirby, Ben H. Krey, Mrs. Perrin C. Galpin, William Bachman and Director Hugh Pomeroy, Board of Health Member Dr. Charles C. Sweet, District Attorney George M. Fanning, Sheriff T. Vincent Ehrbar, County Attorney Harry G. Herman, Public Works Commissioner James C. Harding, Finance Commissioner Edward J. Ganter, Health Commissioner Dr. William Holla, Public Welfare Commissioner Ruth Taylor, General Superintendent of Parks George S. Wright, Personnel Officer Benton Pearsall, Jr., Grasslands Hospital Director Dr. Edwin L. Harmon, Penitentiary Warden Paul R. Brown, Jail Warden John Toucher, Commissioner of Surors Ralph T. Mumford.

Flood is Group's President

Each County Department is expected to be represented by one



HERBERT C. GERLACH

"department head's table," with the name of the department on it, so that the dais end of the floor will look like a roll call of departments. Special guest tables also will be set up for various notables. In addition to the "department head tables" each department will probably have from one to five additional tables. One department already has reserved five tables for its employees out of the total limited group available.

Chairman Stearns emphasized, however, that many tables in good locations are being held for the benefit of the average County employee, whose tribute this really is and who will be out in great numbers, he stated, judging from indications. He stressed that all reservations should be made and paid for at once as the paid tickets are being distributed and the Program Seating List is in preparation. The Association, of which Michael J. Cleary is now President, is a unit of Westchester Chapter, The Civil Service Employees Association, Inc. Ivan S. Flood is president of the Chapter.

Subsistence Rates Called Insufficient

ALBANY, April 19.—Subsistence and mileage rates for travelling State employees are being challenged by the Civil Service Employees Association. Employees whose jobs call for travel have been involved in a rising tempo of complaint to the effect that the present rates simply are insufficient to cover their needs.

Dr. Frank L. Tolman, President of The Civil Service Employees Association, has arranged a conference on the matter with William E. Pfeiffer and A. J. Goodrich, of the Comptroller's Office.

A cursory survey of mileage rates paid by certain private concerns to their travelling men reveals that 8c a mile is common. The State pays 6c a mile. Out of this, the employee must pay all his travelling costs, including car maintenance. Subsistence rates are now \$9 a day in larger cities, less in smaller cities. These figures include all costs for meals, hotels, and all other expenses.

An Association committee is at work on the issue.

Tolman Describes Association Work

ALBANY, April 19. — Dr. Frank L. Tolman, President of The Civil Service Employees Association, spoke on "Your Civil Service Employees Association; What It Does and How It Operates" at Chancellors Hall, Albany, on Friday, April 16, in the final talk of a series for Education Department employees. The series was arranged by the Education Committee, Dr. Edward S. Mooney, chairman. Dr. Albert B. Corey, Education Chapter President, presided.

AMSTERDAM HAS NEW SEC'Y

Raymond J. Zierak is the new Secretary of the Amsterdam Civil Service Commission. He fills the vacancy caused by the resignation of Richard A. Brumagi.

More Publicity Needed

We have reduced expenditures wherever possible. We have revised contracts downward. We have cut expenditures for publicity, although we need more publicity—not less. We have obtained some increase in our revenue outside membership dues.

There are some things I have been unwilling to do. I have been unwilling to deny our small and very efficient staff an emergency cost-of-living bonus.

I have been unwilling to risk breakdown of our essential activities by depending on antiquated addressing and duplicating machines.

I have been unwilling to cut postage and other expenses necessary to keep our members informed of our problems and progress.

No Order To Retreat

In short, I have been unwilling to give the order to halt or to retreat.

The simple fact is that the high level of current prices has hit the Association as hard as it has hit you. Just as you required help through salary increases, so the Association needs more dollars to buy what your membership dollars bought before inflation set in. The proposal is really not for higher dues, but that the dues be not reduced in terms of real dollars. Every argument your officers made to the administration to get your salary increases could be fairly applied to the needs of your Association.

The real question at issue is the determination of a minimum effective budget for the Association and the fixing of the dues at the rate that will produce the minimum needed for an active and successful Association.

The decision is up to you. No one can impose higher dues upon you. Your chosen delegates make the decision at the Special Meeting on May 22. These delegates must be selected by the members of each chapter. Be certain your delegates to the May 22 meeting knows your views on this matter.

IT TAKES MONEY TO DO IT!

The Civil Service Employees Association is asking its members to consider a raise in dues. The Association—

1. Won more than \$20,000,000—that's twenty million dollars—in pay raises for this year alone!
2. Has a greater background of gains for the employees than any other civil service organization in the United States!
3. Important projects lie ahead—such as improving the retirement system, getting a proper vet preference bill enacted into law, making sure that salaries stay up and don't get reduced.
4. The dues increase under discussion is small—and still leaves the dues of the Association lower by far than those of any other group trying to organize public employees.

STATE AND COUNTY NEWS

State Interprets New Law On Pay and Increments

Following is the second consecutive official instalment of the memorandum by Joseph Schechter, Counsel to the State Civil Service Commission, on salaries and increments allocated under Section 41 of the Civil Service Law. The memorandum was sent to department heads for guidance.

Salaries for Permanent Employees In Positions Allocated Under Section 41

Section 41 of the Civil Service Law makes certain provisions for the salary which an employee is to receive in certain types of appointments, promotions, transfers, reinstatements and demotions. These follow:

- 1. Rates of Compensation.** An employee holding a position allocated under Section 40 of the Civil Service Law is entitled to receive a salary represented by the minimum of the salary grade to which his position is allocated plus the number of increments which corresponds with the number of his years of service in such position for which he has given efficient and satisfactory service, provided that he cannot receive an increment which would bring his salary above the maximum of the grade. (Subdivision 1). However, where an employee occupying such a position is receiving a salary which is less than the number of years of service-in-the-minimum plus increments for the position, he can only be advanced to the salary to which he is entitled by one annual increment at a time. (See Section 39, subdivision 5-c of the Civil Service Law).
- 2. Appointments and promotions to higher-grade positions.** An employee who is appointed or promoted to a higher overlapping grade (i.e., to a position in a higher grade, the minimum salary of which is equal to or lower than the salary then received by such

employee) is entitled to be paid the salary which he would have received in his former position on the date of such appointment or promotion, unless he has been receiving either the maximum salary of the grade of his former position or less than two increments above such maximum salary for one year or more, in which event he is entitled to be paid the salary which corresponds with the salary immediately above what he was earning in his former position. (Subdivision 2).

3. Appointments, transfers, reinstatements and demotions to lower-grade positions. An employee who is demoted to a position in a lower grade pursuant to Section 31 of the Civil Service Law (i.e., as a result of a lay-off) or is appointed, transferred, or reinstated to a position in a lower grade, is entitled to receive the salary which corresponds with the total number of his years of service in the positions from which and to which he is demoted, transferred, or reinstated, as the case may be.

An employee who is demoted to a position in a lower grade pursuant to Section 22 of the Civil Service Law (i.e., as a disciplinary measure) is entitled to be paid the salary in such lower grade which corresponds with the number of his years of service in the grade from which he was demoted, or in the discretion of the appoint officer, he may be paid a higher salary, not to exceed the maximum of the grade of the lower position and not exceeding the salary received prior to such demotion. (Subdivision 3).

4. Appointments and transfers to similar grade positions. An employee who is transferred to a similar position or is appointed to a position in the same salary grade is entitled to receive the same salary in such new position as he received in his former position except that, in the case of a transfer, if such salary does not correspond with the schedule established for the new position, he is entitled to be paid the salary for the new position which most nearly corresponds with the salary he is then receiving. (Subdivision 4).

5. Appointments, promotions, and transfers of employees occupying non-allocated positions. An employee, who for a period of at least one year, has been continuously occupying a non-allocated position and who is appointed, promoted, or transferred to an allocated position which has a minimum salary equal to or lower than the salary then received by such employee, is entitled upon such appointment, promotion or transfer to be paid the same salary that he was receiving in his former position immediately prior to the date of such appointment, promotion or transfer, but such salary shall not exceed the maximum salary of his new position. (Subdivision 5).

6. Service credit for temporary employment under Rule VIII-A or Rule VIII-12. An employee who has been continuously employed under a temporary appointment pursuant to Rule VIII-A or Rule VIII-12 in an allocated position is entitled upon appointment on a permanent basis to the same or similar position or to a position in the same salary grade, to be paid the salary which he would have received in his temporary employment on the date of such permanent appointment. (Subdivision 7).

7. Service credit for provisional employment or temporary employment (other than the type mentioned in (6) above. An employee who has been continuously employed under a provisional or temporary appointment in an allocated position is entitled upon appointment on a permanent basis to the same or similar position, or to a position which, on March 31, 1947, was in the same occupational service and salary grade, to be paid the salary which he would have received in his temporary employment on the date of such permanent appointment (under Chapter 494, Laws of 1947, which is effective until April 1, 1948 and retroactive to April 1, 1946, and extended to April 1, 1949 by Chapter 272, Laws of 1948).

(Continued Next Week)

Memories of Gay Association Dinner



Angelo J. Donato, President, Bear Mountain Chapter; Albert S. McClay, Ray Brook State Hospital, and J. Walter Mannix, of Craig Colony, on left side of table. At right, Herbert Jones, holding menu; Owen Jones, William Greenauer, Nora Ciolek, J. G. Moyer, President Doris LeFever, of the Syracuse Chapter and her co-workers, Katherine Powers and Etola Muckey.

Capital District Correction Group Elects Officers

ALBANY, April 19. — The Capital District Correction Department Chapter (Main Office, Albany) held its annual meeting in the South Room, DeWitt Clinton Hotel. The following officers were elected: President, Werner Kusters, Division of Identification; Vice-president, George Venter, Division of Correction; Secretary, Margaret C. Sullivan, Division of Administration and Treasurer, Mary Driscoll, Division of Administration.

Delegates elected were Mrs. Ruth Wagar, Division of Identification, and John Kolodny, Division of Audit and Estimate.

Larry Hollister, of The Civil Service Employees Association, addressed the group on the Headquarters Building Fund Drive for more adequate quarters.

Following the meeting a supper was served. Mrs. Evelyn Van Wie entertained with piano selections.

State Eligible Lists Open to Inspection

The following State eligible lists resulting from open-competitive examinations may be inspected at The LEADER office, 97 Duane Street two blocks north of City Hall Park and just west of Broadway, in addition to those listed last week:

- Water Supt., Village Lakewood.
 - Road Maintenance Foreman, Sullivan County.
 - Associate Cancer Urologist, Health.
 - Sewer Works Superintendent, Village Lakewood.
 - Internal Account Clerk and Steno, Greenburgh.
 - Draftsman, Planning Commission, Westchester County.
- The following State Promotion list is also available for inspection at The LEADER office.
- Account Clerk and Bookkeeping Machine Operator Comptroller's Office, Erie County.

Deuchar Is Ill

James A. Deuchar, former Vice President of the NYC Chapter, and former President of the Armory Employees Association, is ill. Through his efforts, the Armory Employees have been successful in the formation of the various Armory Employees Chapters throughout the State of New York, said a Chapter announcement.

WRIGHT RENEMED IN JEFFERSON

Roger Wright has been re-appointed a member of the Jefferson County Civil Service Commission. Mr. Wright first served as Secretary to the Commission.

Southern Conference To Meet April 24

WARWICK, April 19. — The Southern Conference of The Civil Service Employees Association will meet at the Wassaic State School on Saturday, April 24. Chairman Francis A. MacDonald, member of the Executive Committee of the Association, will preside.

The Association will send a speaker to discuss the Building Fund Campaign and other matters of importance. Maxwell Lehman, Editor of The LEADER, has been invited to address the gathering on the functions and opportunities of regional conferences.

Starts at 3 p.m.

The session will be called to order in the Employees' Club of the Girls' School at 3 p.m. After the business meeting there will be a dinner in a local restaurant.

The Southern Conference extended invitations to all chapters in the geographical area to send delegates, regardless of whether

the chapters are members of the conference. The chapters invited were Palisades Interstate Park (Bear Mountain), Napanoch, Matteawan, Sing Sing, Walkill, Westfield, Woodbourne, Hudson Valley, Reconstruction Home, Harlem Valley, Hudson River Hospital, Leitchworth, Middletown, Rockland Hospital, Wassaic, Public Works District 8, Bridge Authority, Public Works (Orange County), Training School, Warwick State School and New Hampton. Total, 21.

Supplement Issued For State's Law Book

The 1947 Supplement, containing the changes that were made in the Civil Service Law, in certain sections of the Military Law and other laws relating to civil service employees, and in the Rules and Regulations of the Commission, from July 1, 1947 (the date when the original volume was issued) to November 1, 1947, has just been released. The price of this Supplement is 2 cents per copy.

State Employees May Hold Paid Job In a Political Party

State employees, with few exceptions, may legally hold a paid position in a political party. Attorney General Nathaniel Goldstein has ruled. He interpreted Executive Law, §61-1.

"With the exception of officers and employees of the State Board of Parole and State employees paid in whole or in part from Federal funds," he said, "State employees in the competitive class of the civil service are not prohibited from holding a paid position in a political party organization, provided such employment is not performed during the regular hours of State employment and does not interfere with the performance of regular duties."

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STATE AND COUNTY NEWS

NEWS ABOUT STATE AND LOCAL EMPLOYEES

Two Tables at Assn. Dinner



At a Tax Department table were Henry LaBarba, Mrs. Ellis T. Riker, Ellis T. Riker, James Decker and Francis Kelleher, delegates of the Department Chapter, and George W. Hayes, President of the Chapter.



James Dulce, Charlotte Morse, Deputy Comptroller William Pfeiffer, E. Kenneth Stahl, Chairman of Capitol District Conference and Mrs. John J. Joyce.

the staff. An appropriate presentation was made to the departing Director.

Rockland State

The third annual dinner of the Rockland State Hospital Chapter of The Civil Service Association was held at the Silver Pheasant Inn. President Fred Seminara opened the festivities with a greeting and then presented Emil Bollman, who acted as master of ceremonies. Mr. Bollman introduced the speakers.

A capacity crowd attended. Many prominent guests were present. Taking bows during the evening were Larry J. Hollister, Association Representative; Harold Williams, Town Supervisor; Angelo J. Donato, President of the Bear Mountain Chapter; Hiram Phillips, President of the Letchworth Village group; Dr. Kilpatrick, Associate Director of the R.S.H.; Dr. Blaisdell, Director; Dan Shea, Personnel Director of the New York State Mental Hygiene Department, and Fred J. Walters, President of the Mental Hygiene Association.

Floyd Smith and Lillian Ward received honor awards. George Gerace handled the entertainment. Appearing with him was Frank Granta, boy accordionist, and vocalists Kay Fay, Ed Rotelle and Joan Babcock.

Dancing to the music of Joe Pagnozzi and his band followed. F. Goodfield is Publicity Chairman of the chapter.

Parole, Albany

The Social and Recreation Committee of the Albany Chapter, Division of Parole of The Civil Service Employees Association will hold a spring dance Thursday on April 15. Margaret Grogan is chairman of the committee. More than 80 percent of the chapter members have indicated their intention of attending the party.

The annual election of officers of the Chapter took place recently. The new officers are: President, William E. Flanigan; Vice-president, Thornton F. Blaauboer;

Secretary, Clarence A. Pckman, Jr.; Treasurer, Margaret C. Haggerty; Executive Council, Harold V. Canavan for Supervisors; James M. Quinn for Parole Officers and Margaret M. Grogan for Clerical Staff.

DPUI, Albany

The DPUI Albany Chapter of The Civil Service Employees Association, recently held an election of officers and building chairmen. The results: President, John D. Shea; Vice-president, Joseph Redling, Treasurer, Bart Dunn; Secretary, Elizabeth S. McKnight; Building Fund Chairmen, John Mausert, Dorothy Rafferty, Peter Murphy, Mrs. Emilie Smith, Mrs. Eleanor Sims, Mrs. Ella Burns and Eleanor Packer.

Health Dept., Albany

A spring dance and buffet supper will be given by the James E. Christian Memorial Health Department Chapter on Wednesday, April 21, at Carmen Hall. New officers will be installed for the coming year.

Goldstein Rules Against Dual Offices

The offices of Village Trustee and Village Policeman cannot be held by the same person, Attorney General Nathaniel L. Goldstein held in an informal opinion. He cited §§32, 43, 188 and 188-f of the Village Law, statutory restrictions against holding elective and appointive offices at the same time, as well as grounds of incompatibility.

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- *38. Court Attendant.... \$2.00
- *93. Dietitian \$2.00
- *84. Electrician \$2.50
- *51. Elevator Operator.. \$2.00
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- *95. Insurance Agent and Broker \$3.00
- *59. Law and Court Stenographer \$2.00
- *60. Librarian \$2.00
- *61. Motor Vehicle License Examiner \$2.00
- *99. Office Appliance Operator \$2.00
- *96. Oil Burner Installer \$2.50
- 19. Patrolman (Police Dept.) \$2.00
- 20. Playground Director \$2.00
- *85. Plumber \$2.00
- *21. Postal Clerk-Carrier and Railway Mail Clerk..\$2.00
- *64. Postmaster \$2.00
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A THOUGHT FOR THE WEEK

The worth of a state, in the long run, is the worth of the individuals composing it. — J. S. Mill.



Civil Service LEADER

Ninth Year

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TUESDAY, APRIL 20, 1948

Big Enough Raise Needed To Restore High Morale

AS THIS ISSUE of The LEADER was going to press, it appeared highly probable that the NYC subway fare would be raised.

The LEADER, which early recommended this step, did so with deep sympathy for the view of those who argued against an increase. We took our stand reluctantly, only after the facts were in, when we knew that the implacable laws of economics left no choice.

NYC public employees must get their raise in pay. The case they made out for themselves at the Board of Estimate hearings last week was so formidable that there was no responsible person available to answer it. Even the taxpayers' groups, the conservative bodies like the Commerce and Industry Association and the Citizens Budget Commission, are publicly on record as favoring increased pay.

Without a Raise, This—

If a pay rise were not granted, the results would be such that the City cannot even begin to contemplate them. A strike by the transport workers is not at all inconceivable. A badly-functioning Welfare Department would obviously be in the cards. The Hospitals Department, poorly staffed and providing insufficient services, would be even further handicapped. The kind of garbage collection and snow removal which the City had last winter would prove to have been only a sample. The Police and Fire Departments — we know what happens when a schoolchild is killed because there aren't enough traffic patrolmen to man the busy corners. As for the schools — well, the City's head already hangs in shame.

No Stop-Gap Aid

A fare rise makes possible the kind of pay increases which will enable City employees to lift their heads again out of the hockshops and the gloomy offices of the money-lenders. The pay increase must be no meager stop-gap aid. It must be the kind of increase the employees have made a case for — the kind of increase that will enable them to make up for the years during which they have, in effect, subsidized the City by working at sub-standard wages. The LEADER has carefully perused the demands of City employees. What surprises us is the modesty even of the largest demands.

What Can Be Accomplished

One further thought: What can be accomplished by an ample pay increase was demonstrated by the State of New York, which this year took into consideration all the factors — employee needs, cost of living and the necessity of providing proper public services by capable employees paid a wage in line with a topnotch job.

NYC cannot decently do less.

In the long run, it will cost citizens of NYC more NOT to grant the raises than to grant them. And when they are granted, it should be done with a magnanimity reflecting the City's greatness, with a shrewdness which sees that the well-paid worker is the one who does the best job.

Mayor O'Dwyer has solved the subway fare issue in a manner best for the interests of the City. We knew that such a solution was the only chance for a pay raise. Now that it is about to be consummated, let that pay increase be such as to fully justify the fare increase; let it be such that not again will employees ever face such demoralization as was theirs in the past year; let it be good enough to reward NYC's employees as the finest corps of civil servants in the United States. The City deserves no less.

Comment

Gets Kick Out of Coverage
Editor, The LEADER:

I am one of the petitioners in the case of Fitzgerald vs. State Civil Service Commission. Through our attorney, Samuel Resnicoff, of 280 Broadway, NYC, a court proceeding was instituted to set aside the eligible lists resulting from examinations for the positions of Senior and State Veteran Counselor. All of the petitioners have been employed by the Division of Veterans Affairs for two years or more and although we successfully passed the examinations, it is our belief, in view of the illegality and irregularities

concerning the examinations, that they both should be permanently set aside.

Of all the articles about this proceeding, it was the LEADER'S clear and accurate description which alone appraised all interested of the issues involved.

May I, on behalf of all the men involved in the proceeding, take this opportunity of complimenting you on the uniformly high calibre of the articles you print and on the understanding you so abundantly possess of legal issues, which is unusual in newspaper reporting.

— WILLIAM K. TEEN



APPLICANTS for jobs with the Economic Co-operation Administration and the enlarged defense program are not the only ones crowding Washington, D.C., these days. Never since the early days of our entry into the last war has there been such a great gush of manufacturers and agents seeking contracts, many of them strangely ready to go right ahead making munitions . . . Civil Service Commissions are making a bid for June graduates . . . Fellow who worked as clocker at horse tracks and wanted job with greater stability got No for answer when he applied for U. S. exam for Trackman.

A frank admission of how dry Civil Service Commission reports can be — and are — is shown in the following:

"The Municipal Service Division of the State Civil Service Department has recently received copies of annual reports from Broome, Cayuga and Niagara Counties and the City of Lockport. These are not the regular annual reports required by the Inspection Division of the State Department but attractive, readable reports designed for local officials and taxpayers. If other commissions have published similar reports, the Municipal Service Division would appreciate receiving copies."

Thomas J. Greehan, Massachusetts Director of Personnel, found at least one candidate for Patrolman willing to go to extremes to get the position. The candidate was discovered to have attached to his head half of a coconut shell, appropriately padded with hair. His object was to increase his 5'4 1/2" to the required 5'6".

This compares with the lesser attainment of a NYC candidate who, needing half an inch, plastered a wig on his head, but Paul M. Brennan spotted the deception. What happened to the offender, in either case, is not a part of immediately recorded history.

Three strikes, you're out! That's the new sick leave offense rule of the U. S. Civil Service Commission. Sick leave without sickness calls strictly for dismissal on the third deceit . . . Police and Fire Department Uniformed organizations teaming up splendidly for a pay increase. Did a swell job before and can do it again. . .

Winston Paul Heads League Committee

Winston Paul, of NYC and Montclair, has been appointed Chairman of the Executive Committee of the National Civil Service League, President Nicholas Kelley announced.

The League, organized in 1881 and characterized by President Calvin Coolidge as the "police of the civil service", was responsible for the adoption of the Federal civil service act of 1883 and most of the State and municipal civil service laws since.

Other members of the League's Executive Committee are: Charles Burlingham, New York; Robert L. Johnson, Philadelphia; Charles G. Morris, New Haven; Samuel H. Ordway, Jr., New York; Murray Seasongood, Cincinnati, and Leonard D. White, Chicago.

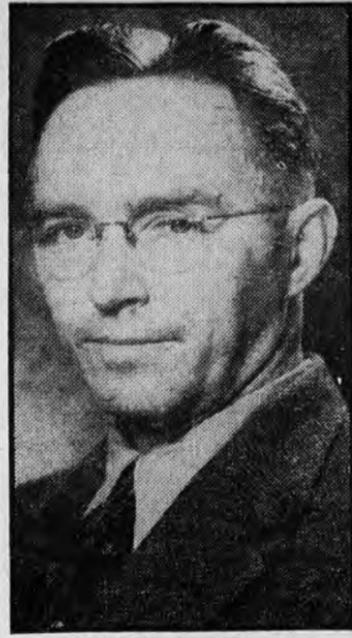
T. P. Barton Resigns

Thomas P. Barton resigned as Regional Director of the U.S. Department of Labor's Bureau of Veterans' Reemployment Rights to return to the Chase National Bank. Mr. Barton, Lieutenant Colonel, Marine Corps Reserve, was Chief of the Veterans' Personnel Division of Selective Service in NYC, prior to becoming Regional Director of the BVRR.

GAME PROTECTOR EXAM

The State Civil Service Commission has amended its advertisement for Game Protector (8094) to provide that appointments will be made from among residents of the county where the vacancy exists, provided eligibles were residents of such county for four months immediately preceding the date of the written examination. The written will take place on Saturday, May 22. Applications close on Monday, April 26.

Merit Man



MICHAEL J. MURPHY

THE prompt and just settlement of grievances is one of the most important considerations in civil service, says Michael J. Murphy, President of the Central Islip State Hospital Chapter of The Civil Service Employees Association. He has seen much improvement during his dozen years of State service, but is still working to better conditions generally. At his own hospital that grievances "will always get justice from the Director if the case has any merit in fact."

Mr. Murphy was born in County Mayo, Ireland, not far from the birthplace of Mayor William O'Dwyer of NYC.

Educated in St. Gerald's College, Castlebar, and St. Joseph's Academy, Kilkenny, Mr. Murphy worked in the field of education in London, England, before migrating to NYC in 1929. He worked in the Bank of Manhattan prior to the crash of '29. During the next few years he held various jobs before entering State service in 1935, at the Central Islip State Hospital.

A firm believer in the merit system, he looked forward to the day when a law would give competitive status to all employees of his department. After the adoption of the Feld-Hamilton law, when the competitive system replaced the "favorite-son" system, he took civil service examinations. One of them resulted in his appointment to his present position in the storehouse.

Gardening a Hobby

In 1943 he really became interested in the effectiveness of his local Chapter of The Civil Service Employees Association in catering to the needs of his fellow-workers. From conviction grew action in the intervening years. He has been a delegate to the Association conventions in Albany for the last five years. He says that he is always anxious to have employees bring their grievances to his Chapter Grievance Committee.

Mr. Murphy has served as Treasurer and Vice-president of the Chapter.

Apart from his interest in the Association, he has still another employee aid close to his heart—the Credit Union, of which he is a Director and the 1st Vice-president. He is the father of four children. His hobbies center around his home—doing odd jobs around the house and in spring and summer raising a garden, of which he is quite proud.

Assn. Names Committee To Sift Albany Bus Service

ALBANY, April 19. — State employees working in Albany have suffered serious transportation difficulties throughout the winter. Many of them have arrived late to work through lack of sufficient buses, overcrowded buses, non-stop buses, re-routed buses and related conditions.

The employees, naturally, have not liked to have their records marked with tardiness which was no fault of theirs, miss appointments, not get to work on time.

The Civil Service Employees Association has made representations to the bus companies and to

What Public Employees Should Know

By THEODORE BECKER

ELIGIBLES on a civil service list who have not met a qualification part of a civil service examination such as either a qualifying medical or physical examination, can be certified for appointment, subject to removing such condition. Thus ruled the Supreme Court of Albany County in the case of an eligible on the list for Motor Vehicle License Examiner, established by the State Civil Service Commission.

The eligible had been certified for temporary appointment subject to passing a qualifying physical examination. Under the terms of the announcement all eligibles had to qualify physically in accordance with the standards for the position.

The physical examination does not involve a rating which is part of the final mark, hence does not affect relative standing on the list. An eligible may be put on the list without first qualifying physically. If, after selection, he passes the physical, his appointment stands. If he doesn't, his appointment is rescinded on the ground that he failed to meet the preliminary requirements.

When the eligible involved in the law suit was found physically "not qualified," his temporary appointment was rescinded.

Vet Disability Problem

The employee thereafter brought suit, urging that in granting him disabled veteran preference, the Commission had passed on the disability which was later found disqualifying. The Court pointed out, however, that the Commission "was not bound by the knowledge thus acquired of his physical condition, or by the advancing him on the list, to regard him as qualified physically for appointment. All this was subject to actual physical examination."

As to the petitioner's argument that the Commission was bound by its Rule to examine physical before certification, the Court replied that even if that rule allowed such an examination "before certification" it is not unreasonable to certify for appointment "with a condition that eligibles must thereafter qualify physically."

Physical Competency

Reverting to the petitioner's contention that the disability for which veterans' preference was granted could not form the basis for a disqualification, the Court stated: "Every disabled veteran has some physical disability. It is only a disability that renders him incompetent to perform the duties of the position which will affect his right to certification." On this score, a fatal omission by the eligible rendered his petition defective, according to the Court. He neglected to urge that his hypertension, which is not disputed, would not render him "incompetent to perform the duties" of the position. As to this, the petitioner has the burden of proof and the Court has the power of review.

Existence of List Crucial

It is significant that the eligible list in question had already expired—according to the respondent Commission—and that the petitioner was never reached for permanent appointment from such list. If this were so, the proceeding would become academic. In an event, the Court granted the petitioner leave to amend his petition and indicated that if the eligible list were no longer valid, the fact could then be raised as a defense adequate to defeat the position. (Germano v. Conway).

the Public Service Commission. In addition, Dr. Frank L. Tolman, Association president, has appointed a committee to study the bus transportation problem and to come back with a plan of action. The committee: E. Kenneth Stahl, Retirement System chairman; Gerald K. Knapp, Public Service Department; Anna K. Reed, Civil Service. The Association has learned that some steps have already been taken to improve service. Among these steps are consolidation of the two bus lines, re-routing and re-scheduling.

STATE AND COUNTY NEWS

Bills in Albany

SIGNED
Senate

CHAPTER 747
2288. QUINN—Requires Triborough bridge and tunnel authority and NYC housing authority to contribute to pension or retirement system for benefit of employees absent on military duty. Military Law, §246.

Assembly
CHAPTER 503
1820. NOONAN—Revises generally provisions relating to state employees' retirement. Civil Service Law, amend generally; Chaps. 380, 395, 416, 737, 764, 773, 835, 836 of 1947 repeal.

CHAPTER 672
2533. SHAW. Cornell University employees' membership in State Retirement System.

CHAPTER 844
899. GUGINO. Authorizes municipalities and other governmental subdivisions to elect to become liable for payments in lieu of contributions for unemployment insurance coverage; no notice shall be filed with industrial board, and payments shall be made into fund of amount of benefits paid to claimants during base year.

VETOED
Assembly

1322. HALPERN. Exempts employees of military and naval affairs division from provision that wages paid by State shall not be taken into consideration for establishing rights to unemployment insurance.

2320. Provides that all employees of Peekskill, except members of police dept., shall be appointed by common council under civil service provisions.

1507. BARRETT—Makes permanent provisions for municipal firemen or policemen who are member of state employees' retirement system to contribute for retirement after 25 years' service, and includes firemen and policemen or regional state park commission. Civil Service Law, §88.

Metro Conference Hears Lochner Holt-Harris, Kelly, MacDonald

Outstanding problems facing employees of the State were up for consideration at a two-session meeting of the Metropolitan Conference of The Civil Service Employees Association on Saturday, April 10.

With Victor J. Paltsits, its chairman, presiding, the Conference heard a resume of legislation enacted this year and plans for legislation to be sponsored next year. It considered ways and means of improving the retirement system. It discussed the proposal for an Association dues increase; heard about actions of the State Classification Board; discussed means of pushing the Association's Building Fund Drive, the problem of religious holidays, and a variety of other matters.

The Building Fund Drive was explained by Joe Lochner, Association Executive Secretary, who had come from Albany to attend the meeting. He told of progress among the chapters in furthering the drive, and requested that all moneys collected be turned in as soon as possible. He told the delegates about the gala ball planned for May 22. Explaining the crowded conditions under which the Association now operates in its headquarters, Mr. Lochner described the many ways in which a new building will help advance the interests of employees.

Kelly Tells of Board's Work
J. Earl Kelly, Director of Classification, was another guest speaker. He described the various functions of his board, among them: defining lines of promotion; establishing minimum requirements for the handling of positions in State service; determining suitability of eligible lists for positions; holding hearings to consider employee requests for changes in classification. He also told the group of new plans under consideration by the Classification Board.

Jack Holt-Harris, Associate Counsel of the Association, gave a history of legislative progress at the session recently ended. He

pointed out that important precedent had been set in the matter of complete exchange of views between administration and employee representatives. He revealed that the Governor had committed himself to a continuance of this precedent. He told, also, that the great public relations campaign of the Association for a salary increase had had a tremendous effect.

Among other subjects discussed by Mr. Holt-Harris were these: the technical problems involved in bill-drafting; extension of unemployment insurance; Feld-Hamilton amendments; retirement legislation; vet preference; machinery for a labor relations board in public employment.

Captain T. J. Middlebrooks, of the Adjutant General's Office, spoke on the legislative program for Army employees.

MacDonald Makes Suggestions
Francis A. MacDonald, Southern Conference Chairman, told the assemblage: "We are primarily interested in the problems of the working people, increased salaries, and better working conditions." He suggested that the Metropolitan Conference appoint a committee from each chapter to formulate plans for next year's work. He also suggested a proposal for a change in the composition of the Association's Board of Directors.

On the matter of the increase in Association dues to \$5, Mr. MacDonald stated that "the Southern Conference is going to support it because we feel it is absolutely impossible for the Association to go on on \$3 a year." Mr. MacDonald also advised the meeting of his Conference's actions on a variety of other matters. Michael L. Porta, President of the NYC chapter, proposed that the dues question be carefully considered by each chapter.

A suggestion well received by the assemblage was that the Conference go on record in favor of 26 pay days a year.

Mr. Paltsits informed the group that he had written Dr. Frank L. Tolman, President of the Association, about a State-wide hospitalization plan.

Committee reports were presented by John L. Murphy, Vice-chairman; Clyde Morris, Treasurer; Solomon Heifetz, Legislative Committee; Sidney Alexander, Education Committee; George H. Siems, Chairman of Special Committee on Revision of By-Laws.

Guests and Delegates

Invited guests were John A. Powers, 2nd Vice-president of the Association; Messrs. Lochner and Holt-Harris, Captain Middlebrooks; Messrs. MacDonald, E. Kenneth Stahl, Albany Conference Chairman; Mr. McAllister, Maritime Academy; and Mr. Bellezza, Willowbrook State School. Among the delegates were:

Armory Employees chapter: Frank M. Gonsalves, Frank Wallace and Jack Delisi.

Brooklyn State Hospital: Lida MacDonald.

Creedmoor: John L. Murphy, Charles Kimball, and H. C. Peterson.

Long Island Inter-County State Park: George H. Siems, Clyde Morris, and Marie Owen.

Manhattan State Hospital: Patrick Geraghty and Elizabeth McSweeney.

NYC Chapter: Mr. Porta, Joseph J. Byrnes, William Teitelbaum, Edith Fruchthendler, Solomon Heifetz, Al Corum and Kenneth A. Valentine.

New York State Psychiatric Institute: Biagio Romeo, S. Alexander.

Pilgrim State Hospital: Mrs. Korning.

Public Works District No. 10: W. A. Greenauer.

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The State will accept applications for the Parole Officer examination to Tuesday, April 27. There are 25 vacancies. Nine of the openings are in New York City; three in the Buffalo office; two in the Albany office; and one in the central office.

The entrance salary is \$3,582. There are also five annual increases of \$132. The majority of parolees are male and the appointing officers would like to secure men, preferably between the ages of 21 and 36. However, men up to 60 years of age are eligible.

Candidates must either have a college degree plus one year of graduate work with at least six credit hours in probation or parole work; college degree and two years appropriate experience or; graduation from high school and five years appropriate experience or; a satisfactory equivalent of training and experience.

New Service Rating Tried in California

SACRAMENTO, Cal., April 19—Beginning April 1, the California State Personnel Board introduced a new, simplified service rating plan for the state's 37,000 full-time employees. The plan calls for the employee's immediate supervisor to rate him on a series of nine general performance factors, each of which is broken down to a four-point scale: Unacceptable, Short of Standard, Standard and Outstanding. A separate form is used for probationary employees, designed to appraise their qualifications and aptitude for the job.

Approval by a reviewing officer is required on each report. Each rater and organization unit is required to include a summary showing the distribution of ratings when the reports are forwarded to the office of the State Personnel Board.

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FEDERAL NEWS

Employees Warned Against Distributing Political Literature

WASHINGTON, April 19.—The U. S. Civil Service Commission stated that its attention has been called to the fact that certain Federal employees, members of employee unions, have distributed literature of a political nature, urging other members of the union and employees generally to register for voting and to vote for or against members of Congress whose record showed they were for or against certain described legislation. The Commission warned:

"The Commission wishes it to be definitely understood that if a Federal employee distributes political literature, or solicits votes, or otherwise engages in prohibited political activity, the fact that he acted under the direction or suggestion of a union Local will not excuse the violations. In other words, a Federal employee is held personally accountable for any political activity violations which he personally commits, irrespective of whether he is acting as an individual or as a member of a

group including a union local. "Also, it should be pointed out that the distribution of literature urging others to register as affiliated with a particular political party or urging others to vote for or against partisan candidates for

public elective office is classed as an activity prohibited by the Civil Service Rules and Section 9(a) of the Hatch Act. "The rulings outlined are new rulings but are of many years' standing."

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FEDERAL NEWS

Annual Report of Civil Service Commission

The following is the third consecutive instalment of the U. S. Civil Service Commission. Another instalment will be published next week.

Granting Departments and Agencies Authority to Classify Jobs within Standards Set by the Commission

The Commission believes that effective administration of the principles underlying the Classification Act of 1923 will be achieved only when the Congress enacts legislation which will provide:

(1) That the Civil Service Commission develop standards to be used as guides in determining what grades jobs should be placed in for salary administration purposes;

(2) That the heads of departments and agencies classify their jobs in accordance with the standards issued by the Commission;

(3) That the Civil Service Commission conduct post-audits designed to determine whether there has been adherence to standards, and that it direct that corrective action be taken whenever it finds that there has not been adherence to standards.

At the present time, under existing law and Executive order, the classification of field positions is carried on substantially in conformity with the above recommendations, except for the fact that the Commission has no authority to direct that corrective action be taken when it finds that there has not been adherence to standards.

In the departmental service, no jobs can be officially classified until the Commission has given prior approval to the proposed action.

Enactment of the above three recommendations would result in classification becoming a far more effective tool of administration than it is at the present time.

3. Federal employees charged their part should be accorded the same procedural safeguards as are now accorded State employees charged with violations of the

Hatch Act whenever the question of removal is at issue.

As the Commission has pointed out previously in its annual reports, State employees who are employed in activities financed in whole or in part from Federal funds when charged with the violation of the prohibition against political activity are provided with certain procedural safeguards. These safeguards include (a) the granting to the Civil Service Commission of the power of subpoena and (b) a formal hearing.

In dealing with charges against Federal employees for violation of prohibitions against political activity, the Commission has no power of subpoena and is, therefore, not in a position to provide such employees with the same type of hearing as is provided in the case of State employees.

The Commission believes that whenever the question of removal is at issue, Federal employees should be given the same procedural safeguards as State employees.

4. When a veteran is restored to duty because of an appeal which has been sustained by the Civil Service Commission, the agency head should have authority to compensate the veteran for time lost from work. Also, where a veteran or a non-veteran employee is suspended by the head of the agency should have the right to authorize back pay for the time lost.

Section 14 of the Veterans' Preference Act of 1944 provides that when a veteran has been dismissed from the service, he may appeal to the Civil Service Commission from such action. In some cases, the complicated nature of the issues involved in an appeal results in unavoidable delays during which time the veteran may be off the pay roll. If the Commission's decision is favorable to the veteran, the agency should have the authority to compensate the veteran for the time he lost from work during the handling of his appeal.

In cases of suspensions pending action on charges, the head of an

agency should have the right to authorize pay for time lost when the employee is to be restored to his position, whether the employee is a veteran or not.

5. Congress should fix a date which would definitely define those periods of service in the armed forces which do and those which do not entitle veterans to statutory restoration rights.

While some provisions of the Selective Training and Service Act have expired, section 8 of that Act, providing mandatory restoration rights of veterans, was continued in effect under the provisions of section 7 of the act of June 29, 1946 (Public Law 473, 79th Congress). Section 7 of the Service Extension Act of August 18, 1941, as amended, provided for mandatory restoration of employees who entered military service after May 1, 1940; section 2 (c) of the act of August 8, 1946 (Public Law 660, 79th Congress) provided for mandatory restoration of employees who enter military service after a period of service in the Merchant Marine; and Section 212 of the Public Health Service Act of July 1, 1944, by interpretation extended restoration rights to commissioned officers of the Reserve Corps of the Public Health Service called to active duty after November 11, 1943. None of these laws contains a fixed date of expiration.

Public Law 239 of July 25, 1947, 80th Congress (joint resolution to terminate certain emergency and war powers) provides in Section 3 thereof that in the interpretation of certain specifically named statutory provisions the effective date of Public Law 239 (July 25, 1947) is to be deemed the date of the termination of any state of war heretofore declared by the Congress and of the national emergencies proclaimed by the President on September 8, 1939, and on May 27, 1941.

Since enactment of this law, differences of opinion have arisen among the legal staffs of various government agencies as to whether or not at the expiration of 6 months after the effective date of the act persons entering the armed forces after that time will have restoration rights.

(Continued Next Week)



Postmaster Albert Goldman (left) congratulated Philip Lepper (right) and Max Rosenson on their elevation to Presidency and Vice-Presidency, respectively, of Branch 36, National Association of Letter Carriers, Empire Branch, 80,000 members, campaigning to increase postal employees wages at least \$800, supporting the Baldwin bill in the Senate (S. 1949) and the Butler bill in the House (H.R. 5667)

Internal Revenue Asks For 10,000 More Aides

WASHINGTON, April 19—The Internal Revenue Bureau needs 10,000 more Collectors and Agents, Under-secretary of the Treasury A. L. M. Wiggins told a Senate Appropriations subcommittee.

The Treasury Department says that the Government is losing \$5,000,000,000 a year in unpaid income taxes because of understaffing.

Mr. Wiggins believed that \$1,000,000,000 a year was lost through deliberate fraud. Another official said that \$4,000,000,000 was lost in non-fraud cases.

The bureau needed 10,000 more Collectors and Agents to examine tax returns properly. Only 3 per cent of the tax returns checked, said Mr. Wiggins.

Transcripts Granted

WASHINGTON, April 19.—The U. S. Civil Service Commission has amended its rules (Chapter I, Part 22), broadening an employee's privileges in the event a decision goes against him after a hearing on charges. The amended provision follows:

"Transcripts of hearing. If a hearing is held and a transcript of the proceedings at such hearing made," the employee is entitled to a copy.

House Committee Approves Raise

(Continued from Page 1)

Raises for postal workers have been delayed until the cost of the defense program is estimated. Nevertheless, the House Committee on Post Office and Civil Service went right ahead with the approval of two bills — an increase of \$585 for postal workers (\$11.23 a week) and \$468 for other Federal workers (\$9 a week). This was less than the Senate's committee approved — \$800 for postal workers and a graduated scale for the others that average \$650.

Only a Bonus

The increases as recommended by the committees are a proposed bonus, not a part of permanent pay, and not subject to deductions from salary, for increasing the pension. The House group approved an effective date of May 1, 1948, and an expiration date of June 30, 1949.

The House bill can't reach the floor until approval is obtained from the Rules Committee. This group is so subject to the Republican Steering Committee that delay appears likely, with an ultimate compromise on smaller raises, like \$350 postal and \$300 general, in mind.

Speaker Joe Martin, of the House, on behalf of the Steering Committee, voiced the "necessity" for delaying action, but he couldn't swing the House committee. Though some Republicans sided with him, the bill got approved though with a solid Democratic vote.

It begins to look as if the Re-

publican majority, that got the pay raise bills going originally, will find that it has lost out to Democrats, since Democrats, with enough support from Republicans dissenting from GOP policy, would practically be in the saddle on this issue.

Democrats in Saddle

Representative Ed Rees, Chairman of the House Committee, went along with Mr. Martin's "suggestion," but only six votes were cast for postponement.

Representative George Miller (D., Calif.), moved for the \$585 postal bill and Representative Morrison (D., La.) for the \$468 general raise. Thus Democrats were taking the initiative.

Organizations to Act

Employee organizations understand fully what is going on and are getting ready to let the members of both Houses know that neither delay nor whittling is defensible.

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NEW YORK CITY NEWS

Opposition to Jubilee Grows

(Continued from Page 1)

another \$500,000 to be spent, presumably, on parades with expensive floats, style shows, a four-week exhibit and carnival at Grand Central Palace, and other similar displays that would seem to be most untimely, to say the least, when the City itself is so hard-pressed financially.

As to the Grand Central Palace exhibit, Mr. Miley recalled that the Jubilee Committee chairman anticipated a return of \$1,000,000 through a 50-cent admission fee which, on the basis of that estimate, would have to be paid by 2,000,000 people. Grand Central Palace, according to Mr. Miley, cannot handle a turnover of 2,000,000 people in four weeks.

Further income, estimated at \$1,000,000 by Mr. Whalen, is expected to come from royalties to be paid for the use of the official Golden Jubilee emblem on various commercial products.

"The anticipations of Mr. Whalen are all very fine on paper," Mr. Miley commented, "but the realizations generally fall far short of the goal. One need only recall the glowing prospects emanating from the same source for the city's World's Fair in 1939 and 1940 to contemplate the actual financial result."

With the city trying to find ways and means to balance its budget, Mr. Miley continued, the money that has been set aside for the celebration could be used much more effectively to provide deserved salary increases for municipal employees or to retain essential city services that may have to be dropped because the necessary funds are lacking.

"Many of the things the City has done and is doing are worthy of a permanent exhibit," he went on, "but in a modest atmosphere; not in the garish mood of ballyhoo and carnival that has been projected."

"The basis for the current celebration is not historical," he pointed out, "but is derived solely from the political consolidation on January 1, 1898, of Manhattan—the original New York—with the City of Brooklyn, Staten Island and what is now Queens County."

"From a publicity standpoint, that probably is enough of a hook to hang a celebration on, but the City and its people, in these times of world emergency, should not be set up as a glaring example of spending money neither wisely nor too well."

And, added Mr. Miley, "it appears to be publicity that is the motivating force."

Since the Golden Jubilee actually marks the 50th year of the existence of the five boroughs of the Greater City, Mr. Miley called for revision, or even scrapping, of current plans in favor of a program of activities to be conducted by the presidents of the boroughs, at more moderate cost and with more fitting and decorous ceremonies.

Mr. Whalen and his big project got further denunciations last week, too, as the Board of Estimate heard demands that City money be spent for more useful projects and for better employee pay.

Councilwoman Cecelia Schwartz in her capacity as a private citizen, roundly condemned the expenditure of money for the Jubilee. Public employees and municipal services come first, she warned the Board.

Among other organizations who have voiced strong opposition to the Jubilee plans, are the Citizens Union, the United Parents Association, the Affiliated Young Democrats, the Uniformed Fire Officers Association.

The LEADER learns also that two taxpayer suits are in the making to enjoin the Jubilee from being put on. While the attorneys involved are not yet ready to release full details, it is known that an injunction may be asked against the use of City funds for a non-municipal function. One of the events planned is a fashion show, and it is contended that the city has no legal right to go into the fashion-show business, certainly not to expend municipal funds on such projects.

This recalls the fiasco of the Silver Jubilee, also organized by Mr. Whalen 25 years ago. Whalen first proposed a municipal bond issue, but the Citizens Union got an injunction against this. Next, he proposed that ads be

sold in a souvenir journal to raise the needed \$400,000. The journal came out, but with a lack of sufficient advertising. Whalen's next proposal was to have the City's police and firemen sell 1,000,000 tickets, but police, firemen and public objected strenuously to this deal. The Jubilee was finally financed on a shoestring by private citizens. Nevertheless, the City had to scrape up odds and ends of money to pay the municipal bill out of other appropriations, in addition to the \$100,000 appropriated for preliminary costs. Comptroller Craig then threatened City employees with loss of their jobs if they worked on the Jubilee.

The Sesquicentennial Celebration of George Washington's birthday, also under the direction of Mr. Whalen, resulted in a number of petty lawsuits involving even the public-spirited citizens who had become members of the sponsoring committees.

Meanwhile, the Citizens Union, which has questioned the propriety of the projected Jubilee on a number of occasions, this week demanded to know from Grover Whalen the answers to some basic questions. It called his plan for a fashion show an "obviously non-municipal function." It wanted to know just how many City employees — in understaffed departments — were neglecting their own work to put in time for the Jubilee, and how much this time is worth in cash. It asked who would be left holding the bag if the Celebration doesn't pan out financially.

The Citizens Union's letter, signed by its chairman, Richard S. Childs, follows in part:

"There are plans, such as the two illuminated signs to be built over 42nd Street at a cost of \$50,000, which seem unnecessarily extravagant and out of proportion, and we wonder how prominence and valuable space can properly be given to so obviously non-municipal a function as a fashion show."

"The Citizens Union is very much concerned that large sums of money shall not be spent on non-essentials at a time when many of our most vital public services are being starved and public employees are underpaid for lack of funds."

"It seems to us that the public, and the public's representatives on the Board of Estimate and the City Council, should be given a reasonably complete financial picture of your committee's plans. We believe no such picture has been given so far."

"The Board of Estimate has appropriated sums totalling \$785,000 on four separate occasions for certain specified purposes of your committee and \$100,000 more is to come from the Port Authority. Do you expect to ask for further appropriations?"

"We understand that you are asking \$500,000 in contributions from New York City businessmen. Is this to be spent only if received, or is your committee going ahead with plans which will throw any deficit in this amount back on the city?"

"We understand that elaborate

plans are being made for a fashion show to be paid for by the trade. If this should fall through or not be fully paid for out of participants' fees, would the City have to make the deficit good?"

"We hear rumors of an expensive parade. Is there to be one, and if so how much will it cost and who will pay for it?"

"We understand that you are counting on a sale of 2,000,000 tickets of admission to Grand Central Palace at 50 cents each over a four-week period to reimburse the City for its appropriations. Is there any possibility of getting even half that many people into Grand Central Palace in that time, quite aside from the fact that children are to be admitted free? If that revenue is not realized, does it mean that the City will not be reimbursed?"

"We understand that a good many employees are working on plans for the celebration. How many such employees are giving more than incidental attention to the celebration and what valuation ought to be put on their time in calculating the cost to the city?"

"How much has your committee spent or obligated itself to spend?"

"These are some of the questions that are bothering us on the basis of incomplete information so far available. As things stand now we hear hundreds of thousands of dollars jingling in a dark room."

"It would be very helpful if your committee would give the public and the officials responsible for the City's finances a complete budget, showing how much you hope to raise from each source, how much you plan to spend for each purpose, and what obligations, if any, will be incurred if funds are not actually in hand to meet them from sources other than the City's taxpayers; also what amounts have been spent and debts incurred already?"

Several Borough Presidents, questioned about their attitude toward the Jubilee, have stated that they feel negative about it, but in the Mayor's decision as to final disposition of the controversial project.

Where to Apply for Tests

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

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

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

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

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

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

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

NYC does not receive or issue applications by mail. New York State and receives applications by mail and requires that applications be post-marked before midnight of the closing date.

U. S. also issues and receives applications by mail, but requires that applications be actually on file by the closing date; a post-mark that date is not sufficient. No return postage is required when applying for an application from the U. S. Civil Service Commission.

U. S. 6-cent stamped, addressed envelope, 3 1/2 x 5 inches or larger, to be enclosed with the letter requesting application blanks from the State.

The NYC and State commissions are open every day, except Sundays and holidays, from 9 a. m. to 4 p. m. and on Saturdays from 10 a. m. to noon. The U. S. Commission is open every day from 9 a. m. to 5 p. m., except Saturdays, Sundays and holidays.

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

Police Civilians in Health-Hospital Plan

Four hundred and twenty out of about 600 eligible civilian employees of the Police Department are enrolled in the Health Insurance Plan of Greater New York at the Blue Cross Hospital Plan, 100 West Pleydell, HIP general manager, announced.

Beginning July 1 the new enrollees, together with about 500 existing members, will be entitled to complete medical care at their homes at doctors' offices and in hospitals through twenty-five HIP special groups with a personnel of 150 doctors. NYC pays half the cost.

The enrollment drive in the Police Department which was supervised by Deputy Commissioner Martin H. Meaney and Assistant Chief Inspector August W. Smith, was limited to civilian employees. The drive among the uniformed forces will be begun later. The new enrollees bring the total membership in the Health Insurance Plan to 119,222.

Plantation Estates Appeals to Pensioners

An exhibit at 500 Fifth Avenue, 10th Floor, emphasizes how possible for those about to retire from civil service or those who have already retired to live in Florida at relatively low costs. Plantation Estates Florida, which is sponsoring the exhibit, was the brainchild of Count de Bary, the champagne King, who spent a great deal of money beautifying the property. The 20-room manor is now being used as a clubhouse for property owners.

Plantation Estates Florida will send a booklet to those interested. It is located on Lake Monroe. There is a Greyhound Bus Company station on the property which is on U. S. Highway 17.

Office Machine Exam Offered By Library

The Municipal Reference Library has material for the forthcoming civil service examination for Office Appliance Operator, grade 2, applications for which closed on March 30.

The library also has a complete collection of previous examination questions and answers. All material is on hand for consultation between 9 a. m. and 5 p. m. weekdays and 9 a. m. to 1 p. m. Saturdays at Room 2230 Municipal Building, Chambers Street, Manhattan.

HOW THE DOLLAR SHRANK

WASHINGTON, April 19—The President's Council of Economic Advisors has stated that the consumer's dollar buys less now than it has at any time since 1942. The price rises have more than wiped out per capita income increases.

Manhattan College Alumni Hold Dinner

The annual dinner of the Manhattan Alumni was held on Saturday, April 10, at the Roosevelt Hotel. Joseph L. Hunt, '98, retired Division Engineer, of the Board of Transportation, NYC, spoke for the Golden Jubilarians. Paul M. Brennan, '23, an Examiner of the Municipal Civil Service Commission, represented the Silver Jubilarians. More than 700 attended the dinner.

In the class of '98 is also Charles J. Dillon, retired Chief Surgeon, Police Department.

Among the 25-year men are A. S. Behan, J. P. Gowan, J. J. Quinn, engineers of the Board of Transportation; J. J. Foley and P. J. Rooney, engineers of the Board of Education; T. F. Gallagher of the History Department of Boys High School, Brooklyn; B. J. Sullivan, Division Engineer of the Board of Water Supply; and Francis J. Sottile, former Assistant District Attorney of Richmond County.

Senator Francis J. Mahoney, '18, is President of the Alumni and Samuel H. Giangreco, '31, is chairman of the Dinner Committee.

Hilliard to Lead 1,300 To Mass Communion

Raymond M. Hilliard, newly-appointed Commissioner of Welfare, will lead more than 1,300 Catholic staff members of his new Department to St. Patrick's Cathedral as they celebrate their 13th annual corporate Communion on May 2 at the 9 a. m. Mass. Breakfast will be served in the Starlight Roof Room of the Waldorf-Astoria Hotel at 10:30 a. m.

The principal speaker at the breakfast will be the Monsignor Edward M. Betowski, Dean of the Faculty at St. Joseph's Seminary, Dunwoodie, N. Y. John Patrick Power is Chairman of the Breakfast Committee. The Rev. Henry J. Pregarer, of St. Rose of Lima Church, Manhattan, is the Chaplain of the Guild. Anthony C. Russo is President.

Memorial Plea Made

A special appeal to civil service employees was issued today by the Booker T. Washington Birthplace Memorial Committee which will establish industrial training schools for Negroes where such facilities do not now exist.

Dr. Alphonse Heninburg, Secretary of the NYC Welfare Department, pointed out that the chief means of raising funds for the Memorial is through the distribution of special Commemorative Booker T. Washington half dollars, authorized by Congress to sell for \$1.00 each, the premium of fifty cents going to the Memorial. Coins may be secured by writing or calling the National Campaign Headquarters, Booker T. Washington Birthplace, 52 William Street, New York, N. Y.

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NEW YORK CITY NEWS

Latest Eligible Lists

SANITATION MAN (C) Promotion Eligible List In Order of Prospective Appointment. Disabled Vets

- 1-50 E. J. McManus, W. C. Schwartz, C. Deldin, A. O'Brien, K. Thomas, C. Caruso, H. Miharich, B. Liggio, G. Saraco, P. Paterno, I. Cahan, R. Barbelli, J. Claffey, N. Pantaleone, D. Canonico, J. W. Appold, Alex. Morris, A. Bachmann, A. Glick, A. Wickstein, G. Faller, P. Price, Geo. Vario, James Flynn, Albert Pucci, Jas. Boglioli, P. Davrio, Thos. Becker, Jos. Arrigo, A. Cernik, D. Velardi, A. Giancola, H. Schmidt, F. DiSanto, J. Dunne, M. Manfetano, B. Edwards, A. Scheidet Jr., A. Bufano, T. Byrnes, J. Gallagher, E. Revere, F. Merone, R. Schoenberg, H. Pacelko, A. Covacino, A. Cuccinello, Edwin Garvey, G. P. Ungar, W. T. Wasp, L. Bourne, D. Beer, M. Sheridan, D. Colantropo, C. Guze, E. Finnegan, C. Edmonds, J. Blavati, D. Zafarino

- B. Parker, Wm. Beagan, J. J. Lyons, D. Cianfarra, C. Darienzo, J. Russack, Jos. Bealis, W. Ayrey, Jas. Mooney, Paul Russo, Geo. Morris, H. Nagin, C. Hanley, V. Gambardella, C. Boyle Jr., J. Fairclough, R. McGrath, J. Scinto, Geo. Horn, G. Benedict, L. Shaw, A. Greenshor, John Hopp, Jos. Stanton, J. Esposito, F. Franco, F. Franco, J. Stewart, F. Mucci, Luke Gallo, G. Liparelli, Ben. Widom, J. Reynolds, Ed. Stanczyk, Chas. Cox, N. J. Rogene, L. Gormezano, J. Cholewinski, Lucio Gallo, W. Pearsall, R. Snyder, J. Vrana, D. Farfane, C. O'Connor, W. Cashman, D. Breen, I. Weiner, N. Bramen, L. Casearino, D. Pizzarelli, P. Cusack, J. Brogar, S. Kurz, E. Mojziz, G. Baione, H. DiBocco, J. Giancotti, F. Addeo, A. Matschke, V. Ferrara, T. Candalino, A. Napoli, F. Carminitte, A. Vuono, P. Valerio, John Bas, John Matti, A. Rlyano, L. Damico, O. Boston, W. Berger, John Siska, L. Cunningham, J. Roth, A. Vigilante, T. Przylowicz, R. Leo, A. Hohmann, C. Aciton, S. Patricola, L. Cicirelli, Wm. Steo, F. Pocerobba, Jos. Gerbe, Algo Giustiniani, A. Bosco, J. Sarcone, Ed. Serine, John Pinto, J. Hollan, P. Williamsen

- C. Bell, H. McCarthy, G. Baynes, Jos. Charo, G. Buddensick, R. W. Antenucci, A. E. Smith, Larry Delgaudio, John Gabay, B. Krawchuk, C. Piggott, A. Kell, Bayard Cox, P. Panchansky, Alde Tescori, C. Valdinote, H. Salmon, Meyer Berman, P. Kolbasuk, G. Dillworth, S. Pechstek, C. Bunting, J. Harnett, H. Allen, R. Baruth, D. Piangozza, John Sharkey, Chas. O'Meara, M. Blank, R. Siegal, R. Cutler, Jos. Clifford, G. Lissandroello, J. Palazzone

Foregoing is the NYC eligible list for promotion to Sanitation Man, Class C, as rearranged by The LEADER to give effect to veteran preference, assuming all claims granted as made. The order of standing is therefore the prospective order of appointment. The candidate's number, giving his standing, as contained in the notice of result, is based on percentage only, but preference effectuation changes that radically. The LEADER alone publishes the NYC lists in prospective appointment.

SANITATION MAN (B) (Continued from Last Week)

- 851-900 R. P. Rogers, H. J. Frey, R. P. Barry, J. P. Sano, J. Stasse, G. G. Dambrosio, P. T. Sessa, C. J. Best, R. B. Teaton, A. F. Passarette, H. Schweitzer, V. S. Helfont, F. F. Lattuga, P. Cerbone, S. Falletta, C. A. Bierfeldt, F. M. Chirico, A. Liccardi, Thos. Barrett, F. Dalessandro, Ed. T. O'Connor, Alf F. Nost, H. G. Boyd Jr., John Haffen, Jr., Pete Raucci, Peter Munoz, M. J. Marra, Natale Fazio, Edwin McCort, Ed. Mulholland, Aug. J. Bernardi, John L. Rice, Antonio Rasile

- Geo. Fulton Jr., Julius Tomol, Jos. L. Einhorn, R. B. Moores, Frank Monroe, Sam Santoro, Herman Mehling, Ed. Dobrowski, J. Tumimelli, Donald Caleb, James Simeone, E. J. Corrado, Michael Lohan, M. Passarello, Tennyson Brown, 951-1,000, Chas. Spano, Jack Siegel, R. J. Valcich, Wm. J. Grabow, J. N. Korchinski, Thos. W. Basler, Ed. Stallings, D. J. Sullivan, Ed. C. Schmitt, P. J. Ruggirello, Frank Hogan, Ed. J. Wysocki, John O'Connell, A. A. Anzalone, Vic. Di Tommaso, A. Naglieri, J. J. Caccappolo, Leon Heyliger, A. T. Gagliano, F. T. Morrissey, Mayo Garnice, Anthony Gerbino, Arthur McCord, Howard Lantz, Geo. F. Schnorr, Wm. Cleary, Geo. Schatzel, Benj. Krepp, Michael Omanoff, W. Strauch, Jr., Louis Probst, Mal. Koerner, J. P. Palladino, Chas. Thorpe, J. DiGraziano, Ed. F. Larsen, S. Nezoslosky, Frank Cleaver, John J. Gregory, J. E. Adkinson, J. J. Fitzgerald, Jos. A. Mangino, J. V. Commisso, J. J. Gregorio, Robt. E. Shaw, Thos. Messina, Leo R. Cooke, E. A. Tedeschi, Chas. Carlson, Leo Prunka, Alex. Sider, Thos. Apicelli, Wm. F. Hughes, Sebastian Licata, Chas. Bruno, Reuben Clark, Seymour Cohen, John N. Flore, Jos. L. Warren, Robt. Ernst, Louis Kressel, Alfred Rohde, C. Cinquemani, Geo. Speranza, R. Neubauer, Ed. Mahoney, Frank Lanuto, Thos. Greene, R. P. Melograne, A. Etergineoso, Al. Salomone, L. M. Davenport, Benj. Hines, L. J. Tansey, Chas. Reynher, Arthur Doyle, J. J. Gallagher, Louis Chiodi, Anthony Lento, Gen. Nuzzo, Frank Monahan, James Karmel, G. A. Tuminello, Clifford W. Turk, John Devine, Geo. J. Mullin, George Kelly, Fred. Cook, F. J. Zecca, E. O. McMahon, Eugene Feeley, Jos. Paladino, Chas. Ellsworth, Thos. Simenson, Alonzo Bing, Chas. E. Bray, O. Di Maleta, C. A. Stockham, John Cotton, 1,001-1,050, Jos. Hostomsky, Ed. J. Crowe, Elliott Walker, Jos. Surko

- Harold Meyer, S. Twarhock, Jos. Matarazzo, Jos. T. Angelo, Stanley Zona, Patsy Fedele, Philip Connell, Rich. Murray, John Ghigliotti, H. J. Relucio, Vic. Cianfrogna, Alex. Canagro, Wm. Smith, Herman Grice, Geo. Andersen, Abr. Slusher, Peter Casella, Jos. Zanzonico, Daniel De Mato, Jos. Russo, Ed. Openchowski, Jerry R. Sando, H. Ostfeld, A. S. Scanzillo, S. Bochanowicz, F. Capobianco, Sal. Ranieri, John Nicastro, Jos. Demery, George Pincus, Daniel Monahan, Louis Bello, Geo. Kober, Thomas Gallo, John Marnell, R. J. Kovolka, Louis Rebasti, 1,051-1,060, Joseph Dines, Wm. McDonough, Ed. F. Garrone, Jack Nashbit, Jos. Tortora, John Donohue, George Diorio, P. Carbone, C. O. Frances, John Marafino, Ed. Brennan, Jerold F. Watson, Daniel O'Leary, Jos. Iannuzzi, Wm. Hegmann, John Eidukaitis, Antonio Peluso, Carl Esposito, Jos. Pikowski, Frank Lawlor, C. McClain

The serial publication of the eligible list of eligibles for Sanitation Man, Class B, is continuing above. The names are in the order of prospective appointment and the numbers reflect actual standing on the list, assuming veteran preference claims granted as made. The number given candidates on their notice of result sent to candidates based their relative standing by percentages only, but such standing greatly changed by veteran preference, and The LEADER's lists exclusively effectuates that change.

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LEGAL NOTICE

BAR. JEAN EUGENE HENRI.—The People of the State of New York, by the grace of God, free and independent, to Claude Bar, Collector of Internal Revenue, State Tax Commission, Helene Crosnier, Stephen P. Spiegel, Garnett Gardiner De Stackelberg; Banque Franco-Chinoise Pour Le Commerce Et L'Industrie, being the persons interested in the estate of Jean Eugene Henri Bar, deceased, who at the time of his death was a French national domiciled in the Republic of France, and was late of the French Concession of Shanghai, Republic of China, send greetings: Whereas, Irving Trust Company, a New York corporation, with its principal office at No. One Wall Street, Manhattan, New York, has lately applied to the Surrogate's Court of the County of New York to have its account of proceedings as ancillary administrator of the goods, chattels and credits of Jean Eugene Henri Bar, deceased, judicially settled and for instructions of the surrogate; therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records, in the County of New York, on the 14th day of May, 1948, at half-past ten o'clock in the forenoon of that day why, 1. The account of proceedings of said Irving Trust Company as such ancillary administrator of the goods, chattels and credits of Jean Eugene Henri Bar should not be judicially settled; 2. Said ancillary administrator should not receive the instructions of the court as to what action, if any, it is required to take upon the policies of insurance referred to in the petition; 3. The surrogate should not instruct the ancillary administrator as to the action which it is to take in respect to the property in the free zone and 4. The court should not take proof of the services rendered by counsel to the ancillary administrator and direct payment thereof in an amount not to exceed the sum of \$5,000, and disbursements as may be fixed by the court. In testimony whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. Witness, Honorable James A. Dehanty, a Surrogate of our said county, at the County of New York, the 5th day of April, in the year of our Lord one thousand nine hundred and forty-eight. (L.S.) GEORGE LOESCH, Clerk of the Surrogate's Court.

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CITATION. The People of the State of New York, by the grace of God, free and independent, to JOHN MCCARTHY, ELLEN MCCARTHY, CONSIGL GENERAL OF IRELAND, and to MICHAEL J. O'GORMAN, being the leged husband of MARGARET MCCARTHY, deceased, whose Post-Office address is known, and cannot, after diligent inquiry, be ascertained by the petitioner herein, living and if dead, to the executors, administrators, distributees and assignees, names and Post-Office addresses are known, and cannot, after diligent inquiry, be ascertained by the petitioner herein, being the persons interested as creditors next of kin or otherwise in the estate of MARGARET MCCARTHY, deceased, of 170 East 95th Street, New York City. Send Greeting: Upon the petition of The Public Trustee of the County of New York, having his office at Hall of Records, Room 308, Borough of Manhattan, and County of New York, as administrator of the goods, chattels and credits of said deceased: You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, in the County of New York, at the Hall of Records, in the County of New York, on the 21st day of May, 1948, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of said goods, chattels and credits of said deceased, should not be judicially settled. In Testimony Whereof, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. (SEAL) Witness, Honorable WILLIAM T. COLLINS, a Surrogate of our said County, the County of New York, the 1st day of April, in the year of our Lord one thousand nine hundred and forty-eight. GEORGE LOESCH, Clerk of the Surrogate's Court.

NEW YORK CITY NEWS

FIRE LINES

Under the Helmet

The Fire Department made a showing in the annual Good Neighbor Parade, celebrating Pan-American Week. It was represented by a contingent of some 50 men in the color guard and the Department Band.

Members of the Department who are to take advantage of the provisions of Local Law No. 19, which amended the administrative code in relation to change of retirement elections by members of the Fire Department, should make application in writing to the Board of Trustees of the Pension Fund, regarding the desired change.

Such records have been by the courts to be corrected finally be spring. The of overcoats was officially with as of midnight 15.

Special military and special promotion examinations in the Fire Department were held last Thursday by the Municipal Civil Service Commission for 20 candidates who missed the specific exams when scheduled.

Edward Kairath, retired on disability from Eng. 227, was presented with a life membership in the Fire Department St. George Association at the 11th Annual Communion Breakfast of that society. He is a former Vice-president of the society and was given the honor for his efforts as chairman of the scholarship committee.

Coming Events

Tuesday, April 27. Regular monthly meeting of the NYFD Post No. 930 American Legion at Werderman's Hall at 8:30 p.m.

Thursday, May 13. Annual bowling match of the Cycle Club will be held at the NYAC.

Friday, May 14. Annual memorial services of the Naer Tormid Society, Riverside Synagogue, under the direction of the Rev. Edward Lissman.

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Sergeant Exam Protest Affirmed

The Appellate Division, 3 to 2, upheld Supreme Court Justice Benedict D. Dineen, who had decided in favor of Patrolmen protesting nine key answers in the examination for promotion to Sergeant (P. D.). The eligibles claimed that there can only be one correct answer in multiple choice questions and the Commission allowed more than one "best" answer in the nine instances.

Presiding Justice David W. Peck wrote the prevailing opinion, with which Justices Van Voorhis and Shientag concurred. Justice Dore wrote the dissent, with which Justice Callahan concurred.

Nine Questions at Stake

The Appellate Court's order modifies that of Justice Dineen to the extent that if the Commission decides that only one answer can not be adjudged correct, it may strike out the question en-

tirely. In either instance, the eligible list would be shifted considerably. Especially would promotion opportunities of non-veterans be improved. The pass mark would remain unchanged.

The proceeding was brought by Patrolman George Blumenthal, assigned to the Pension Bureau, and 110 others similarly situated. They disputed the key answers to nine questions in which multiple correctness was heaped upon multiple choice.

"It is obvious that if more than one answer to a question is acceptable as best, an action which is antithetical, there is a denial of a rating based on relative merit," wrote Justice Peck. He held that the contrary would "tolerate a subjective standard or measure which is not permitted."

Opinion Discusses Opinions

The dissenting opinion held that "the issue is nothing more than a

difference of opinion between the Commission and the petitioners or a majority of this court as to which were relatively the best or correct answers."

Appeal to Be Taken

Corporation Counsel John P. McGrath said that an appeal would be prosecuted with all possible dispatch. It is expected to be heard by the Court of Appeals in the June term.

"We feel that the appeal should be prosecuted," said President Joseph A. McNamara, of the Commission, "because the decision could affect so many other examinations, and we would face the possibility of being in court interminably over objections to key answers. It is therefore worth while delaying the Sergeant list long enough to have the question decided by the State's highest court. We liked Justice Dore's opinion very much."

Under-age Employees Costly When Injured

Failure to investigate the age of an employee has cost White Plains \$800. On February 13, 1945, Clifford Reiff of 23 Mitchell Place was hired by the Department of Public Works and assigned to the Forestry Bureau. On April 22 of that year he was hit on the head by a tree limb and spent 18 days in a hospital. His case was referred to Compensation Court. Reiff had claimed to be 18 years of age when employed, according to the report presented to the Common Council, but before the Compensation Court, he admitted

he was only 17. The Workmen's Compensation Law provides that when an employer hires a person under 18 years of age, the insurance carrier is not responsible for injury claims, but that the employer is subject to double liability. On that basis, the Court allowed Reiff \$800 and the City was ordered to pay. The Corporation Counsel recommended payment and the Council so voted.

A recent decision of the Court of Appeals carries the employer's responsibility a step further. The employee used an older brother's name and papers to get a job.

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NEW YORK CITY NEWS

What Fireman Test Will Be Like

By H. J. BERNARD

The official notice of examination for Fireman (F. D.) discloses that the written test, to be held on Saturday, May 15, will be different than the last one, which was held on July 13, 1946. The notice also reveals in general terms what the difference will be, especially if one compares the actual questions asked in the last examination with the type of questions officially announced for the coming one.

In the 1946 test 100 multiple choice questions were asked and the plan is to repeat that method this time.

Topical Distribution

The questions then asked may be grouped topically as follows:

| | |
|--|----|
| Intelligence | 69 |
| Physics and chemistry | 14 |
| Knowledge of related government agencies | 7 |
| Judgment | 7 |
| First Aid | 3 |

Total

Each question correctly answered counted 1 per cent. The same will probably be true this time.

The notice of examination sets forth the following regarding the May 15 event: "The written test will be held first and will be designed to reveal the candidate's intelligence, initiative, judgment, knowledge of related government agencies, and capacity to learn the work of a fireman."

It is obvious that two topics that were included in the last examination will be excluded from the current one: Physics and chemistry and First Aid. The reason for excluding physics and chemistry, as well as First Aid, is that whatever knowledge is required of an appointee in these subjects is taught to him in the Fire College during his probationary period.

Two New Topics Now

For the two subjects excluded, the NYC Civil Service Commission, by its own announcement, will substitute questions testing (a) initiative and (b) capacity to learn the work of a fireman. Assuming the same distribution of questions on the retained topics, the two new subjects would rate a total of 17 questions. On the assumption that these would be divided into 9 and 8, the new set-up would be:

| | |
|--|----|
| Intelligence | 69 |
| Capacity to learn the work of a fireman | 9 |
| Initiative | 8 |
| Knowledge of related government agencies | 7 |
| Judgment | 7 |

Total

In each instance there are five main subjects.

Overlapping Groups

Classifying objectively the questions of the last previous test is not completely possible, since intelligence and judgment questions overlap and questions that seem to bear on some aspect of physics could be classified under physics

COMPLETE SAMPLE TEST FOR FIREMAN TO APPEAR IN THE LEADER, MAY 11

The LEADER has published serially the official questions and official key answers in the last NYC Fireman (F. D.) examination and, in the issue of Tuesday, May 11 four days before the written test, will publish a complete, 100-question sample test, with answers, prepared by H. J. Bernard, Executive Editor of The LEADER.

Some Difference

Because of the considerable change in the nature of the examination, with all scientific questions barred from the coming test, a new sample could be of greater air to a candidate even than the official questions and answers of

the Civil Service Commission's last examination for Fireman.

Reason for May 11 Date

The sample will be based on the reasoning contained in Mr. Bernard's article in this issue, in which he makes certain predictions about types of questions, and gives reasons supporting those predictions. Time allowed will be 3 1/2 hours, so take the sample test as an indication of how you'll fare later.

The Bernard sample examination could be published sooner than May 11, but that date was selected because it allows time for completely thorough preparation of the sample test. — Editor.

or intelligence. The distinction I make in classifying questions affected by overlap is to put them into the intelligence category, if there is any doubt, and into the judgment category only if the question asks the candidate what he would do under given circumstances. Also, I do not include any questions as coming under the heading of any science unless knowledge of that science, required to answer the question, exceeds that which the average layman possesses. Under that interpretation there would be no scientific questions at all in the May 15 test, which agrees fully with the statement by the Commission of the five general topics on which the candidates will be examined.

Two Predictions

Simple mathematical questions, usually involving only arithmetic, are classed as intelligence questions. If algebra were required, or any "higher" branch of mathematics, the question would be scientific, but none such was present in the last test, and it is safe to assume none will be in the present test.

It is possible also to make other predictions, helpful to candidates:

1. The initiative questions will be negative.
2. The questions on capacity to learn the work of a fireman will deal with capability of grasping new matter, and will not deal with any faculty for learning the work of a fireman, as distinguished from learning any other work.

The Negative Approach

The negative questions under Initiative arise from the practical impossibility of testing initiative directly, by multiple choice questions. A question is given, with five optional answers marked A,

B, C, D and E, and the correct letter is to be printed in ink only (black or blue), in the space on the Answer Sheet alongside the number of the question. Since the correct answer is given (although not identified), positive initiative is reduced practically to zero, even if one answers the question correctly. Hence, to provide a question under this category with any degree of validity, choice of any of the four wrong answers could indicate absence of initiative, while choice of the right answer would not necessarily show presence of initiative. Therefore the wrong Initiative answers would be boners obvious to any one with any sense of originating a simple undertaking. This means, in brief, that Initiative questions should be easy to answer correctly, because one would be dumb who picked a rather preposterous answer.

The testing of Initiative is best done in essay type questions, but since there is to none of these, the Commission has imposed on itself a difficult task in attempting to assay Initiative by the multiple choice method. For this reason Initiative questions may not attain the 8 that I have speculated upon, and capacity to learn may get more than the 9 I have indicated.

Another Borderline Possibility

Capacity to learn is another borderline grouping, because if one is not careful in framing the question, it falls more properly into the Intelligence classification. Intelligence means the ability to exercise the higher mental functions; the possession of readiness of comprehension. It can be seen how close in meaning are "capacity to learn" and "readiness of comprehension." But there is a difference.

Capacity to learn is based on facts and information that are new to the candidate; readiness of comprehension. It can be seen may be tested with a statement of facts either familiar to him or not requiring capacity to learn, as much as ready ability to understand and distinguish. Capacity to learn involves something so new to the candidate that he must not only be able to understand it (which tests intelligence) but to absorb and apply it (capacity to learn).

A Possibly Far Journey

For capacity-to-learn questions the Commission may go far afield of Fire Department work, because the greater capacity to learn anything, exceeds the lesser, or may confine itself to fire fighting and prevention, signals, rules and regulations, even the Official Action Guide of the Fire Department, since it makes no difference what new matter is presented to the candidate for his consideration, so long as it is strange to him. A recondite subject-matter tends to make a question appear difficult, without any real difficulty existing, therefore such questions should be recognized as not testing one on a remote subject, but as testing one's mental grasp, regardless of the subject.

The capacity-to-learn topic will therefore be the second one that

will offer some difficulties to the Commission.

The three other categories — Intelligence, Knowledge of related government agencies and Judgment — are standard and simple to administer.

Avoiding Confusion

Intelligence is saved from confusion with other topics by the fact that no specialized knowledge is required and no facts beyond those normally taught in elementary school. This is particularly true of the fireman test because no formal education or experience is required of a candidate. It also explains why arithmetic questions fall into the Intelligence category.

Knowledge of related government agencies would include the basic facts about the Fire Department itself and rather finer points about other departments and agencies.

Judgment generally involves good sense in determining matters requiring mental process, or the faculty of affirming or denying a conclusion, while intelligence questions are addressed to one's understanding.

Judgment is tested by presenting five options to a candidate who, so to speak, is put on the spot, by being required to state which of the five courses he would follow under a given state of facts that present the judgment problem. His good sense is being tested, rather than his mental capacity or ability to comprehend, for these particular skills are taken for granted in Judgment questions.

The Mule of the Test

Initiative remains the stubborn quality to test by the multiple choice method, since Initiative involves ability of original conception and independent action. When the correct answer is supplied, original conception sounds chimerical and independence of action also remote. But a fair approximation of testing by multiple choice is possible and it will be most interesting to observe how the Commission leaps this hurdle.

Claims Examiner Study Aid Given

The Municipal Reference Library has put together study material for the examination for Claims Examiner (Torts), Grades 2 and 3, Board of Transportation. The Library has a complete collection of previous examination question papers and answers which are also open to inspection. The Library is open between 9 a.m. and 5 p.m. on weekdays and from 9 to 1 on Saturdays, at Room 2230 Municipal Building, Manhattan.

Railroad Clerk Medicals And Physicals to Begin

The long-delayed medical and physical tests for those who passed the written test for Railroad Clerk, NYC Transit System, will begin on Friday, April 23. The dates follow: April 23, 26, 27, 28, 29, 30; May 1, 4, 5, 6, 7, 8, 11.

The tests will be held in the Medical-Physical Bureau of the NYC Civil Service Commission, Room 200, at 299 Broadway, between Reade and Duane Streets, just north of City Hall Park. Paul M. Brennan, Director of the Bureau, will be in charge.

The eligible list was published a couple of months ago and contained nearly 7,000 names. Nearly 5,000 were disabled or non-disabled veterans.

The medical-physical tests are

Last Fireman Test Stressed Intelligence So Will Present On

The topical breakdown of last Fireman (F. D.) written examination, held by NYC on July 13, 1946, shows that it was predominantly an intelligence test, as 68 out of the 100 questions fall into that category.

Readers who kept past issues of The LEADER in which the questions and answers were published will be interested in the question numbers assigned to the five principal classes:

| | |
|--|---|
| Intelligence — | 6, 9, 14, 16, 18, 19, 20, 21, 22, 23, 25, 26, 27, 28, 32, 36, 39, 42, 43, 44, 45, 46, 47, 48, 50, 51, 53, 54, 55, 56, 57, 60, 61, 62, 63, 64, 65, 76, 78, 79, 80, 81, 82, 83, 84, 86, 87, 88, 89, 90, 91, 92, 94, 95, 96, 97, 98, 99, 100. Total, |
| Physics and chemistry — | 3, 8, 29, 66, 67, 68, 69, 70, 71, 73, 74, 75. Total, 14. |
| Judgment — | 1, 2, 4, 5, 7, 10. Total, 7. |
| Knowledge of related government agencies — | 31, 33, 34, 37, 38, 40. Total, 7. |
| First aid — | 13, 17, 30. Total, |

Too Many Fail; Rescaling Asked

The extremely large percentage of "fatalities" in the recent promotion exams for Assistant Engineer have created dissatisfaction among the NYC engineering personnel.

In response to many requests the Association of Engineers, Architects, United Public Workers has asked the Civil Service Commission to revise the ratings.

To back up these representations to the Commission, a meeting of the employees concerned was held at 13 Astor Place.

The President of the Association, Elmer P. Luebke, said:

"When a large percentage of candidates, many with previous records and 20 years of loyal service, fail to pass a promotion exam, there must be something wrong."

"We think that all those men who are now doing Junior titles who are now doing Assistant Engineer work deserve promotion and recognition for work which they actually performed."

POLICEWOMAN ORALS

The orals for Policewoman will take place on Monday, April 23; Wednesday, April 25; Monday, May 3; Tuesday, May 4; and Wednesday, May 5. Twenty candidates will be called each day. The selections are from 10 a.m. to 3 p.m.

Fireman Physicals To Get Green Light

The Fireman (F. D.) physical examination is to be given the green light, because of the large number of candidates and the desire of Fire Commissioner Frank J. Quayle to make appointments as soon as possible after the list is promulgated. The physicals will be held in Van Cortland Park.

To accomplish the desired results the rating of the Fireman written test, to be held on Saturday, May 15, will have to be expedited, as only the survivors of that test will be given the physicals.

The NYC Civil Service Commission is pondering the question. A plan of starting the physicals on June 1 for the candidates who pass the test for Transit Patrolman, Correction Officer and Bridge and Tunnel Officer, is under discussion. The hope is to complete the physicals by the end of June, for the three-title tests,

so the Fireman physicals could run through July and the most of August. After that the weather may be too cold to warrant having men under test outdoors, wearing athletic trunks and sleeveless shirts.

If the candidates in that examination can't be fitted into the program for testing in the park, it would be possible to hold the physicals for it at the Commission offices, at 299 Broadway, just as the medicals are held there. The quarters are hardly large enough for doing it easily that way, but if necessary they could be made to suffice.

The Railroad Clerk medicals and physicals, both held at the Commission's Medical-Physical Bureau, will take until May 11. Next probably will come to Clearer (Men) medicals and physicals. Both of these are held at 299 Broadway and are relatively easy,

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