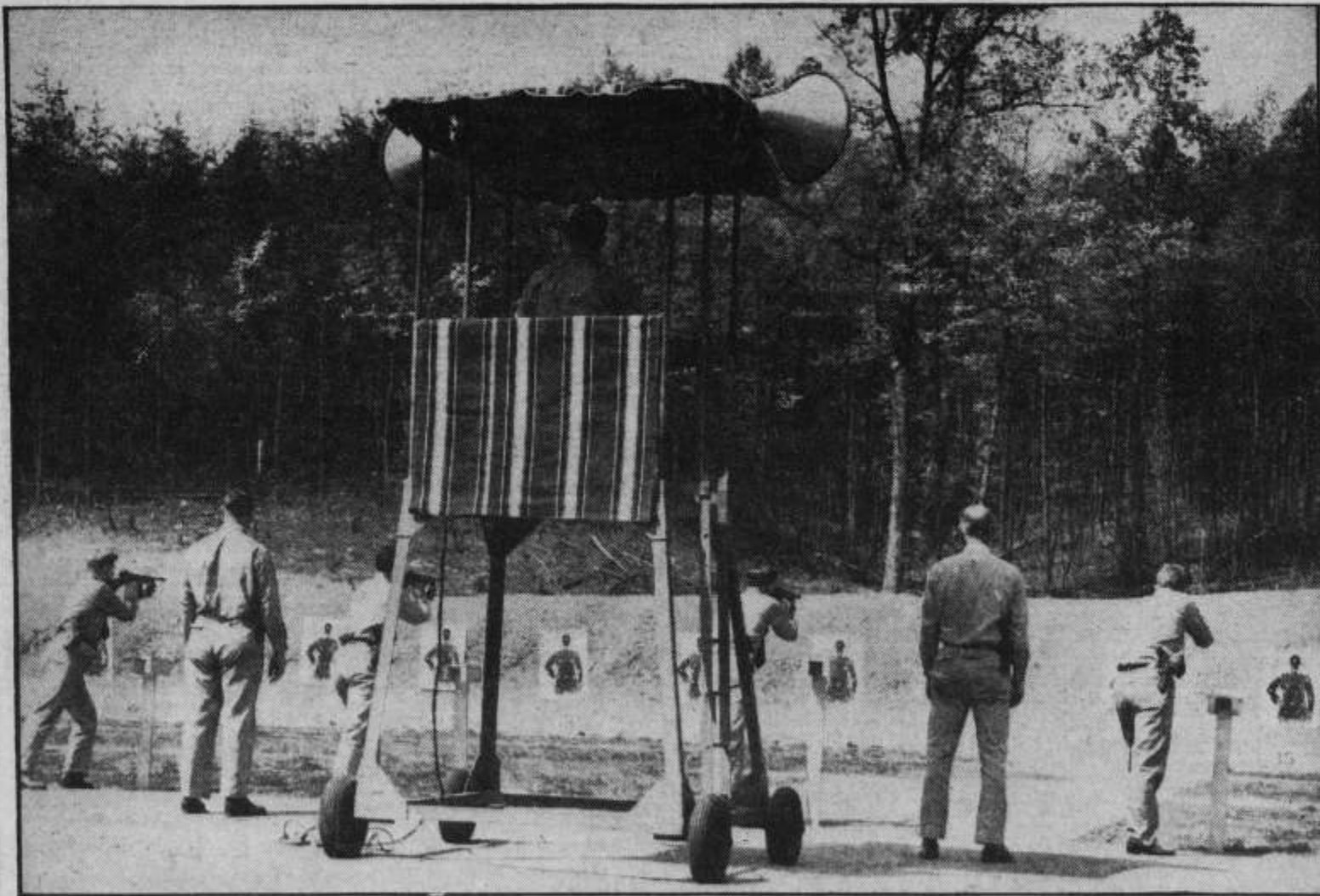


FBI EXAM CLOSES FRIDAY FOR \$4,149 UNDERCOVER JOBS



As part of their rigid training, G-men appointed from among applicants for the July 1 class will receive training in the use of a sub-machine gun at the FBI range at Quantico, Va. The FBI school is on the Marine base.

G-Man Pay Up \$509; Career for Lifetime

By BERNARD K. JOHNPOLL
Special to The LEADER

WASHINGTON, June 4—The Federal Bureau of Investigation has inaugurated a policy of continuous receipt of applications for Special Agent (G-Man) at the increased starting pay of \$4,149.60 a year, instead of \$3,640. One class will be started on July 1 next, as the result of applications received up to and including Friday, June 7. The next class will probably be begun by October.

The principal need is for undercover men.

Lifetime Job

The following additional news supplements the exclusive announcement of the examination, published in The LEADER last week, issue of May 28.

Applicants who pass examinations will be called up for appointment on the basis of "first come, first served."

Applicants are sought by the FBI so that a list of eligibles desiring a career in the FBI will always be on hand.

The tests given for the posts will determine conclusively whether an applicant wants to become a career G-Man. Only

(Continued on Page 9)

State Examiner Tests Now Open

Special to The LEADER

ALBANY, June 4—An open-competitive examination for Assistant Employment Insurance Claims Examiner, Division of

Placement and Unemployment Insurance, Department of Labor, \$2,200 to \$2,700, plus 22 per cent bonus, was announced by the State Civil Service Department.

Applications may be obtained and filled-in blanks filed from now to July 1 next.

At the same time a promotion examination will be held for the same position. The filing dates also are the same.

Another examination, subject to the same dates, is the open-competitive test for Senior Economic Research Editor, \$3,225 to \$3,975, plus 18 per cent bonus, subject to the same dates.

The examination will be held on Saturday, July 27. There are no age limits.

Official Notice

The official notices of examination set forth the following:

ASSISTANT UNEMPLOYMENT INSURANCE CLAIMS EXAMINER

[NOTE: A promotion examina-

tion for Assistant Unemployment
(Continued on Page 8)

9 Out of 10 Pass Police Physicals

The Patrolman physical examinations at Van Cortlandt Park will continue until June 18, according to the estimate of Paul M. Brennan, head of the Municipal Civil Service Commission's Medical and Physical Bureau, who is supervising the tests.

Figures available at press time show that in the first few days of the tests, 360 men have completed the endurance, agility and

strength tests, 33 had failed, and 47 failed to appear.

The most popular question among candidates says Mr. Brennan, concerns their final rating. The candidates are busy figuring out their scores on the three parts of the physical test, then averaging that with their rating on the written test.

However, under the present
(Continued on Page 8).

More State News

PP. 2, 3, 4, 5, 6, 8, 9, 14.

World Bank Jobs Are Still Open

Jobs with the International Bank and Monetary Fund (The World Bank) are still open, ranging from executive posts paying \$10,000 to clerical \$2,100-a-year jobs.

It is expected that some of the positions will be in NYC, others in Washington. A knowledge of a foreign language will be helpful in many of the posts.

To apply, write to the International Bank at 1818 H Street, NW,

Washington D. C., for the application form, and return it to that address after you have filled it out.

An unofficial list of the jobs and salaries follows:

Economic and Financial Analysts—\$6,000 to \$9,500.

Statisticians—\$4,250 to \$7,500.

Statistical Clerks—\$2,750 to \$5,600.

Stenographers and Typists—\$2,100 to \$3,675.

Clerks—\$2,100 to \$3,000.

Inaugural Dinner Dance Held by Wantagh Chapter



At the dinner dance of the Long Island Inter-County State Park Chapter of the State Association: Seated, left to right, Stanley Polek, Superintendent of Jones Beach State Park; Mrs. Marie A. Owen, Chapter Secretary and Fred Mott, Chapter Financial Secretary. Standing, Laurence J. Hollister, Field Representative of the State Association; Angelo Donato, President, Palisades Interstate Park Chapter; Cecil Doncaster, Assistant Superintendent, Jones Beach Park; and John F. Powers, Vice-President, State Association.

A call for even more active membership participation in helping to achieve the objectives of the Association of State Civil Service Employees was made by speakers at the inaugural dinner dance of the Long Island Inter-county State Park Chapter, held at Sunrise Village, Bellmore. Declaration of the value of such activity were loudly applauded.

The guests of honor were Mr. and Mrs. George S. Johnson, Mr. and Mrs. John F. Powers, Laurence J. Hollister, Mr. and Mrs. Kenneth Valentine, Angelo Do-

nato, Mr. and Mrs. Stanley Polek, Mr. and Mrs. Cecil Doncaster and H. J. Bernard. Mr. Powers is a Vice-president of the State Association, Mr. Hollister its Field Representative, Mr. Valentine Financial Secretary of the NYC Chapter, Mr. Donato President of the Palisades Interstate Park Chapter, Mr. Polek Superintendent of the Jones Beach State Park, Mr. Doncaster Assistant Superintendent, and Mr. Bernard Executive Editor of The LEADER.

The headquarters of the Chapter are at Wantagh, L. I.

Veteran Preference

DOES the "retention" provision apply in the event of the abolition of non-competitive or exempt (or, in cities, labor class) positions? —G. E.

The provision applies only to positions which are subject to preference in appointment and promotion. Therefore it would not apply to non-competitive and exempt positions for which no eligible lists are established.

AS AMONG disabled veterans and as among non-disabled veterans, do the present provisions of Section 31 of the Civil Service Law requiring lay-off in the inverse order of original appointment in the same service apply? Yes. Proposed legislation should clarify this point.

I AM a recently returned veteran. My name is on a NYC Welfare Department promotion eligible list. Other veterans lower down on the list were appointed prior to clearance of my veteran preference claim by the NYC Civil Service Commissioner. What are my rights?—E. V. C.

Your name occupies the place on the eligible list to which it is entitled, ahead of all non-veterans, but after disabled veterans, if any. Certification is not upset, nor appointment either, by subsequent qualification as a veteran, in the absence of supported claim prior to certification. This policy has been followed as a necessary means of practical recruitment. Now a new State law carries the same idea into effect.

Section 21, Civil Service law, Sub. 4(d) provides:

'(d) No certification of a list of eligibles for appointment or promotion shall be affected by any claim for preference filed after such certification has been issued, nor shall such certification be affected by such claim filed prior to the date that such certification is issued unless such claim is supported by facts and documents sufficient to establish such claim; provided, however, that no such certification shall be valid for more than thirty days from the date of its issuance.

IS a returned veteran entitled to be credited with vacation or sick leave for time spent in military service?—C. F.

No. The Attorney-General has ruled on this point. However, if the returned veteran had accrued vacation and sick leave allowance prior to entrance into military service, he should be credited with such accrued vacation and sick leave.

Agrees Vet Vacation Policy Is Unsound

WHEN YOU SAY, in your editorial, that the State policy is unsound on vet vacations, I agree with you. Not only is it unsound, but unfair to the vast majority of vets who never became officers. The latter received their terminal leave with pay from the Army, but G.I.'s like myself haven't had a vacation in years. In my own case, I had 39 months of service, during which time I got one 15-day furlough (of which 5 days was taken up in traveling home and back to camp). Now I find that I'll have less than a week's vacation, having returned to my civil service job at the beginning of this year. Hardly my idea of a fair deal.

HYMAN GOLDSTEIN.

Becker Elected Head At Harlem Valley

The Harlem Valley State Chapter of the Association of State Civil Service Employees elected the following officers: Paul J. Becker, President; Willis Markle, Vice-president; Mildred Adamec, Secretary-Treasurer; Congrod Klingele, John O. Martin, Dr. Arthur Sullivan and Gordon Carille, Board of Trustees.

CIVIL SERVICE LEADER

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Report on Exam Progress

OPEN-COMPETITIVE

Associate State Publicity Editor, Commerce Department: 21 candidates, held February 2, 1946. Rating of the written examination is completed. Clerical work is completed. Interviews to be held.

Food Service Manager, State and County Department and Institutions: 85 candidates, held February 2, 1946. Rating of the written examination is completed. Clerical work is completed. Training and experience is being rated.

Principal Economist, Department of Commerce: 15 candidates, held February 1, 1946. Rating of the written examination is completed. Clerical work is completed. Interviews to be held.

Publicity Production Manager, Commerce Department: 14 candidates, held February 2, 1946. Rating of the written examination is completed. Clerical work is completed. Interviews to be held.

Senior Housing Accountant, Division of Housing, Executive Department: 18 candidates, held February 2, 1946. Rating of the written examination is completed. Rating of training and experience is done.

Title Examiner, Department of Law: 107 candidates, held February 2, 1946. Rating of written examination is completed. Rating of training and experience is in progress.

Assistant District Supervising Public Health Nurse, Health Department: 55 candidates, held April 27, 1946. Rating of the written examination is in progress.

Assistant Food Chemist, Department of Agriculture and Markets: 10 candidates, held April 27, 1946. Rating of the written examination is in progress.

Assistant Laboratory Worker, Department of Health, Division of Laboratories and Research: 40 candidates, held April 27, 1946. Rating of the written examination is in progress.

Associate Education Institution Engineer, Department of Education, Albany: 13 candidates, held April 27, 1946. Rating of the written examination has not been started.

Boiler Inspector, Department of Labor: 15 candidates, held April 27, 1946. Rating of the written examination has not been started.

Chief, Bureau of Curriculum Development, Department of Education: 11 candidates, held April 27, 1946. Rating of the written examination is in progress.

Head Account Clerk, State Teachers College at Albany: 74 candidates, held April 27, 1946. Rating of the written examination is in progress.

Health Investigator (Venereal Disease), Department of Health: 104 candidates, held April 27, 1946. Rating of the written examination has not been started.

Junior Architectural Draftsman, Department of Public Works: 37 candidates, held April 27, 1946. Rating of the written examination has not been started.

Junior Pharmacist, Department of Mental Hygiene, Gowanda State Hospital: 20 candidates, held

April 27, 1946. Rating of the written examination is in progress.

Junior Tax Examiner, Department of Taxation and Finance: 717 candidates, held April 27, 1946. Rating of Part I is in progress.

Parole Officer, Executive Department: 357 candidates, held April 27, 1946. Rating scale is in preparation.

Personnel Technician (Engineering), Department of Civil Service: 7 candidates, held April 27, 1946. Rating of the written examination is in progress.

Principal Printing Clerk, Department of Labor, Workmen's Compensation Board, New York Office: 33 candidates, held April 27, 1946. Rating of the written examination is in progress.

School Transportation Supervisor, Department of Education: 13 candidates, held April 27, 1946. Rating of the written examination is in progress.

Senior Housing Control Architect, Executive Department, Division of Housing: 8 candidates, held April 27, 1946. Rating of the written examination has not been started.

Senior Inspector of Penal Institutions, Department of Correction: 29 candidates, held April 27, 1946. Rating of the written examination has not been started.

Senior Personnel Technician (Civil Engineering), Department of Civil Service: 7 candidates, held April 27, 1946. Rating of the written examination has not been started.

Senior Personnel Technician (Police), Department of Civil Service: 17 candidates, held April 27, 1946. Rating of the written examination is in progress.

Senior State Publicity Agent, Department of Commerce: 22 candidates, held April 27, 1946. Rating of the written examination is in progress.

State Publicity Agent, Department of Commerce: 41 candidates, held April 27, 1946. Rating of the written examination is in progress.

Tax Examiner, Department of Taxation and Finance: 575 candidates, held April 27, 1946. Rating of Part I is in progress.

PROMOTION

Stenographer, State Insurance Fund, New York Office: 11 candidates, held March 16, 1946. Rating of the written examination is completed. Waiting for Service Record Ratings.

(Continued on Page 14)

NEWS ABOUT STATE EMPLOYEES

Ray Brook

The Ray Brook Chapter is holding an election of the Executive Council of the Chapter. Each department, and smaller departments grouped as one, are entitled to a representative on the Council. The officers of the Chapter are already members of this council. A vote is also being taken on the propose amendment to the Association Constitution to extend membership to county and municipal employees.

The Ray Brook Hospital employees deeply regret the passing of Miss Loretta Finnegan, who died suddenly at her home in Au Sable Forks. She is survived by two sisters, Sister Hilda, of the Order of St. Joseph, Troy, N. Y., and Mrs. Thomas Lennon of Au Sable Forks. Loretta Finnegan was employed at our hospital since August 1, 1926. The employees of Ray Brook extend to

Loretta's family their heart-felt sympathy.

William Miner recently returned from a three weeks vacation at which time he visited his family at East Brookfield, Mass, and friends in New London, New Haven, and Hartford, Conn. While on his vacation Bill was fortunate to be able to take in several ball games, such as the Red Sox vs. N. Y. Yanks at Boston, also a Major league game in N. Y. C.

Mrs. Berkeley Zinn, had a Stork Shower for Mrs. Melvin Caudwell. A large group of employees and staff members, and friends from Saranac Lake attended.

Mr. and Mrs. Joseph Kurung and Margaret White visited Montreal for several days. Jean Farmer is vacationing for two weeks.

The Ray Brook ball team got off to a flying start, winning from the Lions of Saranac Lake, 17-13 and 25-5. Nice going, boys! We're right proud of you.

Mechanical Dept. Leads Binghamton Bowlers

Special to The LEADER

BINGHAMTON, June 4—The Mechanical Department is leading in the Binghamton State Hospital Bowling League, with 58 wins and 26 losses, followed by Broadmoor, Main and Cooks. Main holds the season high for 3 games, 2534, and the season high single game, 908.

Terrell is individual leader with 161 for 77 games; next are Peck with 160, for 77; H. Chafee, 159 for 72; L. Schuh, 158 for 36; J. Cavanaugh, 155 for 51; C. Boyce, 153 for 69; Maney, 153 for 81; Hunt, 152 for 48, and Davis, 152 for 72. The others trail.

Sullivan made the highest individual scores with a 226 game and 578 for three games.

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The State Employee

By Frank L. Tolman
President, The Association of State Civil Service Employees

The Big Four in the Council of Achievement

BROAD OBJECTIVES on which Labor, Business, Agriculture and Government can unite are opportunity-security, rising standards of living and respect for human rights, according to the National Planning Association. Public opinion polls show that the American people endorse these aims.

The economic implications of these cardinal objectives is to be the objective of a report of the N.P.A.

FAIR DIVISION OF FRUITS

The Chairman of the Board of Trustees of the N.P.A., H. Christian Sonne, has stated:

"I sincerely believe that increasing consideration should be given to the problem of productivity and the fair division of its fruits. It seems to me that neither management nor labor has as yet sufficient incentives to work earnestly for increased production. Ways must be found to assure that greater returns from increased production are distributed fairly—to all consumers through lower prices, to the workers through increased pay, and, to those who venture, for their risk and their enterprise."

The four principles ring clear and true to the ear of the State employee. For opportunity we championed the Career Law. For security we have the Civil Service Law and the Retirement Law but we do not yet have social security. We have not been able to keep up with rising prices during the war years, far less to improve our standards of life and comfort.

UPHOLDING RESPECT FOR HUMAN RIGHTS

We, as public employees, are among the few officially charged to ensure respect of human rights as far as these are embedded in law and secured through good public administration.

For the future the task of the State Association is chiefly that of fighting for more opportunity, more security, ever rising standards of living, better protection of human rights.

We are proud to be in one part of the Big Four, i.e., in Government. We propose a fifth member, the Consumer, so that all economic interests may unite to secure an ever-expanding economy and an even better way of life.



JANET MACFARLANE

Canada Pay Survey

The Civil Service Federation of Canada has requested the appointment of a Royal Commission to study and make recommendations concerning pay rates and working conditions in the Dominion public service.

MINNESOTA SIMPLIFIES

The Minnesota State Civil Service Department has recently revamped its personnel transaction forms to simplify them and eliminate duplication. One of the new "omnibus" forms can now be used for fourteen different types of transactions.

Dewey's Bid for Ideas Of Employees Hailed By Janet Macfarlane

Janet Macfarlane, Secretary of the Association of State Civil Service Employees, in an interview expressed enthusiasm for Governor Thomas E. Dewey's recent statement encouraging employees to submit suggestions and plans for improvement of State service. Said Miss Macfarlane:

"Governor Dewey is to be congratulated for his sound and comprehensive understanding of the importance of friendly cooperation between employer and employee if departmental morale is to make the progress we all hope it shall.

The Chairman of the new Personnel Council, Mary Goode Krone, has a real sincere and sympathetic interest in all State employees and their welfare. The creation of the Council is a most progressive step toward fulfillment of the goal of happiness within the ranks of all State workers. A happy worker is a good worker, and a good worker will contribute immeasurable value toward good government.

"I was especially pleased to read the Governor's statement that all confidences will be strictly respected, and that no man or woman in the State employ needs to fear any reprisal or retaliation whatsoever for a complaint. This is a most important point in really getting at the bottom of most disputes."

"In the past, employees have been afraid to voice a complaint, for it would only weaken his opportunity for advancement, since invariably his superior officer would have it in for him, as the saying goes.

"I am also happy to note that the Governor emphasizes that an employee who has worked at a job for a long period may be able to offer constructive ideas as to how new methods of procedure might improve that job. It is sin-

cerely hoped that heads of various units will cooperate in this policy. I am sure that I share the feeling of thousands of my fellow workers, that if we all work together, supervisors and staff alike, and forget petty jealousies which, as a rule are at the root of most failures, we would have a model State government.

"Too often in the past it has been felt that the employee is always to blame for any disturbed condition that may exist, when in fact it might well be the supervisor who is at fault. It is this fact that is too often overlooked in getting at the basic cause of discontent. A big man will welcome suggestions from employees, and listen to their grievances, knowing very well that the employee's problem is just as important to him as the employer's own individual problem is important to the employer.

"In one department of our State government a bureau head has a box outside of his office to welcome any employee suggestions as to how the office can be more efficiently operated. This particular man, I am happy to say, typifies the big man, the man who is happy to admit that he has been able to place in practical service suggestions offered for the good of his department. It would seem to me this is what we are all striving for and unless such confidence is shared by employer and employee alike, we shall never attain that sound personnel administration which I am sure we all agree is necessary to a successful business enterprise—Our State Government."

PASADENA TRAINS VETS

Pasadena, California, has begun a program of on-the-job training for veterans for several classes of positions in the city service, including those of fireman

WHAT EVERY STATE EMPLOYEE SHOULD KNOW

Grand Jury Minutes Held Available In Proceeding For Removal of Public Official

By THEODORE BECKER

IT IS no defense to a proposed removal on charges that the employee involved has been acquitted by a jury of criminal charges covering the same set of circumstances. Accordingly, although an employee may be found not guilty of larceny by a jury, he may be discharged by his appointing officer for stealing the same public funds. The apparent inconsistency of this result is resolved by a careful consideration of the narration in the degree of proof required in the two proceedings.

In order to find the employee guilty of a crime, the jury had to be convinced of his guilt beyond a reasonable doubt. In the case of a removal proceeding, even where a hearing on the charges is required and held, all that is needed to support the appointing officer's action dismissing the employee is that some evidence was submitted pointing to the employee's guilt. This requirement is much less than that needed to sustain a civil action for damages. In the latter case, a preponderance of the evidence is needed to support a verdict for damages.

Not only is there a difference in the degree of proof in the two proceedings, but removal may be based upon acts of misconduct which, while falling short of crime, will nevertheless support charges of negligence or incompetence in the performance of the duties of the job. It follows, therefore, that dismissal of a criminal charge will not constitute a guarantee against removal on a lesser charge. Similarly, the fact that a Grand Jury fails to indict a public official on a criminal charge does not preclude his removal from office for gross neglect of duty or for other allied reasons. In fact, the Grand Jury minutes may be invoked to aid in the removal proceeding. That such minutes may be so utilized was decided by the Court of Appeals in a case involving a Town Receiver of Taxes in Westchester County.

Facts in the Case

According to the record in the case, as part of the removal proceeding commenced by taxpayer under the Public Officers Act, an order was requested from the Westchester County Court, for that portion of certain Grand Jury minutes containing testimony by the official whose removal was sought.

Waives Immunity

It appears that this official, under a waiver of immunity, had

testified before a Grand Jury which made a presentment stating:

"The misappropriation of the town funds would not have occurred if the Receiver of Taxes, from whose office the funds were taken, had exercised ordinary care in safeguarding the funds within his custody. The Receiver of Taxes is not, in our opinion, chargeable with any criminal act because he did not willfully aid and abet in the misuse of such funds. He was, nevertheless, derelict in his duty and grossly negligent in failing to acquire knowledge of the facts and prevent the misappropriation."

The Grand Jury concluded its statement by recommending that the Receiver of Taxes tender his resignation. This he failed to do. Thereupon, the Town Board brought an action seeking his dismissal. Being apprised that the official was retracting some statements previously made before the District Attorney, the Town Board sought to get the official's testimony before the Grand Jury to resolve the anticipated conflict of testimony.

Although the County Court felt that it lacked jurisdiction to permit a disclosure of the testimony before the Grand Jury in a non-criminal case, the Appellate Division and the Court of Appeals both found that the County Court, in the exercise of discretion, could lift the veil of secrecy under the circumstances existing in this case. (Quinn v. Gulon.)

Group to Discuss Welfare, Health And Youth Plans

Special to The LEADER

ALBANY, June 4.—The new patterns of public welfare, public health and youth service in New York State head the list of subjects to be discussed at the Allegany, Livingston, Steuben and Wyoming regional meeting of the New York State Conference on Social Work to be held on Thursday, June 6 at the Court House in Hornell. Citizens, social welfare and health workers and public officials will attend the meeting. Mrs. Mildred Labour of Hornell is chairman of the regional committee sponsoring the conference. The general public is invited to attend.

Speakers at the morning session include Mrs. Edith Cheney, Field Representative of the State Youth Commission; Dr. D. P. McMahon, District State Health Officer, State Department of Health; and Felix Infausto, Counsel to the State Department of Social Welfare.

Dr. Ralph Brancale of the Elmire State Reformatory Reception Center will speak at lunch on "Constructive Factors in Family Life."



Scene at the dinner of the New York State Training School Chapter of the Association of State Civil Service Employees. On the dais were (left to right) Miss Furlong, Secretary of the Chapter; Mrs. Edith Podd, Treasurer; William F. Connolly, newly appointed steward; Mrs. Connolly; Mrs. Laura Schutt, president; William F. McDonough, Executive Representative of the Association; Jesse B. McFarland, Vice-President of the Association; Mrs. La Fayette Simmons, and Mr. Simon, Vice-President of the Chapter.

Hudson Chapter Hears McFarland, McDonough

Special to The LEADER

HUDSON, June 4.—More than 80 members of the Association of State Civil Service Employees Chapter at the State Training School for Girls at Hudson attended a most enjoyable dinner meeting at the General Worth Hotel.

Mrs. Laura Schutt, President of the Chapter, was Toastmaster, ably assisted by Lafayette Simmons, Vice-president. Invocation was said by the Rev. Hardy White. Jesse B. McFarland, Vice-president of the Association, and William F. McDonough, Executive Representative, were guests and speakers.

William Connolly, the newly-appointed Steward, and Mrs. Connolly, were given a special welcome.

Mrs. Schutt particularly welcomed also members who had returned from service. There was also a silent tribute for Lieutenant Troy, ANC.

In an interesting address, Mr. McDonough told of the aims and accomplishments of the Association. Mr. McFarland also described the activities of the Association, in which the State officers serve without compensation.

In her remarks thanking the guest speakers for coming to Hudson, Mrs. Schutt said that there are 118 members of the Association at the training school which employs approximately 150 civil service appointees.

A lovely bouquet of tulips was on the speakers' table. Other decorations in red and green, had been made by members of Miss Wallace's art class.

A very fine program of songs and reading followed the dinner. Mrs. Bessie Wood gave several readings which were thoroughly appreciated and enjoyed. Mrs. Martha Pultz sang several solos to the delight of the diners. She was accompanied on the piano by Miss Phyllis Miner.

Mental Hygiene League Awards Bowling Prizes

Special to The LEADER
 ALBANY, June 4—Trophies emblematic of the championship of their division in the Mental Hygiene Bowling League were presented to the Middletown Men's team and the Marcy No. 1 Girl's team at the annual dinner of the League in the Crystal ballroom of the DeWitt Clinton Hotel. Both teams took the top honors by a very narrow margin. The second and third teams followed the leaders by only a few games. Ada Miller and Howard Schumaker were crowned the individual champions of their divisions. Rockland and Pilgrim Girls took Hi 30 and Hi 10 respectively while Rockland and Willard Men won the Hi 30 and Hi 10 in the men's division. Individual Hi 30 and Hi 10 honors went to K. Irvine and E. Edgerton of the girls, while similar honors for the men's division went to C. Berry and H. McGraw.

Trophies and Congratulations
 All of the winners received beautiful trophies and the congratulations of two hundred and fifteen persons in attendance at the dinner. The speakers were Mr. Daniel Shea and Mr. Daniel Doran of the Department of Mental Hygiene, Mrs. Iola Lasher and Mrs. Ruth Hunzinger, President and Secretary respectively of the New York State Women's Bowling Association. All of the speakers were loud in their praise of the League and of the successful administration of its officers. Leo F. Gurry, President of the League, was Master of Ceremonies and presented the trophies.

Following the dinner, dancing was enjoyed until 1 a. m. The officers are Mr. F. Gurry, of Marcy, President and Secretary-Treasurer and Mary Gillespie of Hudson River, Vice-president. They were re-elected for the coming year. Twenty men's teams and twelve girl's team competed in the bowling tournament held in the afternoon at Menands. St. Lawrence Girls took the top honors followed by Willard No. 1 and Hudson River No. 2. Miss Vreeland of Willard won the top individual prize while the St. Lawrence trio of Lesperance, Edgerton and Raymo copped the remaining individual money. Pilgrim Men took top honors in one class, followed by Hudson River, Rockland and Albany. John Sharp, Willard and Bob Hughes, of Marcy, placed first and second on the individual list with Robinson, of Hudson River and Bonville, Rockland, also winning recognition.

Vacations to Vets Backed by Kaplan

In a letter to William Gladstone of the State Labor Department, H. Eliot Kaplan, Executive Secretary of the Civil Service Reform Association group wrote: "Personally, I believe the State could extend its generosity sufficiently to grant vacation privileges to returning veterans without doing violation to the spirit and purpose of Section 246 of the Military Law or imposing too much on the public service."

VETS WANT NEW PROMOTION RULE

Veterans in the NYC Sanitation Department have suggested to Harry Langdon, Administrator of the department, that he should start a campaign for a change in the presenting rating of promotional clerical examination by the Civil Service Commission. Now the written examination is rated at 50 per cent, service and seniority the other 50 per cent. The men propose that the rating should be: 25 per cent for service rating and seniority; 25 per cent for test on subjects other than departmental; 50 per cent for a test on departmental matters.

TVA Gets Support of Workers on Policies

Employees suggestions in the Tennessee Valley are encouraged through the operation of a series of union-management joint cooperative committees. Twelve committees, operating in the various divisions of the TVA, received 455 suggestions from employees during 1945. On the average, 16 suggestions were submitted for every 100 employees, of which approximately 76 per cent came from labor and 24 per cent came from management. The committee approved 81 per cent of the suggestions received and referred them to management for adoption. The suggestions made were concerned with doing the job quicker, cheaper, and easier; improving employment conditions; promoting safety and health; and improving morale. The committees were first set up in 1942.

Promotion Exams Open To Vet State Workers

Here is the seventeenth instalment of the listing of State promotion examinations given during the war. State employee veterans who missed these tests because of military duty, but were otherwise eligible, may file for special military examinations. Another instalment will be published next week.

These examinations are open only to veterans who were absent on military leave when the tests were originally held, and only to those veterans who were State employees.

WESTCHESTER COUNTY

Exam. No.	Title	Division or Bureau	Date Held
1189	Sergeant (Police)—Dept. Police, Vill. Pelham Manor.		10-26-40
1190	Chief (Police)—Dept. Police, Town Mt. Pleasant.		10-26-40
1245	Chief (Police)—Dept. Police, Town Yorktown.		12-7-40
1253	Steward—Dept. Public Welfare.		1-18-41
3037	Sergeant (Police)—Dept. Police, Vill. Dobbs Ferry.		5-24-41
3120	Lieutenant (Police)—Dept. Police, Vill. Mamaroneck.		7-25-41
3140	Jr. Stenographer—Open to whole county.		7-19-41
3147	Sergeant (Police)—Dept. Police, Vill. Mamaroneck.		7-25-41

Two Leaving Service Honored at Industry

Special to The LEADER
 INDUSTRY, June 4—The resignation of Miss Grace MacFarlane, Day Telephone Operator here for 22 years, has brought about several social activities. A surprise picnic was held at the cottage of Mr. and Mrs. Robert Noble at Conesus Lake, and Miss MacFarlane was presented with a gift. Those present were Mr. and Mrs. Clifford Scott and daughter, Noel; Mr. and Mrs. Lawrence Monaghan and family; Mr. and Mrs. Joseph Schroeder and son, Bill; Mr. and Mrs. Royce Leanton St.; John Letts, Charles Butsch, Eugene Barker, the Misses Florence and Grace Barker, Worth Allen and Mr. and Mrs. Robert Noble. Miss MacFarlane was given a luncheon the next day and presented with a gift by a group of her co-workers. The following

were present: Verona Yawman, Grace Barker, Dorothy Leaton, Mimi Nuccitelli, Mary Ellen Krenzer, Obelene Arthur, Florence Barker, Eva Schultz, Marian Weinstein, Edna Ryan, Grace Morrison, Rose Gagliano, Mable Dart, Hilda Bailey, Mildred Schroeder, Bernice Heagney, Betty Snyder. A staff party was held later at Caguga Cottage in honor of both Miss MacFarlane and Arthur Green, who is retiring after 20 years of State service. Both Miss MacFarlane and Mr. Green were presented with purses and money. About 75 fellow-workers had an enjoyable evening of card playing, dancing, and music. The activities were largely those of employees who are members of the N. Y. State Agricultural and Industrial School Chapter of the State Association, Industry, N. Y.

Text of Minority Plan For Greater State Assn.

Before the Executive Committee of the Association of State Civil Service Employees recommended the proposed amendments to the Constitution which were printed in the May 21 issue of The LEADER, it also considered an alternative proposal submitted by a committee headed by Jesse B. McFarland, Vice-president of the Association. These recommendations of this committee, reflecting the views of a minority of the Executive Committee, are printed herewith for the information of members and delegates who will act upon the proposed amendments at a special meeting of the Association to be held in Albany on June 25. The alternative plan presented herewith is the same as the plan recommended by the Executive

Committee except for the proposed amendments noted below:
ARTICLE III
Membership
 Section 1. Full-privilege Members. Persons who are or have been employed in the civil service of the State of New York shall be eligible for full-privilege membership.
 Section 2. Associate Members. Persons who are or have been employed in the civil service of any political subdivision of the State of New York shall be eligible for associate membership. Associate members shall have no right to vote or to hold office except as provided in Article V and Article VII.
ARTICLE IV
Executive Committee
 Section 1. Executive Committee.

The power and authority to transact all business of the Association shall, subject to the power and authority of the delegates at meetings of the Association, be vested in an executive committee which shall consist of the officers of the Association, one representative from each State department and one representative from each associate regional conference. The executive committee may appoint one or more sub-committees to perform such duties as may be delegated thereto. Sections 2 and 3. Same as present sections except to omit "State."
 Section 4. Chapters. Full-privilege members in any department or locality may, with the approval of the executive committee, form a chapter of the Association. The constitution and by-laws of such chapter must be approved by the executive committee and such chapter may be dissolved by a two-thirds vote of the executive committee.
ARTICLE IV
Associate Regional Conferences
 Section 1. Associate chapters. Fifty or more associate members in any locality may, with the approval of the executive committee, form an associate chapter of the Association. The constitution and by-laws of such associate chapter must be approved by the executive committee and such associate chapter may be dissolved by a two-thirds vote of the executive committee.
 Section 2. Associate Regional Conference. Two or more associate chapters in any judicial district may, with the approval of the executive committee, establish an associate regional conference. Every associate chapter in such judicial district shall be eligible for membership in such associate regional conference and each such associate regional conference shall be entitled to elect one representative as a member of the executive committee. The constitution and by-laws of such associate regional conference may be dissolved by a two-thirds vote of the executive committee.
ARTICLE VI
Officers
 No change except substitute "executive committee" for "Board of Directors."
ARTICLE VII
Meetings of Delegates
 ADD at end of present article: Associate members shall be represented at all meetings of the Association by one delegate selected by each associate regional conference and each such delegate shall have one vote for each associate chapter in his judicial district.
ARTICLE VIII
Funds
 No change except substitute "executive committee" for "board of directors."

Rome School Ball Club Makes a Bid for Dates

Special to The LEADER
 ROME, June 4—The Rome State School Employee's Club is again sponsoring a baseball team after being out of competition during the war years. From all indications the present team should prove to be one of the best in State School baseball history. Regular games are being scheduled for each Saturday afternoon during the season as a part of the recreational program for the patients. Games away from home are booked for Sundays, and twilight games are planned for the State School diamond whenever possible. The diamond has been undergoing extensive repairs and is in excellent playing condition. The opening game was played on May 25 with the Forestport Athletic Club. Opening day ceremonies included a musical program furnished by the State School Boys' Band and the Girls' Fife and Drum Corps. Members of the State School Boy Scout Troup No. 39 took part in the flag-raising ceremony followed by the pledge of allegiance.

Information regarding open dates may be secured by addressing Joseph Wissman, Manager, at the Rome State School, Rome, N. Y.

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Home Training for Civil Service Physical Exams	\$1.00
Oil Barter Handbook (Whelan)	\$2.50
Plumbing Code	\$1.50
Fire Service Hydraulics—Shepherd	\$3.00
Electrical Quiz Book	\$1.00
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CHARLES J. HENDERSON, Personal Representative—The Capitol district; prompt and reliable transactions; rates \$1 per hour. 11 So. Swan St., Albany 4-8898.

SUBWAY EXAM OFF
 A scheduled promotion examination to Assistant Electrical Engineer for the Board of Transportation and the Board of Education has been cancelled by the NYC Civil Service Commission.

Candid Word Pictures Of Medalists' Careers

Brief biographies of the five men awarded the Medal of Merit by the citizens committee that selected the Harold J. Fisher Memorial Award winner follow. The LEADER donates the trophies, but has nothing to do with the selection of the winners.

The five were officially notified and received their citations, as told in The LEADER last week, issue of May 28. The presentation of the medals will take place this month.

The career sketches:

HERBERT L. BRYAN

In slightly less than ten years in the State Department of Social Welfare, Herbert L. Bryan, Senior Statistician, has won recognition that gained him the Medal of Merit. He was cited for his outstanding job during the past two years.

When Governor Dewey established the Interdepartmental Committee on Delinquency, Mr. Bryan prepared material relating to the work of the Social Welfare Department for consideration by the committee. He served as secretary to the group and put time and effort into acquainting himself with the fundamental issues in the field, far beyond what would have been required of a routine execution of the assignment.

He had participated in the department's in-service training program on the administrative use of statistics. He has also served as a consultant to the State Division of Veterans Affairs in connection with their development of a system of records and reports.

He has combined a career in public service and an educational career. In 1933, he was graduated from CCNY with a major in mathematics; in 1936 received his Master's degree from Columbia with a sociology major and statistics minor. From '36 to '38 he took postgraduate work at Columbia. In 1934 he took a job with NYC Emergency Relief Bureau and served as statistician for the Mayor's Commission on Conditions in Harlem. In 1936,

he started to work for the State Department of Social Welfare, Bureau of Research and Statistics. In 1943 he was promoted to his present post of Senior Statistician.

FRANK J. CORR

Efforts beyond the normal call of duty, voluntary work far into the night and on Saturdays and Sundays and holidays helped to win for Frank J. Corr, Jr., his selection as a gold medalist.

In his position as Associate Statistician, Division of Municipal Affairs, Department of Audit and Control, he supervises the work of twenty-two highly trained technicians. Over and above his regular duties he has:

Acted as a member of the Comptroller's Committee on Re-funding.

Made a study of each municipality and district which applies to the Postwar Public Works Planning Committee for approval of a postwar project. These analyses, after approval by the Comptroller, are presented to the Commission for their information in acting on the applications.

Has prepared and delivered lectures for the Municipal Training Institute and for the Planning Institute at the University of Rochester.

Represented the department at regional, national and international meetings of State, provincial and local officials to promote the interchange of ideas for improvement of governmental administration and finance.

Supervised the statistical and research work of the Commission on Municipal Revenues and Reduction of Real Estate Taxes.

He has also, at the request of the Comptroller, instituted the system of collecting in one place significant and pertinent data on local government, in card index form.

JOSEPH GAVIT

Formerly described by his colleagues as "an unsung hero who is rounding out his fiftieth year in State service," Joseph Gavit, Associate State Librarian of the University of the State of New York, Education Department, is



MRS. DOROTHY D. McLAUGHLIN

no longer unsung. He was recently honored at official ceremonies for his long service and now has won a Medal of Merit.

Through the vicissitudes of successive administrations, he has remained faithfully at his post.

During the past few years he had been Acting Librarian, supervising some 80 employees. He has done a superb job of morale-building and has made it a policy to assist his employees in their personal and professional problems. He is an authority in his field and his judgement is widely sought.

An inheritance made him financially independent, but he chose to remain at his job despite his age to guide the affairs of the New York State Library. He is as full of pep as a youngster and takes great delight in his work.

Quiet spoken, industrious, courteous, efficient, friendly, helpful, Joseph Gavit has won the admiration of all who come into contact with him.

J. WILLIAM ROGERS

In choosing to use his teaching ability and education in the service of the men who had erred, J. William Rogers, Supervisor of Vocational Education, Wallkill Prison, started on the path to

(Continued on Page 14)

Fisher Award Winner Blazed Trail With Her Nurse Training Methods

Mrs. McLaughlin Also Chairman of 4 Committees, Including Civil Service

For exceptional performance of her duties as Principal of the Nurses' Training School at Central Islip State Hospital and boundless interest in outside related activities, Mrs. Dorothy D. McLaughlin was selected by a citizens committee to receive the second annual Harold J. Fisher Memorial Award, donated by The LEADER.

Her on-the-job performance is described by her department supervisors as "far above and beyond the call of her immediate duties."

By including hospital graduate nurses and supervisors in an educational program, expanding the bedside teaching and ward classes, increasing the number of hours of study and broadening the courses in the curriculum, and facilities for both students and graduate nurses, she improved the educational advantages offered by the school.

For the benefit of graduate nurses, she planned and arranged for extramural college courses and on-the-job training.

She increased the number of affiliates representing 13 schools of nursing to receive psychiatric training. In addition to the benefit to the affiliates, the program aided the nursing service in the hospital.

She conducted five courses for volunteer Red Cross Nurses Aides.

Despite her heavy work program she found time to engage in many community activities. Among her activities were the American Red Cross, Public Health Nursing Service, Parent-Teacher Association, and others, for which she spoke at many meetings, and served on numerous committees in an advisory capacity or as chairman.

She conducted ten courses in Home Nursing, and refresher courses for practical nurses.

To arouse the interest of high school students in nursing, she spoke at many schools and arranged for groups of students to visit the hospital's school of nursing.

Ten of the Many

Following are ten of the many activities in which she participated:

Secretary of New York State Nurses Association since 1941.

Chairman of Committee on Mental Hygiene and Psychiatric Nursing of the New York State League of Nursing Education.

Chairman of the Civil Service Committee of the New York State Nurses Association.

Chairman, Membership Committee of the New York State Nurses Association.

Member, Board of Directors, Nurses Association of the Counties of Long Island.

Member, Committee on Mental Hygiene and Psychiatric Nursing of the National League of Nursing Education.

Chairman of the Nursing Council of the Nurses Association of the Counties of Long Island.

Member, Advisory Board, Practical Nurses Association of New York.

Member, Speakers Bureau, Nurses Association of the Counties of Long Island.

Won Recognition

Through her outstanding service, the Central Islip State Hospital's Training School has become well-recognized in the professional nurses' training field standing high both in basic training and in the courses given to affiliate students.



HERBERT L. BRYAN



FRANK J. CORR, JR.



JOSEPH GAVIT



J. WILLIAM ROGERS



KINNE F. WILLIAMS

New Orleans Conducts a Survey on Pay

The New Orleans Department of City Civil Service is conducting a survey of pay rates in private industry in the city as a basis for

determining to what extent adjustments are desirable in municipal pay schedules. Survey questionnaires have been sent to 500 private employers.

You are invited

to join with the Sisters of Reparation of the Congregation of Mary in making a Monthly Novena in Honor of the Miraculous Infant Jesus of Prague. A Novena will be held in the Convent Chapel from the first to the sixth of every month.

Send your intentions, which will be placed at the Shrine of the Infant Jesus during the Novena, to: Rev. Mother Mary Josepha, Convent of the Sisters of Reparation of the Congregation of Mary, 143 West 14th St., New York 11, N.Y. Prayers for the Novena will be sent upon request.

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SUNDAY MASSES—8, 9, 10, 11, 12, 12:30
DAILY SERVICES—11:30, 7:15, 7:45, 8:15, 8:45, 9:15
SUNDAY SERVICES (P.M.)—5:30 and 7:30
CONFESSIONS—At all times.

St. Francis of Assisi
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485 WEST 31st STREET
NEW YORK CITY

SUNDAY MASSES—2:30, 2:45, 3, 4, 7, 8, 9, 10, 11, 11:30, 12, 12:30, 12:45
(For Members of Armed Forces Only: 3 P.M.)
DAILY MASSES—5, 6, 8:30, 7, 8, 9:30, 9, 10, 11:30
(11 Tuesday), 12:15
CONFESSIONS—Every day of the year from 8:30 A.M. to 10 P.M.

Notables Say—

JAMES B. BURNS, President, American Federation of Government Employees: "It is a lucky thing for the average man that he doesn't have as many bosses as the average U. S. Government employee. The Executive Branch hierarchy, the chain of command from the head of a department to the very minor supervisor is imposing enough, in itself, but that isn't all of it by any means. Above all these fellows—the immediate supervisor, and his immediate supervisor, and all the rest, 'way up to the top—and 531 other bosses, the members of Congress. Any one of the members of Senate or House may take a special interest in some agency, or a part of an agency, and that may mean almost anything from its abolition to its unprecedented expansion, with the odds on the first alternative."

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A THOUGHT FOR THE WEEK

The merit system must unfailingly reward those who are best by test; completely substitute attainment for privilege and push for pull and offer a decent standard of living as the minimum, not the maximum reward.



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TUESDAY, JUNE 4, 1946

Fisher Memorial Award Confers Dual Honors

HONORS ARE dual each time the Harold J. Fisher Memorial Award is conferred. The winner of the highest State honor is given well-merited recognition and the memory of Mr. Fisher is further perpetuated. That was the intention of The LEADER when, in its May 9, 1944 issue, it announced its creation of that Award.

Mr. Fisher's work was so outstanding, his judgment so sound, his principles so high, his devotion to the cause of his State and country so profound, his interest in his fellow-employees so understanding and so sympathetic, that all with whom he came in contact realized at once his great competence and nobility of character. His was a life that set an example for the infinite years; therefore The LEADER offered the trophy as an annual Award in perpetuity, to perpetuate both the memory of a man of great heart and deeds, and the inspiring incentive that such a life offers.

Mr. Fisher was President of the Association of State Civil Service Employees when he died, on May 1, 1944, at the age of 49. He was succeeded by another able President, Clifford C. Shoro.

Dr. Tolman First Recipient

The Harold J. Fisher Memorial Award committee selected as the first recipient of the Award a noted educator, Dr. Frank L. Tolman, Director of the Division of Adult Education and Library Extension, State Department of Education. That choice received unanimous acclaim.

Dr. Tolman was elected Association President last October and has given an administration of an excellence equal to that of Mr. Fisher. That was as we had expected, for the touch of heavenly endowments is upon the doctor, too.

This Year's Winners

This year the Committee selected Mrs. Dorothy D. McLaughlin, Principal of the Nurses Training School at Central Islip, L. I., as the Award winner. She has a most splendid record of achievement. To quote from the official citation: "She has rendered exceptional service in the performance of her duties far above and beyond her normal responsibilities, and has shown a high degree of leadership in her profession of public health nursing." She developed and introduced advance teaching techniques. In her hands the torch of achievement continues to ride high and shine brightly.

The Committee felt that recognition should be broadened to include employees who had also made valuable contributions to State service. Therefore this year The LEADER offered for the first time a Medal of Merit to each of such other State employees as the Committee would select. Five men thus became medal winners—Herbert L. Bryan, Social Welfare; Frank J. Corr, Jr., Audit and Control; Joseph Gavitt, Education; J. William Rogers, Correction; and Kinne F. Williams, Conservation.

A Deep Feeling

The Committee earned public gratitude for a job notably done. It has already begun canvassing nominations for the next awards.

To each of the six winners The LEADER could offer in addition its warmest felicitations, yet that act would hardly express our depth of feeling. There must be some way of expressing a sentiment in which inspiration is the keynote and recognition is the obligato, with each winner being appreciated without loss of the larger implications. But we must confess we are, for once, at a loss for words.

Merit Woman



CRYSTAL M. POTTER

When We are Commissioner Edward M. Rhahtgan announced the appointment of Mrs. Crystal M. Potter as Second Deputy Commissioner and Director of the Bureau of Child Welfare, last January, he said: "The appointment of Mrs. Potter will mean that the Welfare Department's program of child care will be under distinguished and professional leadership."

With her assistance, he "hoped to develop the department's child-caring activities in line with the broad social philosophy enunciated by Mayor O'Dwyer."

That his prediction was fulfilled was illustrated recently when the Women's City Club chose Mrs. Potter as one of the 30 women whom the organization cited "for exceptional contribution to the life of New York City."

Praises Associates

But Mrs. Potter feels that any laurels handed to her should be shared with the employees of the Welfare Department. She said:

"I am deeply appreciative of the recognition given to me by the members of the Women's City Club. I believe, however, that the citation in the real sense is meant not only for me but for my associates and staff of the Bureau of Child Welfare. The citizens of the City of New York are fortunate to have a staff in the Department of Welfare who have demonstrated over the years a deep interest, a real concern and a willingness to work no matter what time of the day or night to make the best arrangements for the dependent and neglected children of this city."

Taught at Letchworth Village

Mrs. Potter has had a distinguished career in the field of child welfare. A native of New York State, she began her career with the Massachusetts Habit Clinic of Boston, later becoming a teacher at Letchworth Village, a State institution for retarded children. Subsequently she was a visiting teacher with the Board of Education at Rochester and Assistant Director of the Monroe County Children's Court.

Coming to New York City with the old Emergency Relief Bureau in 1934, Mrs. Potter served as Director of Field Operations, Director of Social Service and finally, Assistant Executive Director.

After a period with a private social agency, Mrs. Potter joined the staff of the State Charities Aid Association. She was loaned by this organization to the Department of Welfare in June, 1939, at the request of the late Commissioner William Hodson, to reorganize the Department's Division of Dependent Children, now known as the Bureau of Child Welfare. After the reorganization was completed, Mrs. Potter was appointed to her present position of Director.

A gentleman around New York City has worked up a considerable business for himself. He appears at small business offices and represents himself as the repairman for the Adding Machine Service Company, of 44 West 30th Street. His tale is that his company has an annual paid-up inspection contract and makes repairs for a nominal fee. He finds something wrong with a machine and says he has to take it to the shop, but will return it repaired in two days. If he takes it out your door, it's goodbye adding machine. If the racketeer visits your office, phone SPring 7-3100.

Salary Trends In U.S. Employment

Following is the second and final instalment of an article on the story of the salary trends of Federal workers, made by the Bureau of Labor Statistics, Department of Labor, in co-operation with the U. S. Civil Service Commission:

By F. Lucile Christman

Bureau of Labor Statistics of U. S. Department of Labor

And

John W. Mitchell

U. S. Civil Service Commission

On the basis of the salary rates, effective July, 1945, over one-fourth of all Federal employees in classified positions received base annual salaries of less than \$1,800, half received less than \$2,000, and three-fourths less than \$2,600. These proportions compare with a half, two-thirds, and four-fifths below these salary levels at the former rates. The change did not affect the proportion of employees receiving \$4,600 or more (3 per cent).

Comparing the wartime with the prewar distributions, the most marked change was the virtual disappearance by October, 1942 of the group of employees receiving less than \$1,200 a year. Most of this group had been in lower CPC and SP grades whose rates were raised in August, 1942.

The entire distribution was in the direction of somewhat higher salaries in December, 1944 than in October, 1942—the result of hiring a larger proportion of high-paid scientists and administrators as the prosecution of the war was intensified. Contributing factors were the existence of a large number of vacancies at the lower salary levels in December, 1944 and the advancement of qualified personnel as openings became available and experience was acquired. In comparison with December, 1938, however, the distribution in December, 1944, clustered about the lower levels because of the influx of low-paid clerical workers during the early months of the war.

SALARIES COMPARED

The War and Navy Departments had a larger proportion of lower salaried works in December, 1944 than did the peacetime agencies; similarly with the peacetime agencies as compared with the emergency war agencies. The War and Navy Departments and some of the emergency agencies, however, were not confined to civilian staffs, but utilized military personnel for the most difficult, most responsible, and most highly paid work. Furthermore, in comparing salary distributions between various agencies the functions performed and occupations of the employees should be taken into account. The Selective Service System and Office of Censorship, which had a heavier concentration of lower salaries than any of the other emergency war agencies, had many routine operations which could be performed by clerical personnel in the lower grades. Similarly, employment of the Federal Works Agency, the lowest in rank of the peacetime agencies, was weighted heavily by unskilled custodial workers. On the other hand, the Bureau of the Budget, the Office of War Mobilization and Reconversion, and the Office of Economic Stabilization, all policy-making agencies, had relatively more high salaried work than the other agencies.

EMPLOYMENT AND SALARIES, BY SERVICE

In the 6-year period, December, 1938—December, 1944, the number of employees in classified Federal positions trebled. Most of the increase was in the clerical, administrative, and fiscal (CAF) service although the others showed some additions.

The median salary of the CPC service, between October, 1942 and December, 1944, moved up two salary groups (from \$1,200-\$1,439 to \$1,620-\$1,799), that of the CAF service to the next higher group (\$1,440-\$1,619 to \$1,620-\$1,799), while the medians for the other two services were in the same group in both periods (in the \$1,800-\$1,999 group for the subprofessional and in the \$3,200-\$3,799 group for the professional). Nevertheless, in all four services, salaries were generally somewhat higher in December, 1944 than in October, 1942.

Relative to size of agency, the Federal Trade Commission ranked highest as an employer of professional persons (45 per cent), the National Advisory Committee for Aeronautics ranked highest for subprofessional (38 per cent), the Federal Works Agency for CPC's (71 per cent), and the Office of Defense Transportation for CAF's (98 per cent).

Comment, Please

Editor, The LEADER:

There exists in the NYC service a group of forgotten men—the white collar force.

The public is continually being impressed with the hard lot of the Laborer, Hospital Worker, etc. Yet in every city department, Clerks and Stenographers are working for \$1,200, \$1,320 and \$1,440 a year.

The prospect of a \$10 a month increment hardly obviates the necessity for a cost-of-living bonus. Surely an employee drawing \$2,400 is no more in dire need than the \$1,320 or \$2,040 employee. Yet the lower-salaried people receive a \$240 bonus, while the higher salaries carry \$350.

The new budget corrects some inadequacies. The Grade 2 and 3 Clerk receives the \$120 increment, and the \$120 bonus which was rightfully his from the beginning.

STANLEY J. LIEBERMAN.

Vacations of Transit Men

Editor, The LEADER:

I heartily endorse your universal vacation article. What could be fairer? Every State employee should get the same vacation. But how do we NYC transit men feel?

There is a long article in your May 7 issue with the headline: "Vacation Rules for NYC Employees." It seems that they all get 18 days' sick leave a year, with 25 days for vacation.

We transit men get 12 days' sick leave instead of 18, and 12 days' vacation instead of 25. Surely no one can say that one group should be favored.

Governor Dewey must definitely favor some groups or have some other reason for not granting us transit men the same treatment.

It seems we are quasi-State employees, which means either the State or city could legislate for our benefit, but neither does.

Both Houses of the State Legislature have passed bills benefiting transit men, but nothing ever came of them.

Thanks for your wonderful work for civil service people.

WILLIAM P. SHEEN

Dannemora and Matteawan

Editor, The LEADER:

Concerning a desire of the employees of Dannemora and Matteawan State Hospital for a classification equal to that of Prison Guards: I am a former employee of one of the hospitals and at present a permanent Guard in one of the State Prisons.

I would like to say that I quite agree with those who work in the above mentioned places. After several years service as an Attendant in one of said hospitals, and several more years as a Prison Guard, I think I am qualified to state that the rating and pay should be equal but I think that every man or woman employee of either of these places should be given the same, or an equally difficult, mental and physical examination as has been passed by all Prison Guards.

Of course there would be a necessity to exempt all criminal hospital employees from the examinations who have contributed enough years of service on the job. Their years of service would speak for their ability to handle me and their ability to cope with emergencies.—E. H.

[The LEADER favors Guard pay for the Attendants and finds no substantial difference in the tests or work.]

Don't Repeat This!

NYC Circus

Disciplinary Query

The disciplinary calendar of the Board of Transportation frequently contains this charge against a bus driver:

"Charged with leaving bus unattended and entering lunch room where he had something to eat,

in violation of the Rules and Regulations governing employees engaged in the Operation of the New York City Transit System."

What's a guy supposed to do in a lunch room?

Subtracts Adding Machines "Watch your adding machine," is the latest bit of good advice.

Veterans Indorse Vacation Editorial

The New York State Veterans in Civil Service will meet tomorrow (Wednesday) at Room 1, State Office Building, 80 Center Street, at 5 p. m.

The chief subject of the discussion will be full vacation allowance to returned veterans. The organization has sent copies of The LEADER editorial of May 21 to all State commanders and to the newspapers. The editorial strongly advocated allowance of credit for time in armed service in fixing vacation duration.

Group Honors 7



Guests of honor at the Communion Breakfast of the NYC Department of Sanitation Holy Name Society at the Hotel Astor were: Commissioner William J. Powell; Justice Matthew J. Diserio; John C. Garbarini, President of the Holy Name Society; the Rev. Francis J. Flattery, Spiritual Director; Surrogate William T. Collins, Alexander I. Rorke and the Rev. Cletus McCarthy.

Overseas Jobs in 49 Capacities

Following is a complete list of job in 49 titles being offered with the Signal Corps in the Pacific and European Theatres by the Civilian Recruitment Office, Signal Corps Photographic Center, 35-11 35th Ave., L. I. City 1, N. Y. Interview hours are 9 to 11 a. m. and 2 to 4 p. m., Monday through Friday. Positions in Hawaii are permanent, and "excepted" appointments on a one-year basis are available in the Antilles, China, Germany, Manila and Tokyo.

Hourly wage rate is for a 40-hour week. A 25 per cent pay differential for overseas service is included in all per-hour and per-annum salaries below.

Antilles	
Dial Wire Chief	\$3,510
Dial Switchman	3,120
Dial Station Installer	2,886
China	
Teletype Mechanic	\$1.54
Wire Chief, Tel & Tel	1.70
Radio Repairman	1.54
Radio Repairman f/a	1.61
Message Center Chief	3,312.50
Radio Operator, Manual	2,625
Cryptographic Repairman	1.54
Cryptographic Technician	2,625
Prin. Teletype Repairman	\$1.65
Sr. Teletype Repairman	1.50
Teletype Repairman	1.30
Sound Recording Equipment Installer-Repairman	1.60
Sound Equipment Installer Repairman	1.30
Communicant's Cable Splicer	1.60
Communications Cable Splicer Assistant	1.30
Communications Cable Splicer, Foreman	1.85
Telephone Switchman, Sr.	1.65
Telephone Switchman	1.40
Telephone Switchman, Jr.	1.15
Telephone Installer Repairman	1.30
Crystal Technician	1.30
Engineering Aide (Transmitter)	3,725
Control Technician	3,312.50
Receiver Maintenance Technician	3,725
Manila	
Electrical Engineer	\$5,375
Multi-channel SSM RTT Technician	1.54
Circuit Control Wire Chief	1.59
Inside Wire Chief	1.70
Carrier and Repeaterman	1.66
Single Channel RTT Control Technician	1.57
Teletype Repairman	1.54
Tele. Engr (Outside Plant)	3,375
Tele. Engr. (Inside Plant)	5,375
Radio Engineer	5,375
Tokyo	
Tel & Tel Maint. Officer	\$5,375
Telephone Repeaterman	1.66
Telephone Engineer	5,375
Telephone Trans. Engineer	4,550
Telephone Operator (Male or Female)	2,130
Wire Chief	1.70
Repeaterman	1.66
Teletype Repairman	1.54
Storage & Issue Officer	
Signal Supply	3,725
Tel & Tel Officer, Inside Pkt	5,375
Radio Officer, Fixed Station	6,475
Message Center Officer, Fixed Station	3,725
Teletype Mechanic, Radio	1.54

Survey by Sanitation Matches Vet to Job

Acting on the suggestion of Sanitation Commissioner William J. Powell, Harry R. Langdon, Administrator of the department, instituted a program to integrate the experience gained by Sanitation employees in the armed forces with the duties and function of the Sanitation Department.

Previously, the rate of resignation among clerical employees back from military duty was as high as 50 per cent. The men left, explaining that they felt that

their opportunities for advancement were better in private industry, where they could "cash in" on their training and experience.

In order to place the veterans in the best position to utilize their ability, the Department made a complete survey. Among the fields were: the communication system, the standard allowances, lubrication and dispensing equipment, bulletin boards, sanitary condition of motor vehicles.

PBA Election Vote Will End Tomorrow

Ballots in the Patrolmen's Benevolent Association's election were being mailed in by the 12,000 paid up members of the organization as The LEADER went to press.

Following the close of the balloting tomorrow (Wednesday, June 5), tellers representing the candidates will remove the ballots from the Post Office box and count the votes.

It was estimated at the PBA office that the count would be completed and the results known by June 11. Pat Hardney is running for re-election. Ray Donovan and John Carton are also contesting for the Presidency.

Hearing to Be Held On 6 Emergency Jobs

A proposal to fill six NYC positions by "emergency" Rule V-9-2c appointments, without civil service examination, will be the subject of a hearing before the Municipal Civil Service Commission this afternoon (Tuesday) at 2:30 p.m. at Room 712, 299 Broadway.

The positions are Garage Helper, Administrative Assistant (Planning), Assistant Court Clerk, Assistant Physicist, Director of School Lunches and Foreman Boilermaker.

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LEGAL NOTICE
Herschkovitz, Maurice, also known as Morris Hirsch—CITATION. The People of the State of New York, by the Grace of God Free and Independent, To Max Hirsch, Herman Herschkovitz, Rose Schweiger and The Fidelity and Casualty Company of New York, being the persons interested as creditors, legatees, devisees, beneficiaries, distributees, or otherwise, in the estate of **MAURICE HIRSCH**, deceased, who at the time of his death was a resident of New York County, Send Greeting: Upon the petition of **MAX HIRSCH**, residing at El Paso Lodge, BPOE 187, San Antonio and Margoffin Avenue, El Paso, Texas.
You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 21st day of June, 1946, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of **MAX HIRSCH**, as Administrator, should not be judicially settled, and why the counsel fees of Paul B. Shaw, attorney for the Administrator should not be fixed and determined in the sum of \$500.00.
IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.
WITNESS, Honorable William T. Collins, a Surrogate of our said county, at the County of New York, the 10th day of May, in the year of our Lord one thousand nine hundred and forty-six.
GEORGE LOESCH
Clerk of the Surrogate's Court.

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IRT Holy Name Group To Attend Communion

Members of the Holy Name Society, IRT Division, are looking forward to a large attendance at their breakfast on Sunday, June 9, at the Hotel Pennsylvania, following 9 a. m. Mass at St. John the Baptist Church, 209 West 30th Street.

The Society will march in a body from the church to the hotel. Guest speakers will be the Rev. Duffee of St. Francis of Assisi Church; the Rev. George A. Kelly, of St. Monica's Church, and Tax Commissioner Robert F. Wagner, Jr.

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15 NYC Members Added To LEADER'S I-E Club

The second list of members of The LEADER'S I-E Club is published herewith. The first was published in the May 21 issue.

As a means of extra recognition of eligibles with top marks on open-competitive and promotion lists, The LEADER has inaugurated the I-E Club. Certificates of membership, suitable for framing, will be awarded to each top-ranking eligible.

A system of exchange of ideas by I-E Club members on civil service topics, through the medium of The LEADER, is being inaugurated, and illustrated interviews with club members will be published. One object is to have the club serve as a means of inspiration to candidates for public jobs, and public employees seeking promotion; another is to help to improve the merit system through publicizing the achievements and ideas of its most qualified candidates as determined through the operation of that system.

The list of members, published herewith, consists of candidates who attained the top score in State and NYC examinations and who are on lists promulgated recently. The Federal registers will be canvassed, for subsequent awards.

An additional purpose is to aid and stimulate all candidates, present and prospective, through the intimate chronicling of the methods and procedures of the most successful candidates.

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Stationary Engineer—Herbert J. Faughan, 82-17 32nd Ave., Jackson Heights, Queens.
Automobile Mechanic—Edwin M. Capera, 304 West 13th St., NYC 30.
Machinist—Emanuel L. Rappon, 354 East 54th Street, NYC.
Office Appliance Operator—National Cash Register, Billing and Accounting Machine—Minnie Himoff, 25-40 31st Avenue, Long Island City 2.
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Supervising Tabulating Machine Operator, Grade 4, Remington Rand—William Robins, 831 Nible Avenue, Bronx 61.
Personnel Officer—William Brody, 125 Worth Street.
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Borough Superintendent, Department of Housing and Buildings—Joseph E. Herman, 123 West 93rd Street, Manhattan 25.
NYC PROMOTION—I-E CLUB
Inspector of Fuel, Grade 4, Office of the Comptroller—Samuel Schneider, 824 East 21st Street, Brooklyn 10.
Pipe Caulker, WSG&E, NYC Division—Thomas J. Cox, 150 East 83rd St., New York 28, N. Y.

STATE OF NEW YORK, DEPARTMENT OF STATE, ss.: I do hereby certify that a certificate of dissolution of 230 RIVINGTON STREET CORP. has been filed in this department this day and that it appears therefrom that such corporation has complied with Section 105 of the Stock Corporation Law, and that it is dissolved. Given in duplicate under my hand and official seal of the Department of State, at the City of Albany. (Seal) this 18th day of May, 1946. Thomas J. Curran, Secretary of State. By Edward D. Harper, Deputy Secretary of State.

LEGAL NOTICE
directed and the publication of such order and the filing of proof of publication thereof, and of the service of a copy of said papers and of the order as hereinbefore directed, that on and after July 1st, 1946, the petitioner shall be known by the name of SIMON S. STAVER and by no other name.
Enter, J. A. B., J.C.C.
At a Special Term, Part II, of the City Court of the City of New York, held in and for the County of New York at the Court House thereof, at 52 Chambers Street, in the Borough of Manhattan, City of New York, on the 21st day of May, 1946. Present—HON. JOHN A. BYRNES, Chief Justice.
In the Matter of the Application of ANTHONY JOSEPH GUARIGLIO for leave to assume the name of ANTONIO JOSEPH ANTICO.
Upon reading and filing the petition of Anthony Joseph Guariglio verified the 30th day of April, 1946, praying for leave to assume the name of Anthony Joseph Antico in place of his present name.
NOW on motion of John L. Molloy, Esq., attorney for the petitioner, and the court being satisfied that there is no reasonable objection to his change of name, it is hereby ORDERED that the said application be and the same hereby is granted, and the petitioner is authorized to assume on the 1st day of July, 1946, the name of Anthony Joseph Antico in place of the name Anthony Joseph Guariglio, and it is further ORDERED that within ten days after the date hereof this order and the papers upon which the same is granted be filed in the office of the clerk of the City Court of the City of New York, County of New York, and that within ten days after the entry thereof a copy of this order be published in the Civil Service Leader, a newspaper published in the City of New York, County of New York, and that within forty days after making of this order he file an affidavit of the publication of this order with the Clerk of the City Court of the City of New York, County of New York, and it is further ORDERED that a copy of this order shall be served upon the Chairman of the Local Board at which petitioner submitted his registration as above set forth, and upon the Alien Registration Division, Immigration and Naturalization Service, 1501 Chestnut Street, Philadelphia, Penna., within twenty days after it is entered and proof of such service shall be filed and recorded with the Clerk of the City Court, County of New York, within ten days after such service, and it is further ORDERED that following the filing of the petition and order as hereinbefore

Board of Social Service, Children's Village, Greer School (formerly known as Hope Farm), Society of St. Johnland, Montclair Fresh Air and Convalescent Home, Incorporated, Young Men's Christian Association, Morris County Tubercular Association, National Society for the Prevention of Blindness, Incorporated, Salvation Army, Incorporated, Anne Sophia Grant, Mary Wallis Grant, Abbie S. Creighton, Thomas W. Attridge, Nellie S. Frost, Eleanor C. Pantonius, Morris County Welfare Board, Mildred Stone, Edith Donaldson, Executrix of the last Will and Testament of Maria Doyle, deceased, Katie F. Browning, Lawrence D. Reilly, Owen F. Browning, Carroll B. Creveling as Administrator of the estate of Edwin C. Browning, deceased, Florence I. Browning, Dudley G. Browning, Anna Prentice Waterbury, Mary Low Baltz, Lena G. Hall, Ella B. Dann, Jessie M. Smith, Catherine C. Lyons, Gertrude B. Orne, Executrix of the last Will and Testament of Henry M. Orne, deceased legatee and co-executor, H. Maurice Darling, Administrator with the will annexed to the estate of Mary K. Gill, deceased, H. Maurice Darling, Administrator with the will annexed of the estate of Lattie Gill Jones, deceased, United States Trust Company of New York, Executrix of the last Will and Testament of Adole P. Low, deceased, Alice L. E. Martin, Gertrude Millicent Martin, United States Trust Company of New York as Trustee of trust fund created by Bertha Low under date of 25 September 1923, and of trust fund provided under judgment in United States Trust Company v. Morristown Trust Company, Evelyn Bridgman Welch, Daniel Low Bridgman, Edith W. L. Bush, Jane Parker, The Unknown Executors, Administrators, Distributors, Legatees or Assigns, if any there be, of Katherine R. Parker, Deceased, one of the legatees of Bertha Low being the persons interested as creditors, legatees, devisees, beneficiaries, distributors or otherwise in the estate of Bertha Low, deceased, who at the time of her death was a resident of the City, County and State of New York. SEND GREETING.
Upon the petition of Morristown Trust Company, a New Jersey corporation, having an office for the transaction of its business at Morristown, State of New Jersey.
You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records in the County of New York, on the 2nd day of July, 1946, at half past ten o'clock in the forenoon of that day, why the account of proceedings of said Morristown Trust Company as Executor of the last Will and Testament of Bertha Low 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.
WITNESS, Honorable William T. Collins a Surrogate of our said County, at the County of New York, the 17th day of May, in the year of our Lord, one thousand nine hundred and forty-six. (Signed) GEORGE LOESCH, Clerk of the Surrogate's Court.

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