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Office Appliance
And Jobs
Office State

COMP.
MARY R. CORKREY
DEPT. EDUCATION
EDUCATION BLDG.
ALBANY 1 NY
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—See Page 9

NYC INVESTIGATOR EXAM REQUIREMENTS ARE EASY

Tolman Says Condon Preference Bill Harms Vets as Well as Non-Vets

Urges Mitchell
Bill As Fair
To Everybody

ALBANY, Aug. 16—The Civil Service Employees Association, which speaks for 45,000 public employees in New York State, today launched a grass-roots campaign in support of the Mitchell constitutional amendment.

"There can be no doubt, upon a careful analysis, that the Mitchell proposal is far superior to the Condon proposal so far as the good of public service is concerned, and so far as fairness to veterans and non-veterans is concerned," said Dr. Frank L. Tolman, Association president, in an open letter to all chapter presidents.

Urging that all chapters meet the issue of veterans preference squarely, Dr. Tolman called for "immediate and renewed steps" to obtain approval by the 1949 Legislature of the Mitchell amendment.

Chaos and Discrimination Now
In a hard-hitting statement, Dr. Tolman declared: "The chaos in civil service administration and the ruthless discrimination among veterans and among veterans and non-veterans caused by the present constitutional provision relating to veteran preference call for a change in the constitutional provision and improvement in the plan of veterans preference."

"The proposed Mitchell amendment will provide improvement with fairness to veterans and non-veterans."

Pointing out the importance of bringing the facts on veteran preference before local citizens, leaders of education, veterans groups, candidates for the State Legislature, the Association president proposed that special committees be set up locally throughout the State to campaign for passage of the Mitchell amendment.

Support of Mitchell Bill Cited
Dr. Tolman, in calling attention to the "vital necessity" of ob-

(Continued on Page 4)

NYC Fireman Physicals Begin for 8,300 Men

By MORTON YARMON

The Fireman (F.D.) physical examinations began yesterday (Monday) at the South Tennis Courts, Van Cortlandt Park. An average of 300 candidates will be examined daily in the NYC competitive tests. On weekdays, except Saturdays, sessions will run from 8 A.M. to 2 P.M. and from 3 P.M. to 9 P.M. On Saturdays the hours are 8 A.M. to 4 P.M. There are no examinations on Sundays. None is scheduled for September 4, the Saturday before Labor Day, but if examiners can be obtained, candidates will be called even then.

The rate of progress of the physical tests depends much on the weather, as rain or wet grounds make impossible the holding of the test.

8,300 Total Survivors

The notices to compete in the physicals were sent to the 8,300 who passed the medical test. Of the 9,315 who passed the written test, 550 were rejected for medical reasons and 465 failed to show up for the medical test. Thus 1,015 of the 9,315, or more than 10 per cent of those who passed the written test, are out of the examination. Originally nearly 20,000 candidates applied for the examination and all except about 5,000 showed up for the written test.

The scheduled wind-up of the physical test is September 21, but

Action on City Raise Due in Rochester Aug. 26

ROCHESTER, Aug. 16—The date when Rochester city employees should know about their salary increases is August 26. Then the Council will meet and is expected to announce a decision.

New Exam Method To Be Tried by U. S.

WASHINGTON, Aug. 16 — A new method of recruitment is to be tried by the U. S. Civil Service Commission to attract college students, in competing for whose services private industry so far has outstripped all branches of Government. The plan is to hold an examination for college seniors only, and have departments and agencies give assurances of hiring specific numbers of eligibles. Thus, by totalling the assurances, and comparing them with the

register, the competitors who are in the numerically covered group would know that they have a job with Uncle Sam waiting, upon graduation.

The first experiment will be conducted in the fall, soon after the college sessions are resumed, and will involve an examination for Junior Management Assistant, open only to college seniors. The assured job prospects would be announced at the time that the notice of examination is published.

the date will be later, if there is more than a normal amount of rainy weather.

Must Have Dry Spot

"We must have a perfectly dry spot where the test is being conducted, otherwise it can't be held,"

Great Rush For Military Leaves Is On

A great deluge of requests for military leave has descended on NYC departments, especially the Police, Fire and Sanitation departments and the Board of Transportation. The requests are causing considerable concern to department heads because of the reluctance to face the perils of reduced personnel.

The policy generally instituted has been to deny the requests, but it is expected that in the last analysis they will have to be granted, although not until early next year. As the refusals are expected to continue, a bill is being drafted by a veteran organization to make the granting of such leaves compulsory.

Two for One

Section 245 of the State Military law provides that when an employee of the State or one of its civil divisions, who is a member of the reserve corps, goes on ordered military duty he shall remain on the department payroll for 30 days. Thereafter he gets the difference between his State, city or county pay, but meanwhile would receive both full job pay and full military pay. One incentive therefore is the drawing of two salaries, so to speak, during the precious 30-day period.

An 'Order' Does the Trick
The Fire Department has re-

(Continued on Page 12)

Postal Clerks To Convene Next Week

MIAMI, Fla., Aug. 16. — The twenty-fifth biennial convention of the National Federation of Post Office Clerks will be held here from August 23 to 29, inclusive.

Local 10, New York, N. Y., will be represented by Ephraim Handman, Patrick J. Fitzgerald, Henry Berman, Frank Grippo, Nathan Weisburd, Joseph Freedman and Sidney Gross.

said Paul M. Brennan, director of the medical-physical bureau of the NYC Civil Service Commission.

Some of the candidates who competed in the physical tests on the first day arrived with relatives, friends and even children to wish them luck and urge them on to success. Some were husbands whose wives came in automobiles, with an infant in arms. One woman had twins in her arms. There was much glee, sometimes shouting, by wives, sweethearts, fathers and mothers, as candidates came through successfully; glum silence when they failed.

After the Fireman physicals are
(Continued on Page 16)

Statewide DPUI Survey Headed by T. L. Evans

ROCHESTER, Aug. 16 — A statewide survey of the State Unemployment Insurance and Employment Services is being conducted under the direction of Thomas L. Evans, former department store executive on behalf of the State Department of Labor. Recommendations are to be made concerning legislation needed and also changes in administrative policies.

Six men were in Rochester last week, working on the survey.

The NYC examination for jobs as Investigator will be opened next month for the receipt of applications, probably from Wednesday, September 15 to Thursday, September 30.

The examination notice has been approved by the NYC Civil Service Commission and sent to Budget Director Thomas J. Patterson. He has just returned from a week's vacation and is expected to approve the notice as submitted, later this week.

No Stiff Requirements

The notice will not set up any stiff requirements. No college degree or high school graduation will be required, and the minimum experience requirement will be two years of investigation work. The Commission intends to be liberal in construing any such experience. Any pertinent type of investigation, it is believed, will be accepted—certainly investigation work for a title company, loan company or bank, reporting for a commercial rating company, and undercover work in the Army, Navy or Coast Guard.

New \$250 Not Included

The base pay of the position is \$1,800, in addition to which a \$660 cost-of-living bonus is paid, making the total salary \$2,460 or \$47.30 a week. The \$250 increase that was voted to city employees is not included in the tentative notice of examination and it is

(Continued on Page 13)

35 Hr. Work-Week Is Proposed for U. S. Employees

By CHARLES SULLIVAN

WASHINGTON, Aug. 16—Committees of Congress are considering proposals for a shorter Federal work week, especially since many groups of employees in private industry work fewer than 40 hours a week.

One proposal is to make the Federal work-week 35 hours. An intimation of that is contained in the salary increase bill introduced in the Senate by Chairman William Langer, of the Post Office and Civil Service Committee.

The shorter work-week, however, would not be an unmixed blessing, as the committees are considering an entire revamping of hours and leaves.

Both sick leave and annual leave will be studied carefully. The greatest secrecy is being

maintained about the possible results, but informed insiders said that reduction in U. S. sick leave may be taken for granted. Annual leave may be required to be used for some present sick leave purposes, such as routine visits to a doctor. Also, annual leave accumulation would be limited, perhaps to 60 days in any one year, with the added requirement that a minimum of 10 days of annual leave must be used in any given year, otherwise that much would be forfeited.

Uniformity of annual leave and sick leave is desired, but there is no move to reduce annual leave, so the 26-day vacations appear safe.

Uniformity would be a break for the postal service, which has been skimped on leaves these many years.

STATE AND COUNTY NEWS

Nurses Submit Higher Pay Plan With No Overlapping Grades

State Course Will Train For Big Jobs

ALBANY, Aug. 16.—Screening tests for State employees who would like to "go to school" for a special course of training in the field of administrative analysis, may be held in September, a State Civil Service Department spokesman told The LEADER this week.

The State Civil Service Commission recently approved a proposal to conduct a training institute in methods and procedures, which would be open to any permanent competitive State employee who is a high school graduate and has been employed by the State for two years.

Two-Week Course

According to tentative plans, the first institute is expected to be held in Albany in the fall. A similar two-week course is expected to be given in New York City later in the year.

Applicants for the course, which will cover fundamentals and accepted standards in administrative analysis, will be given a special screening examination to determine their aptitude.

Plans for the school have progressed to such an extent, the department indicated, that screening tests are a distinct possibility for September.

No Applications Yet

Department officials emphasized, however, that no applications for the school will be accepted until final arrangements are completed.

After completion of the course, graduates will be qualified to take interdepartmental promotion examinations for assistant examiner of methods and procedures. The examination will be open to all State employees who meet the qualifications, regardless of whether they attend the school or not.

State Commission Has Right To Call Witness, Says Court

ALBANY, Aug. 16.—At the public hearing afforded by the State Civil Service Commission to the Lackawanna Civil Service Commissioners, involving charges for the removal of the local men and the charges for cancellation of six examinations and the resulting eligible lists and appointments, James J. Kaney and a group of others were subpoenaed by the State Commission to appear and testify. Kaney is an eligible on the Lackawanna Fire Fighter list.

Kaney and the others appeared in person at the hearing, but upon advice of counsel, refused to be sworn as witnesses. They contended that the State Commission is not authorized by law to subpoena them as witnesses in the public hearing in view of the fact that the original investigation had been closed and the public hearing was not authorized by law.

The State Commission contended that it had the power to subpoena Kaney and the others in the public hearing in view of the fact that the public hearing was but a continuance of the original investigation. The State Commission further contended that under Section 406 of the Civil Practice Act it is authorized

ALBANY, Aug. 16.—When the committee of nurses, members of The Civil Service Employees Association, appears before the State Salary Standardization Board this fall, it will have a documented report on conditions in 27 State mental institutions to back up its salary appeal.

A spokesman for the Association today amplified an earlier story on the proposed salary appeal, which appeared in The LEADER.

At that time, The LEADER reported that a subcommittee, chosen from seven State hospitals, had met in Albany to draw up a draft of the appeal with representatives of the Association.

Proposed New Pay Scales

It can be revealed now that the salary appeal not only asks upward pay adjustments for the nursing group, but urges a salary scale with no overlapping grades and with approximately equal gaps between grades.

The committee will ask the State Salary Board to approve the following salary adjustments for the 1,345 nurses in institutions under the jurisdiction of the State Department of Mental Hygiene.

Present Salary	Salary Needs
	Title
\$2,160-\$2,760	Staff Nurse \$2,880-\$3,480
	Head Nurse \$2,400-\$3,000 \$3,480-\$4,230
\$2,760-\$3,360	Supervisor \$4,260-\$5,180
\$3,600-\$4,500	Chief Supervisor \$5,200-\$6,400
	Instructor \$2,520-\$3,120 \$3,600-\$4,500
	Assistant Principal \$3,000-\$3,660 \$4,440-\$5,440
	Principal \$3,720-\$4,620 \$5,400-\$6,600

Present salary allocations, based on a 40-hour week, do not include the emergency adjustment allotted April 1 as listed above.

Association Wages Drive

The committee is expected to point out that because of the difficult and unpleasant aspect of State Hospital nursing, added compensation is indicated not only from the viewpoint of common justice but also of necessity if the State hopes to hold nurses in State service.

Establishment of the new salary grades for the various nursing positions is being sought by the Association, a committee spokesman said.

"We believe we can show on grounds of value of work, conditions of employment, evaluation of services in other fields, need of

additional nursing service, and ability of the State to pay for the service, outstanding propriety for the salary increases," he said.

Representatives from a majority of the 27 State institutions under Mental Hygiene are expected to attend the Salary Board hearing on nurse allocations when it is held, probably late in October or November.

Plea Supported by Facts

The report to the State Salary Board, whose action must be later approved by the State Director of the Budget before any increase becomes effective, is founded on the fact that pay scales for nurses and opportunities for future promotion must be improved to maintain the desired quality of the State's nursing services.

Showing that present salaries for nurses do not properly reward the services performed, the committee has prepared statistics showing:

1. Many nurse items remain vacant and it is difficult to recruit candidates for State Hospital training schools.
2. Standards of training schools have been raised considerably in the past few years.
3. Nurses work in locked buildings and there is a certain degree of confinement, tension and unpleasant atmosphere where anything can happen.

Want to Buy a Used Car? The State Wants to Sell Some

ALBANY, Aug. 16.—If you are interested in buying an automobile, the State Budget Director has 40 used cars ranging from Fords to Cadillacs he'd like to sell.

Prospective used car purchasers have until 10 a.m. Aug. 30 to make an offer for the vehicles, which

the State is selling to the highest bidders.

State Not Responsible

One word of caution, however. The office of the State Budget Director, which is directing the sale at the State garage in Albany, warns the State is not responsible for their mechanical condition.

At a similar sale about a year ago, the State had considerable difficulty selling the cars because of their condition.

The cars may be inspected from 8:30 a.m. to 4:30 p.m. on weekdays.

Purchase applications and descriptions of the cars may be obtained at the garage or the Budget Director's office.

What's in It

The State sells its cars when their maintenance costs rise. However, any really serious defects

will be pointed out to the prospective purchaser. Included in this group are 13 Fords, 5 Chevrolets, 1 Plymouth, 1 Dodge, 4 Chryslers, 2 Packards, 3 Cadillacs and 11 Buicks, ranging from 1938 to 1942 models, with one 1946 model.

Clerk Appointment Legal But Duties Are in Doubt

An informal opinion by Attorney General Nathaniel L. Goldstein upholds the legal authority of a Town Board to create the position of Clerk of a Justice's Court, and make the appointment, but states that there is some question concerning the duties which such Clerk may be authorized to perform.

DAVID PRICE NAMED TO MERIT COMMITTEE

ALBANY, Aug. 16.—David Price, employed in the Classification Division of the State Civil Service Department, has been named chairman of the department's committee on merit awards. He succeeds Henry J. McFarland, Jr., head of the Municipal Service Division.

Armory Repair Work Authorized

ALBANY, Aug. 16.—Working conditions will be pleasanter in several armories as a result of new work which the State will shortly undertake. Here's what's up:

ALBANY—Electric work for illumination of Court Room, Court of Appeals Building.

ALBANY—Construction work for new storerooms over garage, Troop B Armory, New Scotland Ave.

BUFFALO—Construction work for new storerooms in basement, 65th Regiment Armory, 29 Masten Ave.

GLOVERSVILLE—Erection of concrete steps and appurtenant work, State Armory.

YONKERS—Roofing renewals and repair, State Armory.

BROOKLYN—Construction, heating, ventilating, sanitary and electric work for toilet, shower and dressing room facilities for Commanding General's Quarters, 14th Regiment Armory, 1402 Eighth Ave.

BRONX—Separate proposals covering construction and electric work for new wiring and fixtures in pistol-rifle range, 5th Regiment Armory, 1122 Franklin Ave.

Graduates Wooed Into State Work

ALBANY, Aug. 16.—The State Civil Service Department is planning its biggest "selling campaign" to date, designed to interest college graduates in making a career of State service.

The department announced this week it is publishing a 56-page booklet, complete with drawings and photographs, on "Careers for College Graduates in New York State Government."

Tells All

Prepared by Dorothy Guy Smith, senior publicity agent with the department, the booklet tells the advantages of State employment and describes job and promotion opportunities.

Planned for distribution to colleges and universities, libraries and professional organizations, the publication will list 23 specific positions in State service of particular interest to college graduates.

The booklet will be used in connection with the department's recruiting program, timed to obtain candidates for state jobs from next year's graduating classes.

By State Employees

A product of State employees, 10,000 copies of the booklet are being printed. Drawings were done by Herbert A. Writer, artist in the State Commerce Department. Charts in the booklet were prepared by Pirie H. Perenyi, statistician with Audit and Control.

A department spokesman indicated the booklet is a slick, lively publication, carrying lots of punch. It is expected to be ready for distribution early in the fall.

Among the Jobs

Among the jobs which it will describe are:

Senior Engineering Aide, Senior draftsman, social worker, junior economist, junior statistician, library assistant, junior librarian, assistant game research investigator, resident psychiatrist, occupational therapist, senior laboratory technician, junior personnel technician, junior tax examiner, law assistant, staff nurse, physical therapy technician, factory inspector, industrial inspector, public health nurse, junior research aide, publicity aide, dietitian, institution teacher.

Copies of the booklet, when it is available, may be obtained by individuals by writing to the State Civil Service Department, State Office Building, Albany, N. Y.

False Experience Claims Draw Disqualification

ALBANY, Aug. 16.—The State Civil Service Commission is cracking down on candidates who falsify experience records in applying for civil service examinations.

An unidentified State employee has been disqualified from taking any State promotion examinations for five years, The LEADER learned today, in what appears to have become standard commission procedure.

Recently the State Civil Service Department announced the expansion of its investigating unit to check statements by candidates taking open-competitive and promotion examinations. This was followed shortly by an announcement that a candidate who successfully passed an open-competitive test was being stricken from

the eligible list and banned from taking any State examinations for a five-year period for "material false representation."

Name Stricken from Lists

In announcing that a state employee has been banned from taking any promotion examinations for 5 years, a Commission spokesman indicated that "this is fast becoming standard procedure when we find false material representation in applications."

It was reported that the employee had given different experience statements of material fact in applying for several promotional examinations.

His name has been removed from all eligible lists, the Commission spokesman said.

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STATE AND COUNTY NEWS

Public Works Lists All Jobs Ok'd for Overtime Pay

ALBANY, Aug. 16—The Department of Public Works last week issued instructions to officers of various sub-divisions relating to positions approved for overtime compensation. The instructions state: "Unit heads and District Engineers who are responsible for a determination of overtime recognition are urged to grant compensating time off in every instance where it is possible so to do. The approvals of overtime in this memorandum are made with the understanding that such payments to employees will be made only for hours of work actually required, notwithstanding the general schedule of hours and positions that is approved." The instructions, listing the positions, also state: "Actual pay for overtime is, up to this date, authorized for the following titles of employees, providing the particular unit head or District Engineer is prepared to establish the impracticability of granting time off, viz: Division of Construction TITLES Assistant Civil Engineer Junior Civil Engineer Senior Engineering Aid Junior Engineering Aid Engineering Helper REMARKS While engaged on the job in the field supervising and inspecting highway construction work, when Labor Law dispensation has

Table with columns: TITLES, No. of Positions, Not to Exceed Hours. Lists jobs like Floating Plant Supervisor, Tug Captain, Marine Engineer, etc. for various divisions.

Table with columns: TITLES, No. of Positions, Not to Exceed Hours. Lists jobs like Chief Building Guard, Building Guard, Elevator Operator, etc. for various divisions.

Workers Win Boss's Praise At Geneva

ALBANY, Aug. 16—Employees of the State Experimental Station in Geneva have won "official praise" for their "sense of individual responsibility and cooperative spirit." In a memorandum to station employees, A. J. Heinicke, director, had this to say about the efficiency of these State employees: "During the past few months we have had the opportunity to welcome many individuals and groups of visitors to the Station. These people come primarily to learn about our research work at first hand. They frequently express appreciation of what they see and learn. Many tell us that they are impressed by evidence of orderliness and neatness in the laboratories, barns, greenhouses, grounds, equipment, and field plots. Congratulations Offered "The efforts each of us continually make as individuals and collectively to keep the entire plant and the equipment in a neat and presentable condition are important assets to the Station, especially from the point of view of public relations. They are outward evidence of a central orderliness of thought that characterizes careful and reliable research work. They reflect a sense of individual responsibility and a co-operative spirit of the entire staff—professional and non-professional, regular as well as temporary service employees. "May I congratulate each of you for what you are doing to help maintain an ever-increasing standard of efficient 'housekeeping'—a continuous, day-to-day habit of orderliness and thoughtfulness which is of vital interest to all."



Solomon Bendet, Insurance Department representative on the Association Board of Directors, was all prepared for a cool day at the Metropolitan Conference picnic.

Carpenters, Laborers, Needed Now

ALBANY, Aug. 16—Between 25 and 30 carpenters and laborers are needed immediately for work at the new Whiteface Ski Center. Successful applicants will be employed for the balance of this season in the construction of facilities at the new Ski Center. Workmen interested in obtaining employment at the Whiteface project should report at once to C. Milo Bushnell at the Ski Center. Mr. Bushnell's office is located at the end of the Ski Center Access Road which connects with the World War Veterans Memorial Highway on Whiteface Mountain below the toll station. Further information may be obtained from the Department of Public Works, Albany. BARGE CANAL SETS RECORD ALBANY, Aug. 16—Barge Canal shipments for the week ended August 7, totaling 122,420 tons, brought the total shipments this year to 37.50 per cent above those for the corresponding period last year, the State Department of Public Works announced.

The Public Employee



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

The Forgotten Man in State Service WE have never had a Career Law that opens opportunity to all public employees. We have no salary law that applies equally and fairly to the entire state service. Indeed there are great numbers of public employees who have no real protection and no real rights under the present Civil Service Law. I refer to part-time, seasonal labor positions and jobs under quasi-public agencies created by the State. It was the evident intent of the creators of civil service and of the framers of the Constitution to keep such marginal positions to an absolute minimum. The competitive class was conceived as forming the great mass as well as the heart of the service. Non-competitive jobs were to be strictly limited to such positions (if any) as could not be filled by competitive examinations. Labor positions were to be limited to casual employment of common unskilled labor.

Employees Suffer Discrimination Both the non-competitive and the labor classes have been stacked with very large numbers of positions that belong of right in the competitive class. These employees suffer discriminations of many kinds; in security of tenure, in salaries, in overtime pay, in vacation, in hours of work. When the Feld-Hamilton Career Law was enacted, labor jobs and part-time and seasonal jobs were not included. The Salary Board, however, recommended the extension of the Career Law to cover the entire state service, as a matter of right and of equity. Under the amended law, certain labor salary schedules are created but only a very few permanent labor jobs have been allocated, and the schedules themselves are obsolete.

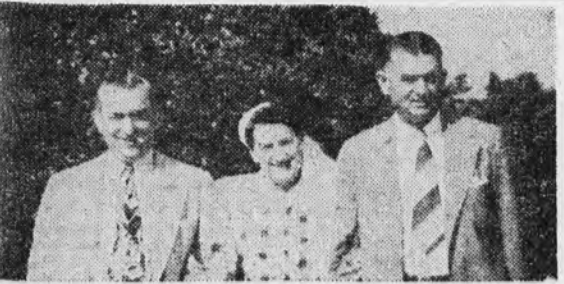
Adequate Pay for All Is Required There is no difficulty in translating yearly rates of pay into monthly, weekly, daily or hourly pay rates or vice versa. As a matter of fact, the same pay periods and pay days are generally common to the entire State service. Only the arithmetic is different and frequently unfair.

Organized labor has been able to obtain laws compelling the payment of the prevailing rates of wages on contract work for the State. Some cities, including New York City, pay prevailing rates of wages to labor jobs in the civil service. The Association has long urged that a stop be put to the unfair discrimination against its own employees as compared with the employees of the contractor often working side by side on the same job.

The purpose back of the Salary Study was stated to be the determination of going rates of pay for similar jobs in industry and other employments. The Association holds that it is time the State make good on its implied promises to provide adequate pay and good employment conditions for all State employees in all public services for which public moneys are provided in whole or in part by the State.

Insurance Group in NYC Hears Address by Fee

The insurance group among members of the Civil Service Employees Association at DPUI in NYC heard an enlightening address by Christopher J. Fee, chairman of the Association's DPUI committee and representative of the Labor Department on the Association Board of Directors. Mr. Fee, who came down from Albany, explained the functions and performance of the committee he heads and stressed the over-all action by Association headquarters at Albany as having an important bearing on Association goals. He said that the Association is now preparing its case for a salary increase. The case will be presented to the Governor, his advisers and the next session of the Legislature. Duignan Occupies Chair Martin Duignan presided. He spoke briefly on the need of having one working unit to achieve goals for the insurance group. There are 27 offices in the NYC area, not including Westchester and Nassau, which were also represented at the enthusiastic meeting held at 342 Madison Avenue. Mr. Duignan described conditions and practices in local offices and asked that grievances be brought to the attention of the insurance representative. A committee will be appointed to interview Harry Smith, Personnel Director. Training courses are being planned, to prepare members of the Association for expected examinations. Mr. Duignan is chairman, ex-officio, of the committee. The other members are John Files, Brooklyn; Samuel Cohen, the Bronx; Fildroy Herbert, Queens, Donald Bowen, Staten Island; and Mrs. Nathanson, Manhattan. The examinations are expected to be for Assistant Interviewer (open-competitive) and Assistant Claims Examiner (promotion). There is an open-competitive eligible list for Assistant Claims Examiner.



All smiles at the recent annual picnic of the Metropolitan Conference of The Civil Service Employees Association held at Jones Beach Park were, left to right, Laurence J. Hollister, Association Field Representative; Mrs. Victor J. Paltsits, wife of the Conference chairman, and Francis A. MacDonald, chairman of the Southern Conference.



Making like Mephistopheles, Kenneth A. Valentine, head turned, produced smiles on the faces of May Greenauer and her brother, William Greenauer. Mr. Valentine is Public Service representative at the Association Board of Directors. Mr. Greenauer is president of the Public Works District 10 chapter, Babylon. The picture was taken at the Metropolitan Conference luncheon.

Town Board May Fill Unexpired Elective Offices

Vacancies that occur in the elective offices of Justice of the Peace and Town Assessor may be filled by the Town Board through appointment, but successors must be elected at the next annual election for the unexpired terms of both offices. Attorney General Nathaniel L. Goldstein so ruled in an informal opinion.

STATE AND COUNTY NEWS

Condon Bill Blasted as Detriment to Government

(Continued from Page 1)

taining approval of the Mitchell amendment, deplored "what has become an intolerable situation with reference to recruitment and promotion in the civil service of the State and its sub-divisions."

Citing growing support by veterans for the Mitchell bill, Dr. Tolman pointed to the action of The Jewish War Veterans, New York County Council of Administration, in "unequivocally endorsing the Mitchell amendment and opposing the Condon amendment."

With its letter to chapter presidents, the Association enclosed a special bulletin, entitled, "Veterans Preference — Time Now To Correct Present Fundamental Errors."

Text of Bulletin

The bulletin, signed by President Tolman, reads as follows: "Veterans preference is a top concern in civil service today. Neither the veteran or the non-veteran is satisfied with the present condition. No one knows just what the preference is or will be at any future time as the Courts grind out conflicting decisions on the many cases presented to them."

The Present Situation

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

"The second part provides a five-year preference expiring December 31, 1950 for non-disabled veterans. The non-disabled veteran does not have absolute preference. He comes after all disabled veterans but before all civilian eligibles. The disabled veteran comes first, then the non-disabled after all disabled veterans, and last the other eligibles without war service."

"The non-disabled veterans have viewed with righteous suspicion and dismay the special absolute preference given to zero per cent disabled veterans who have enjoyed the same absolute preference as the really disabled. The recent court decision placing recognizable disability at 10 per cent will help, but will not cure their dissatisfaction."

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

"If nothing is done, the preference to disabled veterans will continue but the preference to the non-disabled will lapse in 1951. To continue or to change the present constitutional amendment requires first, that the amendment be passed by two different legislatures (that is before and after a new legislature is elected) and the amendment must then be approved by the people at a regular election."

"Two proposed amendments

were passed at the last legislative session — the Mitchell Amendment and the Condon Amendment."

The Condon Proposal

"The Condon amendment is supported by some segments of the American Legion and opposed by many veterans in the state and local governments and without. It would make no change in the present absolute preference for disabled veterans in appointment and promotion. For non-disabled veterans it would extend the present preference for original appointment but would give no preference in promotion to nondisabled veterans."

The Mitchell Proposal

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

It Is A Choice

"It is important for all employees to understand that the choice is between two proposed amendments. There is no time or opportunity to pass a different amendment. To oppose both

amendments would merely play into the hands of those who selfishly wish to see no improvement made."

Provides Needed Improvement

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

"Any fair comparison of the two proposed amendments will show that the Mitchell bill is fairer both to the veteran and to the non-veteran than the Condon bill. It is worth vigorous support."

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

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

'\$4 a Day Doesn't Buy Enough Food'

ALBANY, Aug. 16—Employees who travel for the State point out that the recent subsistence raise granted by the Comptroller's Office is defective. While the rise in mileage rates to 7c is generally accepted, the \$9.50 per day subsistence allowance doesn't help much, they point out.

One employee of the DPUI writes: "I do believe that the subsistence increase is absurd. Although I am compelled to be away from home approximately 100 nights annually, at no time have I encountered difficulty in obtaining first class hotel accommodations within a five dollar maximum allowance. However, I do find it impossible to keep my meals within the four dollar maximum. In view of the facts recently published indicating a rise in the cost of food, isn't it apparent that the raise to a maximum of four dollars for meals daily is inadequate and unrealistic, particularly in view of the fact that during the last five years the only increase for meals has been fifty cents a day? So long as the allowances are still restricted to four dollars daily, the alleged increase to \$9.50 daily now granted is really meaningless."

This statement pretty well represents the feeling of travelling employees generally. They would like an increase in their food allowance.

The probability is that representations will be made to the Comptroller's Office on this matter.

Agriculture Jobs To Be Reclassified

Commissioner C. Chester DuMond sent a letter to all members of the State Department of Agriculture announcing a reclassification project.

Arrangements have been completed with J. Earl Kelly, director of Classification, Civil Service, for a detailed classification study of all positions in the department. This study will be conducted in accordance with the regular procedure of such studies established by the Classification Division.

The objectives for this study are outlined as follows:

(1)—It will help to realign our

personnel policies and organization so that we can more effectively attain our departmental objectives.

(2)—It will provide an up-to-date review of the duties and responsibilities of each position in the department as a basis for determining the adequacy and appropriateness of existing classification titles. This in turn will expedite the matter of holding examinations to fill vacancies from time to time.

(3)—It will provide a basis for a clearer understanding of promotion lines within the department.

(4)—It will provide civil service and the budget office with more adequate information concerning our staff, to the end that savings of time may be made in classification and salary problems, budget requests, recruitment procedures and the like.

What Employees Are Doing

Brookhaven Highway Employees

A meeting of the town of Brookhaven Highway Employees Association, a unit of Suffolk Chapter Civil Service Employees Association, has been held at Hofbrau Tavern, Medford. President Fred Vopat presided and over 60 members were present. Regular business was transacted, including several changes in the constitution and by-laws. Reports of committees were read.

The special committee appointed to meet with the town supervisor and town board reported that the request of the Highway Association for regular sick-leave and vacation time had been adopted by resolution by the town board.

This group of employees has only been organized since June of this year and report 99% membership in the Civil Service Employees Association.

Action was taken to elect representatives to the assembly of Suffolk Chapter so that an active part can be taken in chapter activities. The meeting was also addressed by William J. Burns, vice-president of Suffolk Chapter, who gave a report on the chapter's growth and plans for the future. Charles K. Culyer, Field Representative, County Division of the Civil Service Employees Association, also spoke on the Association's development of the County Division.

The next meeting of this unit will be in October, when a special committee will bring in a report on request for salary adjustments.

Marcy

The Marcy Chapter of the Civil Service Association, held its first Annual clambake and outing at Mayfair Park, Marcy N. Y. on Sunday, August 8, and it was a grand success.

The bake started at 10.00 a.m. and continued until 9 p.m. with over 400 employees and their friends attending.

Employees from Utica State Hospital, Rome State School, and Department of Public works were also present.

Much credit must be given to Frank Pizer and Howard Austin, and their committee, composed of Carl Robert, Dick Bick, Al Cahill,

Stuart Coultrip, Thomas Martin, Victoria Smolinsky, Art and Madelyn Cole, Betty Cahill, and all members of the ticket and donation book committee for the hard work they did to make this a success.

The many merchants and business houses aided in making this bake a successful one by their donations to the prize list.

J. Walter Mannix, President-elect of the Mental Hygiene Association, attended the bake, and had as his guest from Craig Colony, Marion and Fred Kawa.

Prizes for selling the most donation books were won by Charles Crouse for the men, and Evelyn Huss for the women.

Next month the chapter will inaugurate the fall season with a combination Bingo and Bazaar Night.

The laundry employees of Marcy State Hospital held their annual picnic at the State Park, Pixley Falls, Booneville. All the laundry employees attended, bringing their husbands, wives and friends. A collation was prepared by the women of the laundry.

Michael Prendergast, Chief Supervisor of the laundry, entertained on his accordion. A group sing was held. Games were played and it was the opinion of the group that this was the best picnic ever held by the laundry.

Another picnic, before winter, is being planned.

Buffalo

At a recent meeting of the Buffalo chapter, Civil Service Em-

Draper Becomes Supervisor Of Winter Sports Facilities

ALBANY, Aug. 16—Arthur G. Draper, of Wilmington, who has been directing work on the Whiteface Mountain ski development for the Whiteface Mountain Authority, has been promoted to a post in the Division of Lands and Forests of the Conservation Department as Supervisor of Winter Sports Facilities. Perry B. Duryea, Conservation Commissioner and Chairman of the Whiteface Mountain Authority, made the announcement.

employees Association, the following officers were elected to service for the ensuing year: President, Miss Grace Hillery, State Insurance Fund; 1st Vice President, Roy Abell, Division of Buildings; 2nd Vice President, Bert F. Wallace, Labor Department; Secretary, Miss Roberta Sandstone, State Teachers College; Treasurer, Lumen V. Brown.

The Executive Council of the chapter for 1948-49 consists of: Audit and Control: Joseph Midgely, delegate; Jack Sperling, alternate.

Buildings: Elmer Betcher, delegate; Robert Hanks, alternate.

Conservation: James Wolcott, delegate; Mary Lease, alternate.

Employment Service: William Burke, delegate; Terry McShane, alternate.

Health: Blanche Norris, delegate, Ralph Bates, alternate.

Insurance Fund: Margaret Maire, delegate, Irene Coleman, alternate.

Labor: Bert Wallace, delegate, Arthur Lesswing, alternate.

Labor Apprenticeship Council: Germaine Hopkins delegate.

Labor Relations: Rita Kenney, delegate.

Niagara Frontier Milk Marketing Area: Joseph Waters, delegate, Thelma Pottel, alternate.

DPUI, 740 Main St.: Celeste Rosenkranz, delegate, Alethea Kloepfel, alternate.

DPUI, Prudential Bldg.: Albert Ferguson, delegate, J. E. Ellard, alternate.

Parole: James J. Sheridan, delegate, Jean Noel, alternate.

Rehabilitation: Walter Bell, delegate, John Evanco, alternate.

Social Welfare: Helen Wayne, delegate, Margaret O'Neil, alternate.

Taxation & Finance: Dolores Baumber, delegate, Catherine Bartlett, alternate.

Teachers College: Rosemary Fornes, delegate, Kathleen Herniman, alternate.

Workmen's Compensation: Ottilia Busczkowski, delegate, Helen Lonergan, alternate.

State Liquor Authority: Ruth St. George, delegate, Elmer Schottin, alternate.

Public Works: Margaret Donahue, delegate, Carl Hoxea, alternate.

Batavia To Get New Building

ALBANY, Aug. 16.—A \$1,379,330 contract for construction of a new Administration and School Building at the Batavia School for the Blind, in Genesee County, has been awarded by Charles H. Sells, New York State Superintendent of Public Works.

The new Administration and School Building, No. 16, which will have a length of 298 feet fronting on Richmond Avenue. The main portion of the two story and basement structure will be 57 feet in depth. The auditorium wing, 97 feet wide by 124 feet in depth, will be constructed on the north side between the existing east and west wings of the present main building. The south face of the new building will be located approximately 120 feet nearer to Richmond Avenue than the south face of the old structure.

In style, the new building will be representative of modern architecture with a minimum of ornamentation.

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STATE AND COUNTY NEWS

Motor Vehicle License Examiner Test Is About to Be Announced

ALBANY, Aug. 16—The State Civil Service Department is planning to announce the examination for Motor Vehicle License Examiner next month.

The examination has always attracted a large number of candidates. It is expected that this time the number will even exceed the 10,000 who applied last time, for the 1942 examination.

Motor Vehicle License Examiner is in salary Grade 11 of the State Service, \$2,640 to \$3,240 a year, with five \$120 annual increments. Efforts are being made to have the title reallocated upward, in view of the responsibilities of the position.

What Main Duties Are

The duties include the examination of applicants for chauffeur and operator licenses, including literacy tests, also vision, knowledge of the traffic laws, safety regulations, and the investigation of complaints.

The eligible list resulting from the 1942 examination was promulgated in 1943 and expired by operation of law last year.

The fact that the examination will be held within a few months was announced exclusively in The LEADER two months ago. As soon as the period for the receipt

St. Lawrence County Group Distribute Ballots In Election of Officers

Ballots for the election of officers to the St. Lawrence chapter, Civil Service Employees Association, have been printed. Members must return them by September 13.

In addition to eight administrative officers, the county group will vote for eight directors.

The names on the ballot follow: President: Philip L. White, Ogdensburg.

First vice-president: Glenn W. Miller, Gouverneur.

Second vice-president: E. Stanley Howlett, Potsdam.

Third vice-president: Carl Baxter, Canton.

Fourth vice-president: Roy W. Countryman, Massena.

Secretary: Elizabeth P. Whalen, Ogdensburg.

Treasurer: M. Jane Wallace, Ogdensburg.

Executive Representative: Philip L. White.

Directors (eight to be elected): Yale Gates, Gouverneur, Public Works.

Carson James, Potsdam, Public Works.

Maurice Gardner, Canton, County Office.

Edgar Mooney, Ogdensburg, County Lab.

Ruth Venier, Ogdensburg, Social Welfare.

James Kane, Canton, County Highway.

Welchia Kip, Canton, Social Welfare.

Nona Dunn, Ogdensburg, Probation.

Alton Charter, Hermon, County Highway.

George Brosioie, Ogdensburg, Custodian.

Elmer T. Jenkins, Canton, County Sealer.

Louis LaBrake, Potsdam, Public Works.

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

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DPUI Tells How It Plans to Operate With 1000 Workers Off the Payroll

ALBANY, Aug. 16—A majority of the layoffs, currently affecting nearly 1,000 employees of the State Division of Placement and Unemployment Insurance, will be temporary employees, a spokesman for DPUI told The LEADER this week.

Expressing assurances that the reduction in the division is being conducted with "every consideration" for employees affected, it was indicated that recent slash in funds would "hit hard" its

research and statistical bureau and employment service.

Preferred List

The division indicates that any permanent employees which it is forced to let go under the budget cut, will be placed on civil service "preferred lists." Some permanent items will be transferred to other State departments.

Guiding principle in the reduction, the spokesman said, is to dismiss temporary personnel wherever possible, and to place permanent employees in other jobs in the division if their present positions are eliminated.

An Example

An example of how this is being done was cited for employment interviewers. Division officials indicated that assistant interviewer positions, vacated by temporary employees, will be offered to employment interviewers, at no loss in grade or salary, whose jobs are eliminated.

Local Offices Hit

In its hard-hit employment service, layoffs have caused the discontinuation of six local offices in Potsdam, Penn Yan, Canandaigua, Olean, Sidney and North Tarrytown. Two other employment service offices in Saratoga Springs and Monticello are slated to be closed Sept. 15.

In shutting down operations in the eight cities, officials said "mainly employment interviewers and clerks" were affected.

Smaller Staffs

In 38 other offices in the State, functions of placement and unemployment insurance are being "completely integrated" with a smaller staff doing both jobs. It is estimated 90 items are being eliminated in this reshuffle.

Approximately 300 of the 1,000

employees affected by the cut had nothing to do with the slash in funds, the division said. These were temporary employees who were scheduled to go before the budget cut was announced, it was claimed.

Suspended Functions

Suspension of all publications by the research and statistics bureau of DPUI is one immediate result of the layoffs.

"Program planning, general publicity, special research and studies looking toward major program changes have been abandoned," DPUI officials revealed in indicating the scope of layoffs.

It was pointed out that the research and statistics staff in the division has been reduced to the number of necessary employees to meet minimum Federal requirements, and to produce only basic operating data and to do essential administrative analysis and coordination work.

Things might have been worse, one high-ranking official indicated, except for the fact that since the start of the budget period, all items in the division have been frozen with no appointments being made.

Same Vacancies

He listed 55 vacancies in the division's tax and wage records bureau, which have remained open.

Another 257 employment service positions, although open, were not filled during the past six months, he said.

As a result of the budget cut, it was pointed out that the large number of eligibles who passed State civil service examination for employment interviewer this spring have had their employment hopes dashed.

Pfeiffer Favors Tax Relief for Pensioners

BUFFALO, Aug. 16—Deputy Comptroller William B. Pfeiffer this week came out in favor of eliminating Federal income tax on pensioners. "I feel most strongly on this issue," he told The LEADER. It's a downright pity that the small retirement payments received by so many old people should be subject to an income tax. Exemption of retirement payments from this tax is long overdue."

Mr. Pfeiffer, who is running for Congress in the Buffalo area,

stated that in the event of his election, he would "go all out on this problem."

He informed The LEADER also that he favors a strong merit system in the Federal government.

Knows Civil Service

Formerly Personnel Officer of Erie County, Mr. Pfeiffer has dealt with many of the problems involved in civil service, and has come to feel that the merit principle is the only sound one in public employment. He stated that he has vigorously followed the merit principle while in charge of personnel in the Department of Audit and Control, comprising 14,000 employees, including district offices of NYC and Buffalo.

Public Service

Mr. Pfeiffer has held a variety of other public jobs. He was appointed in 1943 by Governor Dewey as State chairman of the war bond payroll deduction plan for nearly 60,000 State employees, and is still serving in that capacity. He was awarded a citation by the U. S. Treasury Department for his meritorious service in that work. Governor Dewey also appointed him a member of the Federal Surplus Property Committee for New York State.

Civic Activities

For the past five years, he has headed the American Red Cross drives for State employees in the Albany area. At various times he has served as chairman of the State Employees Division in cancer drives, March of Dimes, Salvation Army and other charitable and civic fund raising drives.

Mr. Pfeiffer is a member of The Civil Service Employees Association.



Deputy Comptroller William L. Pfeiffer, running for exemption of retirement payments from federal income tax. Mr. Pfeiffer, a member of The Civil Service Employees Association, advocates a strong merit system in the Federal government.

Assn. Confers on Pay

ALBANY, Aug. 16—Salary and wage rates in effect under the various authorities and commissions received further attention by The Civil Service Employees Association last week.

A conference dealing with salaries and wages paid by the Saratoga Springs Reservation was held between Cyrus B. Elmore, Director of the Reservation, and William F. McDonough, Executive Representative of the Association. The situation at the nationally known mineral and other water and bath resorts, as to compensation of employees, differs somewhat from that in the various State Parks because of the character of health services made available at the Reservation, it was said.

As a result of the conference and previous action by Reservation officials, J. Earl Kelly, Director of Classification, State Civil Service Department, will initiate an immediate classification of all positions at the Reservation. It is expected by employees that this

classification will result in a favorable revision of salary and wage rates. A large number of the employees are on a seasonal basis.

Association Makes Great Effort

The Association is conducting an intensive effort to obtain for public employees, whether under the immediate direction of authorities, commissions or without the classified service, the substantial benefits of classification and salary standardization together with tenure, unemployment insurance, sick leave, vacation and other privileges applying to departmental and institutional public service.

The Association recently denounced the practice of withholding of overtime pay beyond forty hours per week from Park Patrolmen in the State Parks. This matter is still unsettled.

In commenting upon the Association's efforts, Mr. McDonough stated: "Public employees in all jurisdictions within the State are carrying on vital services for which they must be adequately paid."

93 Provisionals Lose Jobs

ALBANY, Aug. 16—A total of 93 employees, all provisionals, lost their jobs because of the U. S. cut in funds for the DPUI. Five permanent employees avoided job loss by being transferred from one division to another. The job losses were:

Tax and Wage Record	53
Research and Statistics	32
Central Office	3
Unemployment Insurance	3
District Empl't. Office	2

The employment service in Troy got two permanent employees transferred to another agency in the division. There were no layoffs in Schenectady. In Amsterdam one temporary Clerk had to be let out.

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A THOUGHT FOR THE WEEK

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Ninth Year

America's Largest Weekly for Public Employees
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TUESDAY, AUGUST 17, 1948

How Long Can NYC Stand Such A Mess?

MEMO to everybody who is interested in a decent merit system for New York City: Better start thinking about a classification system for the City. The LEADER has been running a series of articles revealing that the present set up is so rickety as to be absurd. No private industry would tolerate such an inefficient, wasteful mess. Municipal government will run more effectively, and probably less expensively, when a proper system of classification and standardization is created. Everybody knows this — has known it for years. But nobody does anything about it.

We recommend to the City authorities a study of the State Feld-Hamilton law. Just look it over, men. You'll learn something.

As for The LEADER, we intend to stick with this matter until something is done about it.

Meal Ticket Offers A Sensible Solution

IN most State institutions there are employees who don't eat all their meals on the premises. Yet, under the present set-up these people have to pay for three meals a day. The simple thing to do would be: set up a meal ticket arrangement for those people who eat one or two meals a day. The ticket could be punched when meals are eaten, and the employee would then pay for the food he actually eats.

Sidelights

THE Albany Tax Credit Unit of the DPUI is known for its stability, yet talk of bats in the belfry would be nearly correct, for a single winged messenger of fear flew into the office of the unit at 42 North Pearl Street. John Baxter caught it under a handkerchief and freed it at the window ledge. The girls in the office were frightened, not to mention the boys, excepting John . . . Mayor William O'Dwyer, of NYC, has promised to attend a session of the physical test of Fireman candidates in Van Cortlandt Park. The only other in-

stances when a Mayor viewed a test, took place in 1910, when William J. Gaynor looked in on a Fire test, and in 1935, when Mayor Fiorello H. LaGuardia did likewise. The Gaynor squint was the Fire Chief test, in which John Kenlon and "Smoky Joe" Martin were competitors. LaGuardia attended the installation of physical testing machines and watched candidates go through their paces. In the 1941 Mayoralty campaign he recalled that fact with pleasure . . . Counsel Henry Dowell is slated for Deputy Commissioner-ship in the Albany office of the State Liquor Authority.

Buffalo District Office To Be Opened Soon by State Civil Service Dept.

BUFFALO, Aug. 16—The State Department of Civil Service will open a district office on the third floor of the Buffalo State Office Building, on or about September 15, "to offer better service to State employees and the general public in the western part of the State."

The office will have a small staff and is expected to function on somewhat the same basis of the NYC Office, which is under the direction of James E. Dermody. It will provide information on routine civil service matters, receive and distribute material and issue application blanks and receive filled-in forms. Also it will hold medical and oral examinations for positions in the Buffalo area.

Postal Employees Want Total Raise to Equal Original \$1,200 Request

The Local Executive Board of the American Post Office Employees, Branch 9, held its first meeting since the pay raise, at 116 Nassau Street, NYC. President Max Harrison was in the chair.

The board decided to petition its national officers to continue their efforts to obtain the original amount of \$1,200 increase that had been at the national convention held last September.

The board also considered the matter of a Court of Appeals for post office employees. The national officers have assured the local that the matter is of equal importance to a 26-day vacation and a 15-day sick leave bill that will be reintroduced.

Comment

SYMPATHY FOR PARK PATROLMEN

Editor, The LEADER: As a member of the Civil Service Employees Association, Inc. I wish to thank you for the work you are doing for us.

Your editorial about Park Patrolmen and their efforts to get a 40-hour week or overtime is very timely.

I am not a patrolman but an electrician. We have here an electrician foreman, electrician, elevator operators, cleaners, and janitors, all on a 48-hour week the same as park patrolmen.

We are not a large unit but we all are everyday working State employees and nearly all civil service. All are members of the Association.

We do not see how park patrolmen alone can get 40-hours unless all get the same. We all do essential work and feel that all should be treated equal.

There are probably other groups working under much the same conditions.

Why not have a 40-hour work week for all state employees?

The Prospect Point elevators are operated nearly every day in the year so some one has to work everyday Sundays included.

Summer is our busy season so there is no one on vacation between Decoration Day and Labor Day.

In the past year we organized the Niagara Frontier Chapter and have 60 members.

Who Is a State Worker? Part of them are employees of Niagara Bridge Authority and some are laborers.

Bridge Authority employees are not classed as state employees yet they collect money for the state and are paid with state funds.

They would like to be classed as civil service and receive all the benefits and privileges as such and who can blame them?

I think there are other Bridge Authorities operating the same.

State employees have no political influence yet they and their friends vote as individuals and count as such but on the whole they count up quite a lot of votes.

We hope the coming year will see more thought given to State employees and their work and laws passed to give them the needed relief from high living costs and too low salaries.

Thanking you for your efforts, I am,

CHARLES W. VAN BUSKIRK.

LEADER'S EDITORIAL ON PER DIEM EMPLOYEES

Editor, The LEADER: I read the Editorial on Page 8, of the Aug. 3, issue of the Civil Service LEADER, with the headline "Per Diem U. S. Workers Need Consideration Too."

You are 100 per cent correct, and you deserve the appreciation of the U. S. Per Diem employees who come under the Wage Boards, for supporting a just cause.

The per diem workers of the Federal civil service have fared poorly in the past eight years.

The employees of the Army have been bombarding Congress during the past month, for the purpose of passing legislation to give the Wage Boards authority to make a blanket hourly increase to cover the increase of the cost of living without being required to make a wage survey of the area.

It is hoped that the employees of the Navy Yard and other U.S. agencies in the metropolitan area, that have wage board employees have also been working along these lines.

Keep up the effort in the LEADER and we may get results.

Thank you.
Malus usus est Abolendus.
U. S. EMPLOYEE

CREATURE OF HABIT HAS LAUDABLE HOPE

Editor, The LEADER: Your article on The Civil Service Employees Association preparing to act on increased living costs is right in line with my pet gripe.

As a city employee, I've seen prices of everything I need soar to the sky. And my salary is strictly down to earth. Somehow, I can't get out of the habit of eating. So I hope the Association will do something that will bring results. And I hope your paper will continue to publicize our sad plight.

S. R. L.

Don't

Repeat This!

IT'S a close horserace as of now for the various NYC judicial openings, with the politicians jockeying and sweating it out in a variety of complex prospective deals.

Here's the background and the way things line up:

On the morning of August 2, it looked to GOP Surrogate candidate that he would surely be a judge. Within 24 hours, an unforeseen event brought a sharp change in the political fortunes of several men. That event was the death of popular Supreme Court Justice Lloyd Church. Then began an unprecedented huffing and puffing among the politicians with judicial aspirations. . . . And where before, George Frankenthaler's election as Surrogate had seemed certain, now there is doubt.

Possibility of a Deal

Note how complex is the political chain.

Before Church's death, the Surrogate run had been a three-cornered race, with Frankenthaler, John A. Mullen for the Democrats, and O. John Rogge for the American Labor Party. In that kind of a race, it looked like a sure thing for Frankenthaler.

Now, with a Supreme Court judgeship open, there's a possibility of a Democratic-ALP deal which would pull Rogge out of the Surrogate race. The only way this could be done is if Rogge were to get the ALP Supreme Court nomination, with Democratic endorsement. If such a deal were worked out, Rogge would then withdraw from the Surrogate race at the September ALP judicial convention. In return, ALP would give its endorsement to Mullen for the Surrogate's post. In that kind of a deal, Frankenthaler's election would be heavily in doubt.

However, Democrats think that Rogge in the Supreme Court job is too high a price to pay for such a deal.

Other moves are being worked out, too, in a unique criss-cross of political activity.

Here's one three-way deal some of the boys would like to put through: (1) Another Democrat is nominated to fill Church's place; (2) Mullen resigns from the General Sessions bench, where he is now sitting; (3) Rogge sometime thereafter gets a General Sessions nomination by ALP and Tammany. That makes two Democrats and one ALP man.

Some Democrats think even this is too high a price to pay for ALP cooperation. These Democrats would be willing to make a deal with Marcantonio to quietly smother John Morrissey in his race against Marc for Congress; but to include Rogge in the deal is just too, too much. They can't take it.

Democrats' Devout Desire

Another thing: Both Morrissey and Rogge are stubborn men. They probably won't go along with

such a deal.

However, if such a deal should be consummated by those politicians who want it, it would get Rogge out of the Surrogate race, and thus probably assure Mullen's election—something the Democrats devoutly wish to achieve.

Now look at another possible setup. (1) Frankenthaler, the GOP man, gets Democratic endorsement for Church's spot on the Supreme Court. He withdraws from the Surrogate race. This makes it an easy race for the Democrats, with GOP endorsement. (2) Mullen then resigns from his General Sessions post, thus opening up another desirable plum on that bench to climax the deal.

The GOP might find such a deal attractive if they're convinced they can't win the Surrogate. But so tempting are the patronage fruits at the disposal of Surrogate that they may prefer to take the chance of running the race as is, even with the odds against them.

Of course, some of the legal boys aren't forgetting the fact that Frankenthaler is 62 years old, and he'd have to resign at age 70. If a younger man had got the nomination, they ruefully point out, he would have held it 14 years for the GOP, with the possibility of another 14 years thereafter on re-election—a total of 28 years' worth of patronage for Republican legal talent. . . .

Further complicating these deals—and allowing for political angles—is the possibility that Supreme Court Justice Kenneth O'Brien might not be re-nominated. The additional spot leaves room for further maneuvers.

State Politics

GOP in New York State is now actively engaged on working on the State slate for two years hence. New names being quietly mentioned for prominent spots on the State Republican ticket are two Westchester County men—Herbert C. Gerlach and State Public Works Commissioner Charles Sells. . . . Meanwhile, the rumble about the chances of Paul Lockwood getting the gubernatorial nomination grows louder. . . . Two years in Washington and a nod from Dewey are counted on to do the job for Paul. . . . Another important possibility for Governor on the GOP ticket is U. S. Senator Irving Ives, with someone else taking over the Senatorial post. . . .

Ruling by Goldstein

An appointing body may not appoint one of its own members to a vacant position, not even by the device of allowing the member to resign first, as that is a subterfuge and equally illegal, Attorney General Nathaniel L. Goldstein held in an informal opinion. He said that the illegality prevailed in the absence of specific legislative authority to a member.

Rules for Overtime Pay on State Work

Because certain groups of State employees (for example, the Park Patrolmen) are being deprived of overtime pay, The LEADER presents below the Budget Office's own rules applying to overtime compensation. (It appears that the Budget Division is itself holding up the overtime pay of Park Patrolmen. Why?—Editor.)

The rules follow:
"Compensation for overtime—Payment for overtime shall be at the hourly rate of compensation, otherwise payable to an employee, except that when such employee shall work overtime in a position which has a title different from the title of his regular position, the hourly rate shall not exceed the maximum for the position in which he shall work overtime.

The hourly rate of compensation shall be determined by dividing the annual rate of compensation by 2,000.

The hourly rate of compensation for per diem employees shall be determined by dividing the per diem rate by eight.

Hours Worked
Determination of hours worked—Payment for overtime shall be

restricted to actual hours worked in excess of a total of 40 hours per week.

Total hours worked shall exclude all absences from duty and time allowed for meals.

For purposes of computing total hours worked in a week, time during which an employee is excused from work because of holidays, sick leave, vacation, or compensating time off, shall be considered as time worked by the employee.

The smallest unit of time to be credited as overtime for compensation shall be one hour per day.

Time of Payment

Time of payment for overtime—1. Employees who regularly work 44 or 48 hours per week shall, as soon as practicable, receive approved overtime compensation in their regular salary payments for the four or eight hours. Until payments can be made semi-monthly they shall be made monthly.

2. Employees regularly employed for 44 or 48 hours per week shall be paid approved overtime compensation in excess of 44 or 48 hours per week monthly.

3. All other approved overtime compensation shall be paid quarterly.

STATE AND COUNTY NEWS

Social Welfare Teachers in State Service Protest Inequitable Treatment, Discrimination

Teaching has been and is defined as a profession. It requires specialized training on a collegiate level just as any other profession does as distinguished from a trade, craft, or an occupation.

By making him a state employee, the fundamental nature of his work is in no way affected. Teachers and supervisors in Social Welfare feel that at the present time they are unfairly discriminated against for the following reasons:

- 1 They are required to work 48 weeks per year.
a. This is contrary to the accepted teacher's work year.
b. Teachers in Mental Hygiene work but 38 weeks per year.
c. During the weeks school is not in session they either work out of title or "put in time."
d. Teachers in State-controlled College do not teach a 48-week year at the 40-week year salary.

Salary Comparisons

Atomic Age Hits Civil Service

The Civil Service Commission of Canada is launching a comprehensive program to provide large-scale training of government employees in first aid. Departments are being requested to select employees who will take a 10-week course in theory and practice of first aid.

2 Their salaries are lower than others in state service doing comparable work.

a. Mental Hygiene teachers work 38 weeks and receive a bonus—\$2,400-\$3,000. Social Welfare teachers work 48 weeks for the same money. Mental Hygiene teachers are free to pursue other vocations in July and August and thus enhance their incomes.

3 Out of title work. During the summer Social Welfare teachers are required to act as house-fathers, supervise boys in agricultural and other activities. This, we feel, is unfair and contrary to the spirit of "title work."

When the nurse or psychiatrist or physician or dentist, etc. have no patients, they are not expected to supervise boys while weeding or perform out of title work.

Precedent

4 Precedent for the 40-week year can readily be found in Mental Hygiene and in the fact that up to 10 years ago teachers in Social Welfare had the 40 week year. At that time it was withdrawn by the Social Welfare Department. There is no reason why it should not be changed to conform to accepted standards.

5 Effect of the 48-week year. a. The value of a teacher lies in his ability to remain abreast of the times. As the matter now stands a teacher who attends summer school loses two weeks of his vacation (all that is left when summer comes). This policy is short-sighted and needs no comment. b. Teachers required to "put in time" or do out of title work while the children are being worked for the State all summer can hardly be expected to have any professional desire to do a good job when school reopens. The effect on morale is disastrous. c. Then to see Mental Hygiene work for 38 weeks, receive a full year's pay and realize they are working for the same State completes the already bad situation.

The Work Week

6 During the current year all institutional workers were placed on a 40-hour week. This meant that teachers had their work week advanced from 37 1/2 to 40 hours. Again Mental Hygiene did not conform nor, for that matter, is the Division of Unem-

ployment insurance on a 40 hour week. Both are on 37 1/2 hour weeks. The real effect on the teachers week was to lower it at a price. Previously they worked on the job 37 1/2 hours per week and did the rest of the work at home. Now the attitude is "o.k., we work 40 hours and what is undone stays undone."

7 Several years ago the school at Industry was recognized by the State Board of Regents as an accredited school. It is imperative, therefore, if Social Welfare is to attract the best teachers to state service that these inequalities be adjusted.

8 Since neither Mental Hygiene nor Correction has the problems of preparing pupils for re-entrance to the public schools, their jobs are felt by the Social Welfare teachers to be that much easier. Social Welfare must not only re-educate scholastically but socially as well, thereby adding greatly to the teaching burden they say. If these institutions and the public schools need a 40-week work year, how much greater is the need of Social Welfare they ask?

Conclusions

9 The 37 1/2 hour week, 38-40 week year should be standard for teachers and supervisors in State service. There can be no justification for granting it to some and denying it to others. There is no reason for feeling that it will create a precedent and give rise to demands from other State workers for the same vacation since the precedent for the teacher's work year already lists.

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

WHAT EMPLOYEES SHOULD KNOW

By THEODORE BECKER

To understand fully the significance of laws, court cases, rules and regulations covering public employees, their obligations and privileges, it is important to be acquainted with the meaning of the most common terms used. Some of these are almost self-explanatory; others are subject to considerable misinterpretation. While the misuse of these terms by persons outside the public service may be condoned, it is far less excusable for public employees to fall into the same errors.

One of the most abused terms is "civil service." To many, this refers exclusively to the group of positions that are filled as the result of competitive examination. Actually, the term is much broader, including even elective positions within its scope. The "civil" is designed to distinguish the service from the "military." This is apparent from the definition of "civil service" found in the Civil Service Law which states "The 'civil service' of the state of New York or any of its civil divisions or cities includes all offices and positions of trust or employment in the service of the state or of such civil division or city, except such offices and positions in the militia and the military departments."

The terms improperly used to cover all positions outside the competitive class are legion, but the commonest are "unclassified," "exempt," and "non-competitive." While it is true that each of these terms relates to positions that are not competitive none covers the whole field of positions outside the scope of competitive examination.

Unclassified Service

The term "unclassified service" relates to those positions as to which the Legislature has denied to civil service commissions the power to classify as exempt, non-competitive, competitive or labor class positions. The State Constitution, having recognized that it is not always practicable to fill a civil service position by competitive examination or by any examination, the Legislature outlined certain positions which could not, under any circumstances,

be classified by a civil service commission as competitive or otherwise. These "unclassified" positions are enumerated in the Civil Service Law and comprise all elective offices; all offices filled by election or appointment by the Legislature on joint ballot; all persons appointed by name in any statute; all legislative officers and employees; all offices filled by appointment by the Governor, either upon or without confirmation by the Senate, except officers and employees in the executive offices; all persons appointed by the Secretary of State subject to the approval of the Governor; all election officers; the head or heads of any department of the government; and all persons employed in or who seek to enter the public service as superintendents, principals or teachers in a public school or academy or in a State normal school or college. (As to teachers, the Legislature has, by special statute applying to particular localities, required competitive examination.)

Classified Service

The classified service is distinguished from the unclassified service in that positions in the former may be classified by the appropriate civil service commission as competitive, non-competitive or exempt; and, in cities having their own civil service commissions, as labor class positions.

Into the exempt class are placed positions for which no examination is deemed practicable as a test of merit and fitness. Outside of cities, unskilled laborer positions are so classified the exempt class also certain positions of extraordinary trust and confidence, as well as deputies of department heads.

The non-competitive class contains positions for which some examination is deemed practicable to determine merit and fitness but not on a relative basis. Hence, the appointing officer nominates a candidate for examination by the appropriate civil service commission to determine merely whether or not he is qualified to do the job.

The competitive class covers the positions for which competitive examination is considered practicable.

CIGARETTES \$1.47 ALL POPULAR BRANDS. Includes table with prices for various brands like Camel, Winston, etc.

GOLDEN BEAUTY SALON Oil Bath Machineless. Reg. \$15 Now \$12.50. Includes image of a woman's face.

CAMERAS Photo Supplies. We offer to Civil Service employees a COURTESY DISCOUNT on CAMERAS and PHOTO SUPPLIES.

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

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BEST SERVICE LOWEST PRICES. Radios, Watches, Gifts, Furniture, Washing Machines, Refrigerators, Baby Carriages, Gas Ranges, Pressure Cookers, Household Appliances.

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BEAT THE HEAT Enjoy C-O-L-E-R Rooms this summer with the MARVIN ROOM COOLER. Includes image of a room cooler and list of features: ADJUSTABLE, PORTABLE, NOISELESS, GUARANTEED, ON-OFF SWITCH.

New Employees To Receive Higher U.S. Pay, Also

All future appointees in the Federal service will receive the salary increases which became effective July 1 in the postal service and July 11 in the remaining departments affected. This was the crux of an announcement by the Second U. S. Regional Office of the U. S. Civil Service Commission, which listed the new beginning salaries by grades. James E. Rossell, regional director, made the announcement in the form of a general amendment to all current examination announcements of the Regional Office and Boards of U. S. Civil Service Examiners.

The amendment set forth that a "salary increase of \$330 was granted by a recent Act of Congress to Federal employees who are under the Classification Act of 1923 as amended. Accordingly, this amendment provides that the beginning salaries for Civil Service grades are now as shown below."

Tables of Grades and Pay

The tabulation gave the following information:

CPC-1	\$ 1410.00
CPC-1, SP-1	2020.00
CAF-1	2086.00
CPC-3, SP-2	2152.00

Office Machine Operator And Job Instructor Among 22 New Tests

ALBANY, Aug. 16—New job openings in State service at salaries ranging from \$6,700 to \$13,840 a year were revealed today by the State Civil Service Department.

The department listed 22 open-competitive examinations that have been tentatively scheduled for October 23. The last date for filing of applications is September 17.

The newest series includes an examination for Occupational Instructor at \$2,070 in all Mental Hygiene Institutions; 185 vacancies and Office Machine Operator (Key Punch IBM), with many vacancies in Albany and NYC. These offer the greatest number of job opportunities.

List of Titles

The position for which examinations will be held and the number of vacancies to be filled are as follows:

- Associate Architect, 66,700, 8 vacancies, Division of Housing.
- Junior Electric Engineer, \$3,450, one vacancy, Public Service Commission.
- Senior Draftsman (Engineering), \$2,898, one vacancy, Conservation, (Niagara Frontier State Park Commission).
- Electric Inspector, \$2,622, one vacancy, Public Service.
- Marketing Specialist (Cooperatives), \$3,714, one vacancy, Agriculture and Markets.
- Marketing Specialist (Market Facilities), \$3,714, one vacancy, Agriculture and Markets.
- Marketing Specialist (Poultry), \$3,714, one vacancy, Agriculture and Markets.
- Court Stenographer, Eighth Judicial District, (Niagara, Orleans, Genesee, Erie and Wyoming counties), \$6,847, one vacancy, Supreme Court.
- Court Stenographer, Fifth Ju-

Aug. 31 Is Last Day To Apply for Trooper Test

Applications for the job of N. Y. State Trooper must be filed not later than midnight, August 31.

The position pays \$1,300 to \$3,105, plus lodging food (or extra allowance) and all service clothing and equipment. Approximately 100 appointments will be made.

All applicants must be citizens between the ages of 21 and 40. All must be at least 5 feet 10 inches in height, physically strong, active and well proportioned. Minimum education is graduation from a senior high school or the equivalent. Teeth and eyes must be in good condition.

Applicants must be of sound moral character and mentally alert.

The examination is divided into four parts. A written test will be followed by an oral interview, a physical examination, and an investigation of the candidates' moral character.

Applications may be obtained from the Division of State Police, State Capitol, Albany.

EXAMS FOR PUBLIC JOBS

STATE Open-competitive

8208, Marketing Investigators, Department of Agriculture and Markets. Three vacancies. Requires high school graduation and 3 years' experience in agricultural marketing; or satisfactory equivalent. Entrance salary \$3,036 which includes a cost-of-living bonus of \$396 this year. Five annual salary increases of \$120. Fee \$2. Open to non-residents.

8208, Farm Products Inspector, Department of Agriculture and Markets. Several vacancies. Requires U. S. Department of Agriculture license to inspect and certify 8 New York State farm products, high school graduation and 3 years' experience in inspecting and grading fresh fruits and vegetables; or satisfactory equivalent. Entrance salary \$3,036 which includes a cost-of-living bonus of \$396 this year. Five annual salary increases of \$120. Fee \$2.

8207, Market Reporter, Division of Markets, Department of Agriculture and Markets. Four vacancies for Market Reporter—2 in New York City, 1 in Syracuse and 1 in Buffalo; 1 vacancy in Buffalo for Market Reporter (livestock); 1 vacancy in New York City for Market Reporter (flowers); 1 vacancy for Market Reporter (poultry). Requires high school graduation, graduation from a two-year course in agriculture and 2 years' experience in dealing with fruits and vegetables, livestock, flowers, or poultry; or satisfactory equivalent. Separate eligible lists will be established for each specialty and candidates may compete in all options if eligible. Entrance salary \$3,714 which includes a cost-of-living bonus of \$474 this year. Five annual salary increases of \$132. Fee \$3.

8067, Associate Cancer Radiologist, Department of Health. One vacancy at Roswell Park Memorial Institute in Buffalo. Requires graduation from approved medical school, license to practice in New York State, one-year internship and 5 years' clinical specialization in the treatment of Cancer, 3 in application of radiology and deep x-ray therapy; or satisfactory equivalent. Entrance salary \$6,700 which includes a cost-of-living bonus of \$700 this year. Five annual salary increases of \$275. Fee \$5. Open to non-residents.

8212, Senior Psychiatrist, State Departments and Institutions. Vacancies in all institutions of the Department of Mental Hygiene and at Matteawan and Dannemora State Hospitals, Department of Correction. Requires graduation from approved medical school, license to practice medicine in New York State, one year internship and 2 years' hospital psychiatric experience; or satisfactory equivalent. Entrance salary \$5,232 which includes a cost-of-living bonus of \$612 this year. Five annual salary increases of \$220. Open to non-residents.

8196, Biochemist, Division of Laboratories and Research, Department of Health. Four vacancies in Albany. Requires college graduation with specialization in bacteriology and biochemistry, and two years' professional laboratory

experience; or satisfactory equivalent. Entrance salary \$3,450 which includes a cost-of-living bonus of \$450 this year. Five annual salary increases of \$232. Fee \$2. Open to non-residents.

8200, Dentist, State Department and Institutions. Vacancies at Hudson River and Rochester State Hospitals, Department of Mental Hygiene. Requires license to practice and one year of dental practice; or satisfactory equivalent. Entrance salary \$4,342 which includes a cost-of-living bonus of \$522 this year. Five annual salary increases of \$180. Fee \$3.

8206, Junior Pharmacist, State Department and Institutions. Vacancies at Craig Colony, and at Binghamton, Central Islip, Gowanda, Marcy, and Willard State hospitals, Department of Mental Hygiene. Requires graduation from a recognized college of pharmacy and license to practice in New York State. Entrance salary \$2,760 which includes a cost-of-living bonus of \$360 this year. Five annual salary increases of \$120. Fee \$8.

8211, Senior Laboratory Technician (TB), State Departments and Institutions. One vacancy at Hermann H. Biggs Memorial Hospital, Ithaca. Requires college graduation with specialization in science and 2 years' experience in tuberculosis laboratory work; or satisfactory equivalent. Entrance salary \$2,622 which includes a cost-of-living bonus of \$342 this year. Five annual salary increases of \$120. Fee \$2.

8195, Associate Transportation Engineer, Railroad Bureau, Division of Engineering, Department of Public Service. One vacancy in New York City. Requires license to practice professional engineering in New York State and 13 years' experience in construction, operation, and maintenance of steam and electric railroads, 2 years in charge of major construction or maintenance work; or satisfactory equivalent. Entrance salary \$6,700 which includes a cost-of-living bonus of \$700 this year. Five annual salary increases of \$275. Fee \$5. Open to non-residents.

8203, Industrial Consultant, Division of Commerce and Industry, Department of Commerce. Four vacancies in Albany and 1 in New York City. Requires college graduation in mechanical or industrial engineering and 4 years' experience in industry or government, 2 years in responsible work in analyzing industrial problems; or satisfactory equivalent. Entrance salary \$4,110 which includes a cost-of-living bonus of \$510 this year. Five annual salary increases of \$180. Fee \$3.

8204, Industrial Research Assistant, Division of Commerce and Industry, Department of Commerce. Requires college graduation in mechanical or industrial engineering and 2 years' experience in industry or government, 1 year in analyzing industrial problems; or satisfactory equivalent. Entrance salary \$3,450 which includes a cost-of-living bonus of \$450 this year. Five annual salary increases of \$132. Fee \$2.

8205, Junior Architect, State Departments and Institutions. One vacancy in Division of Housing, Executive Department and several in the Department of Public Works. Requires college graduation with

Where to Apply

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

U. S.—641 Washington or at post offices outside of New York City.

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

NYC—96 Duane Street, composite Civil Service LEADER.

NYC Education—110 New Jersey—Civil Service, 1060 Broad Street, Newark, Camden; personnel officers of State agencies.

Promotion exams are given usually in particular situations by mail. New York State both issues and receives all applications by postmark of that date is not sufficient applying for an application but a 6-cent stamped, addressed envelope, containing application blanks from the State.

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

Special note to former United States Employment Service employees: Any persons employed by the United States Employment Service who was transferred to New York State Service pursuant to the provisions of section 641 of the labor law, (Chapter 779 of the laws of 1946) shall be eligible to compete in an examination for each position held by him in the United States Employment Service for a period of at least three months prior to the resumption of function by New York State on November 5.

This examination is held pursuant to Section 641 of the Labor Law for the filling of positions transferred from the United States Employment Service to the Division of Placement and Unemployment Insurance on November 16, 1946. The eligible list promulgated as a result of this examination will be used for a period of six months from the date of its establishment for filling the position of Head Clerk (Purchase) in the Division of Placement and Unemployment Insurance and may be used for vacancies in the Division of Placement and Unemployment Insurance up to a period of four years.

One vacancy at Elmira Reformatory. Requires completion of 9th grade or equivalent education and 5 years' journeyman experience in shoemaking or repairing. Entrance salary \$3,378 which includes a cost-of-living bonus of \$378 this year. Five annual salary increases of \$120. Fee \$2. No written test.

8193, Assistant Industrial Man (Chair Shop), Department of Correction. One vacancy at Meadow Prison in Comstock. Requires 3 years' experience in furniture manufacturing, 1 year as supervisor. Entrance salary \$2,622 which includes a cost-of-living bonus of \$342 this year. Five annual salary increases of \$120. Fee \$2. No written test.

8197, Correction Institution Vocational Instructor (Electrical Appliances Repairs), Department of Correction. One vacancy at Elmira Prison. Requires completion of 9th grade or equivalent education and 5 years' journeyman experience in repairing electrical appliances. Entrance salary \$3,378 which includes a cost-of-living bonus of \$378 this year. Five annual salary increases of \$120. Fee \$2. No written test.

8199, Chief Auditor of State Office Audit Section, and Control (Prom.). \$6,700 which includes a cost of living bonus of \$700. Five annual salary increases of \$275. Fee \$5. Application in Albany. (Closes Friday, August 20.)

Office Machine Operator (Key Punch IBM) (Prom.) (Prom.). \$3,714. One vacancy in Albany. Requires completion of 9th grade or equivalent education and 5 years' journeyman experience in typewriting. Entrance salary \$3,714 which includes a cost-of-living bonus of \$450 this year. Five annual salary increases of \$120. Fee \$1. Several vacancies exist. (Closes Friday, August 20.)

29-48, Teachers for Classes of the Blind in Elementary Schools. \$2,500 to \$5,125 in sixteen salary steps. Application fee is \$5. Age 21 to 40. There will be a written, oral English interview, teaching, appraisal of record and a physical and medical test. (Closes November 22.)

109, Agriculture Research Scientist, \$3,727 to \$8,509. Positions in various agricultural fields, located in Washington, D. C., and throughout the country. Requirements: College study and research experience in appropriate field. No written test. Application to U. S. Civil Service Commission, Washington 25, D. C. (No closing date).

2-33, Electrical Engineers, Regular Probationary Appointments at starting salary of \$2,644 for Fort Monmouth, New Jersey. There will be a written test. Age 18 to 35, these age limits waived for veterans. There will be a physical exam. Applications will be given and received at the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, N. Y. (No closing date).

Bacteriologist (Medical), P-2 through P-5, \$3,397 to \$5,995 yearly. Positions are open in Veterans Administration establishments in the states of Iowa, Minnesota, Nebraska, and North and South Dakota. Applications will be accepted at the Board of U. S. Civil Service Examiners, Veterans Administration Branch Office No. 8, Fort Snelling, St. Paul 11, Minnesota. (Closing date has not been set).

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NYC Board of Education

31-48, Supervisor for Classes for Children with Retarded Mental Development. Salary, \$5,500 per annum. Age 25 to 40 years. Candidates must have a baccalaureate degree or equivalent preparation plus 30 semester hours in approved graduate courses. Candidates must have five years of teaching mentally retarded pupils in day schools on a per annum salary.

There will be a written, an interview, supervision, teaching, physical and medical tests. Application fee, \$11. Applications may be obtained in person or by mail from the Board of Examiners, Board of Education of New York City, 110 Livingston Street, Brooklyn, 2, N. Y. (Closes October 24.)

34-48, Teacher of Sewing and Dressmaking in the Evening Elementary Schools. (Women only). Salary: \$6.20 per evening. The date for the written test will be October 11. Age 18 to 70 years. Application fee is \$3. Candidates must be graduates from an approved four-year course in economics of college grade; or a satisfactory general education, five years practical experience in the subject to be taught, and the completion of a professional course of sixty hours in methods of teaching the subject. There will be a written, oral English, and performance test. There will be an appraisal of record and a physical and medical examination. Applications and further information should be addressed to the Board of Examiners, Board of Education, 110 Livingston Street, Brooklyn, 2, N. Y. (Closes September 17.)

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Bacteriologist (Medical), P-2 through P-5, \$3,397 to \$5,995 yearly. Positions are open in Veterans Administration establishments in the states of Iowa, Minnesota, Nebraska, and North and South Dakota. Applications will be accepted at the Board of U. S. Civil Service Examiners, Veterans Administration Branch Office No. 8, Fort Snelling, St. Paul 11, Minnesota. (Closing date has not been set).

109, Agriculture Research Scientist, \$3,727 to \$8,509. Positions in various agricultural fields, located in Washington, D. C., and throughout the country. Requirements: College study and research experience in appropriate field. No written test. Application to U. S. Civil Service Commission, Washington 25, D. C. (No closing date).

2-33, Electrical Engineers, Regular Probationary Appointments at starting salary of \$2,644 for Fort Monmouth, New Jersey. There will be a written test. Age 18 to 35, these age limits waived for veterans. There will be a physical exam. Applications will be given and received at the Director, Second U. S. Civil Service Region, Federal Building, Christopher Street, New York 14, N. Y. (No closing date).

New Postal Exam Off Until Winter; Too Few Vacancies

The Second Regional Office of the U. S. Civil Service Commission (New York and New Jersey) has completed its survey of the necessity of holding a Clerk-Carrier examination soon and the result is that the examination is off until the winter.

Until the survey was completed it had been expected that the examination would be announced soon, possibly as early as next month. But Postmaster Albert Goldman, of the New York, N. Y., post office, and Postmaster Edward J. Quigley, of the Brooklyn, N. Y., post office, are not anxious to have any such test held now, and some other postmasters have spoken in the same vein. Hence the examination will not be held in the "foreseeable future" as one official expressed it at the Commission's office, and defined that period as six months.

Vacancies a Factor

However, the certainty exists that the test will be held, and the present decision is only in the nature of deferment. Thus the eligibles on the Clerk and Carrier lists in Brooklyn get a breathing spell. Also, the Carrier eligibles in New York, N. Y., get a break, as their list also can be used until the new registers are established. The Commission has the authority to terminate lists that have been in existence a year, when a new list is established, and intends to exercise that authority. Then all lists for the various post offices would expire at the same time, as the examination would be metropolitan. It may even result in one list to fill vacancies in any of the post offices, but this is opposed by some postmasters. The Commission favors it.

There are no present permanent vacancies in New York or Brooklyn and besides the Commission feels that the absence of a Clerk list in New York is no hindrance, as 10-point veterans in sufficient quantity, say, up to 2,000, could be obtained. Examinations for the disabled veterans are held quarterly.

Higher Pay Attractive

The Commission expects that when the examination is announced it will be opened on a Monday and closed a week from the next day, permitting seven filing days, during which around 25,000 would apply for the examination. The test would be appointed for Clerk and Carrier duties, since they differ, and the lists established on the basis of the candidates' showing in the two components. It would be possible to get on both lists, but candidates often specialize to gain proficiency in one or the other. The salary is \$2,550 a year, or \$51.60 a week, and there are indications that Congress will consider seriously, when it meets again in January, an additional pay increase for Federal workers.

Those appointed from the list are called Substitute Clerks. On satisfactory completion of the trial period, the incumbent can enter the ranks of regular employees. Here is basic information about the position.

Base Pay

The basic rate of pay for substitutes is \$1.29 an hour. After the performance of one year of satisfactory substitute service, including time served as a special-delivery messenger, the basic rate of pay is increased 5 cents an hour each succeeding year until a maximum pay of \$1.79 an hour is reached. This increase is made at the beginning of the quarter following the completion of a year of satisfactory service in the next lower grade.

Effect of Assignment

When a substitute employee is appointed to a regular position, he is assigned to a salary grade corresponding to his salary as a substitute.

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U.S. Engineer Examination For Beginners Offers 600 Jobs Without Written Test

WASHINGTON, Aug. 16—The U. S. Civil Service Commission is about to announce an examination on a nation-wide, open-competitive basis for positions of Engineer in the beginning professional grade at a salary of \$2,974 a year. An estimated 600 appointments will be made to Federal agencies in the Washington, D. C., area during the next year.

As soon as the Commission releases the application dates, and requirements they will be published in The LEADER.

Last List Used Up

After the examination is announced, applications will be accepted from persons throughout the country who are qualified in any branch of engineering. Candidates will be required to have completed a full 4-year professional engineering course or equivalent education and 5 years' journeyman experience in technical engineering experience considered the equivalent. Provision will be made, however, for students who expect to complete all courses necessary for qualification within six months to compete in the examination. They will not be permitted to enter on duty until the courses have been completed.

Where to Get Applications

The education or experience and age requirements will be listed in the announcement. After the announcement is issued, information concerning the examination and the method of applying will be available at the Second Regional Office of the Commission, 641 Washington Street, New York 14, N. Y., in person or by mail, and at first- and second-class post offices, except the New York, N. Y., post office.

Women To Be Offered \$44 Jobs In Washington; No Experience Needed

WASHINGTON, Aug. 16—About 1,500 women who qualify in an examination to be announced by the U. S. Civil Service Commission this month are expected to be appointed to Printer's Assistant positions in the Bureau of Engraving and Printing in Washington, D. C. Women throughout the country will have an opportunity to qualify through this examination for positions paying \$1.10 an hour. No experience or education will be required, but applicants must take a special type of written test.

After the examination is announced, applications will be accepted during a period of approximately 3 weeks.

Printer's Assistants work in connection with the printing of U. S. currency, bonds, postage stamps and various other classes of engraved material for governmental use.

The age, physical ability, and citizenship requirements will be listed in the announcement. After the announcement is issued, information concerning the examination and the method of applying will be available at the Second Regional Offices of the Commission at 641 Washington Street, New York 14, N. Y., in person or by mail or at first- and second-class post offices in the Metropolitan District, excepting the New York, N. Y., post office.

The Civilian Recruitment Office, Signal Corps Photographic Center, 35-11 35th Avenue, Long Island City, announced a new list of overseas jobs for civilians.

Interview hours are from 9:30 A.M. to 1: P.M., Monday through Friday. Positions are "excepted" from civilian service competition on a two-year basis unless otherwise indicated. Men from 21 to 50 and women from 21 to 40 are acceptable for these positions. Teletype Operator is the only job open to women.

Hourly wage rate for 40 hour week. A 25 per cent differential for overseas service is included in all salaries listed.

Annual or hourly total pay rates are listed.

HAWAII

Engineering Aide (radio) \$4,659.00; Engineering Aide, \$3,405.00;

JAPAN

Radio Engineer, \$6,540.00.

OKINAWA

Draftsman, Telephone & Telegraph, \$3,405.00; Radio Repairman, \$1.91.

Manila and/or Okinawa

Signal Engineer, \$6,540.00.

FEDERAL NEWS

Mandel Elected Head Of State Army-Navy Union

Chester Mandel, young World War II veteran of The Bronx, was elected State commander of the Army-Navy Union at the annual convention held in Troy. Mr. Mandel is a member of the Daniel C. Mandel Garrison, named for his father, is an Honor Legion Member of the NYC Police Department.

Others elected were: Louis J.

Betros, senior vice-commander; Michael Buckley, Junior vice-commander; John Bolan, Junior vice-commander; Sigmund Rapzka, Junior vice-commander; Edward McGrath, Paymaster; Leo Gosner, inspector; George Simpson, historian; Harry Maloney, patriotic instructor; the Rev. Herbert Wilkie, Chaplain; Dr. F. B. Keppel, Surgeon, and J. Farman.

U.S. To Open Exam For Clerk Jobs At Pay Up To \$64.44

An examination for Clerk CAF-5 and 6, will be announced by the U. S. Civil Service Commission, for New York and New Jersey, as soon as sample examination papers and other data are received from Washington by the Second Regional Office. The best information obtainable today as to when the examination would be opened was: "Before the year's end—in the next few months."

At Grade 5 and above there are 2,900 positions filled by non-status employees in the Second Region. They would compete in the examination, along with the general public, as their own objective would be to retain their jobs, even at a lower grade, and at the same time attain security.

The salaries are: Grade 5, \$2,974.80; Grade 6, \$3,351. The weekly rates are \$57.27 and \$64.44, respectively.

Opportunity for Incumbents
Present Clerks at the CAF-4 and CAF-5 may be moved up by promotion. The appointing officers have the discretionary power of resorting to appointment or promotion, and in the past have filled Grades 3 and 4 Clerk positions from the Grades 2 and 3 clerks in their employ, to a large extent. Then, whatever jobs remained were given to open-competitive eligibles.

The requirements for the Grades 4 and 5 positions will be stiff, and minimum experience standards will be established. The higher grade position will involve higher requirements. However, satisfactory equivalents will be accepted.

Not until the papers are rated, however, will any attention be paid to the whether the candidate meets the preliminary requirements.

Do Not Apply Now
After the test is held, the cut-off mark, or pass mark, will be determined. The intention is to get a list large enough to meet the needs of the service, but not one

Psychological Intern Job Exempted by Board

WASHINGTON, Aug. 16—The position of psychological intern in the Public Health Service is exempt from competitive service, according to a recent ruling of the U. S. Civil Service Commission.

Graduate students who hold this job receive academic credit toward a graduate degree for work done in the Health Service. One year is the maximum period of employment. Not more than twenty-five may hold office at one time.

Seven additional jobs as special adviser to the Secretary of Defense will also be exempt from competitive service until December 31, 1952.

READ THE LEADER regularly for full reports of new open-competitive and promotion examinations.

EXAMINATION EXPECTED BEFORE JANUARY!

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\$51.60 A WEEK TO START | **INCREASES TO \$73** A WEEK MAXIMUM

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Bowling Green 9-7086

that contains so large number of eligibles that many would have little likelihood of appointment.
War-service incumbents, within reach of appointment, because they attain a high enough place on the eligible list, would be the first in the appointment category.
The examination is not open now and no attempt to apply for it should be made now. The LEADER will give ample advance announcement of when and where to apply; also preliminary requirements.

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FEDERAL NEWS

Bill Would Grant New Raise Of \$270 To Federal Workers

WASHINGTON, Aug. 16—Senator William Langer (R., N.D.) is carrying the ball in the drive for increased Federal pay.

The Principal Provisions

The principal provisions of the bill are:

1. The \$270 increase, plus higher increases to those in higher pay brackets.

2. A new automatic in-grade promotion system, effective every nine months for Grades 1 through 4; every 12 months in Grades 5 through 15; 18 months in Grades 16 and 17, and, in new grades 18 and 19, 24 months.

3. Establishment of nineteen grades to encompass Federal positions, outside the postal service, without any inclusion of "service" subdivisions that roughly attempt to classify the nature of the duties such as CAF (clerical-administrative-fiscal) or P (Protective).

4. The Creation of a Federal Salary Commission, aided by two boards, to establish pay rates based on field studies, the scales to be the prevailing rates in private industry, established separately for the different wage zones or areas to be created under the bill.

5. Night differential to be 20 per cent; compensatory time off for overtime work, when such method is accepted by the employee, would be at the rate of 1.5 times the number of hours worked; overtime, if paid in money, would be at time and a half regardless of the base pay.

35-Hour Week

6. Standard Federal work-week of five days of seven hours each, total 35 hours, instead of the

present 40 hours.

7. Formal inclusion of examinations as a means to promotion, now seldom included in Federal practice, and then only in special cases and on the initiative of the department or agency.

Proposed Grades

The 19 grades and pay rates would remain in force until the Federal Salary Commission had obtained sufficient facts on which to base zone rates.

duced under any circumstances.

The following are the proposed 19 grades, with in-grade promotion steps, to supplant the existing 45; they include the two new grades with higher ceilings than the present \$10,330 maximum:

Table with 5 columns: Gr., Min., Max., and two unlabeled columns. It lists 19 grades with corresponding minimum and maximum pay rates.

The reduction in the number

of grades is in line with what the U. S. Civil Service Commission has been advocating, although it wanted the present 45 grades reduced to 11, and a new top grade added, making 12.

The Commission is known to favor salary increases for Federal employees and actually had proposed relatively higher raises in some brackets than the enacted law provided.

Next Move in January Not until Congress meets again in January, when there will be

many new faces among the membership, will the salary question go before that body. What Senator Langer desires is that all possible debate and other discussion shall take place before then, so that minds will be more or less set on objectives.

Sentiment for Added Raise Employee organizations have been sounding out Congressmen, especially those among the present members almost certain to be re-elected, and have found sentiment in favor of an additional Federal raise.

The last raise for the 850,000 Classification Act employees was \$330, for postal employees, \$450, or 25 cents an hour for hourly-paid jobs.

Dismissal Protection Is Extended To Some In Semi-Patronage Jobs

WASHINGTON, Aug. 16—As a corollary to the executive order denying holders of policy-making appointive jobs the security afforded to status employees, the U. S. Civil Service Commission has designated positions that are not essentially policy-making or confidential.

President Truman's executive order provided that persons with competitive status who are occupying positions that are not of a primarily confidential or policy-determining character under Schedules A and B (positions excepted from the competitive requirements of the Civil Service Act under authority of the President) will be entitled to protection against separation.

What Benefit Is Afforded

The protection accorded will be the same as that granted to employees in positions in the competitive service. This protection requires that the following procedure be observed in separations,

demotions, or suspensions: (1) Written charges must be preferred against the employee; (2) he must be permitted to answer the charges; (3) consideration must be given his answer by the agency; and (4) written notice of the reasons for the action taken must be given him if, upon consideration of the evidence, the agency decides the action is warranted.

Efficiency Rating Appeals Get Faster Action Now

Federal employees who are dissatisfied with their efficiency ratings may now appeal directly to the regional office of the U. S. Civil Service Commission.

In New York City that office is located at 641 Washington Street. The man handling the appeals is Welland Gay.

Under a new setup, the employee is assured faster action on his appeals, with an opportunity to state his case to a board outside his agency which is qualified to hear him. On this board, the employee representation is matched by representation from his agency and from the Civil Service Commission.

Before appealing to the Efficiency Rating Appeal Board, the employee must use up all the available appeals within his agency. Then he can go to the Civil Service Commissioner's Board. The procedure is informal. The employee may apply by letter. The Board has the right to call him in or not, as it chooses.

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Board Seeks Jobs For Displaced Career Workers

WASHINGTON, Aug. 16—To assist in getting jobs for displaced career employees eligible for appointment to 32 type of positions in various grades below P-7 and CAF-14 for which no registers have been established, the U. S. Civil Service Commission has asked Federal agencies for up-to-date information on such positions that are now held by non-status employees.

Displaced career employees eligible for positions for which registers have been established and certified along with other eligibles. On the recommendation of the Federal Personnel Council, an interdepartmental placement committee is handling the placement of eligibles in grades P-7, CAF-14, and CAF-15 when appropriate registers have not been established.

After the information has been received, the Commission will look over job descriptions for each individual position and decide what jobs can be filled by displaced career employees. A list of the specific positions and grades held by non-status employees for which displaced career employees are available will then be compiled. Agencies will be asked to appoint as many displaced career employees as practicable.

The Commission stated that no specific displacement orders are planned at this time for these positions, but urges the agencies to cooperate fully so that more drastic measures will not be necessary.

18-62 Age Limits In Most U.S. Tests

The age limit for Federal jobs in general, 18 to 62, although for work requiring physical or mental exertion beyond ordinary the maximum age may be less. At all events, the examination notice will give the age limits. For the general case this is an official sample.

"Applicants must have reached their 18th birthday but must not have passed their 62nd birthday on the closing date for acceptance of applications. These age limits do not apply to persons entitled to veteran preference.

"These age limits will be waived for War Service Indefinite employees who on the closing date of this examination are serving in positions which would be filled from the eligible register resulting from this examination, and who could not be expected to have completed 15 years of Federal service by their 70th birthday. However, the names of eligible War Service Indefinite Employees in the latter group will be entered on supplemental lists which will be used only after all other eligibles have been given appropriate consideration. An eligible on the supplemental list may be accorded a competitive status only in the position he held on the closing date, or one of lower grade for which the list is appropriate."

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NEW YORK CITY NEWS

Ex-Service Man to Appeal Denial of Vet Preference

An appeal is being taken from a decision of Supreme Court Justice Joseph A. Gavagan denying the petition of a former serviceman for veteran preference on the ground that he was not in the armed forces until after September 2, 1945.

The veteran preference amendment to the State constitution provided that preference should be granted for actual performance of duties in any war, and the legislature later passed a law de-

fining the war period as from December 7, 1941 to September 2, 1945.

The petitioner, who claimed disabled veteran preference, maintained that as the constitution merely states "in time of war," and the authority to declare or terminate war or say when hostilities officially ceased rests exclusively with the federal government, the statute attempting to set the September 2 date is void. Also, the petitioner pointed out, the State constitution itself obviously left to the federal government the decision as to when the war would be over, and the only termination date covered by any federal action was December 31, 1946, which was the date that President Truman proclaimed hostilities officially over.

to pass laws for the enforcement of this section must be read in the light of the provision granting pensions to those disabled in the actual performance of duty in any war, to include the power to fix the time of beginning and ending of actual combat," the court said.

"Despite the contention with respect to the power to declare war and peace, according to petitioner's own arguments, the 80th Congress has declared with respect to similar Federal statutory provisions that July 29, 1947, shall be deemed the date of termination of the war is distinguishable. "Consideration there was given to the intention of the parties at the time of contract. The Legislature had clear constitutional power to declare the period of war for the purpose of the amendment. The motion is denied."

Lack of Power Alleged

Robert E. Schaffer, of 135 William street, former Acting Corporation Counsel, is attorney for the petitioner, and has instituted other actions on behalf of other former servicemen similarly situated. The various proceedings were brought so as to avoid the out-running of the four months statutory limitation against bringing an action.

Mr. Schaffer maintained that the legislature lacked the power to set September 2, 1945 as the last date on which those in the armed forces could count as preference.

A meeting of former servicemen affected directly or indirectly by the case was held yesterday at Gasner's restaurant, 76 Duane Street.

Attempt from a Different Angle

Another move on behalf of servicemen who were in the armed forces after September 2, 1945 is the introduction of a bill in the next session of the Legislature to extend the September 2, 1945 date to December 31, 1946, to coincide with the President's proclamation. The Veterans of Foreign Wars are behind this.

Military Leaves Sought

(Continued from Page 1)

ceived more than 300 requests for leave, the Police Department even more, and the Board of Transportation the most. The requests come usually through the armed forces, but if they do not specifically state that the applicant is "ordered" on military duty, the request is not granted, except in rare instances of specialized skills needed by the armed forces.

The rush to get on the 30-day gray train is as nothing, however, say department officials, compared to what the departments will have to face in State and local government, and in the Federal government also, when the drafting of the 25-year-olds opens the new selective service process, not expected to occur until after Election Day. Then there will be no ground on which refusal can be made, for the draftees will be in the armed forces before some of the departments could have made up their minds, not that that would matter.

Section 245 gives the applicants the right to the leave for which they apply, but the department heads can rely on the necessity of military duty being "ordered." There is no stigma attached to making the request, officially, unofficially, "ordered" or otherwise.

Section 245 of the Military law follows:

"245. State and municipal officers and employees absent on military or naval duty.

1. "Every officer and employee of the State or of a municipal corporation or of any other political subdivision thereof who is on or before the date this subdivision as hereby amended takes effect a member of the National Guard or Naval Militia, or a member of the reserve corps or force in the Federal military, naval or marine service, shall be entitled to absent himself from his duties or service while engaged in the performance of ordered military or navy duty and while going to and returning from such duty. Notwithstanding the provisions of any general, special or local law or the provisions of any city charter, no such officer or employee shall be subjected by

any person whatever directly or indirectly by reason of such absence to any loss or diminution of vacation or holiday privilege or be prejudiced by reason of such absence with reference to promotion or continuance in office or employment or of any such officer or employee, while engaged in the performance of ordered military or naval duty as a member of the National Guard or Naval Militia, or as a member of the reserve corps or force in the Federal military, naval or marine service, he shall receive his salary or compensation as such officer or employee, provided the period of such absence in any calendar year does not exceed thirty days. If the period of such absence in any calendar year exceeds thirty days he shall receive for the period of absence in excess of thirty days such part of his salary as such officer or employee as equals the excess, if any, of such salary or compensation paid to him for the performance of such duty.

This section shall not apply to any officer or employee inducted into military or naval service pursuant to the Federal Selective Service Act of Nineteen Hundred Forty, or any amendment thereto, nor to any officer or employee, so inducted, who is discharged from and thereafter recalled to, active service. (As added by chapter 103, Laws of 1911; amended by chap. 435, Laws of 1917; chap. 458, Laws of 1923, chap. 185, Laws of 1936, chaps. 255 and 727, Laws of 1942).

2. "The terms 'officer and employee' as used in this section shall include every person by whatsoever title, description or designation known who receives any pay, salary or compensation of any kind from the State or a municipal corporation or of any other political subdivision thereof, or who is in any department of the State, but shall not include a person holding a position in the exempt class of the civil service whose appointment is terminated or whose position is filled by other than a substitute appointee. (As added by chap. 103, Laws of 1911; amended by chap. 435, Laws of 1917, renumbered to be subdivision 2, by chap. 624, Laws of 1920; amended by chap. 341, Laws of 1943.)"

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Court's Opinion

Justice Gavagan in his opinion said: "Ordinarily, the words of the Constitution must be taken to mean what they most directly and aptly express. They must be given their usual, ordinary and popular significance, and not a vague and general sense. Hence, the power given the Legislature

BLACKSMITH ACCOUNTANT VACANCIES TO BE FILLED IN TAX BUREAU

Eligibles on the Senior Accountant, Bureau of Excise Taxes, list will be named to Accountant and Senior Accountant vacancies in other city departments. The NYC Civil Service Commission declared the list appropriate to fill such jobs as soon as the promotion eligible list for Accountant is exhausted.

625 PASS MESSENGER TEST

WASHINGTON, Aug. 16—The Messenger examination given last April was passed by 625 persons; there were 400 failures. An eligible list has been established and appointments will be made shortly.

This is the third of a series of articles on the condition of the job classification in NYC. The first two articles showed up glaring inconsistencies in the present classification. The government, it was stated, must know the duties of the jobs it offers, in order to determine salaries. Then it must find persons qualified to fill those jobs. Clear descriptions of all po-

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Jumbled Job Classification Causes Many Woes

At present, many jobs overlap. The same job turns up in various departments under different titles. Sometimes a higher grade commands a lesser salary than a lower grade. Even simple words have arbitrary meanings.

The Ungraded Service also includes "assistant fire marshal," "personnel officer," "court attendant," "technician (X-ray)," "gardener" and a host of others for whom more appropriate services are obvious. "Senior architect" and "senior engineer" are not in the Engineering and Architectural Service, but in the Administrative Service.

The Administrative Service is thoroughly confusing, and so is the Miscellaneous Service. It makes no sense to continue doing things this way!

Let us pursue just one more illustration. In the previously mentioned Ungraded Service appear titles of Assistant Gardener, Gardener and Head Gardener. There is another title called "Foreman of Gardeners." If the words mean anything, the Foreman of Gardeners would be the next higher promotion step in a Gardener service. But, the title of Foreman of Gardeners is to be found elsewhere in the City's black book under "Inspection Service."

All these titles could be more appropriately associated in a single occupational grouping, so that an employee's line of promotion would be clearly defined. Today, the line of promotion is in many instances as obscure as words can make it.

What Can the Position Classification Do?

We have briefly viewed what position classification is in theory, and we have taken a look at what the City of New York uses for a classification system.

If there is no sound system to begin with, the door is open for endless abuse, injustice to em-

ployees, and waste of money. However, even if there is a thoroughly sound position classification which is not accompanied by continued review and top notch administration, it can be rendered useless.

As is always the case in every organization, there must be the will to do the job.

But there are positive values in the adoption of a thoroughgoing position classification. It sets up a program that challenges administrators to give good administration. It provides them with the machinery for doing a good job. It gives employees incentive. It gives them something

to look forward to and makes their jobs worth while.

A study to develop a position classification for the City could be organized to be completed in about a year. It would cost approximately a quarter-million dollars. One reason the Civil Service Commission has not done this job itself is that it does not begin to have the money to hire the organization of top-flight persons necessary to do the work. To indicate the size of the task, we need only point out that it involves studying the work done by all the City employees.

(Continued Next Week)

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NEW YORK CITY NEWS

Police Eligibles to Be Checked Faster

When Police Commissioner Arthur W. Wallander returns to work—he's been ill—he will endeavor to have the investigation of Patrolman eligibles made before appointment. Now the investigation follows appointment and, where something crops up that is unfavorable to an appointee, the question arises of depriving him of the position. If the investigation were completed before appointment, the likelihood of a man being wrenched out of his job over the results of character and similar investigations would approach zero.

The NYC Civil Service Commission investigates other candidates, and has a policy of promulgating lists after the investigation has been completed, hence lists are not made official, "subject to investigation." While not every list can be fully investigated, in practice, nearly all lists are, and the injustice that may accompany yanking a man out of a city job is avoided.

Double Penalty
In the case of appointment to

a uniformed force, the appointee has to buy his uniform, and sometimes additional equipment, totaling up to \$200.

The Commission decided to avoid belated investigations, also, because an appointee usually gives up a job in private industry or commerce to accept city employment, so if he is dropped from the city roster he's out of work.

The Police Department, however, makes its own investigation of Patrolman eligibles. The suggestion was made that if it could conform to the Civil Service Commission's practice, benefits would accrue to city and eligible, better and faster results being ob-

tained. Commissioned Wallander agreed and added that he would see what could be done about it when he returns.

Now there are some cases of appointees to the Police force who are recommended for revocation of certification, because of results shown in the post-appointment investigations in the Police Department.

Liberal Policy
The Civil Service Commission's standards are more liberal, because of the extra penalties involved, in regard to findings resulting from the later investigations. Fraud and larceny convictions, or similar proof, draw

the full penalty, but the charge has to be a serious one, and involve character in a manner inimical to expectation of good police work, before the appointee will lose his job. However, if lesser facts had been shown prior to appointment time, the actual appointment might not have been made.

When appointments to the Police Department were numerous, especially when 2,000 were named from one list at almost one time, investigations had to follow appointment, but now the appointment gait is slower and the method the Commission recommends could be applied.

City Employees' Track Meet to Be Held on Sept. 11

Mayor William O'Dwyer's Committee on Municipal Athletics announced a gala golden jubilee track meet, open to all city employees, to be held on Saturday, September 11, at the Triborough Stadium, Randall's Island, at 1 P.M. Admission will be free.

The entire program will be under the supervision of the Metropolitan Association of the Amateur Athletic Union.

William J. Hennessy, Assistant Chief of Staff and Operations, Fire Department, is chairman of the Track and Field Committee of the Committee on Municipal Athletics.

Exam for Investigator

(Continued from Page 1)
regarded as quite unlikely that Mr. Patterson would write it in. The general rule will be, Mr. Patterson told the LEADER three months ago, as has been published in these columns several times since, that the \$250 was not intended for prospective newcomers to city service. Exceptions will be made, he intimated, and these may be taken for granted as including Patrolman (P. D.), Fireman (F. D.), Correction Officer, Bridge and Tunnel Officer and Transit Patrolman (Board of Transportation).

50 Vacancies Now
At present there are 50 Investigator vacancies and more are expected. The majority of the positions are in the Finance Department.

There will be a written test in which questions will be aimed not only at measuring the candidate's investigating shrewdness, but also his general intelligence and his awareness of the turns in current affairs.

There will be no specific age limits. However, for appointment any candidate must be at least 18 years old and shall not have passed his 70th birthday. The Labor law sets the minimum age, while the compulsory retirement at 70, under the pension law, sets the maximum age. All appointees must become members of the NYC Employees Retirement System, as the position is in the competitive class. It offers permanency and also opportunity for promotion, obtained by taking other examinations.

Open to Men and Women
The pass mark of the written test is expected to be 70 per cent. All who attain the pass mark, if they pass the character investigation, get on the official list for appointment. The disabled veterans,

with 10 per cent or greater disability rating, go to the top of the list as a group, according to their relative percentages among themselves. Non-disabled veterans come next and include veterans with a disability rating of less than 10 per cent, the so-called zero per cent disability. Finally come non-veterans.

The examination will be open to both men and women and is expected to attract a large number of candidates. The desire for government jobs—city, State or federal—is increasing and, besides, the Investigator title is a popular one. The light minimum requirements tend to boost the examination high among the popular tests.

Other Exams to Open
Other examinations to be opened during the same period are:

Open Competitive
Electrician (Automobile); Welder (Electric); Auto Mechanic (Diesel); Director of Psychiatric Division; Psychiatrist, Grade 4; Dockbuilder; Pharmacist; Inspector of Blasting, Grade 3; Assistant Director of Laboratory (Bacteriology); Lineman's Helper; Stationary Engineer; Junior Civil Engineer; Junior Mechanical Engineer; Mechanical Engineering Draftsman; Bridge Painter; Assistant Medical Examiner; Director Bureau of Tuberculosis, Grade 4; Neuropathologist, Grade 4; Pathologist; Medical Superintendent; Medical Superintendent (TB and Commun. Disease).

Promotion
Register, City Register; Bridge Operator, Public Works; Bridge and Tunnel Maintainer, Bridge Authority; Inspector of Textiles, Grade 3; Comptroller; Chlorinator Operator, WSG&E; Senior Storekeeper, Purchase; Stationary Engineer, various departments; Examiner, Grade 3, Law Department; Electrical Inspector, Grade 4, WSG&E.

Pension Law Explained

The following is the second installment of the two-part article telling in plain English how NYC employees are entitled to retirement allowances, and when. The first article described in general terms the retirement for the three age groups—55, 59 and 60—and told the details of the allowances for each. Special benefits for veterans were also described. Various retirement possibilities were given in digest form. A description was published of the three options under which a pensioner may get more or less for himself, depending upon to what extent he takes care of beneficiaries. The additional annuity feature was described, whereby the employee may buy extra protection, for which he pays entirely himself, by additional contributions up to 50 per cent of basic deductions from his earnings.

(Continued from Last Week)
Double contributions:

During the first year of your first membership, you may elect to pay double your regular contributions for the purchase of credit for city-service rendered since eligibility to membership first began. Such double contributions will be continued for a period equal to the length of additional time which you are purchasing, except that, for the purchase of more than two years' credit, you may make a lump sum payment of the sum of the remaining payments after contribution for two years or for one-quarter of the total time purchased, whichever is greater.

Purchase of half-pay:

Where a member's prospective service and contributions will not be sufficient to provide half-pay to pay in a lump sum at any time retirement allowance at his minimum retirement age, he may elect to pay in a lump sum at any time or over a period not exceeding five years immediately preceding his retirement (i.e., beginning not before age 50), an amount computed to be sufficient to bring his total retirement allowance up to half-pay. Interest is added until retirement to the additional accumulation.

Reduction of rate:

A member paying arrears contributions because he later elected the right to retire at 55, or to an increased retirement allowance benefit, upon filing of the proper form with the Retirement System and completing payment of arrears, is eligible to a reduction in rate at or after his minimum retirement age.

Cancellation of rate:

After reaching your minimum retirement age, if you are eligible for at least half-pay pension, you may elect to cancel your rate and make no further contributions to the Retirement System.

Withdrawal of excess funds:

A member cancelling his rate, may, in lieu of a loan, withdraw any sum in excess of the amount to his credit and due to the end of the calendar year of his eligibility for rate cancellation. Thus, after attaining the right to retire on half-pay, instead of continuing to contribute 4 per cent to 12½

per cent of his salary to the Retirement System, he may receive back annually somewhat similar sums as interest on his accumulation of two to three years' pay. If the member so desires, he may later restore such withdrawals to purchase more annuity.

The flexibility of the retirement provisions is indicated above and by the following summary of certain options, alternatives and privileges, available as membership progresses.

General Options and Privileges At entrance:

To choose lesser minimum retirement age of 55 instead of 58, 59 or 60.

To choose 30 year half-pay basis instead of 33, 34 or 35 year half-pay basis. That is, for each year of service, a pension of 1/120 of "final compensation" and the annuity purchaseable by a contribution calculated to match the pension at the minimum service retirement age.

During first year of first membership:

To purchase credit for city-service rendered since eligibility to membership first began.

During service:

To increase contributions by 50 per cent for purchase of additional annuity.

To contribute any additional lump sum necessary to produce half-pay (where prospective service to the minimum service retirement age is not sufficient to produce half-pay).

(Continued Next Week)

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NEW YORK CITY NEWS

Dec. 31, '48 to Be Last Day For NYC War Provisionals

The Municipal Civil Service Commission has fallen in with the preference of the State Civil Service Commission for a shorter period during which the war service provisional rule is to be extended.

December 31, 1948 as the last day for the extension. It was adopted and sent to Mayor O'Dwyer. After the Mayor approves the resolution it will then go to the State Civil Service Commission.

classes where no eligible lists existed. Otherwise a 6 months limitation on the employment of provisionals obtains, plus a 3-months extension.

Tentative Key Answers

- LAW ASSISTANT, GRADE 2 Tentative Key Answers for Written Test No. 5499 Held Aug. 5, 1948 1, C; 2, C; 3, D; 4, C; 5, B; 6, A; 7, A; 8, D; 9, D; 10, B; 11, D; 12, C; 13, D; 14, D; 15, A; 16, A; 17, C; 18, A; 19, C; 20, B; 21, C; 22, A; 23, B; 24, A; 25, C; 26, A; 27, B; 28, B; 29, A; 30, B; 31, B; 32, B; 33, C; 34, D; 35, A; 36, B; 37, D; 38, A; 39, B; 40, B; 41, A; 42, D; 43, A; 44, C; 45, B; 46, D; 47, C; 48, C; 49, B; 50, C; 51, H; 52, A; 53, F; 54, B; 55, E; 56, B; 57, D; 58, H; 59, G; 60, C; 61, B; 62, A; 63, B; 64, C; 65, B; 66, D; 67, D; 68, B; 69, A; 70, C; 71, A; 72, C; 73, A; 74, A; 75, A; 76, A; 77, C; 78, D; 79, A; 80, C.

Candidates who wish to file protests against the tentative key answers have until Thursday August 19, to submit their protests in writing, together with the evidence upon which such protests are based to the NYC Civil Service Commission, 299 Broadway, New York, N. Y. Claims of manifest error in key answers will not be accepted after August 19, 1948.

Shop Teacher Examination Is Open Until October 4

A license examination for Substitute Teacher of Shop Subjects in the Day High Schools (Men and Women) has been announced by the NYC Board of Education.

Applications will be accepted until Monday, October 4, by the Board of Examiners, Board of Education, at 110 Livingston Street, Brooklyn 2, N. Y.

The specialties for which the examination are being given are Commercial Art, Costume Design and Illustration, Interior Decor-

ating, Jewelry Design, Office Machine Operating and Textile Design.

There will be a written test the week of October 25, but candidates will have until February 2, 1949 to meet the eligibility requirements. These include journeyman experience and appropriate teacher training courses.

For additional information apply to the Board of Examiners, 110 Livingston Street, Brooklyn.

Trained Office Employees Still In High Demand

Today, three years after the cessation of hostilities, employers throughout the country are still clamoring for trained office help, with no let-up in view. Salaries remain at levels of 100 per cent above pre-war wage rates, according to Dr. Robert Strobbridge, Director of the Heffly and Browne Secretarial School, 7 Lafayette Avenue, Brooklyn.

Dr. Strobbridge added that the school's Employment Bureau receives numerous calls daily from harassed employers who are seeking trained office personnel. They indicate that they prefer to take newly trained business school graduates and adapt them to their own needs.

The Heffly and Browne School, one of the largest business schools in the East, will begin its fall semester on September 7 and on Mondays thereafter. An intensive program of business, Secretarial, Office Machine, Court and Convention Reporting courses will be offered to the civilians and veterans who will begin their studies this fall.

To accommodate new students, flexible programs and schedules have been planned to enable entrance on any Monday. Both day and evening sessions are conducted at the school. The school is registered by the New York State Board of Regents and approved for the training of veterans. Under provisions of the G. I. Bill, veterans are entitled to full tuition and subsistence while attending the Heffly and Browne Secretarial School.

Steno Jobs Offered By Health Department

There are several positions for Stenographer open in the Department of Health at \$2,100. Minimum speed required is 110 words per minute.

Applicants must have resided in NYC for at least three years immediately prior to date of appointment. Those interested should apply in person at 125 Worth Street, Bureau of Personnel, Room 342, between 9 and 4 Monday through Friday.

Finance Dept. Won't Use Welfare List

The NYC Finance Department has declined to use the Social Investigator, Grade 1, eligible list to fill Investigator jobs. It had been declared appropriate by the NYC Civil Service Commission.

Arthur R. Lynch, Deputy and Acting Treasurer, told the Commission the eligibles had background only in social service investigation, which is "far removed" from that for tax collection.

LEGAL NOTICE

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 Courthouse, No. 52 Chambers Street, in the Borough of Manhattan, City and State of New York, on the 11 day of August, 1948.

PRESENT: Hon. Edward J. McCullen Justice.

In the Matter of the Application of MORTON HOROWITZ for leave to assume the name of MORTON HOWARD.

Upon reading and filing the petition of MORTON HOROWITZ duly verified on the 9th day of August, 1948, for leave to assume the name of MORTON HOWARD, and the Court being satisfied that the statements contained in such petition are true, and there is no reasonable objection to the change of name proposed, it is on motion of SAMUEL BLEEKER, attorney for the petitioner herein

ORDERED, that the said MORTON HOROWITZ be and he hereby is authorized to assume the name of MORTON HOWARD, in place and stead of his present name on the 20th day of September, 1948, and it is further

ORDERED, that the petitioner cause this order to be entered and with the papers on which it was granted be filed in the office of the Clerk of this Court within ten (10) days from the date hereof, and that within ten (10) days after entry of the order the petitioner cause a copy thereof to be published in the Civil Service Leader a newspaper published in the County of New York, and that within forty (40) days after the making of this order, proof of such publication by affidavit be filed with the Clerk of this Court and after such requirements are complied with, the said MORTON HOROWITZ, shall on and after the 20th day of September, 1948 be known by the name of MORTON HOWARD, which he is hereby authorized to assume, and by no other name.

ENTER, E. J. McCullen Justice of the City Court of the City of New York.

STATE OF NEW YORK INSURANCE DEPARTMENT Albany-1948

I, Robert E. Dineen, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the Hardward Mutual Insurance Company of Minnesota, Minneapolis, Minn., is duly licensed to transact the business of casualty insurance in this state and in its statement filed for the year ended Dec. 31, 1947, shows the following condition: Aggregate Amt. of admitted Assets, \$3,702,369.00; Aggregate Amt. of Liab. (except Guaranty Fund) \$7,402,874.54; Amt. Guaranty Fund, \$500,000.00; Surplus over Liabilities, \$2,138,418.83; Amt. of income for the year, \$7,891,965.20; Amt. of Disbursements for the year, \$6,549,865.60.

STATE OF NEW YORK INSURANCE DEPARTMENT Albany-1948

I, Robert E. Dineen, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the American Drugists' Fire Insurance Company, of Cincinnati, Ohio, is duly licensed to transact the business of fire insurance in this State and in its statement filed for the year ended Dec. 31, 1947, shows the following condition: Aggregate Amt. of admitted Assets, \$10,041,203.37; Aggregate Amt. of Liab. (except Guaranty Fund) \$7,402,874.54; Amt. Guaranty Fund, \$500,000.00; Surplus over Liabilities, \$2,138,418.83; Amt. of income for the year, \$7,891,965.20; Amt. of Disbursements for the year, \$6,549,865.60.

STATE OF NEW YORK INSURANCE DEPARTMENT Albany-1948

I, Robert E. Dineen, Superintendent of Insurance of the State of New York, hereby certify pursuant to law, that the American Drugists' Fire Insurance Company, of Cincinnati, Ohio, is duly licensed to transact the business of fire insurance in this state and in its statement filed for the year ended Dec. 31, 1947, shows the following condition: Aggregate Amt. of admitted Assets, \$9,588,742.32; Aggregate Amt. of Liab. (except Capital & Surplus) including reinsurance \$468,292.56; Actual paid-up Capital, \$750,000.00; Surplus over Liabilities, \$1,371,449.76; Amt. of income for the year, \$736,731.39; Amt. of Disbursement for the year, \$576,654.17.

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NEW YORK CITY NEWS

FIRE LINES

The Fire Department reorganization is by no means over. The changes recommended by Commissioner Frank J. Quayle and approved by the Board of Estimate, which took effect several weeks ago, are only the beginning. As soon as Commissioner Quayle gets back from his vacation he'll have a pretty good line-up on what he'd like to do, for he's been studying the whole project, though he's supposed to be enjoying himself. Maybe that's the way he does it. There will be changes in nearly all divisions and bureaus at headquarters and elsewhere and also new titles and personnel shifts, if the plan goes through.

The two new fireboats are on the way, more or less, since the City Planning Commission approved the capital budget outlay, the Board of Estimate concurred and the subject is now before the Council. A special Council meeting will be held, to dispose of an accumulation of pressing matters and, believe it or not, the fireboats, at a total cost of \$1,500,000, are among them.

NYC is to become the proud possessor of new fire apparatus, deliveries to begin next month. Before the fire engines are assembled they are inspected by the department, and Acting Battalion Chief Arthur Jones has just finished doing that in Syracuse and Elmira, where the plants are located. Some rejections were made, but on the whole the motors came up to NYC departmental specifications. The rejects will be revamped to conform. The addition of 30 to 40 new engines will give Commissioner Quayle the quantity and quality of equipment that he feels are necessary.

The department has a staff at Grand Central Palace arranging the exhibition for the Golden Anniversary. What the department will show, including apparatus, will be a knockout. All forms of fire prevention methods and fire extinguishment techniques will be revealed to the public. Also the exhibit itself should have a fire-prevention effect on all who see it. The public will be shown how to attack a fire, also what NOT to do.

All divisions will be represented in the exhibits, and all major branches, of their work.

Assistant Chief of Staff and Operations William J. Hennessy will have a fine office for himself, as soon as Room 1122 in the Municipal Building is fixed up for him. That's at Fire Headquarters.

Chief of Department Peter Loftus' official abode is being put through a refreshed course, at Engine Co. 6, on Liberty street, which, while not at Headquarters, is less than half a mile away. Not too distant, you see, for approachment. Chief Loftus is in charge of fire-fighting, department-wise, and important technical job, but as for the Fire Bureau, that may be something else again.

Third Deputy Commissioner Nat Horwitz found plenty of work on his desk when he returned from vacation, although some of it was future speech-making dates. But that's work, too. Nat knows.

The 112 new Lieutenants, while not in the bag, don't look like a hopeless project by any means. Already NYC Budget Director Thomas J. Patterson has made an offer of a lesser number—about half—but the department needs the full 112 to improve the hours of officers. Conferences were held last week between the department and the Budget Director's representative. The unofficial saying is, "Sure of some, maybe all."

There'll be more Firemen appointments on or about September 16.

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How many will depend on what happens to the application for 112 new Lieutenants. If the 112 are granted, at least 112 Firemen will be appointed, more probably around 130.

About 1,000 members of the uniformed force would like to attend the American Legion convention at Saratoga Springs, August 30 to September 2, but permission can be granted to only 200, the department decided, without endangering fire protection. So who shall decide who shall be among the 200? The American Legion, if it wants to, can make the selection, but is leaving the matter up to the Fire Department for the present, and the department is leaving it up to the Legion, for the present.

The seven Lieutenants who were promoted from the eligible list because they had claimed disabled veteran preference of less than 10 per cent (so called zero percentage rating) prior to the decision of Supreme Court Justice McGeehan against that, will have to be put back to the Fireman grade, although they will remain on the Lieutenant eligible list in their new places among the non-disabled veterans.

The Court of Appeals affirmed the Appellate Division, which had OK'd Justice McGeehan's decision. The Attorney for petitioners in that case obtained a court order the other day to compel the NYC Civil Service Commission to revoke the certification of the seven. One of the seven has gotten a VA 10 per cent disability since then and may stay on as Lieutenant.

The Administrative Code of the City of New York has been amended by adding Section B3-30.2, which in substance allows any member of the New York City employee's retirement system to transfer his credit therein to the Fire Department Pension Fund, providing such request is made within one year after he has attained membership in said F. D. Pension Fund, or within one year of the passage of this act (enacted April 3, 1948). Any member of the Uniformed Force wishing to make such transfer is advised to submit his request to the Division of Finance and Supply not later than September 20, 1948.

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

Police Lieut. Test Gets Going Over

The Lieutenant (P.D.) written test is now being re-rated by the NYC Civil Service Commission with a revised set of key answers. There was no estimate on how long it would take.

Multiple "best" answers for 15 questions have been eliminated by throwing out eight questions and limiting seven others to one "best" answer. These changes were listed in last week's issue of the LEADER.

The key was revised after the Court of Appeals ruled in the Blumenthal case that there could not be more than one "best" answer in the Sergeant (P.D.) promotion test. The Commission applied the ruling to the Lieutenant test because similar conditions were involved, it said.

35 Vacancies
Thirty-five current vacancies will be filled when the list is established by the Commission. The written test was taken by 846 candidates last June.

School of Optics to Start New Ophthalmic Course

A new freshman class for the State license course in Ophthalmic dispensing will be admitted on September 13, at the School of Optics, 182 Henry Street, Brooklyn. The course qualifies students to take the State Board examinations preparatory to securing a license to practice. Classes are co-educational and open to veterans under the G. I. Bill. The freshman class will be limited to 25 students.

The school also offers optician and lens grinding courses in the day and evening sessions.

CRUISE TO LEGION CONVENTION IN FLORIDA

A 14-day cruise to the American Legion's National Convention in Miami, Fla. next October, has been announced by the Affiliated Travel Service, 39-15 Main Street, Flushing. The ship, S. S. Evangelina, will sail from New York Tuesday, October 12th, and will return Monday, October 25. The cruise includes stop-overs at Nassau and Havana.

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FEDERAL NEWS

300 Examined Daily In Fireman Physicals

Candidates Caught Cheating in Test

(Continued from Page 1) completed the physicals for the Transit Patrolman, Correction Officer and Bridge and Tunnel Officer examination will be begun. This is one test for the three titles, a combined examination throughout. In that test, 4,390 passed the medicals and 320 failed or didn't show up. The three-part examination's physicals move much faster than do those for Fireman. The examiners who conduct the physical tests include three Doctors of Education. Mr. Brennan, who's been a Commission examiner for 20 years, is the perennial master of ceremonies. He smiles often, and feels he has good reason for so doing; but he also worries considerably about the possibility of wet grounds and about serviceability of equipment.

He and his assistant are the only Commission employees at the physical events who are on a per annum basis. All the other men know their specific jobs but are not experts on the Commission's rules and regulations. Mr. Brennan likes to have his "customers" leave the premises satisfied. Many of those who fail the physicals say openly that they flunked because they couldn't make the grade in a fair test. If anybody lies or seeks unfair advantage, Mr. Brennan's booming voice can be heard all over the courts. But he says that there will not be more than 10 "difficult" cases among the 8,300. President Joseph A. McNamara, of the Commission, said that in the Fireman examination, few candidates failed to show up when called for the medical test, and still fewer will refrain from

the physicals. He interpreted this as indicating that the candidates themselves regard the Fireman job as a most desirable one. A small percentage of candidates, on their own request, got postponements, for proved reasons. One fellow got a postponement because he was about to go on his honeymoon. What was noticeable at the medical examinations was the fact that a considerable number of candidates were wearing the uniforms of probationary Patrolmen (P.D.). In a single group called for medical examination during a given afternoon there were six of these. It is nothing unusual for Fireman candidates to include Patrolmen, nor Patrolman candidates to include Firemen, nor for candidates to compete for both jobs before they have either.

The NYC Civil Service Commission spotted 55 cases of cheating in the medical examination of Fireman (F.D.) applicants and disqualified the perpetrators.

In five or the instances the cheaters had had a drug dropped in their eyes, to narrow the pupil and thus sharpen vision. They were spotted in vision re-examinations. One clue was the fact that they failed the test for 20-20 Snellen efficiency in the original vision test but when they came back they had much sharper vision than the requirement—"the eye of an eagle."

The effect of the drug is dissipated by turning a flashlight on the eye, close to the retina, and when that was done the five were out of the examination at once for good. The 50 others wore contact lenses, which they had obtained at considerable expense. They were discovered as cheaters both

Say No Cheaters Escape

Pressure on the eye-ball is the conclusive test. When the soft, harmless instrument applied does not give, there's a lens coating the eye that reveals all that the Commission needs to know. But without using this final check-up, the Commission's medical examiners, under the direction of Paul M. Brennan, have a way of spotting the presence of contact lenses. Not only the slightly starry-eyed effect, which trained observers can tell, but also some other observation means is employed. What it is remains a secret, but it has worked to perfection, the Commission believes.

According to the Commission, no cheaters have been able to gain any advantage whatever, and all have been wiped out of the examination for their attempted fraud.

Director Describes Colorful Scene at Fire Exam in Park

By PAUL M. BRENNAN Director, Medical-Physical Bureau, NYC Civil Service Commission

Every Broadway-7th Avenue train on weekdays between August 16 and September 21, from 7:30 A.M. and 7:30 P.M., will unload a group of young men from Coney Island, Far Rockaway, Tottenville, Greenwich Village, Woodlawn and points intervening. Passenger cars will stop on Broadway from 240th to 242nd Streets and more candidates will alight with gym suits and shoes in hand, ready to demonstrate by fence-climbing, weight-lifting, broad-jumping, sprinting and running 1/10 of a mile races with a 70-pound dummy, that they are fit to serve as NYC Firemen at a salary of \$3,150 to \$4,150 a year. Very frequently fathers, mothers, wives, brothers, sisters, sweethearts and even very young children will arrive to see their young man do his stuff in severe competition with 8,390 others, seek-

ing probably 2,500 positions in the next four years. More frequently than not, among the fathers, will be active or retired Firemen or Policemen who have been through the same sort of mill themselves.

The Departures The return trip via subway, bus or passenger car is of course another story. Some candidates slip away quietly and quickly, knowing that they are badly outclassed and unfit for hardy competition. As a Fireman they know they would be fit only for messenger duty, a job not reserved for the Fire Department's youth. Others go home so elated that they cannot restrain their emotions. Some pass who failed in previous years and they are happier than those who have never known failure. One in a thousand will likely get 100 per cent and will get publicity notices that they can show their grandchildren in years to come. Subway employees, themselves city employees, line the superstructure and watch these com-

petitions. Delivery trucks and private cars stop and search for a space to park and watch a while. Cheers rise when some candidate demonstrates a deer's fleetness or a kangaroo's agility. The ambulance is there to take one in 1,500 away because he has injured himself. And everyone feels sad about this, especially those who know that once the candidate leaves the premises without finishing the test he is eliminated.

Examiners Up to Snuff, Too The examiners who conduct the tests are a keen looking bunch who seem to be in shape themselves. They ought to be, because they are drawn from the coaching or physical education faculties of eight N. Y. City universities or colleges. There are track, football, baseball, basketball, swimming notables among them. What can be said of the boys themselves? Men who seek Fire positions come mostly from homes of modest or poor circumstances. They represent a very high percentage of the cream of New

York's physical young manhood. Forty or 50 years ago New York's firemen were principally of Irish or German birth or decent. Today the discernibly foreign born is a rarity. In so far as names are an indication of ancestry every group in NYC has wide representation, except Orientals.

No Disputes Among Candidates Despite the severity of the competition, candidates invariably aid and encourage one another. A dispute between candidates has never taken place. A foul word

sometimes slips from him who missed some score by a hair, but evidences of prayer are more frequent.

The shape of a man's whole career and life depends on success or failure in these competitions and in that sense they affect more lives than a World Series baseball game. All these young men have some grasp of this seriousness and they take their results as winners or losers just as men have done since the beginning of time.

Civil Servant's \$ Keeps Shrinking; Paul O'Dwyer Sees It as the Big Issue

Civil servants above all groups in America stand to benefit from a reduction in the cost of living, in the opinion of Paul O'Dwyer, brother of New York's Mayor William O'Dwyer, who is running for Congress in the 21st Congressional District on the Democratic and American Labor party tickets.

Mr. O'Dwyer, in a statement to The LEADER, asserted that Congress should therefore be urged to devote its efforts to finding the answer to rising prices and inflation.

Number 1 Issue "The problem of the high cost of living," he said, "is the number one issue of the campaign. And it affects civil servants more than anyone else. Their salaries are pegged by law, and whenever a raise is talked about the problem of the civil servants is the last to be considered."

Mr. O'Dwyer, a noted labor attorney, added that groups such as mine and steel workers can threaten to stop work when their contracts run out. However, he continued, the civil servants do not have a similar weapon—the same threat to a stoppage of production.

\$2,500 Becomes \$1,800 "Because of this," he said, "Congress should attack the problem from the cost of living itself. A civil servant may get \$2,500 a year but find that because of devaluation and the rising cost of living he is getting actually \$1,800 a year. We certainly must pay our government employees a decent living wage. We don't want



Paul O'Dwyer, running for Congress, in the 21st Congressional District, Manhattan, counts the effect of living costs on civil service employees, one of his important issues.

our government to be a cheaper employer than any other doing business."

Easy Goats? Moving to the matter of the current loyalty investigations, Mr. O'Dwyer asked: "Why should the civil servants in this country be picked on? Is someone looking around for an easy goat?"

Charging that these investigations made the civil servants feel fearful and self-conscious. Mr. O'Dwyer added that had it not been for the patriotism and loyalty during the war of the

6,000,000 civil servants in federal, state and city jurisdictions, the government could never have functioned.

"The attempt now to cast suspicion on them," he asserted, "is nothing more than an attempt to drag away attention from the main issues of health, housing and high cost of living, matters that these high-priced investigators do nothing about."

He suggested that the 81st Congress, which he expects to enter as a member from the upper West Side and Inwood, disband its loyalty committees. He explained, "We have ample laws on the statute books to give every safeguard to the United States of America and its institutions, and we have never been lax in bringing to task our traitors—in and out of civil service."

Little Security

He added that most civil servants do not have enough security of office as it is, and that the current investigations and loyalty orders present an additional worry. Instead, he urged the establishment of a proper grievance machinery for government employees.

"These investigations and loyalty orders," he added, "have the effect of restricting the civic activities of all these good people who, because of their specialized work, are more familiar with our social problems. These investigations and orders rob the public of the benefit of capable leadership."

Opposing him is the incumbent, Jacob K. Javits.

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