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Civil Service LEADER

State Fireman Guard Test Opens Jan. 29

America's Largest Weekly for Public Employees
Vol. 9—No. 20 Tuesday, January 27, 1948 Price Five Cents

See Page 11

STENO AND TYPIST EXAM IS NOW OPEN

State Proposes Pay Raises for Employees; Starts With 15 P.C. on First \$3,000

\$900 Limit To Raise, Basic Part Of Plan

By MAXWELL LEHMAN
ALBANY, Jan. 26.—The LEADER learns on unimpeachable authority that the State of New York is prepared to grant its employees more than \$20,000,000 in pay increases, on a graduated scale.
The formula for the pay raise has been hammered out after a long series of conferences between the administration and The Civil Service Employees Association. The negotiations focussed sharp attention on the plight of employees, and resulted in a considerable upward revision of original pay-increase estimates. The LEADER learns, too, that throughout the talks, Administration representatives demonstrated sensitive appreciation of the effects of spiraling living costs upon State employees.
The formula, one of many (Continued on Page 2)

86 Sergeant Promotions To Be Made in One Batch

The keenly-awaited Sergeant (P. D.) eligible list, with 1,852 names, has been released by the NYC Civil Service Commission and is scheduled for promulgation today. It is published in probable appointment order in this issue of THE LEADER.
Eighty-six promotions will be made within a matter-of-days, Chief Clerk Vincent E. Finn, of the Police Department, expected. Approximately 80 more promotions will be made as soon as budget line shifts requested by Commissioner Arthur V. Wallander are approved by the Board of Estimate. Another 14 Sergeant promotions will result from promotions of Sergeants to Lieutenants and Lieutenants to Captains. The Captain and Lieutenant eligible lists are now being prepared.
Disabled veteran preference is being claimed for 241 or 13 per cent of the eligibles on the Sergeant list; 459 or 24 per cent, of the eligibles are classified as non-disabled veterans, while 1,152, or 63 per cent, are non-veterans. These figures were taken from the list as it was published and still are tentative. However, the Commission reportedly had completed almost all investigations of veteran preference claims when the

list was published, and, since the Police Department has completed character investigation, no changes are expected.
Should the list be promulgated

NYC Officer Test Closes Jan. 29

This is the last chance to file for Special Officer, which closes this Thursday, January 29, at 4 p.m. The examination is for jobs as Transit Patrolman, Correction Officer (Male), and Bridge and Tunnel Officer at starting salaries as high as \$48.46 a week.
The age limit is 20 to 32, and the minimum height is 5 feet 7 1/2 inches; the minimum requirement for vision is 20/30 in each eye without glasses. There will be a competitive written test Saturday, March 27.
Applications may be obtained and filed at the NYC Civil Service Commission, 96 Duane Street, opposite The LEADER Bookstore, from 9 a.m. to 4 p.m. Applications have been received from 4,181 persons.

on the schedule, said Dr. Frank A. Schaefer, Commission Secretary, certifications could be given the Police Department by the end of this week. The Department, on a number of occasions, has expressed a desire to make the promotions as quickly as possible.
Meanwhile, the Commission has received an opinion from NYC Corporation Counsel John T. McGrath holding that Patrolmen who are veterans and are credited with retroactive dates of appointment are eligible for promotion to Sergeant from the new list. He said these men must be considered as having rendered continuous active service with the Police Department, retroactive to the constructive date, and not from the actual date of active Police Department service.
A decision is being awaited on an action in the Supreme Court seeking to force rerating of the Sergeant written test. The action, Blumenthal vs. Morton, centers on disputed key answers to nine questions. The case was argued last week in the NY County Supreme Court and decision was reserved. The list is not expected to be delayed unless the court orders the test rerated.
(Sergeant eligible list, see Page 8.)

1200 Jobs At Once Is Offer By State

Examinations for Stenographer and Typist have been announced by the N.Y. State Civil Service Commission for more than 1,200 immediate jobs throughout the State. Applications may be obtained now and filed until Tuesday, February 10. However, no applications will be issued later than Wednesday, February 4.
The Commission has abolished requirements for education and experience and reduced minimum speed requirements for typists to 40 words a minute in an all-out drive for eligibles. The examination is open to men and women between the ages of 18 and 70 at appointment. The only other requirements are that applicants be U.S. citizens when filing applica- (Continued on Page 12)

NYC Fireman Test To Open Next Week

Fireman (F.D.) applications will be issued and received beginning on Friday, February 6, until Friday, February 27, at all five borough offices of the City Collector. The NYC Civil Service Commission tentatively has set Saturday, May 15, for the written test.
There is a 20 to 29 age limit and minimum requirements of 5 feet 6 1/2 inches and 20/20 vision in each eye, without glasses. Minimum age will be figured as of the

last day of the filing period and maximum age as of the first day. Also, veterans will be permitted to deduct their period of military service from their age.
Tentative Schedule
The popular examination is expected to draw applications from upwards of 20,000 men who will compete for approximately 4,000 job opportunities. The salary is currently \$2,900.
(Continued on Page 14)

27 NYC Exams Close Jan. 27

This is the last chance to file applications for 27 NYC open-competitive and promotion examinations which close today, Tuesday, at 4 p.m. A complete listing appears on pages 8 and 9 of this issue of THE LEADER.
Applications are being issued and received at the NYC Civil Service Commission's Application Center, 96 Duane Street, opposite The LEADER office. The applications must be on file at the Commission before the close of business.

More State News, 2, 3, 4, 5, 6, 9, 11, 12, 16.

Clark Asks U.S. to Pay Loyalty Defense Cost

Special to The LEADER
WASHINGTON, Jan. 26.—U.S. Attorney General Tom Clark will ask Congress to vote funds to aid Federal workers accused of disloyalty to defend themselves.
The Attorney General told a convention in Atlantic City he favored the government paying the expenses of bringing employees' witnesses to hearings, and assured those present that employees'

rights would be safeguarded "in every respect."
"You may rest assured," Attorney General Clark said, "that the accused employee will be given every opportunity to refute charges of disloyalty. There is no more danger of harming an innocent person in this procedure than there is in any court of law, because the accused employee's civil liberties are safeguarded in every respect."

STATE AND COUNTY NEWS

Labor Relations Bill Assn.'s No. 2 Project Before Legislature

Special to The LEADER

ALBANY, Jan. 26.—The three top legislative projects of The Civil Service Employees Association, in the order of their importance, are (1) salary increase of 25 per cent; (2) public employment of Labor Relations Act, and (3) pension liberalization.

The pay question was the subject of close consideration by the Dewey administration; only amounts were to be decided, as a raise had been promised, not saying how much. The labor bill has been introduced in the Legislature on behalf of the Association; so the pension liberalization bills have been, or soon will be.

Digest of Bill

Here is an analysis of the proposed Labor Relations act:

The proposed legislation attempts to provide for orderly discussion and adjustment of State employees' personnel problems. To accomplish this purpose it provides for a Public Employment Labor Relations Board and in many respects parallels the present State Labor Relations act which has jurisdiction over employees in private industry.

The proposed Board would be set up within the Civil Service Department and would consist of three full-time members, including one public member and one from the competitive civil service, to be appointed by the Governor at a salary of \$10,000.

The Board would have two principal functions: (1) in connection with joint committees of civil service employees and admin-

trators and (2) hearing appeals involving the Condon-Wadlin Act and other disciplinary measures.

Joint Committees

Provision is made in the bill for joint employer-employee committees at the various levels of State government and the Board is empowered to determine the various units, designate the employee representatives and to hear appeals on personnel matters unresolved by the committees. The Board would have no directive authority in these latter matters, which would include questions involving salary, hours and other conditions of employment, but would in effect act as a fact-finding agency with power of recommendation to the Governor, Legislature or other proper authority. Provision is made for representation on departmental or statewide committees pro-rated among the various employee associations.

The second principal function of the Board, hearing of appeals of employees discharged under the Condon-Wadlin Act or disciplined for other alleged infractions, would be in lieu of appeals presently brought to the Civil Service Commission, whose function should be primarily recruitment of personnel.

The Board is also authorized to establish rules for orderly functioning of the various committees, to hold elections if necessary to designate employee representatives, to assist county and other local governmental units in setting up similar procedure and to study and recommend possible legislation to extend the act to such local units.



Robert R. Hopkins (left), President of the Western New York Conference of The Civil Service Employees Association, presents charter to George Leber, of Tonawanda, President of the newly-formed Western New York Army Employees Chapter.

Interest Is High in Bldg. Fund

ALBANY, Jan. 26.—Chapters of The Civil Service Employees Association have shown great interest in proposals for a new building and are awaiting details of the plan to raise the funds, which will be sent to chapters soon.

A special building fund committee was appointed recently because it has long been evident that Association headquarters in the State Capitol Building are so cramped that the need for re-ordering service suffers.

Work on the building fund campaign is being carried on by the following men appointed by President Frank L. Tolman: Dr. Charles A. Brind, past President of the Association, Committee chairman; Charles H. Foster, Harry Fritz, Robert R. Hopkins, Francis A. MacDonald, John McNamara, Arthur Marx, Victor J. Palisits, Robert K. Stilson and Clarence W. F. Stott.

Largest Statewide Organization Will Exceed Own Membership Record

ALBANY, Jan. 26.—More public employees will belong to The Civil Service Employees Association in 1948 than ever before. And that means the largest membership of any state wide public employee organization in America.

Joseph D. Lochner, Executive Secretary of the Association, this week revealed that as of January 16, 33,405 State employees had paid-up membership in the State Division of the group, as against 26,000 this time last year. The newly-organized County Division has recruited 2,818 members to date.

Estimates point to a minimum of 40,000 members in the State Division and 10,000 in the County

Division for the fiscal year.

The Board of Directors has granted charters to new chapters: Orange County Public Works, Midstate Army Employees, Niagara Frontier, Utica City, State

Commerce Department and Lawrence Public Works. Also organized are the Niagara County chapter, Suffolk County chapter, Jefferson County chapter and the Capital District Conference.

COMMITTEE IS APPOINTED FOR ASSN. ANNUAL DINNER

Special to The LEADER

ALBANY, Jan. 19.—The foundation is already being laid for the 38th annual dinner of The Civil Service Employees Association. The Association's Social Committee met on Thursday to make the first tentative decisions about time, place, and program. Presiding was Janet Macfarlane, the committee chairman, who is Secretary of the Association.

Serving on the committee with her are Catherine V. Canny, Steuben County Laboratories, Corning,

Margaret Fenk, Utica State Hospital, Utica, and the following from Albany: George Hayes, Tax Dept.; Joseph J. Horan, Department of Commerce; John J. Joyce, Audit & Control; Paul D. McCann, Department of Correction; Elizabeth Schifferdecker, Department Public Works; Robert J. Shillinglaw, Dept. of Public Works; Ann Quirk, Dept. of Health; William K. Wilson, Education Department; Matthew Fitzgerald, Bureau Motor Vehicles; Raymond Heckel, Dept. of Mental Hygiene.

Probation to be Aired For Promotion Tests

Special to The LEADER

ALBANY, Jan. 26.—The State Personnel Council, of which Mary Goode Krone is chairman, is studying the subject of probationary periods for "all" employees as to length of period and the method of operation, thus including for the first time the idea of probationary periods for promotions. Now they apply only to open-competitive appointments.

The discussion will take place at this month's meeting of the Board. Here are the four questions on which the Board solicits opinion:

"1. Is a three months probationary period too short, too long or the right time in which all employees may demonstrate their capacity?"

"In the higher grade positions, it might be difficult to evaluate ability on such a short time. Should the period be six months for positions above a certain grade? If so, at what grade would the change-over be desirable?"

"Should a probationary period be flexible? In this case, an employee might be dropped after three months although the probationary period continues for three more?"

"Should positive action be taken by the operating department at the end of the probationary period? Under these circumstances, the operating departments would notify the department of Civil

Service that the employee has been satisfactory.

"2. Should there be a probationary term with inter-departmental promotions? There are no probationary terms on the ordinary within-the-department promotions. But in interdepartmental promotions, a new appointing officer who is not familiar with the capacity of the appointee might wish a probationary period. In that event, obviously, it would seem essential that the permanent position of the appointee in his own department should be held open during the probationary period. Would that be acceptable?"

"3. Where an employee has been granted a leave of absence before his probationary period is completed, should he be required to serve the balance of his probationary term upon return to active duty? Should his probationary period continued during his leave of absence, while he is not in a position to demonstrate his ability on the job?"

"4. When an employee is absent without official leave during his probationary period, should he be considered to have resigned his position as of the date he went on his unofficial leave? This problem is primarily an institutional one. Under the present rule, the appointing officer must wait until the end of a probationary term to drop an employee or prefer charges against him. Since many employees are now veterans, a hearing must be provided for in case they are dropped before the end of probation. At times, however, it might be conceivable that an employee had been injured and unable to report or that some other circumstance prevents his appearance on the job. Would it be desirable to leave the termination of service within the discretion of the appointing officer? Should the Civil Service Commission have some opportunity to review the facts?"

Pay Increase Plan

(Continued from Page 1)

which had come up for consideration, proposes:

- (a) an increase of 15 per cent on the first \$3,000 of salary;
- (b) an increase of 10 per cent on the fourth and fifth thousand dollars of salary;
- (c) an increase of 5 per cent on the remaining salary above \$5,000;
- (d) the maximum allowable increase to any one employee is \$900.

This doesn't mean that a man earning, say, \$4,000, gets a 10 per cent increase on \$4,000. It means that he gets 15 per cent on his first \$3,000, plus another 10 per cent on the remaining \$1,000. Employees in the middle and upper brackets thus obtain the upward adjustments granted employees in the lower brackets, plus the lesser increases that go to the higher ranges of pay.

The LEADER considers it likely that the proposed increases will apply to increments due April 1, 1948.

For a Year's Assistance

The percentage increases will not be additions to base pay, but a one-year adjustment, subject to review next year. However, they will be accepted as applying for retirement purposes.

It was also learned that along with the proposed increases the Administration has under consideration a plan to repeal provisions of the law providing for extra-hazardous and arduous pay. It is known that Budget and departmental officers have felt that administration of such pay presents almost insuperable administrative problems. (The law calls for pay adjustments of between 5 and 10 per cent for work judged to require unusual effort or to place the employee in a position of danger.) It is understood that no final decision has been reached and that the Administration is willing to consider suggestions from the employees for an equitable solution to the problem.

CIVIL SERVICE LEADER

Published every Tuesday by LEADER ENTERPRISES Inc. 97 Duane St., New York 7, N. Y. Telephone: BEekmas 3-6010

Entered as second-class matter October 2, 1939, at the post office at New York, N. Y., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.

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STATE AND COUNTY NEWS

Plan Is Made to Grant Thousands of Workers Classified Status

Speaking at the annual dinner January 13, of the Geneva Chapter of the Civil Service Employees Association, William F. McDonough, Executive Representative of the Association, stated that the ideals and objectives of the Association are impressing more and more the 400,000 State and Municipal government employees within the State and that membership in the Association exceeds that of any other organization in its 47 years of activity.

McDonough outlined the challenge of present-day world government to democratic government and the importance of New York government as typical of progressive government on which levels may plan and attain.

The Association is pledged to uphold the merit system in public employment. Its philosophy is based upon the practical conviction that civilization is dependent upon good civil government and that effective civil government depends primarily upon the character and fitness of the men and women who carry on the government.

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law and receive the same sound rights and privileges which apply to those now in the classified service.

"There are two employment matters that are closely related to appointment and promotion in public and private employment. These are (a) sound safeguards as to tenure and advancement—demotions, suspensions, dismissals and settlement of grievances generally and (b) adequate money reward for services rendered based upon the duties, responsibilities and qualifications attaching to each position and upon fair standards of living.

"The Association is seeking to secure approval by the Governor and the Legislature at this time of salary adjustments badly needed to bring public employees in line with pre-war purchasing power. The Association is also seeking to have adopted a fair labor relations law covering public employees which will result in attention by a public employees labor relations board of all matters affecting working conditions in public employment and deal with demotions, suspensions and dismissals. The need for discussion and negotiation of public employment problems has long existed.

"The Association is also seeking the liberalization of present provisions of the State Retirement System to bring retirement allowances for disability or old age into line with present day social security concepts.

"The adoption of the sound proposals of the Association would improve public service and assist in the recruitment and retention of competent men and women in public service—a very important need today.

"Every member of the Association can assist in bringing about the improvements sought by seeing to it that citizens generally give thought to the constant betterment of their civil government and to the unselfish program of the Association to realize this end."

Increment Law Case Is Appealed

Special to The LEADER

ALBANY, Jan. 26.—The State has appealed to the Appellate Division, Third Department, from a Decision by Supreme Court Justice Bergan which in effect granted nearly \$3,000,000 to 5,000 State employees for retroactive increases under reallocation of their positions.

Last December, in a test case brought by a State employee, Daniel DeMarco of Albany, a Health Department worker, Supreme Court Justice Bergan ruled that the State could not legally refuse him a pay raise after he had been granted a higher grade when his job was reallocated. The law provided that the benefits are retroactive to April 1 last, the court held.

John T. DeGraff, counsel to The Civil Service Employees Association, was the plaintiff's attorney in the case. Mr. DeGraff contended that reallocations made pursuant to the Salary Standardization Board's recent survey must all be retroactive to April 1 last. The Civil Service Department interpreted the law as postponing the benefits in all but about 12 per cent of the cases.

The Public Employee

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



Tell This to Your College Friends: State Enters Talent Market

BUSINESS and the United States Government have long been competitors for the best ability in the annual crop of college graduates each June. Large corporations send their personnel men to the larger universities to personally select the cream of the crop. The Federal government holds an examination for Junior Professional Assistant which leads to appointment in many professional fields.

The State of New York has now followed the Federal plan in announcing an examination open to college graduates and college seniors for Professional and Technical Assistant in the fields of Public Administration, Bacteriology, Chemistry, Economics, Education, Engineering, Journalism, Law, Library Science, Recreation, Social Service and Statistics.

The State is facing a serious crisis in the parade of unusual talent from the State service and the inability to recruit equal new talent. Nearly 10,000 vacant positions indicate the gravity of the crisis.

Low Salaries A Major Reason

A major reason for these vacancies is low salaries. That the Civil Service Commission realizes this is indicated by the statement on the official announcement that "there is expected a cost-of-living increase in salary" in 1948. The Commission must have pretty definite inside information for its statement. The employees may take this as another indication of how the official wind blows.

The Association has a vital interest in every project to improve the quality of public service, and to attract unusual merit and fitness to the service of the State. The leaders in the Association are largely the career men and women of the State service. The higher the general level of ability in the entire State service, the higher becomes the efficiency and effectiveness of the Association.

We would, therefore, say to the great body of college seniors: "Consider carefully the opportunities offered you in the public service. New York State Government is by far the biggest business in the State. It offers rich opportunities to serve the greatest body of customers of any corporation, namely, all the citizens of the State. It offers rich work experience, business associates, unmatched elsewhere and fair and open opportunities for advancement on the job.

"Of course, there are certain work conditions and management practices which might be better and which should be improved. You will have an opportunity to work for such betterment and improvement through The Civil Service Employees Association. We look forward to welcoming many college graduates to membership in the Association."

RESOLUTIONS

ALBANY, Jan. 26.—The following resolutions have been introduced in the State Legislature:

Retirement System study. Resolution by Senator Condon and Assemblyman Wilson. Creates committee to study and recommend legislation to remove the inconsistencies and inequalities in laws pertaining to retirement systems of state and subdivisions and contributions made thereto by members. To Ways and Means.

Mental Hygiene. By Assemblyman Farbenstein. Continues Senate and Assembly Health Committees during legislative recess; subcommittees to study mental hospitals and institutions.

Credit Union to Elect Officers on Jan. 30

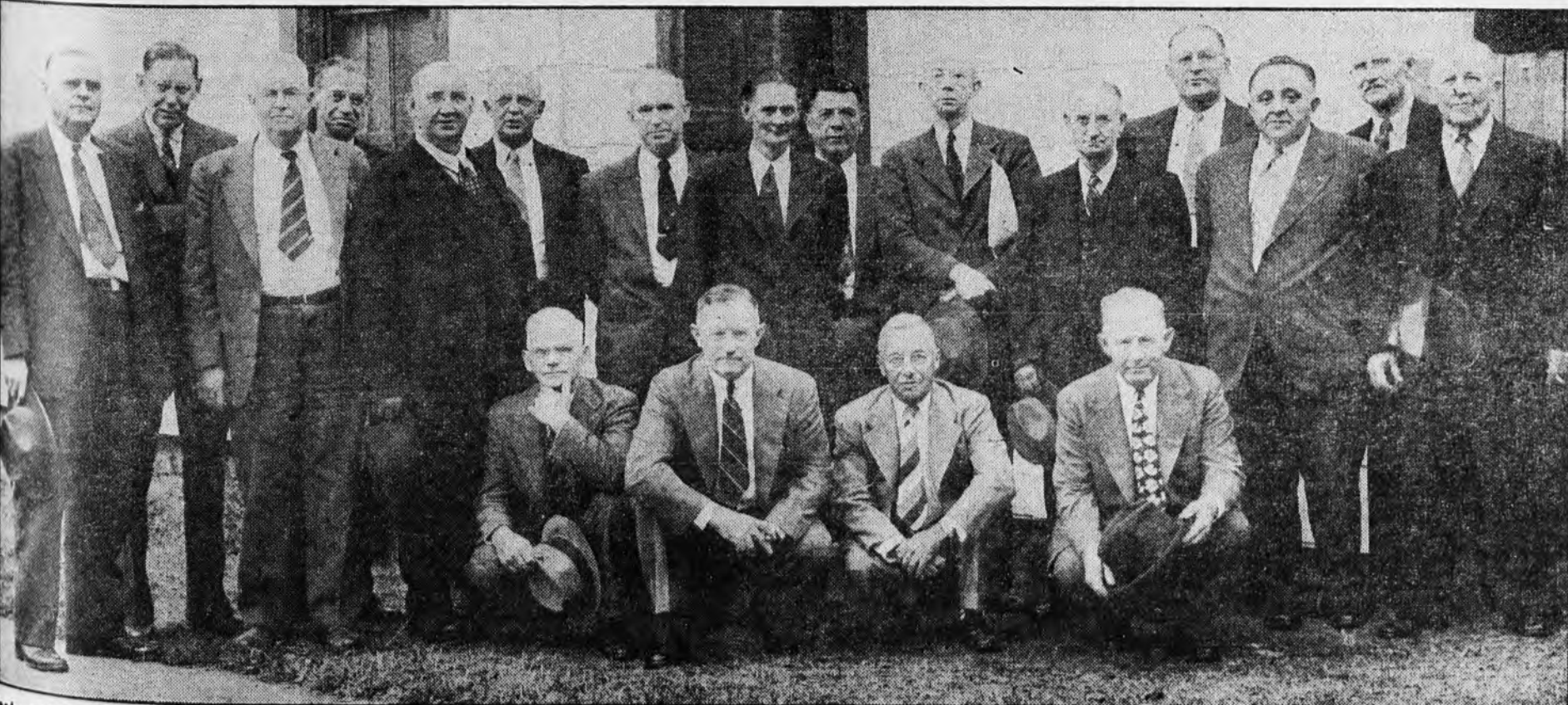
The annual meeting and election of officers of the N. Y. State employees Federal Credit Union will take place on Friday, January 30 at 5 p.m. in Room 500, State Office Building, 80 Centre Street. Joseph J. Byrnes is chairman of the nominating committee.

Special Elections to Be Held in Bronx

Special to The LEADER

ALBANY, Jan. 26 — Governor Dewey has ordered special elections on Tuesday, February 17, to fill vacancies of Representative in Congress for the 24th Congressional District, the Bronx, and State Assemblyman, First Assem-

bly District, The Bronx. The congressional vacancy occurred when Benjamin J. Rabin was elected State Supreme Court Justice last November. The Assemblyman vacancy was caused by the resignation of Patrick J. Fogarty last October.



Fifteen State employees with 25 or more years of service on State Canals were presented with a 25-year service button by Fred R. Lindsey. The presentation was made at dinner in Clyde, N. Y. (Crouched, left to right) Ernie Green, John Carroll, Harvey Heilbron and Daniel J. Donovan. Standing, Mr. Lindsey, Charles Terpstra, F. B. Crocker, John Wilcox, Edward Smith, Howard Post, Allan Lamphere, Oren Cater, James Crosby, A. R. Mulligan, Herbert Penfield, Harry Hobbirk, Willard Cooney, Edward Bellinger and Harry Ketchum.

STATE AND COUNTY NEWS

Local Employees' Need of a Raise Stressed by Tolman

Special to The LEADER

ALBANY, Jan. 26. — "Reports from practically every county, city, town and village in New York State indicate that the over 400,000 civil service employees engaged in essential public services are in a serious economic plight," said Dr. Frank L. Tolman, President of The Civil Service Employees Association.

Dr. Tolman stated his appraisal of the public employees economic situation is based largely upon information gathered by Charles R. Culyer, Special Municipal Representative of the Association, who has visited all of the counties of the State within recent months. Dr. Tolman's statement continued:

"The same considerations which prompt the State's 67,000 civil service employees to seek an emergency cost of living salary adjustment to bring their purchasing power to the pre-war level, rule in even greater degree in most public jurisdictions.

Tragic Plight of Employees

"Wage levels in municipalities large and small lag generally from 25 to 50 per cent behind the 66 per cent increase in living costs which has occurred since 1940 and 1941.

"Westchester County is a bright spot on the wage map. Here foresighted public officials adopted a plan to adjust salaries periodically to meet the increases in the cost of living, and this has resulted in maintaining the employee's purchasing power to a good degree.

"Unless the cities, counties, towns, villages and district governments within the State act to provide salaries and working conditions comparable to the best in business and industry they will find they have lost their competent, experienced public workers and that they cannot recruit men and women of ability for public service.

"This spells a tragic story for good government on every level.

"The eyes of the more than 400,000 public employees in New York State and the very many throughout the nation are today upon Governor Thomas E. Dewey and the New York State Legislature. They look with hope for an example of salary adjustment which recognizes the dependency of good government upon competent personnel and that adequacy of pay is a vital and proper factor which must be dealt with fairly if government is to be strong and serve the citizen effectively."

Melville New Head Of Walkkill Chapter

WALKKILL, Jan. 26.—The successful conclusion of a thirteen-week eucher tournament among the employees of Walkkill Prison was marked by banquet held in the Parkview Hotel, Walkkill. Albert Kennedy, who spread-eagled the field, was awarded first prize, a pen and pencil set. The race for second and third place was not decided until the last week. The final tally showed Joseph Heck in second place and William Sweeney third. Handsome prizes were awarded the winner.

William Nevel presided at the business meeting. Officers were elected; Edward F. Melville, president; Edward J. Sullivan, 1st Vice-president; Vincent F. Sutherland, 2nd Vice-president; Albert Kennedy, Treasurer and Bernard J. Kiernan, Secretary. The officers were inducted. President Melville outlined plans for the ensuing year.

Schlant Is Named Buffalo City Auditor

BUFFALO, Jan. 26.—Norman S. Schlant, formerly Senior Income Tax Examiner with the State has resigned as President of the Buffalo Chapter of The Civil Service Employees Association because of his appointment as City Auditor.

Mr. Schlant's duties have been assumed by Rosemary Fornes of Buffalo State Teachers' College, who is First Vice-president of the Chapter. The unexpired term runs to next June.

STOVER APPOINTED CLERK

ALBANY, Jan. 26.—Governor Dewey appointed Peter L. Stover, of Pittstown, as County Clerk of Rensselaer County. Mr. Stover fills the vacancy caused by the resignation of Lawrence J. Collins, of Troy, who was elected Comptroller of the City of Troy last November. Mr. Stover has been Deputy County Clerk since 1935.

NEWS ABOUT STATE AND LOCAL EMPLOYEES

ONONDAGA COUNTY—At the regular monthly meeting of the Onondaga Chapter held at the Legion Club, Syracuse, the chapter charter was presented by Charles R. Culyer, Field Representative, County Division of The Civil Service Employees Association. President Vernon A. Tapper conducted the meeting and accepted a report of the Legislative Committee, Harry A. Kinny chairman. The reports of the membership committee show that the chapter is fast approaching the 300 mark. Plans have been made to conduct an "every member get a new member" campaign, to end in February. President Tapper reported on the discussion with city officials about the Saturday closing of department, at City Hall.

In presenting the charter to the chapter Mr. Culyer called attention to the Association's desire to bring the civil employees closer to their jobs and in providing better work standards for their use. President Tapper reported on the Board of Directors Meeting in Albany last week and the program of legislation, being introduced by The Civil Service Employees Association. A buffet supper was served under the direction of Norbert Horning, Chairman. More than 100 members attended the meeting.

CRAIG COLONY—The chapter will hold its annual ball on Saturday evening, February 7 in Shanahan Hall. This will be the outstanding social event of the season. Music will be furnished by the Civil Service Statesmen, under the leadership of Maestro Link Milliman.

Helen M. Hurley, Supervisor of the Aster Division for several years has been appointed Chief Supervising Nurse, replacing Agnes Story who is retiring from State service after nearly 40 years. The appointment is effective Feb. 1. Mr. and Mrs. Joseph Melville will move into the Poplar Cottage, recently vacated by Mr. and Mrs. W. Story.

Mr. and Mrs. Harry Draper will move into the Arbutus, recently vacated by Mrs. W. Herman, following the death of her husband.

Mr. and Mrs. Fred Kawa will move into the Heliotrope, recently vacated by Dr. J. C. Partridge, retired.

Fire Chief Fred Chichester is wearing a new fur cap (a la Daniel Boone).

ST. LAWRENCE—At a meeting of the Executive Council the winner for the most appropriate name for the St. Lawrence State Hospital Chapter paper was chosen. He was Harry Ingram, Clothing Clerk at the Hospital. A cash prize was awarded to the winner.

The paper is published every two months. President Morris Pierce, on whose suggestion it was started, feels that by giving all employees a paper, those who have not yet become members of the Chapter will be further stimulated to do so.

To date, the paper has been a four-page issue, but the editor, Clarence Linson, Farm Manager, feels confident that it will be larger.

ONEONTA—The annual dinner-meeting of Oneonta Chapter will

be held Wednesday evening, February 4 at the New Windsor Hotel. The new city, town and county group was invited to attend. A baked ham dinner will be served at 7:30 p.m.

A floor show (15 units) that is truly different is promised. James Masterson's Dreamboat Serenaders, a 7-piece orchestra, will play dance music.

CLINTON PRISON—The regular meeting of the chapter was held in the Fire House. Members elected Reginald Stark, President, as delegate to the Department of Correction Conference. Heading the agenda were the 25-year retirement bill and the 25 per cent cost-of-living increase. Recently a party was held by the chapter for the benefit of the Dannemora High School Senior Class and approximately \$100 was realized for the class trip to Washington at Easter time. Commendation goes to Earl Keyes and his committee

Thomas Indian School Chapter Has Steady Rise

Following is another in the series of articles on the founding and development of chapters of The Civil Service Employees Association.

Members of the school staff formed the Thomas Indian School Chapter of The Civil Service Employees Association in 1934. The Chapter was organized at Iroquois to promote the welfare and fellowship of the school, to work for the mutual benefit of its members, and to further the interests of the student body. The Chapter has 76 members.

Past Presidents of the Association include Dr. Louis Sklarow, Paul D. Harrington, Burnell Marble, Jayne Van Deusen, Frank Beauvais, Sherman Warner and Joella Clark. Those in office at the present time are: Michael Brennan, President; Celia M. C. Latosi, who served as Secretary for two years, now Vice-president; Helen Cross, Secretary; Gladys Murrman, Treasurer and Denton Van der Poel, Delegate.

Some of the Association's achievements include the employees' store, the furnishing of the employees' parlor, for their relaxation and entertainment, the donation of a war bond to the school, the awarding of prizes to deserving students at commencement, the sending of boxes to Boy Scout camps and the presentation of gifts to employees, students and athletics. All this has resulted in the building of a fine school spirit and adding to the happiness of the student body and personnel.

The annual Employees' Bazaar, to be held this year on Wednesday and Thursday, November 5 and 6, promotes interest, fellowship, and entertainment for all. It also stimulates interest in Indian arts and crafts.

The Chapter is proud to have been a charter member of the Western Conference.

"The Association has bound the members together, through co-operation, into a friendly and social relationship," the chapter officers state.

on their successful efforts. Legislative committee, headed by W. Meehan is planning to meet with Assemblyman Fitzpatrick and Senator Feinberg to discuss coming legislation.

MANHATTAN STATE—Mrs. Jack Olphie wish to come to the employees their thanks for recent kindness, employee in the O.T. for the 20 years at Manhattan State Hospital, Mr. Olphie is now at Hospital 81, Kingsbridge Road where his condition is improving. He is a member of the Louis C. Post, American Legion.

The many friends of Dr. Maxwell Bloomfield hope for his recovery from his illness.

Membership in Manhattan State Hospital Chapter is gaining each day. The officers believe that 1948, will mark the largest membership ever recorded in an organization at this institution. The membership Committee doing a fine job and is to be commended.

Andy Canfield is back after an operation. In a short time we will have another shot with local and professional talent.

A Valentines Dance will be held by the Chapter on Friday, February 13 in the amusement hall. Proceeds will go toward the Chapter Welfare Fund.

Condolences are extended to William Griffin in the recent loss of his mother.

John Wallace is President of the chapter.

Jacob Grumet Nominated To Power Authority

Special to The LEADER
ALBANY, Jan. 26.—Governor Dewey sent to the Senate for confirmation the nomination of Jacob Grumet, of NYC, as a Trustee of the Power Authority, to fill the vacancy caused by the resignation of Samuel J. Joseph of NYC. Mr. Joseph was recently appointed by the Governor County Judge of Bronx County. Mr. Grumet's term will run until May 6, 1951.

Mr. Grumet recently resigned from the District Attorney's office in New York County, where he served as head of the Homicide Bureau. A former Assistant United States Attorney for the Southern District of New York, Mr. Grumet also served as a member of the staff of Governor Dewey during the Governor's racket investigation in the City of New York.

REGISTERED NURSE JOB

The New York State Institute has a vacancy for a registered nurse with Applied Arts and Sciences has is also a dental hygienist. The beginning salary is \$2,684, increasing to \$3,776 in increments of \$150. Some teaching experience is desirable but not required. Candidates should write to the Director at 300 Pearl Street, Brooklyn 1, N. Y.

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STATE AND COUNTY NEWS



The annual dinner of the Rochester chapter in the left foreground is shown Mrs. Raymond L. Munroe, president of the chapter. At the speakers' table, left to right, are Neil J. Goodman, general chairman; Mr. Munroe, Joanne Fitzgerald, Secretary; John D. Smith, Delegate of the Chapter and Toastmaster; Lucile Pennock, Treasurer, Robert R. Hopkins, chairman of the Western Conference, and Mrs. Madeline Collins, Vice-president.

METROPOLITAN CONFERENCE TO MEET JAN. 31 AT CREEDMOOR

The Metropolitan New York Conference of the Civil Service Employees Association will meet Saturday, January 31, at 3 p.m., to ratify a constitution and by-laws, and elect officers. The meeting was called by Vice-

tor J. Paltsits, acting Conference Chairman. It will be held at the Creedmoor State Hospital, John J. Murphy, President of the Creedmoor Chapter, will be host to the delegates of participating chapters.

Moore Appoints Davignon

Special to The LEADER
ALBANY, Jan. 26.—State Comptroller Frank C. Moore, head of the New York State Employees' Retirement System, appoint Dr. R. Davignon, of Loudonville, a member of the three-man medical board of the Retirement System, to fill the vacancy caused by the recent death of Dr. Fred C. Conway, of Albany.
Dr. Davignon is assistant professor of medicine at Albany Medical College and assistant attending physician at Albany Hospital.

Manhattan State Unit To Meet on Jan. 28

Manhattan State Hospital Chapter will hold a special meeting at 4 p.m. on Wednesday, January 28, in the amusement hall, on Ward's Island. Among the invited speakers are William F. McDonough, Association Executive Representative; Assemblman Louis A. Cioffi, Victor J. Paltsits, Metropolitan Conference Temporary Chairman; Daniel Shea, Personnel Director, and William J. Farrell, President of Brooklyn State Hospital Chapter.

Subjects to be discussed include extension of hazardous and arduous compensation to Admission Ward and to dining room employees serving disturbed patients, a 25 per cent increase in salary, and the new sick leave regulations and personnel relations.
Refreshments will be served.

Spa Exhibit Stresses Education Expansion

Special to The LEADER
SARATOGA SPRINGS, Jan. 26, The educational program of the New York State-owned Saratoga Spa will be broadened with the showing of the Spa exhibit at the tenth annual conference of the State Association for Health, Physical Education, and Recreation in Hotel Syracuse, January 28-31, C. B. Elmore, Spa director announced.

The Syracuse meeting will be attended by principals, school superintendents, school physicians, nurse-teachers, dental hygiene teachers, athletic coaches and recreation workers, as well as teachers of health, physical education and recreation.

County Group Hears Plans for Closer Payroll and List Work

A meeting was held at the NYC office of the State Civil Service Department to discuss arrangements for certifying the payrolls and handling the eligible lists for the offices of the five counties within NYC.

The meeting, which was attended by representatives of most of the county offices, was addressed by Alexander A. Falk, State Civil Service Commissioner. He explained that under the new plan payrolls would be approved and certifications of eligibles would be made by the NYC office. He further pointed out that this was one example of the way the State Commission expected to enlarge and improve the facilities available at that office. It is expected that the new plan will go into operation about February 15.

The Commissioner also suggested that consideration be given to an examination of the title and salary structure of the employees in the county offices, in cooperation with the city and county officials concerned, so that employees performing similar duties would have the same titles and receive the same rates of compensation.

Among others who also spoke were William J. Murray and James A. Dermody, of the State Civil Service Department, and Andrew Spindler, Chief of the Central Payroll Bureau in the NYC Comptroller's office.

B'klyn State Chapter To Meet on Jan. 28

There will be an important meeting of the Brooklyn State Hospital Chapter on Wednesday, January 28, 1948 in the main auditorium of the assembly hall. All members were urged by President William J. Farrell to attend.

T. J. CRONIN TO BE HONORED

A testimonial dinner and dance will be given to Thomas J. Cronin on Saturday, February 7, in the American Legion Hall at 88-24 43rd Avenue, Elmhurst. Mr. Cronin is being honored by his fellow-workers for 28 years' service with the Board of Education.

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A THOUGHT FOR THE WEEK

A little more money often makes a mighty big difference.

Civil Service LEADER

Ninth Year America's Largest Weekly for Public Employees Member of Audit Bureau of Circulations

Published every Tuesday by LEADER ENTERPRISES, Inc. 97 Duane Street, New York 7, N. Y. Jerry Finkelstein, Publisher Maxwell Lehman, Editor

TUESDAY, JANUARY 27, 1948

Rights of Employees Must Be Safeguarded

THE bipartisan sponsorship in the Legislature of The Civil Service Employees Association bill for safeguarding basic rights of employees of the State and local governments is doubly convincing proof that the bill is aimed to provide a necessary remedy and that, like all other Association bills, it is free from even the faintest suggestion of politics.

Its purpose is to provide full means of protecting public employees from becoming either the victims of an hysteria that seems to be directed against them and to write an insurance policy covering their self-respect. How employee morale is to prosper when basic rights are subjected to possible onslaught nobody can figure out.

The bill would authorize the creation of a State Public Employment Labor Relations Board, following somewhat the pattern of the State Labor Board that has jurisdiction over private industry.

The Board would act as the final authority in deciding public employee disputes. More, it would constitute a tribunal of ready reference, so that employees would know just where to take their grievances and where to have them decided by a full-time Board that has the time to weigh issues and the clear authority to make decision.

Both Senator Thomas C. Desmond (R., Newburgh) and Assemblyman Irwin D. Davidson (D., N.Y.) have said that they will make a strenuous effort to have the bill enacted. A measure thus outside all possibility of political quarrel, or even mere bias because of unilateral political affiliation of dual sponsors, must necessarily command the attention of a Legislature alert to the just requests of employees whose attitude has always been temperate and whose requests have always been modest.

To both of these Legislators the employees already owe a debt not only for the sponsorship that the pair has given to the measure, but the zeal with which they have begun work already to attempt to get the bill enacted. Support from the employees, in the form of encouragement of and appeals to all the Legislators, should be strong and consistent. The net result should be a great improvement in the protection afforded to and the peace of mind enjoyed by public employees.

Prison Officers Seek Pension Law

The 25-year service retirement objective of the Prison Officers Conference of New York for this year's State legislative session has received support from members of both houses of the Legislature, as evidenced from the large number of favorable responses made to the Secretary in answer to letters to Senators and Assemblymen asking for their support.

Added to the existing support for such retirement objective for prison officers by the Civil Service Employees Association and by the Civil Service Forum to date is the subsequent support pledged by the Correction Officers Benevolent Association, the Women Correction Officers Council, and the newly organized Sheriff's Jail Correction Officers group, all of New York City.

A movement already under way to form a National Jail and Prison Officers Association to represent

such officers throughout the United States, finds those tentatively organizing that group in agreement that it should press for extension of the 25 year retirement principle in penal and detention institutions throughout the nation, beginning with New York State as the one with the most advanced penal procedures and standards in the world.

The Prison Officers Conference will seek the support of such public spirited bodies in the penal field as the American Prison Association, the Prison Association of New York, and the Osborne Association for the adoption of the 25 year pension principle, on the grounds that the rapid lowering of the average age of prisoners in the last decade indicates a distinct need for matching that trend by a corresponding decrease in the average age of the prison officers.

Idea Aids Worker And State

H. V. Northrop an employee of the Fair Haven Beach State Park has been granted a cash award of \$200 by the Merit Award Board. Mr. Northrop was awarded \$100.00 for each of two outstanding accomplishments. Over and above his regular duties, he developed types of park equipment more efficient and economical than those previously in use.

The first of these was an improved demountable picnic table having the following advantages:

- 1. By loosening two nuts the legs are quickly detachable from the table top.
2. Many more tables can be loaded on trucks for transportation to and from picnic areas, storage sheds and paint shops.
3. The knock-down feature of the tables increases the capacity of the storage sheds 300%.
4. Demountable tables are much easier to repair and paint, thus reducing labor costs.
5. There is not so much physical strain and danger of rupture for workmen handling the new, lighter model tables.

The second ingenious device was a new type of fireplace grate with these desirable features:

- 1. There are no built-in hinges or fire bricks to be maintained or replaced. It is estimated that as a result, the cost of building fireplaces in the parks will be reduced 50%.
2. A counterbalance arrangement will minimize breakage of grates by eliminating the shock of the grates dropping on stone supports.

These improved types of equipment have been adopted as standard in the nine State parks under the jurisdiction of the Finger Lakes State Park Commission. The increased efficiency and reduced necessity for maintenance and repair has resulted in a saving of approximately \$3,700. As these innovations are implemented in other parks throughout the State, of course the savings will be greatly increased.

Mr. Northrop's achievements emphasize once again that good ideas are everywhere just waiting to be developed by employees thinking about their daily work. Any State employee is eligible to submit his suggestions to the Merit Award Board at Albany. The self evident and apparently simple proposal often turns out to be of major importance and value to the citizens of the State.

Send ideas in a letter to the State Employees Merit Award Board, State Office Building, Albany 1, N. Y.

Other ideas that won awards include the following:

A self-closing spring device to be attached to tar pots used in highway maintenance work. The device will permit operation of the equipment with the carrying hand instead of requiring the use of both hands as formerly. In addition it makes for a better and neater job and saves materials.

Form Revisions designed to effect simplification of procedures relative to the acquisition of property by the State for highway purposes, thereby eliminating considerable typing.

Thirteen suggestions submitted as a unit by the same author relative to improvement in the construction and maintenance of power plants. The proposals are the result of the author's 20 years of practical experience in power plants and indicate considerable know-how.

The suggestion that a reminder concerning inclosures be imprinted under the flap of special envelopes furnished for the filing of Civil Service applications and other papers. The words, "Have you enclosed the fee?" "Have you indicated title and number of examination?" will save considerable time and expense involved in correspondence with applicants who have forgotten to inclose the required fee or furnish other information. This idea will prove practical for any department using self-addressed envelopes.

WHAT EMPLOYEES SHOULD KNOW

Substitute, Replacement, and "Duration" Appointments are Distinguished

By THEODORE BECKER

A RECENT INQUIRY from a State employee highlights the dangers inherent in using technical words loosely in reporting or describing personnel transactions. The employee involved had received what purported to be a substitute appointment. At least his letter advised him that he was appointed as a substitute for another employee who had been given a temporary promotion to a higher position.

The use of the term "substitute" in describing this appointment was therefore, rather misleading. Technically, the term "substitute" should be used only in referring to a military substitute appointment—an appointment to fill a vacancy created by an employee leaving to perform military duty as defined in section 246 of the Military Law, or an appointment to fill the vacancy left by the employee accepting a substitute appointment. Actually what the employee referred to above received was a temporary appointment during the leave of absence of the promoted employee. This type of appointment to fill a position temporarily vacated might better be described as a temporary "replacement." In fact this term is used by the State Civil Service Commission to describe the type of appointment received by an employee who fills the post of another employee who has taken a G. I. Training Course leave of absence. Rule VIII—A(2a) provides that such an appointment shall be described as a temporary Rule XVI—1c replacement.

Affect On Salary Rights

The importance of using the correct terminology in the instant case is demonstrated by the fact that if the employee seeking the information were really a substitute (military substitute) appointee he would retain his salary increments upon permanent promotion after April 1, 1948 whereas, as a temporary replacement during a leave of absence, his permanent appointment would have to take place by April 1, 1948 for him to retain his increments. This is in accordance with chapter 494 of the Laws of 1947, which ap-

plies only until April 1, 1948 unless further extended.

"Duration" Appointments While on the subject of personnel terminology, it may not be of order to allude to the misand misconception regarding the so-called duration appointments. The term "duration appointments" have been used loosely to describe the military substitute appointment and the temporary war appointment. It should be noted that, strictly speaking, neither a "duration" appointment.

The military substitute appointment may continue beyond termination of the war. It is limited only by the extent of the leave of absence of the employee away on military duty. As to employee, the military law fixes a maximum period of time. Hence the employee on military leave may not have to return to his job until a considerable time after the war is declared over.

On this score, it should be noted that World War II has not yet been officially declared ended. While the "termination of hostilities" has been officially pronounced for its effect on certain Federal statutes due to expire with a fixed period after hostilities terminate, this does not mean that the war itself is declared terminated.

War Appointments Still Valid

Accordingly, the second type of appointment (the temporary war appointment) which is limited, in time, to six months beyond the termination of the war is still good today. Such appointments will be good until six months after the war is over. Hence, this appointment is not really a "duration" appointment. It can be seen therefore, that neither the military substitute appointment (which can end prior to or extend beyond the termination of the war) nor the temporary war appointment (which can do the same) is co-terminous with the war's duration.

It should be noted in passing however, that both the military substitute appointee and the temporary war appointee are entitled to the same salary increment protection rights accorded by Section 41 (7) of the Civil Service Law.

Comment

U. S. Pay Raise Needed

Editor, The LEADER: I work for the Veterans Administration and the average salaries for the lower grade clerks CAF-2-3, and messengers is about \$40 a week or less.

I hope something can be done for us—clerks and other federal personnel—as the rising cost of living can't be met with our present salaries. I guess I don't stand alone when I say this.

RALPH FUSCO

Marine Jobs Open In Alaska and Korea

The Civilian Personnel Branch of the New York Port of Embarkation has announced that shipwrights and diesel mechanics are needed in Adak, Alaska. Port authorities stated that shipwrights will receive \$1.96 an hour and diesel mechanics will be paid \$2.05. In both instances, employees will work a 40-hour week and will sign a one year minimum contract.

Army authorities stated that applicants ought to be between 21 and 50 years of age. Applicants over 50 must receive a health waiver. Army authorities are particularly interested in veterans.

The Personnel Director stated that workers would be charged \$6 per month for quarters and 25 cents per meal. Other openings are as Senior Marine Mechanic positions at \$1.76 in the Marianas Islands and a marine electrician opening in Korea, paying \$1.55. Subsistence and quarters would run close to \$50 per month.

Application may be made at Brooklyn Army Base, 58th Street and First Avenue, Brooklyn, in the Employee Utilization Section, 8th floor, Building "A", between 8:30 a.m. and 5:00 p.m., Monday through Friday.

Text of Regulation On Error in Demotion

WASHINGTON, Jan. 26.—Federal employees granted increments withheld because of administrative error are eligible for the next increment at the time it would have become effective had the error not been the error. This was announced by H. B. Mitchell, President of the U.S. Civil Service Commission.

The text of the ruling: "Effective February 1, 1948, § 25.223 (b) (4) is amended to read as follows:

"§ 25.223 Equivalent increase compensation. . . ."

"(b) The following, among others, are not 'equivalent increases in compensation': . . ."

"(4) An increase upon restoration of an employee to the grade and salary from which he was previously reduced or demoted when the restoration is effected to correct an error in the restoration or demotion, or is the result of a decision of a salutory efficiency rating board of review, a reduction-in-force appeal, the allocation of his position to a former grade on appeal, or an appeal under section 14 of the Veterans' Preference Act of 1944. (Sec. 605, 59 Stat. 304; 5 U.S.C. Sup. 945)."

FEDERAL NEWS

Revised Pension Bill Passed by U. S. Senate

WASHINGTON, Jan. 26.—The Senate has adopted the Taft-sponsored Federal employee re-employment bill and appointed a special committee to iron out differences with the House-approved pension bill.

The Taft bill, originally the Langer-Chavez bill, includes three major amendments: Dependent children up to 18 years old are made eligible for benefits; widows

are made eligible for retirement annuity at age 50, instead of 60 as provided in the other measures, and a 35-year service-limitation is set for computation of annuities. The other measures did not set a limit. The last amendment is not favored by some employee groups, among them the National Association of Letter Carriers.

Five Senators—Langer, Baldwin, Taft, Johnson (S.C.), and Chavez—are on the special committee. The Stevenson bill was adopted in the House in the closing days of the regular session last Summer.

Little difficulty is expected in getting House approval on the Taft bill once the two committees come to agreement.

U.S. Technical Editor And Writer Test Open

The Board of U.S. Civil Service Examiners at Headquarters, Fort Monmouth, New Jersey, has announced an examination for Technical Writer and Technical Editor, starting pay \$3,397 to \$5,905, Grades P-2 to 5, depending on the rating of training and experience. There will be no written test. The jobs are at Fort Monmouth and Red Bank, N.J. Applications will be accepted until Wednesday, February 4.

Apply by mail or in person to the Board of U.S. Civil Service Examiners at Fort Monmouth, the Watson Laboratories, Red Bank, N. J.; the U. S. Civil Service Commission, 641 Washington Street, New York 14, N.Y.; or at post offices outside of New York, N.Y., most of which have application blanks. File applications only with the Board of Examiners, Headquarters, Fort Monmouth, N.J.

Bills for Raises Win Influential Backing

Special to The LEADER
WASHINGTON, Jan. 26.—Five of the 13 members of the Senate Civil Service Committee have announced their support of a postal worker pay raise. Some of them, as well as others, favor a general increase for all Federal employees.

Should only two more committee members lend their support, a pay raise bill will be reported out for Senate action, and there is little doubt of at least that much. The question now seems to be whether it will be an \$800 or \$1,000 raise which will be recommended.

The five committee members who announced their support of a pay raise bill were: Chairman

Langer, and Senators Flanders (R., Vt.), Baldwin (R., Conn.), Ecton (R., Mont.), and Chavez (D., N. Mex.). Also, Senators Downey (D., Calif.), Cain (R., Wash.), Johnson (D., Colo.) and Magnuson (D., Wash.) either appeared before the committee or sent word to it that they were in favor of postal raises.

Credit Union Elects 6

Members of the Board of Directors and the Supervisory and Credit Committees were elected at the ninth annual meeting of the Credit Union of Empire Branch 36, National Association of Letter Carriers.

The Credit Union's officers were praised for their work in placing it on a "high standard of financial soundness." Those elected to the Board of Directors were Lazarus Abramson, Hyman Heitner and Robert Solomon; to the Supervisory Committee, Sidney Cohen and Abraham Picow; Maurice Sexter was unanimously re-elected to the Credit Committee. Incumbent officers include Max Rosen, President; John L. Larson, Vice-president; Frank J. Murphy, Treasurer, and Mr. Solomon, Secretary.

Warehouse Examiner Test Open to Feb. 17

A Warehouse Examiner, CAF-5, and 8. test has been announced by the U.S. Civil Service Commission. Applications will be accepted until Tuesday, February 17.

Appointments will be made at \$4,644, \$3,397 and \$4,149 to positions with the Department of Agriculture throughout the United States. Applications are available at 641 Washington Street, New York 14, N.Y., and at most post offices outside of New York, N.Y., and may be obtained and filed by mail. All applications must be filed with the U.S. Civil Service Commission, Washington 25, D. C., and must be on file before the close of business on February 17. Do not send filled in applications except to the central office in Washington.

From three to five years of specialized experience is required in some instances education may be substituted. Complete information on requirements may be obtained at the same addresses where applications are being issued.

Stenographers and Typists Bought by the VA

The Brooklyn Regional Office of the Veterans Administration announced openings for 20 stenographers and typists.

The positions are to be filled under Civil Service regulations. Appointments are for an indefinite period and salaries range from \$1,954 through \$2,394.

Candidates should apply to the personnel office, 8th floor, 35 Person Street, Brooklyn.

12 Jobs Exempted

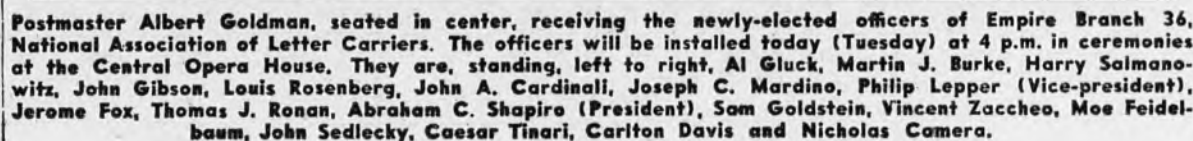
WASHINGTON, Jan. 26 — An executive order by President Truman has removed 12 supervisory positions in the Maritime Commission from the competitive service. They are in the titles of Chief of Bureau and Chief of Division. The order specifically excludes the title of Director of Personnel.

OFFICERS ARE INSTALLED BY BROOKLYN MAILHANDLERS

The National Association of Post Office and Railway Mailhandlers, Branch No. 39, Brooklyn, installed its officers: Joseph S. Davern, President; Eli Ruderman, Vice-president; John Phillips, Vice-president; Lloyd Williams, Treasurer; Joseph Riotta, Financial Secretary; Moe Feldman, Corresponding Secretary; Board of Trustees: Frank Appel, Chairman; Joseph Snow, Joseph Mann; Sergeant-at-arms, George Mann; Jessie King, Welfare Chairman.

A large gathering attended the installation. William Shannon, President of Local No. 1 was the installing officer. Nicholas Viola, President of Local No. 4, Philadelphia, and Secretary Alex Hamill were present.

Mr. Davern, who appeared before the Senate Civil Service Committee on January 15 on the postal pay increase made a stirring speech to the membership. Also present was David Silverman, President of Local No. 251, National Federation of Post Office Clerks. He made a stirring speech on behalf of the pay increase. John Junnerson, of the Railway Mailhandlers, and Edward Rose,



Postmaster Albert Goldman, seated in center, receiving the newly-elected officers of Empire Branch 36, National Association of Letter Carriers. The officers will be installed today (Tuesday) at 4 p.m. in ceremonies at the Central Opera House. They are, standing, left to right, Al Gluck, Martin J. Burke, Harry Salomanowitz, John Gibson, Louis Rosenberg, John A. Cardinali, Joseph C. Mardino, Philip Lepper (Vice-president), Jerome Fox, Thomas J. Ronan, Abraham C. Shapiro (President), Sam Goldstein, Vincent Zaccheo, Moe Feidelsbaum, John Sedlecky, Caesar Tinari, Carlton Davis and Nicholas Camera.

Full Text of New Regulation On Reinstating Probationers

WASHINGTON, Jan. 26.—The U. S. Civil Service Commission has adopted a new regulation on the reinstatement of Federal employees who were on probationary status when affected by reduction in force.

These employees may be reinstated in any agency, in any locality, to any position, provided they meet the qualifications, the Commission said.

The regulations also provide that persons separated during their probationary period for other reasons can be reinstated within one year, but only to the same agency, and in the same locality, in the same type of position. Reinstatement will be sub-

ject to completion of the probationary period.

Text of Regulation
The official text of the new regulation in full:

"Part 7—Reinstatement
"General Requirements
"Section 7.101 (a) (2) (12 F.R. 7182) is amended to read as follows:

"§7.101 General requirements for reinstatement of persons who have competitive status. (a)***

"(2) If separated during his probationary period, reinstatement must be made within one year of separation, but such reinstatement shall be subject to completion of probation and may be made only in the same agency, locality, type of position, and same or lower grade for which he meets the training and experience requirements, except that a probationer separated through reduction in force may be reinstated in any agency and to any position in any locality if he meets the qualification standards for promotion or reassignment to the position.

"(R. S. 1753, sec. 2, 22, Stat.

403, 50 Stat. 533; 5 U. S. C. 631, 633)"

Shopping Guide

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WHOLESALE SELLING
to storekeepers & the public at exactly the same price
NEW, BEAUTIFULLY STYLED SPORT & DRESSY SPRING DRESSES
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CREPES, ROMAINES, CYNARAS, GABARDINES and Frost Point pin checks
IN PRINTS & SOLID COLORS
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WE WILL PERMIT TRYING ON
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Open daily to 7 P.M., Sat'dy's to 5 P.M.
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50 W 26th St. (Nr. 6th Av.) 2d fl.
2801 Bway. (Nr. 108th St.)
533 W. 207 St. (Nr. Sherman)
IN BKLYN. 30 Newkirk Plaza (Brighton line BMT to Newkirk Station).

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• MALLORY, Etc.
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SERGEANT LIST IN PROBABLE ORDER OF APPOINTMENT

The LEADER publishes herewith first and exclusively the NYC Sergeant (P. D.) promotion eligible list, in the order of appointment, on the assumption of all veteran claims being granted as made. The eligibles have been investigated, so the list is practically, and possibly identically, what it will be when promulgated. Only the LEADER publishes NYC eligible lists in prospective appointment order.

The names have been carefully converted by the LEADER from the list by percentages to the list by appointment order and have been grouped by fifties. Thus it is easy to count in any fifty group to find one's actual standing.

Disabled Veterans

1-50

- Val Pfaffmann, Jr. 94575
- Johannes Spreen 92650
- Sydney C. Cooper 91325
- Harold Tylet 90675
- Ralph W. Dudley 90600
- Joel Cohen 90550
- Robert A. Boetig 90500
- Gerard Stolk 90400
- Edward Jenkins 90350
- Joseph R. Ravalgi 90225
- Myron Housman 90225
- Charles R. Klein 90175
- Arthur H. Savitt 90150
- James F. Clancy 89975
- Carl Ravens 89900
- Wm. P. McCarthy 89750
- Wm. H. Latour 89600
- George W. Heutesch 89425
- Louis Haiman 89250
- Louis Estreich 89250
- Ed. J. Drum, Jr. 89150
- Frank J. Owens 89100
- Wm. M. J. Cotter 89025
- Carl P. Palm 89025
- Irving Moverman 88825
- Frank J. Moore 88750
- Milton Zarchin 88725
- William J. Burrell 88675
- John H. Canavan 88650
- Daniel A. Dillon 88650
- Emmett L. Brown 88625
- Sam W. Kleinfeld 88200
- Ell Lazarus 88200
- Cyrl E. Regan 88200
- Harry Heller 88200
- John C. Clancy 88200
- Ferd. Catalano 87900
- Albert Jacobs 87900
- Aaron Medetsky 87850
- Benjamin Turchin 87850
- Harold S. Keller 87725
- William P. Fenty 87700
- Albert A. Brust 87650

- Lawrence M. Walsh 87650
 - James A. Shannon 87625
 - David W. Sackman 87425
 - Edgar S. Lavote 87400
 - Francis P. Grotty 87400
 - Harold K. Tyson 87400
 - William G. Barnes 87300
- 51-100
- John J. Behan 87300
 - Fred P. Kowsky 87275
 - Edward A. Paur 87250
 - George J. Murphy 87200
 - Robert J. Cornwall 87100
 - Francis J. Troy 87100
 - Vin. J. Mansfield 87075
 - Elmer J. Carey 86900
 - Paul Baron 86900
 - Chas. R. Smyth 86875
 - Seymour Pine 86875
 - Melvin H. Willis 86750
 - Francis E. Gillis 86750
 - Edward T. Lynch 86550
 - Andrew C. Leddy 86425
 - Edward Liebes 86425
 - Robert F. Boye 86425
 - Simon P. Nelson 86400
 - Thos. D. Thompson 86300
 - Harold Bennett 86300
 - Albert W. Streeter 86275
 - Wm. V. Cosgrove 86250
 - Eugene A. McCarthy 86250
 - Chas. J. Fabre 86250
 - Joseph Wm. Jung 86200
 - Samuel Fandel 86050
 - John P. Mink 86050
 - Walter J. Willis 86050
 - Pearse P. Meacher 86000
 - John A. Messeder 85975
 - Thos. P. Reid 85900
 - Alfred J. Chappel 85825
 - James M. Busby 85800
 - William Levinson 85700
 - George P. Feuer 85700
 - Dennis E. Carey 85600
 - Sidney Singer 85450
 - John Lennox 85400
 - Jack Gokoshin 85325
 - Matthew J. Redden 85325
 - Henry Fasbender 85300
 - Thos. J. Shortell, Jr. 85225
 - Bjorn Sigurdson 85200
 - John J. Murphy 85150
 - John J. Herbst 85125
 - Daniel V. Hallinan 85100
 - David Falck 85075
 - Howard A. Norton 85000
 - John H. Thompson 84950

- Richard J. Kennedy 84725
- Joseph V. O'Toole 84675
- Charles Doonan 84675
- James J. Ryan 84675
- John P. McCarthy 84650
- Harold Rabinowitz 84650
- Vin. Al. Gumbz 84650
- John J. Horan 84600
- Leonard Krashefski 84600
- Norman Matty 84600
- Robert B. Marsh 84575
- Wilbur Ehrlich 84575
- Alfred Anger 84550
- George I. Dressner 84550
- Michael DeSario 84450
- Francis J. Troy 84450
- James L. Jerome 84350
- James L. Ward 84325
- James H. Donovan 84250
- Thomas F. Smith 84250
- Harold I. Venokur 84225
- Sam Geiber 84225
- William Strauss 84200
- Meyer Rubenstein 84175
- George M. White 84150
- Vincent Nardiello 84100
- Stanley Gontarz 84075
- Leif C. Reinertsen 84050
- Patrick J. McGovern 84000
- Thos. A. McWalters 84000
- Jack Levy 83900
- James S. Mooney 83800
- Thomas J. Doyle 83800
- S. W. Koutnik 83800
- Harold Schreyner 83800
- John J. Holden 83750
- Francis M. O'Connor 83700
- Frank E. Metcalf 83675
- Harold J. Woods 83575
- Julius Luckner 83475

- Robert H. Johnson 82400
 - John F. Cummings 82350
 - Leonard G. Gibbons 82325
 - Sidney J. Ferranti 82300
 - Jos. Lodge 82300
 - Walter J. Flaherty 82250
 - Saul Fuchs 82200
 - Chas. S. Snow 82200
 - Thos. P. Shevlyn 82200
 - Leo Maltz 82150
 - James P. Quinn 82150
 - Frank X. Zullo 82025
 - Victor W. Fleinfeld 81900
 - Ed. M. Capalbo 81900
 - Wm. G. Rockwell 81875
 - M. J. McEntee, Jr. 81850
 - Benj. Hellman 81750
 - Wm. W. Scanlon 81650
 - Daniel J. Holland 81650
 - James W. Tynan 81600
 - Wm. A. Bradley 81600
 - Wm. John Murdy 81600
- 201-250
- Walter S. Cobin 81550
 - A. J. Gescheide 81400
 - J. J. Naughton 81400
 - Timothy V. Talty 81375
 - Patrick J. McGovern 81300
 - Max Anteleo 81125
 - J. F. McGilloway 81100
 - Richard A. Mount 81100
 - James L. Leyden 81100
 - Jack Seltzer 81100
 - Frederick G. Kassebaum 81100
 - George Trekkas 81050
 - James C. Austin 80950
 - Vincent A. Cooke 80900
 - John F. Shanley 80875
 - Louis J. Ansalone 80875
 - Geo. S. Loughlin 80850
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 - John Romanick 80000
 - Louis J. Colgan 79500
 - Edward C. Scott 79300
 - James F. Conway 79250
 - Thos. J. Bogan 79000
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 - Chas. E. Andrews 82400
 - Stephen T. Walsh 82400
 - Kenneth MacLennan 82400
 - Jas. M. Taylor 82400
 - Michael J. Codd 82400
 - John J. Lucey 82400
 - Jack Spiegel 82400

- Sal. S. Leotta 80650
 - John J. Maher 80650
 - Fred. D. Kranz 80625
 - John J. Henry 80625
 - Charles P. Mocker 80600
 - John P. Hunt 80600
 - Charles J. Kahrs 80600
 - Richard Di Roma 80600
 - Julius Grobald 80575
 - William J. Berrian, Jr. 80550
 - William Dinkelaeker 80550
 - Oliver G. Gerlicks 80550
 - Paul E. Girardin 80550
 - Bernard Chotiner 80500
 - Edward Ward Finney 80500
 - Arthur M. Gronan 80500
 - Daniel Berman 80500
 - James P. Carrano 80350
 - William J. Berrian, Jr. 80350
 - Harold W. Tate 81850
 - Joseph E. Wroblewski 81850
 - Robert P. Borbas 81850
 - Raymond John Kenny 81800
 - John Thomas Greaney 81800
 - George Paul Weinert 81800
 - James P. White 81800
 - Theodore E. Dietz 81800
 - Edward B. Nethersole 81750
 - Louis J. Amoreso 81750
- 551 to 500
- William G. Phillips 80550
 - Edward A. Donnelly 80550
 - Timothy Joseph Dowd 80500
 - Joseph W. Ross 80500
 - Oscar G. Fenstermaker 80500
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 - Alexander A. Yomtov 80450
 - Richard J. Barry 80375
 - Roy Jacques 80325
 - Harold F. Heidel 80300
 - Anthony J. Shoveliski 80300
 - Anofrio Nappi 80300
 - Francis V. Glynn 80300
 - William G. Montag 80300
 - Francis E. Murphy 80300
 - John P. Carroll 80275
 - John F. Carrol 80275
 - Frederick Schneider 80250
 - Charles B. Rowan 80250
 - Sylvester Bennett 80250
 - Leonard J. Gellella 80250
 - James P. Clancy 80200

- Sal. S. Leotta 80650
 - John J. Maher 80650
 - Fred. D. Kranz 80625
 - John J. Henry 80625
 - Charles P. Mocker 80600
 - John P. Hunt 80600
 - Charles J. Kahrs 80600
 - Richard Di Roma 80600
 - Julius Grobald 80575
 - William J. Berrian, Jr. 80550
 - William Dinkelaeker 80550
 - Oliver G. Gerlicks 80550
 - Paul E. Girardin 80550
 - Bernard Chotiner 80500
 - Edward Ward Finney 80500
 - Arthur M. Gronan 80500
 - Daniel Berman 80500
 - James P. Carrano 80350
 - William J. Berrian, Jr. 80350
 - Harold W. Tate 81850
 - Joseph E. Wroblewski 81850
 - Robert P. Borbas 81850
 - Raymond John Kenny 81800
 - John Thomas Greaney 81800
 - George Paul Weinert 81800
 - James P. White 81800
 - Theodore E. Dietz 81800
 - Edward B. Nethersole 81750
 - Louis J. Amoreso 81750
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The NYC Transportation Post 1172, American Legion, will hold its 12th annual Military Ball on Saturday, January 31, in the Bronx Winter Garden, Tremont and Washington Avenues.

James J. Schrang is General Chairman of the affair, and those assisting him include Walter Whiteman, Tickets; George Randolph, Promotion; Daniel Holland, Tables; William L. Lowe, Floor; Edward J. McGuire, Guests; William Basham, Boxes; Alton Lozier, Door; August Koftunetz, Finance Officer; Steve Bosco, Frank Maillaro, James P. Burke, Service is John A. Reagan, Jr., Commander.

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Where to Apply for Tests

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

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

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

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

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

New Jersey—Civil Service Commission, State House, Trenton; 1060 Broad Street, Newark; City Hall, Camden; personnel officers of State agencies.

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

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

The U. S. also issues and receives applications by mail, but requires that applications be actually on file by the closing date; a post-mark of that date is not sufficient. No return postage is required when applying for an application from the U. S. Civil Service Commission but a 6-cent stamped, addressed envelope, 3 1/2 x 9 inches or larger, should be enclosed with the letter requesting application blanks from the State.

The NYC and State commissions are open every day, except Sundays and holidays, from 9 a.m. to 4 p.m. and on Saturdays from 9 a.m. to noon. The U. S. Commission is open every day from 8:30 a.m. to 5 p.m., except Saturdays, Sundays and holidays.

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

State Civil Service Commission, 270 Broadway, near Chambers Street; N. Y. Civil Service Commission at 299 Broadway, near Duane Street, and the City Collector's office in the Municipal Building (north end, ground floor), Manhattan—IND trains A, C, D, AA or CC to Chambers Street; IRT Lexington Avenue line to Brooklyn Bridge; BMT Fourth Avenue local or Brighton local to City Hall.

U. S. Civil Service Commission, 641 Washington Street—IRT Seventh Avenue local to Christopher Street station.

City Collector's office, Municipal Building, Brooklyn—IND train A, C or F to Jay Street; Lexington Avenue or Seventh Avenue IRT train to Borough Hall.

City Collector's office, Tremont and Arthur Avenues, The Bronx—Third Avenue "L" to Tremont Avenue.

City Collector's office, 120-55 Queens Boulevard, Queens—Train E or F to Union Turnpike, Kew Gardens.

For the largest examinations City Collector offices give and receive NYC applications in the five boroughs. These offices are open from 9 a.m. to 3 p.m. on weekdays, closed on Saturdays, Sundays and holidays. Use of City Collector offices does not apply unless specifically mentioned in the examination notice.

Always specify exams by title and serial number.

2 Adjudicator Tests

The Board of United States Civil Service Examiners, Social Security Administration, announced examinations for Adjudication Reviewer (Trainee) and Adjudication Reviewer. Appointments will be made to positions in the area offices. Applications will be accepted until Monday, February 9.

The starting salaries vary from \$3,021 and \$3,397, with annual increases. The positions are in NYC, Philadelphia, Chicago, Birmingham, Kansas City, and San Francisco.

Copies of the announcements may be obtained at most post offices outside of New York, N. Y., the U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., or by writing to the Executive Secretary, Board of United States Civil Service Examiners, Social Security Administration, Baltimore 2, Md.

All persons who wish to apply must have their applications on file in Baltimore, not later than February 9.

Vet Query Answered

Q. If a veteran fails to be re-employed in accordance with his rights, what procedure should he follow?

A. He should apply to the nearest office of the Civil Service Commission, which will endeavor to assist him in securing his rights according to the law.

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State Prison Guard Exam Opens Jan. 29

The State Prison Guard examination will be open for receipt of applications from Thursday, January 29, until Tuesday, February 24, the State Civil Service Commission announced. A written test will be given Thursday, May 20.

Appointments will be at \$2,520 to \$3,120 to positions with the Department of Correction. The age limit is 21 to 28, and minimum height requirement is 5 feet 9

inches. Candidates must have reached their 21st birthday on May 20, but must not have passed their 29th birthday.

Applications will be obtainable at The N. Y. State Civil Service Commission, State Office Building, Albany 1, N. Y., and at Room 2301, 270 Broadway, New York 7, N. Y. Applications may be obtained and filed by mail.

POLICEWOMAN TEST

Policewoman physical tests will be given Saturday, January 31, to 206 women who passed the medical test last week, the NYC Civil Service Commission announced. Thirty-eight failed the medical.

SPEED DICTATION

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FANNING REAPPOINTMENT

ALBANY, Jan. 26.—Governor Dewey sent to the Senate for confirmation the reappointment of William L. Fanning, of Ossining, as a Commissioner of the State Insurance Fund. Commissioner Fanning was reappointed for a term of three years.

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(Continued from Page 1)

tion and residents of the State for at least one year immediately preceding the date of the written test on Saturday, March 6 i.e., at least since March 5, 1947.

Jobs For New Graduates

Stenographer appointments will be made at \$1,840, and Typist at \$1,600, the Commission announced. Applications are obtainable in NYC at Room 2301, 270 Broadway, corner Chambers street, and at the State Office Building in Albany. The Commission will issue and receive applications by mail. However, in applying by mail, persons should specify the number and title of the examination, and enclose a 3 1/2" or larger self-addressed envelope bearing six cents postage.

Persons who pass the written test will take practical tests on Tuesday, April 17, if they live in NYC or Albany; candidates from other localities will be tested Tuesday, April 10. Further information on the written and practical tests for Stenographer and Typists is listed in the official examination notice published below.

Charles L. Campbell, Administrative Director for the Commission, announced plans to have eligible lists ready by the middle of June, so that appointments may be offered high school seniors about as soon as they are graduated.

More than 600 vacancies are in NYC and Albany, the Commission announced. The remainder are scattered throughout the State in some 120 localities. This permits Stenographers and Typists to obtain State employment at or near their homes, the Commission added.

Where the Vacancies Are

A complete list of places where vacancies exist has been announced by the Commission. It includes Albany, Albion, Alfred, Amsterdam, Attica, Auburn, Babylon, Batavia, Bay Shore, Bedford Hills, Belmont, Binghamton, Brentwood, Brockport, Brooklyn, Buffalo, Canton, Carmel, Castile, Catskill, Central Islip, Chestertown, Cobleskill, Comstock, Corning, Cortland, Coxsackie, Danemora, Delhi, Dunkirk, Elizabethtown, Elmira, Farmingdale, Far Rockaway, Fredonia, Freeport, Geneseo, Glens Falls, Gloversville, Goshen, Gouverneur, Hamilton, Helmsuth, Herkimer, Hornell, Hudson, Hudson Falls, Industry, Iroquois, Ithaca, Jamaica, Jamestown, Johnstown, Kings Park, Kingston, Lockport, Long Island City, Lowville, Lyons, Malone, Marcy, Middletown, Mineola, Monticello, Morrisville, Mt. Morris, Mt. Vernon, Napanoch, Newark, Newburgh, New Hampton, New Paltz, New York, Niagara Falls, North Tonawanda, Northville, Nyack, Ogdensburg, Olean, Oneonta, Orangeburg, Ossining, Oswego, Oxford, Peekskill, Penn Yan, Perry, Plattsburg, Potsdam, Poughkeepsie, Pulaski, Queens Village, Riverhead, Rochester, Rome, Salamanca, Saranac Lake, Schenectady, Schoharie, Sherrill, Sonoma, Stamford, Staten Island, Syracuse, Thiells, Utica, Wallkill, Wampsville, Warwick, Wassaic, Waterloo, Watertown, Watkins Glen, W. Coxsackie, W. Haverstraw, White Plains, Willard, Williamsville, Wingdale, Woodbourne and Yonkers.

Official Exam Notice

The official notice of examination follows:

STENOGRAPHER (6612)
TYPIST (6613)
Date of examination: March 6, 1948.

No. 6612 Stenographer and No. 6613 Typist, State Departments and Institutions. Salary range \$1,600 and \$2,200. Application fee \$1 for each. At present, a number of vacancies exist in state departments and in institutions throughout the State.

Note: Appointments from list 6612 Stenographer may also be made to the position of Dictating Machine Transcriber. Appointments from list 6613 Typist may also be made to the position of Dictating Machine Transcriber, Vari-type operator and Office Machine Operator (graphotype).

6612 Stenographer and 6613 Typist. Duties: Under immediate supervision, to do office work of some difficulty requiring limited judgment and responsibility in carrying out prescribed procedures in connection with or in addition to such duties; in some instances to perform independently routine office work, and to do related work as required. In addition, a stenographer will be required to take notes from dictation and to transcribe them by typewriter in connection with or in addition to such duties. Examples: Answering routine correspondence, typing somewhat difficult reports, statements, schedules, etc.; transcribing material from dictating machine records; cutting stencils from dictation or from straight and tabular copy; proof-reading transcribed or typed material; keeping office records of some variety and complexity; checking forms for accuracy and content where judgment is required as to compliance with prescribed procedures; maintaining simple files; operating simple office appliances. In addition, stenographers will be employed to take dictation and transcribe notes of a somewhat difficult nature by typewriter.

Minimum Qualifications: Candidates do not have to meet any educational or experience requirements to compete in these examinations. [U.S. citizenship required; candidates must be residents of N.Y. State at least one year immediately preceding date of written test.]

Subjects of Examination 6612 Stenographer

Written examination on the knowledges and abilities involved in the performance of the duties of the position—relative weight 1

Practical Test in typing from straight copy of limited difficulty, for which the minimum acceptable rate is 40 standard words a minute—relative weight 1

Practical Test in recording and transcribing material of limited difficulty dictated at the rate of 100 standard words a minute—relative weight 1

Subjects of Examination 6613 Typist:

Written examination on the knowledges and abilities involved in the performance of the duties of the position—relative weight 1

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Special Instructions—Read Carefully

I. Candidates may compete in both of the above examinations. Only one application may be filed but the titles and numbers of both positions must be stated on the application form and both fees must be paid. Only one written test and only one practical test in typing will be required for both examinations.

II. Candidates will also be required to take a performance test on the following dates: Candidates in New York City and Albany, April 10 or April 17; Candidates outside New York City and Albany, April 10.

III. Application forms will not be issued after February 4, 1948.

IV. Applications must be filed or postmarked not later than February 10, 1948. No extension of this time will be allowed.

V. When writing for application form specify number and title of position and enclose a 3 1/2" or larger self-addressed envelope bearing 6c postage. Address request and the application, when completed, together with the required fee, to the offices of the New York State Department of Civil Service, Albany, New York, or 270 Broadway, Room 2301, New York, New York.

General Instructions to Candidates

1. **Citizenship:** Candidates in all examinations must be United States citizens, by birth or naturalization; in the latter case, naturalization papers must be submitted in proof of claim. Application gives detailed instructions.

2. **Residence:** Unless otherwise specified in the examination announcement, candidates in all examinations must have been legal residents of New York State for at least one year immediately preceding the examination date.

3. **Age Limits:** Unless otherwise specified in the examination announcement, there are no age restrictions. However, the State Education Law and the State Child Labor Law restrict the employment of persons under 18 years of age and the State Retirement Law sets compulsory retirement at 70 years.

4. **Effect of Military Duty on Age Limits:** In determining whether an applicant or eligible is over the maximum age for examination or for appointment, the period of his military duty as defined in Section 246 of the Military Law (which includes military service from July 1, 1940, Merchant Marine service from April 28, 1941, and service with the American Red Cross overseas from April 7, 1943) shall not be included—i.e., time spent in such military duty should be deducted from the actual age of the applicant or eligible, as the case may be. However, time spent in any of the above mentioned services after voluntary enlistment on and after January 1, 1947, cannot be deducted from the actual age.

5. **Completion of Applications:** A regular application form must be filed for each examination. The applicant should make sure that every question is answered, and that the application is complete in all respects, including number and title of examination, affidavit and fee. An incomplete application may be disapproved.

6. **Application Fee:** By law, applicants for civil service examinations are required to pay a fee based on the minimum announced salary. This fee must be paid at the time of filing completed application form by money order or check, made payable to the State Department of Civil Service. No third party checks will be accepted. Fees paid by any applicant whose application is not approved will be refunded after the examination has been held.

7. **Investigation of Candidates:** Inquiries may be made as to character and ability of candidates and all statements made by candidates in their applications are subject to verification.

8. **Veteran and Disabled Veteran Preference:** Forms for claiming veteran and-or disabled veterans

preference will be sent to candidates after applications have been examined, unless such preference has been previously granted. If candidates have already filed special forms for claiming veteran or disabled veteran preference, they should indicate this on their (Continued on Page 13)

LEGAL NOTICE

WHITE, WELD & CO.

Certificate of Continued Use of Partnership Name

We, JEAN CATTIER, BENJAMIN S. CLARK, HAROLD BENJAMIN CLARK, CLARENCE E. GOLDSMITH, WILLIAM C. HAMMOND, JR., E. JANSEN HUNT, FRANCIS KERNAN, HENRY WEBER MEERS, JULIUS C. RANSOM, J. PRESTON RICE, W. J. K. VANSTON, DAVID WELD, ALEXANDER M. WHITE, HAROLD TREDWAY WHITE, HAROLD T. WHITE, JR., DIMITRI YASSUKOVICH and FRANCIS MINOT WELD, hereby certify and declare that the business of the partnership of WHITE, WELD & CO. heretofore existing among the undersigned, which has transacted business in the State of New York under such name, continues to be conducted by the undersigned, and that the persons intending to deal under such name, with their respective places of residence, are as follows:

General Partners
Jean Catter, Matinecock, L.I., N.Y.; Benjamin S. Clark, Pound Ridge, New York; Harold Benjamin Clark, New Canaan, Conn.; Clarence E. Goldsmith, Shore Road, Dering Harbor, Shelter Island Heights, N.Y.; William C. Hammond, Jr., 69 Harbor Street, West Manchester, Mass.; E. Jansen Hunt, 870 Plandome Road, Manhasset, L.I., N.Y.; Francis Kernan, 160 East 65th Street, New York, N.Y.; Henry Weber Meers, 39 East Division Street, Chicago, Ill.; Julius C. Ransom, 48 Cherry Street, New Canaan, Conn.; J. Preston Rice, 40 Norfolk Road, Chestnut Hill, Mass.; W. J. K. Vanston, 14 Glenside Road, South Orange, N.J.; David Weld, New Mill Road, Smithtown, L.I., N.Y.; Alexander M. White, Oyster Bay, L.I., N.Y.; Harold Tredway White, Bedford Hills, New York; Harold T. White, Jr., Sunswyck Road, Darien, Conn.; Dimitri Yassukovich, Piping Rock Road, Locust Valley, L.I., N.Y.

Limited Partner

Francis Minot Weld, 860 Park Avenue, New York, N.Y.

IN WITNESS WHEREOF, we have signed this Certificate this 2nd day of January, 1948

JEAN CATTIER
B. S. CLARK
HAROLD BENJAMIN CLARK
C. E. GOLDSMITH
WILLIAM C. HAMMOND JR.
E. JANSEN HUNT
ALEXANDER M. WHITE
HENRY W. MEERS
JULIUS C. RANSOM
J. PRESTON RICE
W. J. K. VANSTON
DAVID WELD
ALEXANDER M. WHITE
HAROLD TREDWAY WHITE
HAROLD T. WHITE, JR.
D. YASSUKOVICH
FRANCIS M. WELD

STATE OF NEW YORK, COUNTY OF NEW YORK—ss.:

On this 2nd day of January, 1948, before me personally came JEAN CATTIER, BENJAMIN S. CLARK, HAROLD BENJAMIN CLARK, CLARENCE E. GOLDSMITH, E. JANSEN HUNT, FRANCIS KERNAN, JULIUS C. RANSOM, W. J. K. VANSTON, DAVID WELD, ALEXANDER M. WHITE, HAROLD TREDWAY WHITE, HAROLD T. WHITE, JR., DIMITRI YASSUKOVICH and FRANCIS MINOT WELD to me known and known to me to be the individuals described in and who executed the foregoing instrument, and severally acknowledged to me that they executed the same.

(Notarial Seal)

ELSIE M. GILLARD
Notary Public in the State of New York
Residing in Queens County
Queens Co. Clk's No. 2144, Reg. No. 2569
N.Y. Co. Clk's No. 635, Ref. No. 1699

Commission Exp. March 30, 1949

STATE OF ILLINOIS, COUNTY OF COOK—ss.:

On this 27th day of December, 1947 before me personally came HENRY WEBER MEERS, to me known and known to me to be the individual described in and who executed the foregoing instrument and he acknowledged to me that he executed the same.

(Notarial Seal)

MARCELLA A. CONLEY
My Commission Expires March 17, 1951
STATE OF MASSACHUSETTS, COUNTY OF SUFFOLK—ss.:

On this 2nd day of January, 1948 before me personally came J. PRESTON RICE, to me known and known to me to be the individual described in and who executed the foregoing instrument, and he acknowledged to me that he executed the same.

(Notarial Seal)

JOSEPH DI SESSA
Notary Public
STATE OF MASSACHUSETTS, COUNTY OF SUFFOLK—ss.:

On this 2nd day of January, 1948 before me personally came WILLIAM C. HAMMOND, JR., to me known and known to me to be the individual described in and who executed the foregoing instrument, and he acknowledged to me that he executed the same.

(Notarial Seal)

JOSEPH DI SESSA
Notary Public
STATE OF ILLINOIS, COUNTY OF COOK—ss.:

On this 2nd day of January, 1948 before me personally came HENRY WEBER MEERS, to me known and known to me to be the individual described in and who executed the foregoing instrument, and he acknowledged to me that he executed the same.

(Notarial Seal)

MARCELLA A. CONLEY
My Commission Expires March 17, 1951
County Clerk's Certificate, State of Illinois, County of Cook—January 2, 1948
County Clerk's Certificate, State of Massachusetts, County of Suffolk—January 2,

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NEW YORK CITY NEWS

20 Exams to Open During February

Twenty examinations are listed in the February series just announced by the NYC Civil Service Commission. Fireman (F.D.) is the most popular examination, while the Commission said there were also many opportunities in the Bookkeeper test.

Fireman applications will be accepted in all five borough offices of the City Collector. Seventeen open-competitive and promotion examinations will be open for filing at 96 Duane Street, opposite the LEADER office, from Tuesday, February 3, until Thursday, February 19. Applications for the other two examinations will be accepted from Tuesday, February 3, until Tuesday, March 9, at the Duane Street address. The City Collector's offices are open from 9 a.m. to 3 p.m. on Mondays through Fridays. The Commission's Application Section is open from 9 a.m. to 4 p.m. on weekdays, and 9 a.m. to noon on Saturdays.

Open From February 3-19, 1948

Promotion

The February series follows, with titles and written test dates:

5464. Asst. Bacteriologist: Various depts.—May 27, 1948.

5450. Asst. Counsel (Torts), Gr. 4: Transportation—April 3, 1948.

5506. Asst. Landscape Architect: NYCHA—April 16, 1948.

5445. Civil Engineer (Structural): Various depts.—April 6, 1948.

5467. Elevator Operator: Hospitals—April 10, 1948.

5466. Foreman Carpenter: Public Works—April 20, 1948.

5465. Foreman House Painter: Public Works—April 29, 1948.

5317. Inspector of Lumber, Gr. 3: Transportation & Dept. of Education—April 22, 1948.

5517. Resident Buildings Supt. NYCHA—April 3, 1948.

5455. Senior Instructor (Farming): Parks—April 27, 1948.

Open Competitive

5532. Announcer, Gr. 1—To be set.

5510. Bookkeeper—April 17, '48.

5512. Comptometer Operator, Gr. 2—Perf. in April.

5505. Dental Hygienist—Perf. in March.

5502. Fingerprint Technician, Gr. 1—To be set.

5422. Inspector of Steel (Construction), Gr. 3—April 13, 1948.

5516. Resident Buildings Supt.—April 3, 1948.

Open February 6 to 27 (City Collector's Office)

Open Competitive

5551. Fireman, Fire Department—May 15, 1948.

Open from February 3, to March 9, 1948, except February 21 and 23

Open Competitive

5499. Law Assistant, Gr. 2—To be set.

5408. Occupational Aide—Perf. in April.

EXAM IS WIDENED

The specialty of Bacteriology has been approved for the Assistant Director of Laboratory examination which was ordered last November by the NYC Civil Service Commission.

WELFARE LIST LIMITED

The NYC Civil Service Commission ruled that the Social Investigator, Grade 1, eligible list is not appropriate for filling Housing Assistant vacancies.

2 ELIGIBLE LISTS OUT

Eligible lists for Public Health Nurse (Women) and Housekeeper have been published by the NYC Civil Service Commission.

R. I. Queen Gets Fraternity Award

Robert I. Queen, Past County Commander of the Bronx County Disabled American Veterans, has received the annual Silver Medallion award from the Delta Sigma Lambda Fraternity.

Mr. Queen, a former student at City College and New York University, was active while at school with student publications and handled public relations for the Fraternity, first locally then nationally. He also was associated with the 43rd and 45th Precincts' Public Relations Staffs for Civilian Defense, and served with other civic groups in similar capacities. He served with the U.S. Army in an Infantry unit.

Subsequent to his discharge, Mr. Queen became associated with the Bronx County DAV and the American Legion, in various posts of Legislative Chairman, Civil Service and Public Relations Chairman, County Adjutant and finally, County Commander of the Bronx County DAV, becoming the youngest leader to attain that post. He at the time was employed with the U. S. Veterans Administration in the capacity as a Registration Officer.

He was appointed to the Greater NYC Council and Department of New York DAV in Public Relations capacities, and to the New York County Rehabilitation Committee of the American Legion. He was co-founder of the Bronx County Coordinating Veterans Council and is now serving as Public Relations Director of the group. Another recent appointment by the Chairman of the Bronx County "March of Dimes" Committee put him on the Bronx Executive Committee for this Polio Campaign.

MAINTENANCE MEN TO MEET

The Maintenance Men's Association, Department of Hospitals, will hold a special meeting Friday, January 30, at 8 p.m. in Werdermann's Hall. A report will be given on the NYC Comptroller's determination concerning the prevailing wage rate for Maintenance Men at \$1.16 an hour.

500 Disabled Vets To Get First Jobs From Laborer List

The Laborer (Male) roster of 5,031 candidates just released by the NYC Civil Service Commission will be used to fill more than 1,600 vacancies. A schedule for qualifying medical and literacy tests will be announced shortly.

As soon as a final roster of eligibles is established, appointments will be made to approximately 500 jobs, it was announced. The other vacancies will be filled at short intervals at a similar rate. Salaries will range from \$1,860 to \$2,340.

An estimated 800 disabled veterans on the roster will be the first to be appointed in the order they applied; approximately 2,400 non-disabled veterans will be next, and non-veterans last. This is a result of the special veteran preference system in which disabled veterans will be moved to the top of the list and arranged in the order they applied; non-disabled

veterans will be moved up in the second group, with the non-veterans at the bottom. The Commission will do this as soon as veteran preference claims have been cleared through the Veterans Administration.

The literacy test will judge candidates' ability to read a plainly worded paragraph and answer simple questions for which the correct answers may be taken directly from the reading material. In the medical test candidates may be rejected for any disease, injury or abnormality which, in the opinion of the examining officer, tends to impair the health of usefulness. Persons who fail either test will be removed from the roster.

The LEADER has made available for inspection the complete roster, as published by the Commission. It may be inspected at The LEADER Bookstore, 97 Duane Street, opposite the Commission.

10 Tests Approved

Advertisements for 10 examinations have been approved by the NYC Civil Service Commission and will be opened for filing applications shortly.

Three of the examinations are open-competitive: Assistant Director of Laboratory (Bacteriology), Lineman and Resident Buildings Superintendent. The promotion examinations are Assistant Supervisor (Child Welfare), Welfare; Claim Examiner (Torts), Grade 2, Transportation; Claim Examiner (Torts), Grade 3, Transportation; Furniture Maintainer (Upholstery), Public Works; Institutional Inspector, Grade 3, Hospitals; Resident Buildings Superintendent, NYC Housing Authority, and Senior Supervisor (Child Welfare), Welfare.

10 Deckhands To Be Named Weekly

Deckhands will be appointed at the rate of 10 every two weeks from the newly-established eligible list, according to a plan approved by the NYC Civil Service Commission. Appointments will be made by the Department of Marine and Aviation.

PARKS SUPERVISOR TEST IS OPEN-COMPETITIVE

The date of the open-competitive Supervisor of Park Operations (men), originally set for Saturday, February 14, has been changed to Monday, February 16. It will be held at the NYC Civil Service Commission office, 299 Broadway, Manhattan.

TRANSIT EXAM KEY FINAL

The final key answers for the Assistant Foreman (Car Cleaning), NYC Transit System, written promotion test have been announced by the NYC Civil Service Commission. There is no change from the tentative key.

NO POLICE CHEMIST TEST

The Police Department request for a Chemist promotion examination was denied by the NYC Civil Service Commission.

State Exam for Steno and Typist Jobs

(Continued from Page 12)

application and give serial number and date of discharge.

9. Examination Notice: The Commission does not acknowledge receipt of applications, but all applicants will be notified of the disposition of their applications. All candidates will be notified at least four days in advance of the place, date, and hour of the examination. A candidate may not be admitted to the examination without the official notice.

10. Fingerprinting: Candidates will be fingerprinted at the time of examination.

11. Passing Mark: The passing grade in each announced subject of an examination is 75%. The Commission may, after the announcement of an examination has been made, subdivide the written examination into parts, and require a passing mark of 75% in each of the parts in order that candidates be considered further for eligibility. Notice of such arrangement will be given in the instructions on the written examination.

12. Eligible Lists: Eligible lists will remain in force at least one year and may be extended by the Commission to remain in force not more than four years. Changing conditions may make it advisable to certify to future vacancies at higher or lower salaries than those announced.

13. Use of Eligible Lists for County Appointments: Eligible lists established as a result of examinations that are announced for State and County Departments and Institutions, may be used for appointments to such positions in the service of the State, and in the counties of Bronx, Kings,

Queens, Richmond, New York, Chautauqua, Essex, Rockland, Sullivan, and Tompkins, and occasionally for Westchester and Erie Counties, and may be used by local city and county civil service commissions at their request.

14. Retirement System: Persons appointed to competitive positions in the service of the State, or in counties participating in the New York State Employee's Retirement System, are required to join the system. For information address the Employee's Retirement System, State Department of Audit and Control, (State Office Building, Albany 1, N.Y.).

In New York City: It is expected that the written examinations for all of these positions will be held in all of the five Boroughs of New York City except Richmond. Candidates will be assigned as far as practicable to schools within the Borough in which they reside.

In New York State Outside New York City: It is expected that the written examinations for these positions will be held in New York State outside New York City in the following cities: Albany, Amsterdam, Auburn, Babylon, Batavia, Binghamton, Buffalo, Central Islip, Dunkirk, Elizabethtown,

Elmira, Geneva, Glens Falls, Hornell, Ithaca, Jamestown, Johnstown, Kingston, Lockport, Malone, Middletown, Mineola, Monticello, Newburgh, Norwich, Nyack, Ogdensburg, Olean, Oneonta, Oswego, Plattsburg, Potsdam, Poughkeepsie, Riverhead, Rochester, Saranac Lake, Saratoga, Schenectady, Syracuse, Troy, Utica, Watertown, White Plains.

(Candidates who wish to take the written examination in any of the above cities should indicate in the appropriate place on the application blank and on the four-part admission card the name of the city in which they would prefer to be examined.)

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NEW YORK CITY NEWS

FIRE LINES

Effective at 9 a.m. next Sunday, February 1, members below the rank of Lieutenant in all units in the 1st, 8th 15th and Marine Divisions shall operate under the two-platoon Twenty-two Group system. This means that only those men working in the Borough of the Bronx and in Manhattan north of Canal Street, will be working the six 8's and a 48, and the balance of Brooklyn having been working the new system since last fall.

Friends of the late retired Deputy Chief John J. Callahan, 15th Division, will regret to hear of his death last week. He was buried from St. Elizabeth's R.C. Church in Woodhaven with military honors.

The newly elected officers of the Fire Department St. George Association were installed at ceremonies held in the Hotel Martini-

que by the Rev. Edward C. Russell; President, Harold A. Shaw; 1st Vice-president, Harry Garrison; 2nd Vice-president, Robert A. McDermott; Treasurer, James R. King and Secretary, Henry J. Haase.

Coming Events

Tuesday February 10, The Ninth Annual dinner of the Bell Club will be held in Hotel Martinique.

Fireman Bernard A. Gill, now retired, has recovered \$6,000 in settlement of 2 injuries received on July 27, 1945. He was injured while standing at the rear of apparatus at Northern Boulevard and Marathon Avenue, Queens, when an automobile struck a ladder which fell and injured his shoulder. Attorney Edward M. Edenbaum of 11 Park Place, Manhattan, who represented him got the settlement just as the case was about to go to trial.

2,660 Floor Sought For Investigators

At a meeting with Commissioner Benjamin Fielding, of the Department of Welfare, Local 1, United Public Workers of America, (CIO), obtained his endorsement of its proposal for an entrance salary of \$2,000, plus \$660 cost-of-living bonus, for Social Investigators the union announced.

The present entrance salary is \$1,800 plus \$660. There are about 1,000 provisionals filing Social Investigator jobs. Many have already received two increments and they are now at \$2,040. If they were to be appointed at \$1,800 it would mean a salary cut of \$240. In view of the high turnover among staff in the Department of Welfare, a salary decrease would mean a crippling of the Department's functioning, the union contends.

Local 1 is now pressing with Budget Director Thomas J. Patterson for the adoption of this proposal as one step in the maintenance of a stable personnel.

Brief Will Ask Raise In Welfare Dept. Pay

Local 1, United Public Workers of America, CIO, will submit a brief to Budget Director Thomas J. Patterson at the February 6 hearing on the Welfare Department budget.

The brief contains the following requests: 1. Clerk, Grade 2, \$1,800—\$2,700; Grade 3, \$2,701—\$3,300; Clerk, Grade 4, \$3,300—\$3,900; Clerk, Grade 5, \$3,901 up; 2. Social Investigator, \$2,700—\$3,600; Assistant Supervisor, \$3,601—\$4,200; Supervisor, Grade 3, \$4,201—\$5,400; Supervisor, Grade 4, \$5,401—\$6,000; 3. Increments to top of Grade in all services; 4. \$600 wage increase and freezing of the bonus; 5. \$2,400 to \$3,000 for special patrolmen, \$1,800 to \$2,700 for Cleaners, 6. Promotional opportunities for Medical Social Workers and Home Economists, with reclassification of these jobs to Grade 3; 7. reclassification of Investigators in Legal Division to Law Assistant; 8. 500 clerical and accounting promotions; Grade 5 status for Office Manager; 9. 60-50 careload; 10. Filling of all vacancies and an increase in clerical quotas; 11. six workers to a unit and smaller welfare centers; 12. Improved physical facilities, better buildings, better lighting and better working conditions.

Television Career Stressed by School

Leaders in television have predicted that 1948 will bring tremendous strides in the industry's advancement. Mounting activity has created such a demand for qualified technicians that one of the city's largest radio-television schools is circularizing all of its former graduates in an effort to interest them in taking positions in the television industry.

According to William R. MacDonald, Director of the Radio-Television Institute, 480 Lexington Avenue, NYC, the school's employment bureau for graduates has been conducting an intensive drive to obtain installation and maintenance technicians for key positions in the television field.

The Radio-Television Institute conducts morning, afternoon, and evening sessions at its Lexington Avenue address, where it is currently training former GIs, and civilians to fill these positions.

CHEMIST EXAM ON WAY
The NYC Civil Service Commission has ordered an open-competitive examination for Junior Chemist (Toxicology).

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Written Test Barred By Education Board For Some Positions

The Board of Education has announced experimental plans which depart from civil service examinations and use an internship system to fill high administrative jobs in the NYC school system.

James Marshall, Board member and chairman of a special committee which studied the plan, described the method of picking applicants on the basis of a written test and interview as "archaic." The plan calls for the selection of eight "internes" for positions of high school principal and eight for assistant superintendents. To start the experiment, an appropriation of \$54,300 has been included in the school budget proposed for 1948-49. Of this sum \$43,200 would be allotted for the internships and the remainder for administration purposes.

Bigel Stresses Need Of \$600 Pay Raise

Termining the report on the operation of the NYC departments, recently released by the Citizens Budget Commission, "a classical evasion of the crisis facing the city's services", Jack Bigel, President of the New York District, United Public Workers of America, (CIO), called for increased support for the program of a \$600 wage increase for all city employees. He said that major city departments are "suffering from a constant turn-over of personnel" and that the hospital, sanitation and welfare services of the city are "strained close to the breaking point as inadequate and untrained staffs attempt to grapple with major city problems." He added: "In contrast to the extended treatment that other aspects of City affairs are accorded, no mention is made of the fact that inadequate salaries are costing the city millions of dollars every month in training new personnel to take the place of the already trained staff who are leaving the city service for better-paying positions elsewhere."

State Issues New High School Diploma

Many of the better Civil Service jobs require a High School diploma. Yet it is recognized that many who were compelled to leave school before graduating have acquired comparable educational growth through self-study, reading or practical experience.

Because of this fact, the New York State Department of Education now offers a High School diploma to residents of the State above the age of 21 on the basis of successfully passing an equivalent examination.

Application forms for these examinations may be obtained at any public high school. Persons not qualified to pass such an examination may avail themselves of the Home Study courses offered by the American School, Dept. L, 130 West 42d St., New York City. Full information will be sent free upon request, the American School announced.

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Key Answers Given For NYC Exams

ASSISTANT CIVIL ENGINEER

Tentative key answers for part I of the written test held January 17.

1.D; 2.C; 3.C; 4.C; 5.A; 6.B; 7.A; 8.A; 9.A; 10.A; 11.D; 12.B; 13.A; 14.A; 15.E; 16.D; 17.A; 18.C; 19.C; 20.E; 21.C; 22.E; 23.B; 24.E; 25.A; 26.D; 27.A; 28.A; 29.D; 30.A; 31.D; 32.E; 33.A; 34.A; 35.E; 36.C; 37.D; 38.C; 39.C; 40.D; 41.A; 42.B; 43.B; 44.B; 45.E; 46.E; 47.B; 48.B; 49.C; 50.D.

Last day for filing protests with the NYC Civil Service Commission, 299 Broadway, New York 7, N.Y., is Monday, February 2.

FOREMAN (Mechanical Power)

Tentative key answers for written test held January 17 follow.

1.B; 2.D; 3.D; 4.B; 5.B; 6.C; 7.A; 8.C; 9.C; 10.C; 11.D; 12.A; 13.C; 14.A; 15.D; 16.B; 17.C; 18.C; 19.B; 20.C; 21.D; 22.C; 23.B; 24.B; 25.B; 26.D; 27.A; 28.B; 29.C; 30.D; 31.D; 32.C; 33.B; 34.B; 35.A; 36.D; 37.D; 38.A; 39.A; 40.A; 41.C; 42.B; 43.A; 44.A; 45.B; 46.D; 47.C; 48.D; 49.B; 50.A.

Last day for filing protests to the NYC Civil Service Commission, 299 Broadway, New York 7, N.Y., is Tuesday, February 3.

CARPENTER

The following are the final key answers for written test held November 22 on the basis of which the candidates' papers were rated. These key answers result from consideration of all protests submitted by candidates and include such modifications of the tentative key answers as were allowed by the NYC Civil Service Commission.

1.True; 2.False; 3.False; 4.True; 5.False; 6.False; 7.False; 8.False; 9.True; 10.False; 11.True; 12.False; 13.True; 14.False; 15.False; 16.False; 17.False; 18.False; 19.True; 20.True; 21.True; 22.False; 23.True; 24.False; 25.True; 26.True; 27.True; 28.False; 29.True; 30.False; 31.False; 32.False; 33.False; 34.True; 35.False; 36.False; 37.False; 38.True; 39.False; 40.False; 41.False; 42.True; 43.True; 44.False; 45.True; 46.False; 47.False; 48.True; 49.False; 50.True; 51.False; 52.False; 53.True; 54.False; 55.True; 56.False; 57.True; 58.False; 59.False; 60.False; 61.False; 62.False; 63.False; 64.True; 65.True; 66.False; 67.False; 68.True; 69.True; 70.True; 71.False; 72.True; 73.True; 74.True; 75.False; 76.False; 77.False; 78.True; 79.False; 80.True; 81.False; 82.True; 83.True or False; 84.False; 85.False; 86.True; 87.True; 88.True; 89.True; 90.False; 91.False; 92.True; 93.False; 94.True; 95.False; 96.True; 97.True; 98.True; 99.False; 100.False; 101.True; 102.True; 103.False; 104.False; 105.True; 106.True; 107.False; 108.True; 109.True; 110.True; 111.True; 112.False; 113.True; 114.True; 115.True; 116.True; 117.False; 118.False; 119.Stricken

Out; 120.True; 121.True; 122.True; 123.False; 124.False; 125.False; 126.False; 127.True; 128.True; 129.False; 130.True; 131.False; 132.False; 133.False; 134.False; 135.True; 136.True; 137.True; 138.True; 139.True; 140.False; 141.True; 142.False; 143.False; 144.True; 145.True; 146.True; 147.False; 148.True; 149.True; 150.True; 151.True; 152.False; 153.True; 154.True; 155.True; 156.True; 157.True; 158.True; 159.True; 160.False; 161.False; 162.True; 163.True; 164.True; 165.True; 166.False; 167.False; 168.False; 169.False; 170.False; 171.True; 172.False; 173.True; 174.True; 175.False; 176.False; 177.True; 178.False; 179.True; 180.True; 181.False; 182.False; 183.False; 184.True; 185.False; 186.False; 187.True; 188.True; 189.False; 190.False; 191.True; 192.True; 193.True; 194.False; 195.True; 196.True; 197.True; 198.True; 199.False; 200.False.

Hospital Employees Enroll in HIP and BCP

A total of 2,962 employees of the Department of Hospitals and their dependents has been enrolled for complete medical and hospital care through the Health Insurance Plan of Greater New York and the Blue Cross Hospital Plan, Albert Pleydell, HIP General Manager, announced.

They will begin receiving medical service on March 16 at their homes, doctor's offices and hospitals through twenty-four HIP medical groups situated throughout Greater New York.

The city pays half the cost of medical and hospital coverage for all eligible municipal employees and dependents who elect to join HIP and the Blue Cross Plan.

Bus Line Workers Now Non-competitive

The NYC Civil Service Commission approved a resolution of the Board of Transportation placing the positions of the former North Shore Bus Company in the non-competitive class pending classification. Incumbents in these positions also were placed in the non-competitive class. The city acquired the bus company.

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BILLS INTRODUCED IN LEGISLATURE

Introductory numbers given. Assn. bill—Introduced on behalf of The Civil Service Employees Association. To etc—Committee to which bill was referred.

SENATE State

Labor Relations Board. 325, Desmond, Civil Service Law, Art. 2-a, (§§ 33-39-e) new (A. 367 Davidson) Creates a state public employment labor relations board; gives State employees rights of self-organization and to negotiate with State representatives; provides for establishing joint employer-employee committees, for their meetings and appeals on matters affecting demotions, dismissals or suspensions. Appropriation, \$100,000. Assn. bill. To Civ. Ser.

Guards, State Hospitals. 399, Hatfield (A.O. 392, Fitzpatrick) Provides that employees of Danemora and Mattewan State Hospitals shall be classified in competitive civil service. Assn. bill.

State employees, hospitalization plan. 349, Friedman (A.368, Farstein) Authorizes state comptroller to contract with non-profit membership insurance corporations for medical, surgical and hospital service; permits state employees to subscribe to plan providing for such services for themselves and their families; deductions may be made from pay with consent of employees and employers may contribute equal amount; establishes fund and provides for annual appropriation thereto. To Civil Serv.

State employees, days off. 367, Friedman. Labor Law, generally. Allows state employees two days rest in seven and permits them to designate any work day for religious observance with remaining day of rest on Sunday. (Same as S. 453 of 1947.) To Labor.

Limitations, Removals. 209, Hammer (A.O. 267, Graci) Civil Service Law, § 22. Extends to all classes of civil service, provision applying to employment in competitive class prohibiting removals except for incompetency or misconduct. To Civil Serv. Com.

Hazardous Work, hospitals. 210, Hammer. Civil Service Law, § 42; County Law, § 47. Defines as haz-

ardous, employment in tuberculosis hospitals and in disturbed wards of mental hygiene institutions for purpose of allowing additional pay; provides for extra pay for employees of county hospitals. To Civ. Serv.

Additional increments, state employees. 211, Hammer. (A.O. 268, Graci) Civil Service Law, § 40-a new. Allows State employees after receiving maximum number of increments in same classification group, one additional increment for each five years of additional uninterrupted service; no additional increment shall be granted after age 70. To Civ. Serv.

Veterans, service credit, pension. 227, Mills. Military Law, § 246-b. Allows member of pension or retirement system supervised by state insurance dept., after honorable discharge from U. S. armed forces, annuity and pension to which he would have been entitled on arriving at minimum retirement age after age 50, and after 25 years employment in state or municipal civil service; contribution shall be made by member to make up difference. State C.S. Vets' bill. To Pensions.

Military credit on pensions. 228, Mills. (A. 191, Carney) Military Law, § 246-b new. Allows honorably discharged veterans who were residents of State at time of entry into U.S. military service, credit for all military service, in any pension fund or retirement system of political subdivision of State, if contribution is made by employee entitled to benefits, unless provisions have otherwise been made for payment. State C.S. Vets' bill. To Pensions.

Retirement, 25 years service. 320, Corey. Civil Service Law, § 79-a new. Allows member of State employees' retirement after 25 years of service with final average salary of \$3,000 or less, to retire regardless of age with pension equal to 50 per cent of final average salary or \$1,200 a year, whichever is greater; state or municipality shall pay necessary difference. To Pensions.

State Employees, Federal Employment. 323, Condon. (A. 380, Wadlin) Labor Law, § 641. This provides that rights and privileges of federalized employees who left U. S. employment service for military duty and later resumed state

employment service, shall only apply to retirement rights. To Labor.

Public Works positions, allocation. 383, Parisi. Civil Service Law, § 40. Provides that positions in public works dept. not allocated to successive salary grade, shall be so allocated, whether per diem or otherwise. To Civ. Serv.

Promotion, transfer, reinstatement. 255, Erwin (A. 276, Lupton) Civil Service Law, § 16 repeal; § 16 new. Restates and clarifies provisions relating to promotion, transfer and reinstatement of Civil Service Employees. To Civ. Serv.

Status Clarification. 256, Erwin (A. 277, Lupton) Civil Service Law, § 14 repeal; § 14 new. Restates and clarifies provisions relating to applicants, examinations and eligible lists affecting civil service employees in competitive class positions. To Civ. Serv.

Holidays with pay. 293, Pakula. Civil Service Law, § 14-c new. Allows civil service employees time off with pay for each holiday enumerated in General Construction Law and for any other day which may be set aside for special observance or as holy day. To Civ. Serv.

Prison employees, grading. 296, Dollinger. Regrades positions of uniformed personnel in state prison safety service. (Same as S.I. 650 of 1947.) To Civ. Serv.

County

County Law on injuries. 293, Pakula. (A. 269, Graci) Amends County Law relative to employees injured or disabled in line of duty. To Int. Aff.

Cities

Police Pensions, veterans. 174, Condon. Chap. 791 of 1928. Includes World War II veterans among those who are entitled to retire on pension from police force in certain counties adjoining NYC, after reaching age 60 or after 20 years' service. To Pensions.

Unemployment Insurance. 212, Hammer. Labor Law, §§ 513, 560, 579, 590. Extends unemployment insurance coverage to employees of municipal corporations or other governmental subdivisions.

Police, injuries, allowances. 321, Corey. General Municipal Law, § 207-b new. Allows policemen in cities other than NYC and in towns and villages with paid police depts., who are injured in performance of duty, regular pay and municipality shall be liable for medical treatment and hospital care; municipality may recover from third party against whom policeman has cause of action. To Cities.

Municipal Firemen, hours. 330, W. J. Mahoney. Labor Law, § 168-b new. Fixes maximum hours for paid municipal employees of fire depts. at 120 hours in consecutive 14 day period and 14 hours in 24 hour period; platoons shall alternate from day to night duty after each 50 hours; makes certain exceptions for emergencies and provides for vacations with pay. To Labor Com.

Wage Claims, municipal employees. 168, Fine. (A.I. 211, Galoway) Provides that municipal employees whose wages are fixed by reference to prevailing rate determined by final order, shall not be barred from right to recover difference between amount actually paid and amount due, because of prior receipt without protest of wages paid. To Labor.

Fire and Police promotions. 173, Condon. Civil Service Law, § 16. Provides that vacancy above grade of patrolman or fireman be filled by promotion unless no list results from examination. To Civil Serv.

NYC

Prevailing rate, transit workers. NYC. S.I. 207, Fino (A.I. 281, McMullen) Labor Law, § 220. Provides that maintenance workers in N.Y. City transit system shall be paid not less than prevailing rate of wages. (Same as A.I. 516 of 1947.) To Labor Com., Pub. Ser. Com.

Police Pensions. S.I. 208, Fino (A.I. 249, Banks, NYC Administra-

tive Code, § B.18-6.0. Increases from \$600 to \$900 annual pension allowed representatives of NYC police pension fund. To Pension Com., NYC Com.

Retirement, accident disability. 274, Fino. N.Y.C. Administrative Code, § B3-40.0. Increases from two to five years, time for filing application by member of NYC employees' retirement system for retirement for accident disability. TWU bill. To Pensions.

Overtime pay. 275, Fino. NYC Administrative Code, § B3-40.0. Requires that medical board in its recommendation that NYC employee's retirement board deny application of member for accident retirement, shall set forth in its report essential facts on which proposed denial is based; copy shall be sent to member who shall have right to present evidence to board or to trial committee appointed by board. TWU bill. To Pensions.

Overtime pay. 278, Fino. Rapid Transit Law, Sec. 16-a, new. Authorizes NYC transit board to pay for overtime employment of employees. (Same as S.I. 305 of 1947.) TWU bill. To Pub. Ser. Com.

Sick leave. 279, Fino. Rapid Transit Law, § 16-a new; Pub. Service Law, § 133-b repeal. Requires NYC transportation board to grant employees with at least one year's service, sick leave pro rated on basis of one day a month, and for such further period as board may determine. (Same as S.I. 306 of 1947.) TWU bill. To Pub. Ser. Com.

Leaves of absence. 295, Sherrell. (A. 274, Kaplan). Rapid Transit Law, § 16-a new. Directs NYC transportation board to prescribe conditions for application by employees for allowance of one day leave of absence with pay and additional leave on discretion of board, on death or burial of member of employees' immediate family. TWU bill. To Pub. Ser. Com.

Ordinary disability. S. 294 Sherrell (A. 74,273 Kaplan). Provides for retirement on ordinary disability, of members of NYC retirement system after five instead of ten years of city service. To Pensions.

NYC Transit Board, overtime pay. 278, Fino. Rapid Transit Law, § 16-A new. Authorizes NYC transportation board to pay for overtime employment of employees. To Pub. Serv.

NYC, prior service credit. 184, Greenberg. Same as S. 10, A. 104. Recommended by Int'l. Assn. of Machinists, AFL.

Sanitation Dept., retirement. 387, Parisi. NYC Adm. Code, § B3-47.1 new. Permits member of NYC uniformed force of sanitation dept. to retire on monthly pay of not less than 1/2 of regular salary. To Pensions.

ASSEMBLY State

Labor relations board. 367, Davidson. Same as S.325, Desmond, above. Assn. bill. To Ways & Means.

Guards, State hospitals. 392, Fitzpatrick. Same as S.399, Hatfield, above. Assn. bill. To Ways & Means.

Overtime pay. A.I.318, Austin. S.I.104, Wachtel. Public Officers Law, § 68-b new. Allows public employees earning less than \$5,000 a year, pay of time and a half for overtime. To Ways & Means, Finance.

Death Benefits. A.I.354, Olliffe. Civil Service Law, § 80. Strikes out provision that ordinary death benefits payable to beneficiary of member of state employees' retirement system shall not exceed 50 percent of pay earnable during last 12 months of service; allows additional benefit equal to 50 percent of pay for last 12 months' service, if total number of years in which allowable service rendered exceeds ten. To Ways & Means.

Protection against arbitrary dismissal. A.315, Austin. Civil Service Law, § 22. Extends to all civil service employees, except the exempt

class, provisions applying to competitive class prohibiting removal except for incompetency or misconduct. UPWA bill. To Judiciary

Right to organize; grievance machinery. 316, Austin. Civil Service Law, § 33 new. Allows state employees to join organizations of their own choosing without interference from head of dept. or agency who shall establish procedure whereby representatives of organizations may confer on grievances, representatives may have recourse to state mediation board. UPWA bill. To Labor.

Minimum & maximum pay. 317, Austin. Civil Service Law, § 40. Increases minimum and maximum rates of pay of state employees with new minimum of \$2,200 instead of \$1,600 and maximum of \$13,100 instead of \$12,500; appropriates \$30,000,000. UPWA bill. To Ways & Means.

Motor vehicle referees, reinstatement. 204, Drohan. Civil Service Law, § 31-d new. Makes persons serving as motor vehicle referees and demoted in or separated from service and still on preferred list, eligible for reinstatement or reappointment until June 30, 1949. To Civil Serv.

State Armories Employees, pay rise. 289, Radigan. Military Law, § 189. Provides pay increase for employees of state armories, with \$3 a day increase for supt. and \$2 increase for others. To Ways & Means.

State Police, hours of duty. 347, Knauf. Executive Law, § 94. Fixes eight-hour day and time and a half for overtime, for state police with one day off per week; permits supt. to act in emergency. To Ways & Means.

State Employees, loyalty oath. 410, McMullen. Civil Service Law, § 30-a new. Requires state employees to file oath denying membership in communist party or sympathy therewith, or support of any subversive organization.

Motor Vehicle License Examiners, list. 391, Younglove. Civil Service Law, § 14-c new. Continues state eligible list until Feb. 24, 1948. To Civ. Serv.

Salaries, correction dept. 198, DelGiorno. Gen. Municipal Law, Art. 14-e (§§ 460-462) new. Provides when cities maintain correction depts., minimum annual salaries of competitive civil service employees in title of guard, prison officer or correction officer shall be not less than that paid corresponding police officer or patrolman with same length of service. Forum bill. To Local Fin.

City employees, hours. 416, Andrews. Labor Law, § 161-a new. Provides 5-day week for civil service employees in classified competitive or labor class in cities of 100,000 or more. To Labor.

NYC

Correction Dept. retirement. 198, Clancy. S.97, Hammer. NYC Administrative code, § B3-37.1 new. Provides for optional retirement of persons in uniformed force of NYC correction dept. at minimum age 50 after 25 years' service, election prior to Oct. 1, 1948. Forum bill. To NYC Com. Pension Com.

Interest on retirement loan. 194, Clancy. NYC Administrative Code, § B3-28.0. Strikes out provision that interest rate on loan to members of NYC retirement system from their funds shall be 6 per cent a year and allows board of estimate to fix rate at not less than regular interest nor more than 6 per cent; directs system effectuate plan for members insure loans against death, provision now being permissive. Forum bill. To NYC.

Transit Employees, retirement. 203, Drohan. Adm. Code, § B3-1. Includes for NYC retirement purposes, paid officer or employee family taken over by city, service on and after Jan. 1, 1930. NYC.

Transit Board, supervisors. 204, Drohan. Rapid Transit Law, § 16 new. Permits NYC transportation board to allow supervisory employees to work longer than 40 hours a week at 1 1/2 times regular rate. To Public Serv.

Retirement, war service. 289, McMullen. Adm. Code, § B3-1. Includes war service for NYC retirement purposes. To NYC.

Municipal Firemen, hours. 347, Knauf. Gen. Municipal Law, § 208-a new. Provides 40-hour week for municipal firemen; except for emergency and provides additional time off to make up for that therefor. To Gen. Laws.

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