Civil Service
LEADER

America's Largest Weekly for Public Employees

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State Test Closes Oct. 4 for Assist And Stenographer

See Page 8

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HURRY! Wednesday, Sept. 29 Is Last Day!

U.S. CLERK EXAM OPEN; PAY RANGES TO $64

An examination for permanent appointment to the position of Clerk, CAF-5 and CAF-6, was announced by James E. Rossell, Director of the New York Office of the U. S. Civil Service Commission, to fill vacancies in Federal Government agencies in New York and New Jersey. The starting salaries range from $2,974 to $3,351 a year.

Positions are open in the following options: Property and Stock Control (excluding storekeeping); Accounting and Auditing; Time and Payroll; Information and Editorial; Statistical; Traffic; Correspondence; Mail, File and Record; Procurement; General Clerical; and Personnel.

Closes This Wednesday

Persons with three or three and one-half years of appropriate experience may apply for these positions. This experience must have included two years of experience gained in progressively responsible work, or in related work such as teaching, supervisory and administrative work in government, industry, or business, or the like; and one or one and one-half years of progressively responsible office work in the specialized field for which application is made. All applicants must attain an eligible rating in a written test.

Application forms may be obtained from the Second U. S. Civil Service Region, 641 Washington street, New York 14, N. Y., in person or by mail. The closing date is Wednesday, September 29, which means that the filled-in applications must actually be in the office of the Commission, at the Washington street address, by that date. Mailed applications of candidates postmarked September 29 or even earlier, will not suffice, if the prime requisite is not met. So prospective candidates must HURRY.

(The examination is No. 2-62 (1948) and will include a written test.

At the time of taking the written examination, each applicant will be given an opportunity to specify the options in which he desires to be considered for appointment. Not more than two options may be specified by any applicant.

Federal employees who are serving in agencies in New York and

(Continued on Page 13)

Standard Bus Job Law Is Drafted

By MORTON YARMON

In view of the growing tendency of NYC to acquire privately owned service units, such as hospitals and bus lines, a proposed local law has been drafted by The LEADER for introduction in the Council to establish procedure for admitting the employees of private enterprises into City employ.

There is no law at present that sets a definite pattern. In general the City is authorized to classify the employees of the private undertakings and afford them status as city employees, the so-called covering-in. Employees of the former North Shore Bus Line in Queens are now being classified.

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Fireman Eligibles Number 6,398

The eligible list for Fireman (F.D.) will remain in force for its full legal life of four years, President Joseph McNamara of the NYC Civil Service Commission said today. He reported that expected Fireman appointments during the four years will not exceed 2,500, and since there are 6,398 on the list as published there would be 3,898 disappointed eligibles disregarding declinations. However, the number of appointments depends on circumstances that can't be exactly prophesied, though the Fire Department does not at present expect that the 2,500 figure will be exceeded.

Effect on Other List

President McNamara thought that since there are a large number of Fireman eligibles competing in the triple examination for Transit Patrolmen, Correction Officer and Bridge and Tunnel Officer, that many candidates who will be eligible on both lists will accept offers of appointment from the forthcoming triple list, in view of the lessened liklihood of appointment from the Fireman list.

The competitive physical test in the triple examination is now under way at Van Cortlandt Park and is being expedited so that the eligible list in the triple examination can be promulgated ahead of that for Fireman. There is an existing eligible list for Fireman large enough to take care of the expected needs until the end of the year. The Fireman list would be promulgated soon after the first of the year and the other list probably in early December.

"The number of Fireman eligibles was unexpectedly large," said President McNamara. "Of course, that means that there will be people left on the list when it expires."

The written test in the next Fireman examination will probably be held in the Spring of 1951 and the competitive physical in the summer of that year, he surmised.

In the current examination, 21 got 100 per cent in the competitive physicals.

Exam Results Tabulated

Paul M. Brennan, director of the Medical-Physical Bureau, reported to President Joseph A. McNamara, of the Civil Service Commission, on the examination result as follows:

Passed written test	9,315
Summoned for medicals	9,315
Passed medicals	8,178
Rejected medicals	358
Absent from medicals	779
Summoned for competitive physicals	8,178
Passed competitive physicals	6,398
Failed in competitive physicals	713
Absent from competitive physicals	1,067

RECAPITULATION

Summoned	9,315
Rejected and failed	1,071
Eliminated by absence	1,846
Eligible for list	6,398

Twenty-one competitors received 100 per cent. That is, one competitor in every 336 was able to obtain the coveted perfect score.

Two Hours Off for Voting Will Be Allowed on Nov. 2

ALBANY, Sept. 27—Public employees in New York State are guaranteed time off without loss of pay to vote on Election Day, Nov. 2.

The provision under which employees of State departments and institutions and of all civil service divisions including cities, towns and villages, receive two hours time off for voting was added to Section 200 of the Election Law at the last legislative session and approved by Governor Thomas E. Dewey.

Brought about as a result of findings by The Civil Service Employees Association that in some hospitals and other State institutions time for voting was being denied public employees, this section of the statute reads:

"Time allowed employees to vote. Any person entitled to vote at an election shall on the day of election be entitled to absent himself from any service or employment in which he is then engaged or employed, for a period of two hours, while the polls of the election are open; provided, however, that this section shall not apply to a voter on the day of a primary election if there be two successive hours, while the polls of such election are open, in which he is not in the service of an employer. If the voter shall notify his employer before the day of election of such intended absence, and if thereupon two successive hours for such absence shall be designated by the employer, and such absence shall be during such designated hours, or if the employer upon the day of such notice makes no designation, and such absence shall be during any two successive hours while the polls are open, no deduction shall be made from the usual salary or wages of such voter, and no other penalty shall be imposed upon him by his employer by reason of such absence. This section shall be deemed to include all employees of the State and all of the civil divisions thereof including cities, towns and villages."

Atwill Gets Park Post

ALBANY, Sept. 27.—Governor Dewey appointed Edward A. Atwill, of Eggertsville, a Commissioner of the Niagara Frontier State Park Commission, to fill the vacancy caused by the death of Eugene L. Klocke, of Buffalo.

Subway Clerk Promotions Are About to Be Made

By ANNA LEE KRAM

The eligible list for promotion to Railroad Clerk is expected to be promulgated today, which would clear the way for promotions.

The NYC Civil Service Commission cleared 300 claims for disabled veterans preference, and that number was sufficient to justify the promulgation of the list, the Commission felt. Therefore, all of those whose names will appear in the first certification for promotion, which is expected to be made within 10 days, will be disabled veterans.

The Board of Transportation has 30 days in which to displace provisionals after the promulgation of an eligible list, but as it is anxious to have permanent employees in the titles, it is expected to act sooner.

There is an arrangement between the Commission and the Board to have enough veteran claims cleared to enable promotions to be made at the rate of 100 a week.

Albany's Mayor Will Welcome Association at Its Annual Meeting

ALBANY, Sept. 27—When delegates to The Civil Service Employees Association's annual meeting converge on Albany on October 5 and 6, they'll be officially welcomed to the city by Mayor Erastus Corning 2nd. The Albany Mayor has accepted an invitation by Association President Dr. Frank L. Tolman to attend the luncheon meeting Oct. 6.

Other guests invited to the Association meeting are New York State's three Civil Service Commissioners—President J. Edward Conway, Louise C. Gerry, and Alexander A. Falk. They will be honor guests at the dinner meeting on October 6.

Building Committee to Report

The Association Building Committee will report. Officials indicate there may be a "break" in the hunt for suitable new headquarters for the Association by convention time.

The 38th annual meeting will be the most widely publicized affair in Association history. Special arrangements are being made for newspaper and radio coverage, including a convention press room.

The big job of making arrangements for two-day convention housing accommodations, for hundreds of delegates, and program planning for an organization of more than 46,000 members has rested in the capable hands of convention-wise William F. McDonough and Joseph D. Lochner, working under President Tolman and the Association Board of Directors.

Turnout a Tribute to Tolman

Behind next week's Association convention is a story of loyalty amounting to devotion on the part of Dr. Tolman. Since 1930, when the organization was reorganized, he has served on numerous committees and as Vice-president and president without a cent of remuneration or even expenses. A key figure in the growth of the Association, he will be rewarded for his work by the honor meet-

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STATE AND COUNTY NEWS

Albany's Mayor To Give Welcome

(Continued from Page 1)

ing of delegates in Association history.

Delegates will be meeting in Albany from Buffalo in the west, Ogdensburg and other northern cities on the Canadian border, and from Long Island in the south, and points between.

NYC May Be Next Locale

Some familiar faces at Association meetings are expected to be missing this year because of a conflict in dates between the Civil Service Assembly conference in Ottawa, Canada, and the Association convention in Albany. Some top State officials may be out-of-town on speaking engagements as the presidential campaign enters the last lap.

Don't be surprised if the next annual banquet of the Association is held in NYC in the Commodore Hotel. This may be one of the "social" items to be voted on by delegates. With the growth of the Association, there are few places in the Capital District which can accomodate the large numbers who want to attend Association functions.

Some Reminders

Convention Reminders: Have you voted yet? Have you made your hotel reservations? And are all chapter-sponsored resolutions in the hands of the Association Resolutions Committee.

Who Will Preside

The list of presiding officers, panel chairmen and conference and committee chairmen for the annual meeting follows:

Presiding officers for departmental delegate conferences scheduled from 1 to 4 P.M. on October 5 will be William J. Farrell, Mental Hygiene; Leo M. Britt, Correction; Charlotte M. Clapper, Health; Francis A. MacDonald, Social Welfare; Arthur W. Moon, Public Works; Dr. Albert E. Corey, Education; Angelo J. Donato, Conservation; Clifford G. Esmuth, Armory.

J. Allyn Stearns will preside at the County Division conference on October 5 from 1 to 6 P.M.

At 4 P.M. on October 5, Jesse B. McFarland will preside at a meeting of the Resolutions Committee and Leonard Requa will preside at a meeting of the Board of Canvassers.

At the meeting of DPUI delegates at 4 P.M. on October 5, Christopher J. Fee will preside.

Conference Chairmen to Preside

The chairmen of the five regional conferences, which will meet between 4 and 6 P.M. October 5, will preside at these meetings.

At the opening delegate session at 7:30 P.M. October 5, Dr. Frank L. Tolman, president of the Association, will preside. Because of the Jewish Holidays, however, this meeting is expected to recess immediately until the following morning.

John T. DeGraff, Association counsel, will preside at a panel discussion at 8 P.M. on October 5, at which all delegates and representatives are invited, on the "Major Goals of the Association."

Discussion Leaders

Leading the discussions at this time will be:

Salaries — David L. Shultes, chairman of the Association Salary Committee.

Retirement—William J. Dougherty, of the State Retirement System and Charles C. Dubuar, chairman of the Association Pension Committee.

Veteran Preference — Jesse B. McFarland, chairman of the Association Legislative Committee.

Official Machinery for Public Employee Relations — John F. Powers, chairman of the Association Labor Committee, and Andrew C. Doyle, of the State Labor Department.

Tolman in The Chair

Dr. Tolman will preside at the business meeting of delegates opening at 10 A.M. October 6 in the Crystal Ballroom, which will be continued in the afternoon from 2 to 4.

Toastmaster at the luncheon meeting at noon on October 6 will be Jesse B. McFarland, vice-president. The guest speaker will be Herbert C. Gerlach, Westchester County Executive.

Joseph D. Lochner, executive secretary of the Association, will preside at a panel discussion on the 1948-49 membership campaign at 4 P.M. on October 6.

At the dinner meeting, scheduled for 6:30 P.M. in the Crystal Ballroom of the DeWitt Clinton Hotel, John F. Powers, third vice-president, will be toastmaster. Guest speaker will be Dr. Arthur S. Flemming, president of Ohio Wesleyan University.

The convention, expected to be the largest in Association history, will close its two-day meeting with a business session at 8:30 P.M. October 6 under the chairmanship of Dr. Tolman.

At this time there will be a report from the Board of Canvassers as to the results of the annual election, and the introduction and installation of officers.

Dr. Tolman Tells Members to Be Sure To Vote in Election

ALBANY, Sept. 27—Dr. Frank L. Tolman, president of the Civil Service Employees Association this week issued a reminder to some 46,000 members of the Association to make certain their vote is recorded in the annual election of officers now underway.

The results of the election, marked by seven contests, will be announced by the Board of Canvassers at the 38th annual meetting of the Association on Oct- officers now under way.

Deadline for receipt of ballots is 6 P.M. on October 5 in Association headquarters in the State Capitol.

Pointing out the importance of voting, Dr. Tolman said: "You cannot be sure of good representation on the Board of Directors unless you vote. You should vote also to determine not merely the internal policy of the Association, but to influence what may be called its external or 'foreign' policy in relation to other groups and organizations."

Flemming and Gerlach To Address Employees

ALBANY, Sept. 27—Highlights on the agenda of the 38th annual meeting of the Civil Service Employees Association will include:

An address by Arthur S. Flemming, former U. S. Civil Service Commissioner and now president of Ohio Wesleyan University, at the dinner meeting on October 6 in the Crystal Ballroom of the DeWitt Clinton Hotel.

Herbert C. Gerlach, Westchester County Executive, will speak at a luncheon meeting on the same day in the same place.

Also on October 6 reports by Association officers will be received, resolutions adopted for the 1949 program of the Association, and announcement made of results in the annual election of officers and members of the State Executive Committee.

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Candidates in Assn Election

Christopher J. Fee

Division of Placement & Unemployment Insurance, Albany

Candidate for reelection as representative of Labor Department on the State Executive Committee.

Christopher J. Fee has worked for the State since 1936. He now is Principal Payroll Examiner in the Division of Placement and Unemployment Insurance. Prior to entering State service he was engaged in the banking and financial business for a number of years.

He is at present Chairman of the Association's D. P. U. I. Committee and has served on various committees during the past few years. He was born in Oneida on March 4, 1902. He attended local schools and took a number of courses pertaining to the banking and financial business.

His hobbies have changed in the past few years from active to inactive pursuits. He does some fishing and hunting but admits he talks about it more than he actually participates in either sport.

Walter J. Nolan

Judiciary, New York City

Candidate for re-election as representative of the State Judiciary on the State Executive Committee.

Walter J. Nolan has served in the Appellate Division of the Supreme Court of the State of New York, Second Judicial Department, since 1917. He is now Senior Assistant Deputy Clerk.

Prior to his appointment in the Appellate Division, he served as Chief Clerk of the Naturalization Bureau of the Supreme Court, Kings County.

In 1910 Mayor Gaynor appointed him Secretary to the Deputy Fire Commissioner in charge of the Boroughs of Brooklyn and Queens. From 1906 to 1910, he served in the old Finance Department of the City of New York, under Herman Metz, at that time Comptroller of the City of New York. Mr. Nolan's entire service in the City and State amounts to about forty years. He has been an active member of The Civil Service Employees' Association, since 1928; he has built the membership of the Court to its present standing.

Mr. Nolan is actively engaged at the present time in coordinating the members in the Courts of the Second, Third and Fourth Judicial Departments, namely Long Island, Staten Island, Westchester, Dutchess, Putnam, Rockland and Orange Counties, Albany, and Rochester, New York. He is at present a member of the State Executive Committee of the Association, having been elected in the fall of 1947. He served on the Executive Committee during the Building Fund Drive and was in attendance during the three day and night sessions of the Association held at Albany last May.

During the winter of 1948 he served on the Legislative Committee, dealing with bills affecting the livelihood of State employees. He is a member of the New York City Chapter and is the State-wide representative of the Judiciary.

Mr. Nolan's principal present objective is to seek legislation through the Association that will make more liberal the retirement benefits by correcting the many injustices that now exist.

Born in Brooklyn on August 19, 1885, Walter Nolan attended public and private schools. He married Maud F. Mander of Brooklyn; and they have two children, Mrs. Margaret M. Maron and Arthur E. Nolan, a law student. Mr. and Mrs. Nolan have five grandchildren. His father, Thomas M. Nolan, was a prominent builder in the old city of Brooklyn, doing much public work at the time for the Federal, State and City Governments. His father was elected Supervisor of the old Ninth Ward, City of Brooklyn, holding office from 1885 to 1890.

Mr. Nolan is a veteran of the Second Battalion, Naval Militia, New York, having served from 1905 to 1910.

Arnold W. Wise

Candidate for Representative of Taxation & Finance Department on State Executive Committee

Arnold W. Wise has been with the State since 1945. His present title is Senior Attorney. He works in the Law Bureau of the Department of Taxation and Finance, and is at present primarily engaged in matters relating to the Bureau of Motor Vehicles and the Vehicle and Traffic Law.

Prior to entrance into State service, he was engaged in the practice of law and immediately prior to his entrance into State service, for a period of three years, he was Chief Rent Attorney for the Albany District Office of the Office of Price Administration, with jurisdiction over 16 counties surrounding Albany.

Mr. Wise has been active in the affairs of the Albany Tax chapter since its formation and is now its vice-president. He is also the representative of the chapter to the Capital District Conference.

He was born in Albany on March 13, 1909. He attended Albany Academy, Union College, where he secured an A.B. degree in 1931, and Albany Law School, where he received the degree of LL.B. in 1934, and was admitted to the Bar in 1934. He is the father of five children, ages 1½ to 8.

He is a member of the Albany County Bar Association and the Lions Club and is a Director of the Albany den of the latter organization. He is well known for his activities in amateur photography, being a member of the Photographic Society of America and a past president of the Albany Camera Club and the Hudson-Mohawk Camera Club Association. Currently he is acting as moderator of a weekly radio panel discussion program called "Camera Clinic" over station WROW in Albany.

Charles H. Foster

Executive Department (Bu

Candidate for Representativ Executive Department on St Executive Committee

Charles H. Foster first ent State service eleven years ag a research aide in the State D sion of the Budget. A native Rochester, he is now Asso Budget Examiner in the divi

He is widely known in the C Service Employees Associa circles, having served as re sentative from the Executive D partment on the State Execu Committee for several years. also has served on numerous sociation committees.

A graduate of the Universit Rochester, he was awarded a lowship at Harvard Universit public administration. In col he was a member of Phi B Kappa.

Now a resident of Delmar, bany suburb, Mr. Foster is act in several Capital District orga izations in addition to the As ciation. He is a member of t Albany chapter of the Public A ministration Society and serv as a member of its council an time. He is also a member of t State Personnel Council. He h three daughters.

Theodore Becker

Civil Service Department

Candidate for re-election as De partment Representative on Sta Executive Committee

Theodore Becker, candidate fo re-election to the State Executiv Committee as representative the Department of Civil Servic has been active in Associatio affairs for many years. In ad dition to serving as president the Civil Service Departme Chapter for the first two yea of its existence, he has served Chairman of the Special Co mittee on the Revision of t Constitution and By-laws three years, and is now a memb of the Legislative, Grievance, Re olutions and Nominations Co mittees, as well as the Special Co mittee on the Organization of t Board of Directors.

On Associate Personnel Tech nician in the Examination Div sion, in which he has served fo more than 10 years, Ted Be now has supervision over the ac tivities of the Law Enforcem and Investigations Section.

In addition to writing a week column for The LEADER, he fin time to study for a fourth acade ic degree, having already acqui three, including Doctor of Ju dical Science, and to sneak in bit of fishing on week-ends, wh permitted to do so by his wi Celia, and two children, Kyla and Larry, 3.

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STATE AND COUNTY NEWS

Group at the banquet of the St. Lawrence (county) Chapter, Vernon A. Tapper, Syracuse, President of the Onondaga Chapter; Maxwell Lehman, Editor, The LEADER; J. Allyn Stearns, vice-president of The Civil Service Employees Association; Glenn W. Miller, Gouverneur, 1st vice-president of the St. Lawrence Chapter; E. Stanley Howlett, Potsdam, 2nd vice-president. Seated, Elizabeth P. Whalen, secretary; Philip L. White, president, and M. Jane Wallace, treasurer.

Stearns and Lehman Describe Model Civil Service Ideas

OGDENSBURG, Sept. 27—With nearly 200 public employees and officials of St. Lawrence county present, a special meeting heard a resume of the most advanced thinking dealing with public service.

The meeting, held September 16, was arranged and presided over by Philip L. White, president of the St. Lawrence (county) chapter of the Civil Service Employees Association. J. Allyn Stearns, of White Plains, 4th vice-president of the Association, and Maxwell Lehman, of NYC, editor of Civil Service LEADER, were the principal speakers.

The Major Speeches

Mr. Stearns examined the theme, What makes a satisfied public employee? Mr. Lehman told of corruption in public service and argued that sabotage of civil service is sabotage of democracy. Both speakers met with enthusiastic response, and both were plied with questions from members of the audience and the public officials present. It was evident that the information and the "slant" taken by Messrs. Stearns and Lehman had provided an exhilarating mental experience for the audience.

With Mr. White, Mr. Stearns and Mr. Lehman at the dais were Max J. Miller, Mayor of Ogdensburg, who later pointed out, in private conversation, the great difficulties which municipalities have in raising employee pay under the 2 per cent taxing limitation imposed by the State. Vernon L. Tapper, president of the Onondaga Chapter of the Association, had come up from Syracuse for the meeting, and was also on the dais.

Many of the local City and County supervisors were present, and all of them told of their respect for the St. Lawrence chapter, and of their desire to maintain good relations with it. The chapter during the past year has made notable gains in behalf of the employees, including entrance of the City and the County into the State Retirement System.

The effectiveness of the chapter's work is indicated by the fact that it has obtained membership not only on the county level, but in the City of Ogdensburg and the villages of Potsdam, Canton, Massena and Gouverneur. It is considered one of the most dynamic county organizations of the Association.

Much Still Undone

The VFW hall, where the dinner-meeting was held, was filled to overflowing, even though the event was in competition with an important local baseball game.

Mr. Stearns, in his address, made a unique comparison of the gains in recent years by public and private employees. The facts showed, he pointed out, that the public has many misconceptions of the advantages enjoyed by public employees, and that there is much to be done before the public servant is a satisfied employee.

He pointed out that pay levels must be in accordance with the times, and cited the "escalator" pay plan in effect in his own county of Westchester, through which the scale of pay is tied together with the cost-of-living index. He urged all local jurisdictions to provide unemployment insurance for employees. He called for proper job classification and the filling of positions by qualified employees. A variety of protections must be provided today, he said, the chief of these being security. He discussed the fact that the work-week in public service, particularly for the protective forces of the community, lags behind. And he criticized the State Retirement System as failing to provide the necessary protections which employees need. (Mr. Stearns' address is reprinted elsewhere in this issue.)

Mr. Lehman cited attempts to undermine the merit system. He told of a political leader who tried to place a veterinarian into a coroner's post, and of another county leader who attempted to place a slot machine operator as an assistant attorney general. The LEADER'S editor argued that this sort of politics is dangerous not only to the merit system, but to democracy itself since such appointees serve not the people but those who placed them in power.

Example from Japan

He gave a graphic illustration of this by pointing out how the merit system has been subverted in Japan. There, he pointed out, graduates of Tokyo Imperial University law courses hold 82 per cent of the important public jobs, constituting a self-perpetuating bureaucracy. No one not a member of the "circle" can rise on the basis of merit. These men retire early, Mr. Lehman said, to allow youngsters of the Imperial University clique to come in. But upon retirement, their departments exert intense pressure on private interests to give the retired men good jobs. Of course, for years before their retirement, these bureaucrats are really working for the private interests, not for the people as a whole, said Mr. Lehman.

"Such activity is against the best interests of the people," he added," "and its effects are the same, whether the job is controlled by a local county boss or by one of the huge financial families of Japan. It is in this sense, that the merit system is a protection for democratic government.

"Democratic government means employee organization, too, without fear of reprisal. "Where such organization exists, it has not only improved the condition of the workers but has made for more efficient public service."

He pointed out how relations between employees and administration had matured in the State of New York, and urged that similar consultative methods would improve government on the local level.

Public Relations

He then discussed the subject of public relations, and told how they can be used to keep the community informed of employee needs, how they can operate to rally local forces to the side of public workers, and to be a tool for educating public officials and achieving gains for public workers.

List of Officers

Frederica Hannan, chairman of the chapter's board of canvassers, read the names of the newly-elected chapter officers. They are:

President, Philip L. White.

1st Vice-president, Glenn W. Miller, of Gouverneur.

2nd Vice-president, E. Stanley Howlett, of Potsdam.

3rd Vice-president, Carl Baxter, of Canton.

4th Vice-president, Roy W. Countryman, of Massena.

Secretary, Elizabeth P. Whalen, of Ogdensburg.

Treasurer, M. Jane Wallace of Ogdensburg.

Executive Representative, Mr. Philip L. White.

Board of Directors: Edgar Mooney, County Laboratory; Mrs. Ruth Venier, Social Welfare Department; Miss Nona Dunn, Probation Department; Yale Gates, Public Works Department, Gouverneur; Carson James, Public Works Department; Maurice Gardner, County Offices; James Kane, Public Works Department, and Elmer Jenkins, County Sealer of Weights and Measures.

Committee Members

Those who worked on committees for the dinner-meeting were: Bety Whalen, Jane Wallace, Welthia Kip, Glenn W. Miller, E. Stanley Howlett, Mitchell LeMay, Philip L. White, Ruth Vernier, Mary Manning, Yale Gates, Carson James, Elmer T. Jenkins, William S. Mead, Edgar Mooney, and Marian Murray.

Text of Stearn's Speech In Next Week's LEADER

The accompanying news dispatch gives the substance of J. Allyn Stearns' speech. The LEADER considered his address of such importance that it will publish its comprehensive text in next week's issue.

Spencer Bates Begins Term As Tax and Finance Head

ALBANY, Sept. 27 — Governor Dewey appointed State Tax Commissioner Spencer E. Bates, of Hewlett, as Commissioner of Taxation and Finance, to fill the vacancy caused by the resignation of Commissioner Alger B. Chapman, of Loudonville, who recently resigned to manage the Dewey-Warren Presidential Campaign in New York State.

Deputy State Comptroller Allen J. Goodrich, of Albany, was appointed to the Tax Commission. He is married to Lilian G. Rosse, executive secretary to Governor Dewey.

The Public Employee

By Dr. Frank L. Tolman

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

Another Word To Members

ABOUT a year ago, just before the annual meeting, I wrote in my column "A Word To Members", to remind them that they are all members of the employees' team and that failure or success in their job relations will depend largely on how well they play their positions on their big team, particularly in the big series with the "Dewey team."

Nothing is plainer than the fact that good active players are the sine qua non of any good organization. The best possible organization is achieved when every member is an active partner in the work of the Association.

It has been my privilege and duty to speak for you on many matters vital to you and to all other public employees. I know from experience that any power or influence my words may have comes chiefly from your active support, without which nothing much can be achieved.

Participation Is a Requisite

On the radio, as I write, a self-made man is telling how he made his life significant, at least to himself. He said the secret is that he tries to understand the things nearest him and that the only road to understanding is to take some part or position in respect to each, either for or against. Neutrality and indifference are the hallmarks of little minds and little souls. Experience is the best teacher and experience as an active member of the Association in Chapter, Conference or Committee work is a prerequisite to any fair appreciation of the work of your Association.

That each member counts is the most significant fact in the Association: that he counts more and more each year is the highest objective of the Association, in my opinion. That is why I am for all the democracy there is or can be in the Association. That is why I wish to repeat what I wrote a year ago:

"The members control the organization. They delegate certain rights and powers to their delegates at the annual or any special meeting of the Association. The members elect the officers and board of directors to carry out their wishes and they confer on this board of directors and on its alter ego, the executive committees, certain independent powers and duties, but the ultimate control of the Association rests with the members.

"The Constitution and By-Laws, which set forth both the powers of members and the delegated duties of the officers, boards and committees, insure to the members complete control of the organization.

Paying Dues Is Not End of It

"It is the duty of every member to exercise the full rights and duties of membership. He should vote for his choice for officers and delegates. He should be active in his local chapter. He should offer resolutions on matters of concern to himself and his fellow employees. He should keep himself informed of what the Association is doing by reading regularly "Merit" and the Civil Service LEADER.

"To many members think their duty ends with paying the membership dues. It is not true that you buy or subscribe to certain fixed services by paying a membership fee. What is true is that by membership you unite with 40,000 public employees to improve working conditions, to protect and to improve the Civil Service plan, and to make the service of the State and local government to the citizen more intelligent and more rewarding.

Active Support by Members Essential

"The great potential and largely unused strength of the Association rests in you as a partner in your Civil Service Employees Associations. To make you in fact a full partner over 100 local and department chapters of the Association have been formed and are functioning. There is a job for every member. You can contribute your best thought and effort to the common good and progress of you and your fellow workers; the great company of public employees who are the Civil Service Employees Association.

"Your officers are merely your agents. Headquarters staff are merely your hired men. To be effective your officers must have your active support. To lead they must follow you. Together and only together can we go places and do things."

STATE AND COUNTY NEWS

Membership Drive Of Assn. to Start On Big Scale Oct. 1

Membership committees of the 132 chapters of The Civil Service Employees Association are driving to get all dues paid up promptly after October 1. Membership renewal bills are being distributed to the Association's 46,000 regulars. Invitations are going out to non-members, urging them to join and gain the advantages and benefits of organization.

Association officials have called for cooperation with the hard-working membership committees. Committee duty is voluntary, and those who serve are not paid by the Association, but are civil service employees who give up their own time to promote the welfare of their fellow-workers.

The list of membership committees was begun in last week's issue and will be continued from week to week during the membership drive. This week's list follows:

SCHENECTADY CHAPTER
Robert K. Stilson, Pres.

The membership committee consists of the following:

Frank T. Rooney, chairman, Veterans Bureau; Martha Morris, vice-chairman, Health Administration; Joseph Winkler, County Highway Engineers; Le Mar K. Beers, Treasurer's Office; Andrew Gordon, Parks & Recreation; Francis K. Taber, County Hospital; Ruth Browne, Schenectady Libraries; Julius T. Reisner, Bureau of Water; Carolyn Clark, City Hospital; Harry W. Dennington, County Welfare; William Y. Dunn, Taxation & Finance; Ruth Flanagan, Legal Administration; Arthur Orzali, Traffic & Planning; Mark Delaney, County Clerk; John Ollson, Public Works Dept.; Vivian Berning, Dept. of Education; Clifford Irving, Sewage Reduction Plant; Howard Houf, Health Centre; Chester Febbie, Schenectady Airport; Betty Mahalec, Bureau of Purchasing; Dennis V. McDonald, Engineering Bureau; Alex McCauley, County Auditor Office; Mrs. Ann Ritz, Municipal Housing Office; Edward L. Dunn, Health Inspection; Chester W. Looman, County Court House; Ann Helms, Veterans Assistance Bureau.

CAPITOL DISTRICT CORRECTION CHAPTER
Werner A. Kosters, Pres.

Nora Meehan, Chairman, Div. of Audit & Estimate—Office Bldg.

Charles Mullady, Prison Commission—Office Bldg.

Cornelia Clarke, Div. of Probation—Office Bldg.

Helen Upjohn, Div. of Prison Industries—Office Bldg.

Linda Felgueroso, Div. of Education—Office Bldg.

Nora Kearney, Administration Div.—Office Bldg.

Margaret King, Div. of Identification—43 Columbia St.

Vera Weissenberger, Div. of Identification—43 Columbia St.

Catherine Kosters, Div. of Identification—43 Columbia St.

Agnes Maloney, Div. of Statistics—43 Columbia St.

EDUCATION DEPARTMENT, ALBANY
Frederick H. Bair, Pres.
State Education Building, Albany, N. Y.

Lewis Binns, John W. Albert, Marie Tracey, Charles F. Probes, Lillian D'Armit, Walter A. LeBaron, Mary P. Schmidt, Edward S. Mooney, John G. Broughton, Samuel Clements, Harry V. Gilson, Ethel Lansing, Mary S. Lindsey, Wayne W. Soper, Agnes A. Wall, William K. Wilson, Hugh M. Flick.
23 So. Pearl St., Albany, N. Y.
William N. Fenninger.

JAMES E. CHRISTIAN MEMORIAL HEALTH DEPT. CHAPTER
John R. Clark, Pres.

Charlotte M. Clapper, Chairman, Executive Office; Carmen Colaneri, Sanitation Bureau; Murray Cooper, George Fisher, Office of Business Administration; Clifford Hodge, Office of Public Health Education; Ruth Kelly, Div. of Tuberculosis Control; Loretta Mattimore, Office of Vital Statistics; Helen V. McGraw, Office of Personnel Administration; Mrs. Beatrice Ruefle, Albany District Office.

CHAUTAUQUA CHAPTER
Raymond J. Emerling, President

Frank C. Mutch, Chairman, 60 Cass St., Westfield; Herbert Crandall, Highway Dept., 454 N. Work St., Falconer; Mrs. Esther England, Newton Memorial Hosp., Cassadaga; Alfred Randall, Dept. Public Welfare, Mayville; John Fairbanks, No. 4 School, Dunkirk; Harold G. Williams, Central School, Forestville.

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What Employees Are Doing

Ray Brook

With the first fall meeting the monthly sessions of the Ray Brook Chapter of The Civil Service Employees' Association were resumed. Hereafter the meetings will be held the second Wednesday of each month.

Those selected to serve on the Membership Committee for the ensuing year, for the Main Building, are: Mary Starks, Dora Pryne, Catherine Rice and Henry Swan; for the Infirmary Building: Rudolph Berger, Chairman, William Langus, and Richard Moon; and for the Maintenance Department, Herbert Neale. Elizabeth Miller and Mary Margaret Reilly will continue to serve on the Sick Committee for another year. The two delegates elected to attend the Annual Meeting of The Civil Service Employees' Association for the entire State of New York to be held in Albany October 5th and 6th were Eunice Cross and Emmet J. Durr.

The Ray Brook Chapter is sponsoring bowling teams this year in the local leagues and representing the women's team are Dorothy Rusiniak, Dorothy Lezak, Jeannie Farmer, Nina Perry, and Edna McGloin. The men's team includes John O'Gara, Joe Roberto, William Wigger, Joe Lorich, and Jack Mlynarczyk.

The meeting of the Central Conference and the Picnic held at Beck's Grove near Rome, N. Y., on August 21st and 22nd with Utica as the host was attended by Eunice Cross, Clara Holt, Dorothy Lezak, Gene Oliver, Henry Swan, and Emmet Durr. Mr. Durr also attended the Rome State School Employees' Clambake on August 25th as a guest of Hilda and Gordon Shackley of Rome.

Recently returned vacationers include Mary and Henry Swan, Frank Witkowski, John Arnet, Edna McGloin, Frances and Leonard Pelkey, Walter Ryan, Martha Miller, Elsie Harder, Jessie Jackson, Mary Loudon, Martie Burns, Dorothy Lezak, and Gene Oliver. Among those now on vacations are Harry and Marguerite Sweeney, James O'Rorke, Marge Davie.

Ferne L. Wilbur has been appointed Publicity Chairman for the Chapter's activities.

Steuben County

Catherine V. Canny, president of Steuben Chapter of The Civil Service Employees Association, has named the following as nominating committee for presentation of a slate of officers for the coming year for Steuben Chapter:

Clerk's Office—Lee P. White, George, J. Perry, Helen Manning.

Surrogate's Office—Margaret P. Evans and Louise B. Whitney.

Public Health Nurses — Jean Curry and Ruth Sherwood.

Highway Department—Wm. G. Look, Frank E. Crane, Jessie Lamphier, Ward Woodward, Frank Buchanan, Walter Hammond, Francis Short.

Welfare Department — Florence Johnson, Mary Ellen Betty, Dorothea Zaremba, Elizabeth Morse.

Supervisors — Walter Anderson and Marion Nash.

Treasurer's Office—Edna Mann.

Attorney's Office—Anna Blakely (all of above at Bath).

Laboratories — Lois Church of Corning.

Ethel Fisher of Bath, Edw. Gustina of Hornell.

Health Department of Corning —Dr. H. E. Elwood and John Obourn.

Brooklyn State Hospital

The Brooklyn State Hospital chapter, The Civil Service Employees Association, last week elected its slate of officers for the coming year. William J. Farrell, its long-time head, was re-elected president. The names of additional officers: Mrs. Lida McDonough, vice-president; Mrs. Catherine Collins, secretary, and George Farrell, treasurer.

Members of the Executive Council are Katherine M. Sullivan, Lily Nash, Anna Robinson, Henry Girouard, John O'Kane, Lillie Dowling, Margaret Jeronsky, Josephine Kelly, John McLean, James Dart, John Drogue, Robert Laughlin, Eleanor Douglas, Dr. Duncan Whitehead, Catherine Breitelstein and Carrie McCourt. Delegates are James Dart and Katherine M. Sullivan.

District 10, Public Works

At its second annual meeting District 10, Public Works chapter, unanimously voted to join the Metropolitan Conference of the Association.

The chapter also voted to present a resolution to the Association at its annual meeting in October to provide for the payment of holiday wages for all legal holidays for per diem employees of the Public Works Department. In commenting on this resolution, President William Greenauer stated: "The acceptance of the principle behind this resolution by the State will equalize an injustice of long standing where permanent employees of the Department of Public Works have been denied the payment of their wages for holidays because of the technicality of their being per diem employees."

The chapter also held its annual elections. William Greenauer was re-elected president and Emmons Dean first vice-president. The following officers were also chosen: Second vice-president, Thomas Lee; third vice-president, John Schneider; secretary, Donald Deezndorf; treasurer, Frank Hirsch; delegates, Elmer Way, Carl Hunstein, Joseph Maher, Alfred Downs. The new members of the executive council are: James Flinn, Clifford Hunting, James Sweeney, LeRoy Peters, Simeon Boerum, Henry Ray, George Sommers and Joseph Kadane, Jr.

Among the guests at the meeting was John F. Powers, sec. ond vice-president of the Association, who congratulated the chapter upon its splendid program during the past year. Other guests were George H. Siems, p dent of the Long Island I County State Park chapter, Clyde Morris, treasurer of Metropolitan Conference of Association.

Elmira

About 75 Elmira Reform Guards under the direction Guard Frank Crowley and tary Instructor Stephen Holl paraded at Horseheads in closing event of the annual York-Pennsylvania Volunteer man's Association convention

The guards drew forth favorable comments along the tire route for their neat ap ance and snappy march step

After the parade a compe drill contest was held in Ha Square. A drill team of 30 gu entered the competition with teams not members of the ass tion. The squad took first in this contest and won $25. drill squad received a great of credit for its excellent sh ing as it had had only two h preparation. Guard Crowley Mr. Holleran performed a creditable piece of work in w ping the squad into shape in a short time.

A party was held for all ployees of the institution at Skeet Club. About 125 emp ees attended and enjoyed a nic supper. All praised the cellent repast and general time.

Among those present were C onel Leroy Weaver, Superint dent, and Colonel W. H. Du Assistant Superintendent Peter Apenowich, a retired Gu The party was under the gen direction of Frank Crowley. was ably assisted by Ed Upd Ken Whited., Ron Thomas, Loughlin, Ken Lewis, Frank B and others.

The drill team donated its money toward the expense of party. It is planned to hold other such party soon.

Teamwork Marks Campaign On Vote and Membership

ALBANY, Sept. 27—The headquarters staff of the Civil Service Employees Association pitched in lustily to distribute all the literature necessary for both the membership drive and the election of officers.

Executive Representative William F. McDonough and Field Representative Laurence J. Hollister visited all chapters from Albany to Long Island, handing out bills, ballots and letters to members to be signed by the chapter president.

A four-page folder which included a letter from Dr. Frank L. Tolman, the Association president, presented strong arguments to non-members why they should join the Association, and details of the Association's wide range of services, with handy application blanks attached. Also, an October calendar was distributed, which constituted a bulletin urging non-members to join up. The calendar bore a red circle emphasizing the official date of October 1 as the start of the membership drive.

Lochner Lends Big Help

Joseph D. Lochner, Executive Secretary of the Association, gave Charles R. Culyer, Field Representative, assigned to the County Division, a big lift at several upstate locations. Joe's car, like Larry's, strained at the springs under the burden, but all the doughty representatives bore up without sign of fatigue.

The other employees at headquarters did their full share of the clerical work, putting in extra long hours and seeing that everything ran according to schedule and without any slip-up.

The chapters reciprocated in kind. Some of them had all their literature in the mails within two days after its receipt. Others who could not accomplish such a rapid turnover because of limited facilities, nevertheless got the literature out as fast as possible and well within the time limit.

Mr. Hollister stayed in NYC after completing his Long Island tour and aided President Michael L. Porta and Membership Chairman Kenneth A. Valentine and the committee members on the NYC chapter membership drive. Mr. Valentine is the Representative of the Public Service Commission on the State Executive Committee of the Association and is a candidate for reelection.

Mr. Porta thanked Mr. Hollister at the chapter meeting for the big lift.

Six Titles Are Allocated By State Salary Board

ALBANY, Sept. 27 — The State Salary Standardization Board allocated six titles which had not previously been allocated. They follow:

Administrative Supervisor of Corporation Tax Records, (Taxes and Finance), effective April 1, 1949, G 25.

Business Consultant (Arts and Crafts), Commerce Department, effective September 20, 1948, G 19.

Juvenile Aid Representative, (Youth Commission), effective September 14, 1948, G 12.

Photo Fluorographer, effective September 19, 1948, G 5.

Senior Photo Fluorographer, effective September 10, 1948, G 10.

Senior Scientist (Psychology), Mental Hygiene, effective September 20, 1948, G 20.

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Tabulating Machine Operator (o.c) (Remington Rands), Sales Tax Dept., Erie County: — Alice M. Cartner, E. T. Romatowski, Edith Garlock, Lois H. Cole, Yolanda Bellanca, Margaret Jackson, Grace Panzica.

Supervising Medical Social Worker, (o.c.), Dept. Public Welfare, Westchester County:—M. M. Cornehlsen, Rosemary Skonnord.

Sr. Medical Social Worker (o.c), Dept. Public Welfare, Westchester County—Frances E. Brown, Rosemary Skonnord.

Social Welfare Posts Filled

ALBANY, Sept. 27 — Governor Dewey appointed Henry Root Stern, of New Hyde Park, a member of the State Board of Social Welfare, for the Tenth Judicial District, appointed County Welfare Commissioner Mell A. Gooch, of New Hartford, and Mrs. John M. Foley, of Rochester, and reappointed Mrs. John W. Brooks, of Syracuse, members of the Board.

Chapter Activities

Warwick

The Warwick State School Chapter elected the following officers to serve for the coming year: President, Francis A. MacDonald; vice-president, John Wolek; treasurer, Michael J. Fitzgerald; treasurer, Susan Fry.

New Hampton

The New Hampton Chapter elected the following officers: president, Lester Crookston; vice-president Carl J. Eklund; treasurer, Frank Bianchi; secretary, Daniel J. Dragonette; delegate, Charles H. Davis.

Rochester State Hospital

The employees of the Rochester State Hospital chapter attended a dinner party at the Newport House on Irondequoit Bay in honor of the appointment of Dr. Robert Wise, of Rochester State, as Assistant Director at Craig Colony, Sonyea. It was necessary to make it a dual affair as Doc had taken unto himself a wife, the vice-president of the Rochester State Hospital chapter, Elinora Ayrault.

Dr. Kenneth Slaght, Acting Director, officiated at the presentation of gifts to both the bride and bridegroom. Among the gifts for Mrs. Wise was a Mixmaster and a wrist watch. Dr. Wise received a set of matched luggage.

Speakers included John A. McDonald, Chief Supervising Nurse; Frank Glover, Supervising Nurse; the Rev. Eugene Golding, Catholic Chaplain; Patrick J. McCormack, Senior Business Officer, and Mrs. Anna Nichols, Supervising Nurse.

The chapter wished the couple the best of everything in the future and regretted the loss of two of its most active chapter members, both of whom also regularly attended Western Conference meetings.

Conservation, Albany

Delegates elected to the annual convention of the Civil Service Employees Association were: Kinne F. Williams, Rose Mularkey, Harold Klingaman and Fred Everett.

The chapter held an enjoyable clambake September 23 at Brookside at West Sand Lake for all Department employees and their friends. Besides the regular bake, refreshments, clams, hotdogs and chowder were served in the afternoon and baseball, horseshoes, dancing and other games will be enjoyed. The committee consisted of Henry Teal, Superintendent of Law Enforcement, chairman, William Tinney, Personnel Officer, co-chairman, Joseph O'Brien, of Bureau of Game Farms, in charge of tickets and Fred Everett, Senior Editor, Conservation Publications, in charge of publicity.

Schenectady

The Schenectady chapter of which Robert K. Stilson is president, will hold a general meeting at 7:30 P.M. on September 30 at the USO Building, 205 Clinton Street. It will review gains and make pains for the 1948-9 fiscal year. The membership drive will be discussed.

St. Lawrence Hospital

The St. Lawrence State Hospital Chapter of The Civil Service Employees Association elected the following officers: President, Clarence Linson; vice-president, Carl Premo; treasurer, William Kotz; secretary, Marjorie McCaffrey, delegate, Ernest Richardson; alternate, Francis Leroux. The Executive Council is composed of Irene Cunningham, Carl Dowdall, Mrs. Blanche Spilman, Thomas Curtin, Mrs. Irene Holmes, Dr. Alta Brown and Matthew Roshirt.

Board Ready to Report On Classifications

Special to The LEADER

ALBANY, Sept. 27.—The Classification Board has surveyed all State tuberculosis hospitals, including the three that the State recently took over from county government. Positions to be reclassified include those in the older tuberculosis hospitals in the Department of Health.

Chairman J. Earl Kelly said that the report on this project is ready to be submitted for Board action.

The LEADER learned that some changes in classification in the TB hospitals will be recommended by the Classification Board. Whether these changes would be effectuated will depend on whether the Budget Director and the Civil Service Commission approve.

Action Soon on Hospital Appeals

The Board has completed the hearing of appeals from classifications in the three tuberculosis hospitals that the State took over recently—the Broadacres Sanitorium in Utica, the Onondaga Sanitorium in Syracuse and the J. Adam Memorial Hospital, Perrysburg. These were appeals by individual employees and were not group appeals.

It is known that recommendations will be made by the Board to grant some of the 57 appeals taken in. Adams, six in Broadacres and four in Onondaga.

Education Job Survey

The Board has a heavy work load under way. It is in the midst of a survey of all the positions in the Education Department, and has just completed a study of written job descriptions of these positions. Soon it will interview employees holding the positions in that department and finally will make its recommendations to the Budget Director.

Another project under way is a study of the jobs in the Department of Agriculture and Markets. This follows the completion of a similar survey in the Banking Department, excepting jobs of field employees. The Banking department project is ready for Board action, affecting office and clerical jobs.

The Classification Board has been busy classifying jobs of the employees of the Long Island State Park Commission, most of which were never classified before. Recently Mr. Kelly personally held interviews at Jones Beach State Park. At that time, Laurence J. Hollister, Field Representative of The Civil Service Employees Association, was present on behalf of the employees. The present indication is that if the proposed classification recommendations of the Board are adopted, most of the positions will be on a permanent basis. In general, the positions have heretofore been treated as seasonal.

Armory Problem

A problem before the Classification Board is whether the State should classify the jobs of the armory employees through the Civil Service Commission. The question of jurisdiction arises. However, whether the classification will be effectuated by the State Commission's Classification Board or through the Division of Military and Naval Affairs, it is expected that Mr. Kelly's Board will do the survey nevertheless.

The Board has recently completed the classification of the Division of Military and Naval Affairs, exclusively of the armories, and the final recommendations have been sent to Budget Director John E. Burton. His action thereon is being awaited.

The other members of the Board of Classification are Arthur F. Maloy, of the Division of the Budget, and Robert G. Blabey, of the Department of Agriculture and Markets.

CANDIDATE

Harry Fritz

State Vocational Institution, West Coxsackie

Candidate for State Executive Committee representing Correction Department

Harry Fritz has served the State since August 1, 1930, when he became a member of Troop "G," New York State Troopers. After six years with the Division of State Police he resigned to accept a position as Prison Guard and was assigned to the first session of the Central Guard School at Walkill Prison. At Sing Sing Prison in 1937 Mr. Fritz was awarded a silver medal and a certificate of merit. He was chosen to deliver the address for the graduates. After completing the course at this school he was assigned to the Institution for Male Defective Delinquents at Napanoch and shortly thereafter transferred to the New York State Vocational Institution at West Coxsackie, where he is now assigned.

Mr. Fritz has always been active in civil service affairs. He was instrumental in organizing the New York State Vocational Institution chapter and became its first President. He has served this chapter in a variety of capacities and is the present chapter delegate. Mr. Fritz served as the Department of Correction representative on the Executive Committee of the Association for two years. He resigned upon entrance into the armed forces during the war and appointed Leo Britt to complete his unexpired term. Mr. Fritz maintained an active interest in the Department of Correction, Civil Service Conference and for two years served as president of that group. He was appointed a member of the Special Building Fund Committee by Dr. Tolman.

During the war he was attached to the 28th United States Construction Battalion and participated in the Normandy invasion, landing on Omaha beach head on D-Day plus 1. He also served on Okinawa, where he won a promotion to Chief Gunners Mate.

Mr. Fritz was born in Watervliet, N. Y., on April 1, 1909 and now resides in Cairo, N. Y., with his wife and son Chester. He is an officer of Kedomah Lodge No. 693, Free and Accepted Masons. He is an ardent firearms enthusiast and is considered a good revolver shot. He has been the firearms instructor at the New York State Vocational Institution. Mr. Fritz enjoys good music; swimming, skating, hunting and fishing.

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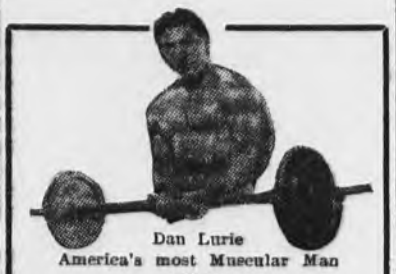

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A THOUGHT FOR THE WEEK

When a man has not a good reason for doing a thing, he has one good reason for letting it alone.—*Walter Scott.*

Civil Service LEADER

Tenth Year

America's Largest Weekly for Public Employees

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TUESDAY, SEPTEMBER 28, 1948

Association Sets Example of Zeal

THE expert preparation for and the resounding agenda of the Civil Service Employees Association for its 38th annual meeting in Albany on October 5 and 6 set a splendid example of how a public employee group should function. The eminence of its chief guest speakers, Arthur S. Flemming, ex-U. S. Civil Service Commissioner, and Herbert C. Gerlach, Westchester County Executive, attests to the esteem in which the Association of State and county employees is held by leaders in Civil Service.

The Association has achieved notable gains for employees. As one stands impressed at the competence and zeal of its leaders, and the effective support they and the Associaton projects get from the members, one cannot fail to correlate effect and cause and say, No wonder!

Your Pre-election Ammunition

The score card of rising costs published in last week's issue of The LEADER was so well received that we have decided to publish it each week before election. The idea is to keep it handy for discussions with candidates, to see how they feel about the living-cost problem of Civil Service employees—and after election be sure that these candidates keep their word.

Staple	*percentage increase*
MILK	100
NEWSPAPERS	75
BUTTER	300
EGGS	175
MAGAZINES	200
BREAD	100

During this same period, workers in nine representative basic industries, according to the United States Bureau of Labor Statistics, received increases averaging 120 per cent during this same perod.

YOUR increases on a general average have amounted to 2 per cent.

These figures speak louder than words. Use them.

Remember, too, to keep watch on the candidates. Check to hear what they say they will do to assure you that the Civil Service employee no longer remains the forgotten man. And see that these candidates keep their word after November.

Tallamy Succeeds Sells As Public Works Head

ALBANY, Sept. 27 — Governor Dewey appointed Bertram D. Tallamy, of Buffalo, as Superintendent of Public Works to succeed Charles H. Sells, of Pleasantville, who resigned. Mr. Tallamy was Chief Engineer of the Department of Public Works and formerly was Deputy Superintendent.

Don't Repeat This!

THAT Fire Lieutenant transferred from Harlem to Staten Island, five hours' round-trip travel from his home in Queens, stirred up excitement. Fire Commissioner Frank Quayle gave as the transfer reason, the Lieutenant's "pnernicious political activity."

The Fire Lieutenant up and spoke at a meeting of a Democratic district club in Queens, saying that the Democratic candidate for Congress had aided Commissioner Quayle to get a bill passed at Albany for a free hand in naming the top uniformed boss. (The Fire Lieutenant had been up there pitching against the project and Governor Dewey vetoed the bill.) So the speaker urged that the club repudiate the Democratic candidate and indorse his Republican opponent.

Federal employees in Wisconsin bit their finger-nails because they couldn't get out to campaign for the man who did so much for their pension liberalization and pay increase—Representative William H. Stevenson, of Langer-Chavez-Stevenson bill fame. He got licked in the primary election. Ranking member of the House Post Office and Civil Service Committee, too. . . . In the State of Washington the son of the President of the U. S. Civil Service Commission won the Democratic nomination for Congress—Hugh Mitchell, former U. S. Senator.

Vacancy on the U. S. Civil Service Commission resulting from the resignation of Art Flemming, looks like a spot to which President Truman is planning to name a young fellow named Frederick M. Davenport, who has a doctor's degree and a birthdate in 1866. . . . Mass suspension of U. S. employees for loyalty reasons is under way in Washington. Grand Jury to get some of the cases.

State Insurance Fund, protesting upgrading of two positions by the Salary Standardization Board, got nowhere with its amazing stand. Board stood by its guns. Bravo! . . . Applicants for jobs with the Economic Co-operation Administration who ever subscribed to the Washington Bookshop to save a few cents are out of luck. U. S. Attorney General had frowned on the shop.

People speculating about N. Y. County D.A. Hogan as possible Fusion candidate for Mayor don't know that he has his heart set on the Supreme Court Bench. . . . Opinions from Corporation Counsel in NYC now come down in a matter of weeks, under Jack McGrath, instead of taking months.

Vernon L. Tapper, who works in the Syracuse Parks Department and heads the Onondaga County chapter of The Civil Service Employees Association, is a whiz at municipal finance . , . If Comptroller Frank C. Moore should head the GOP gubernatorial ticket in New York State, don't be surprised to hear the name of Herbert C. Gerlach, Westchester County executive, pushed for the Comptrollership.

WHAT EMPLOYEES SHOULD KNOW

Does Ignorance of Procedure Excuse an Employee

By THEODORE BECKER

IGNORANCE of the law is no excuse for non-compliance by the public but ignorance of established departmental procedures and practices is an excuse for non-compliance by a public employee. This is the conclusion which may be drawn from a recent ruling of the Appellate Division of the Supreme Court in a case involving a State employee.

This employee was demoted to a lower grade position after being found guilty of charges and specifications after a hearing to which he was entitled as a war veteran. By law the veteran was also entitled to and did take an appeal based on the record of the hearing which, he contended, did not sustain the charges—the burden of proving incompetency or misconduct at the hearing being upon the person making the allegations.

Of the four charges, the first three allege, in effect, that the veteran failed to follow "prescribed procedure," " accepted practice" and "office rules and regulations." The fourth charge was that he failed to advise superiors of the pendency and progress of a compensation claim based on his injury in the course of his employment. (His employer, The State Insusance Fund, was also the insurance carrier which would have to pay any award made in the compensation case).

No Memorandum, No Knowledge

As to the first three charges, the Court felt that the employee's guilt or innocence would depend upon proof that he had been made aware of a certain memorandum issued by the home office indicating a change in procedure in the method of handling compensation claims.

The Court reviewed the record on this issue and concluded that it failed to sustain a finding that knowledge of the change of procedure was brought home to the employee, who denied that he ever received a copy of the memorandum. No witness testified p itively that the employee had ceived a copy of the memo dum. One witness "assumed had been sent to him. Ano could not "recall defini whether he delivered a copy the employee but stated secretary (who was not called a witness) probably did." hearing examiner merely st a "belief" that the memoran was sent to the employee and the opinion of the Court, i cated there was doubt abou by stating that even if unawa the contents of the memo, employee's method of hand the claim in question "would m unfavorable criticism."

As to the fourth charge, Court found no proof that employee was ever advised, quested or ordered, orally o writing to inform his super of the progress of his claim, w the hearing examiner reported employee was under a moral ligation to do. No bad faith fraud in the employee's comp sation claim was charged.

Holding that the burden proof was not met by the empl ee's accusers, and that this fect may not be remedied by fi ing the employee guilty on g eral principles, the Court orde the employee reinstated. (Hu phrey v. State Insurance Fu 274 App. Div. 230).

Effect of Decision

If the Court's ruling is not set on appeal, supervisors may called upon to take special pa to guarantee that the procedu which subordinates are expected follow have been brought to th attention. Don't be surprised incensed, therefore, if your s pervisor asks you to sign for ev memo you are given or show He may be merely carrying the instructions given to him which he also may have been quired to sign) to avoid the exc that you never saw the mem andum.

Comment

More Readable Than Ever

Editor, The LEADER:

For a long time I have been meaning to congratulate you on the greatly improved typographic appearance of The LEADER. It certainly looks handsome nowadays, and is more readable than ever. It strikes me as an indispensable **vade mecum** to the State employee and a great asset to our Association.

CHARLES F. GOSNELL
State Librarian

What Goes on Here!

Editor, The LEADER:

Much hue and cry have been raised about neglected State institutional employees, understaffed State hospitals, the need for better care of state mental patients, and pleas for an enlightened public more aware of the problems of mental illnesses.

With this general situation, I am earnestly in agreement. Yet, it is good for the system to consider unpleasant factors in a discussion of the matter. For example, recently, I observed the following:

1. Three female institutional employees washing and cleaning the automobile of a staff doctor on a mid-week visiting day. I know it was not their off-day because I have seen them in the visitors room when their services were required. If there were not enough visitors to occupy their time, the attendants surely could have been used to good advantage in caring for patients.

2. A burly and surly female nurse man-handling a woman patient upon directing the patient to enter a ward and without giving her a chance first to comply. Whether or not the patient is of the active type, she should have been given opportunity to enter on her own before being coaxed. It was heart-rending to see her so abused without any reason for it.

3. Several young male doctors wholly indifferent to the cases being discussed with families of patients. It seems these youngsters have an air of omnipotence and utter unconcern for the respon bilities with which they charged. It seems rather they using hospital appointments me ly to acquire experience witho any interest in the humanitar aspects.

If there is one important n in State institutions, it is for professional pride in duty. Th appears to be much indifferen among doctors, nurses and atte ants that their patients are human beings who need und standing and consideration, if th are to improve. I fully realize h excited and uncontrollable patie can become. Still, I have oft noticed how patients are treat like rough cargo without cau Use compulsion when necessar but do not become conditioned use force regardless of the c cumstances.

JOHN SULLIVAN

The LEADER would be interes in hearing from State hospital wo ers about the matters raised by Sullivan.—Editor.

Thanks From Dannemora

Editor, The LEADER:

On behalf of the employees the Dannemora State Hospital, wish to take this opportunity thank you for the editorial re tive to competitive civil service can assure you that it was grea appreciated. Will be looking f ward to seeing more in your e torials of the same kind of suppo for our cause. Thank you.

HOWARD J. ST. CLAIR
Pres., Dannemora State
Hospital Chapter,
The Civil Service
Employees Association

BRIDGE PAINTER STUDY A

The Municipal Reference L rary has study material for t Bridge Painter examination.

The Library has a collection previous examination questi papers and answers which are a open to the people for consult tion. Hours are 9 AM to 5 P on week days and 9 AM to 1 P on Saturdays. The library is Room 2230 Municipal Buildi Chambers and Centre Streets.

New Service Rating Plan To Be Extended by State

ALBANY, Sept. 27—The State Civil Service Commission has approved a report by the State Personnel Council recommending that new service rating procedures as tried out in three State departments be continued.

In adopting the recommendations, the Commission indicated that the program will be expanded in the coming year to include several new departments.

The Commission acted on the report at its September meeting. The report was the work of a special sub-committee, appointed by the Council.

Under the new plan, employees are rated under five grades: unsatisfactory, fair, good, very good and outstanding. The rating is done on specifications drawn up for the particular job instead of on a general basis as under the former system.

Approval by the Commission of the Personnel Council report and the continuation of the use of the new rating system may mean extension of the plan to cover all State employees after the expanded 1949 "tryout period."

Service ratings are important to State employees as annual increments in salary are withheld if an employee is rated unsatisfactory. In addition, the ratings are given weight in State promotion examinations.

STATE AND COUNTY NEWS

cFarland ays, Speed esolutions

LBANY, Sept. 27—Jesse B. arland, first Vice-president The Civil Service Employees ciation and chairman of its mittee on Resolutions for the ual meeting, this week urged chapters to submit resolutions nptly to expedite the work of convention opening October 5. e pointed out that resolutions consideration of delegates uld be sent to the Resolutions mittee, care of Association dquarters, Room 156, State itol, Albany, as early as pos- e.

lready some 30 resolutions have n submitted to the committee, announced. They deal with ries, working conditions and eran preference.

Committee Members

ommittee members, in addi- n to Mr. McFarland, include: n F. Powers, Labor; J. Walter mnix, Mental Hygiene; George Fisher, Executive; Harry M. lon, Correction; Angelo J. nato, Conservation; Paul W. rtwood, Education; Robert lough, Education; Clarence W. S ott, Public Works; Theodore ker, Civil Service; Charles H. ter, Executive; Charlotte M. pper, Health; J. Lesie Winnie, emung County, and Andrew C. yle, Labor.

omeroy Is Reappointed

ALBANY, Sept. 27 — Governor wey reappointed Donald T. meroy, of East Syracuse, a mmissioner of the Central New rk State Parks Commission for ive-year term. Mr. Pomeroy is e-chairman of the Commission.

HELAN NAMED IN BUFFALO

Gerald A. Whelan has been re- pointed a member of the Buf- o Civil Service Commission.

Blueprint for Action Drawn for Assn. Meeting

ALBANY, Sept. 27 — A "blue-print for action," designed to meet the major problems facing public employees, will be drawn up at the 38th annual meeting of the Civil Service Employees Association here on October 5 and 6.

The convention, expected to draw between 400 and 500 delegates, has been termed by Dr. Frank L. Tolman, Association president, "the most important meeting in our history."

At this time the policies and goals for some 46,000 public employees will be determined in what may result in a "renaissance in public service," according to William F. McDonough, executive representative of the Association.

The agenda for the annual meeting will include departmental conferences, meetings of regional conferences, special panel discussions and hard-hitting general sessions where the core of the Association program will be determined.

Magnificent Example of Unity

In reviewing reactions of Association chapter presidents concerning plans for the convention, as expressed in recent meetings in Poughkeepsie, Goshen, Freeport and NYC, Mr. McDonough told The LEADER.

"The Association presents a magnificent example of unity and enthusiasm as delegates prepare for the annual meeting."

He said chapter presidents and other officers representing state and municipal employees within the state indicate a "marked pride in and concern for the great public services performed by the several hundred thousand civil service employees in the civil service of the state and its subdivisions."

"Their principal concern and worry," Mr. McDonough added, "are about the functioning of civil service commissions and the completeness of recruitment and promotion of public workers on the basis of merit and fitness."

Association Led The Way

Pointing out that the Association has led the way in preaching and practicing the creed that civil government is the most vital and essential business in American democracy, Mr. McDonough said "the Association makes its plea for proper respect and reward for public workers on the grounds they must be highly efficient and that the peoples' most important interests suffer when the supply of efficient government personnel is depleted by reason of inadequacy of pay scales or poor working conditions."

What to Expect

Speaking of a blueprint for action to be developed at the annual meeting, Mr. McDonough said it seemed certain that delegates will call for:

"(1) A thorough revitalization of the functioning of civil service commissions on all levels.

"(2) A writing into law of a progressive public employee labor relations measure providing for employer-employee committees in all departments, institutions and divisions of government.

"(3) The inclusion of present temporary salary adjustments in basic scales and a cost of living emergency adjustment plan hitched to the cost of living index along the lines of the Westchester County plan.

"(4) A liberalization of the Retirement System with emphasis on the Association's 55-year plan.

"(5) Extension of the competitive class to many thousands now not covered.

"(6) Recognition of a maximum 40-hour week in all services where longer hours now prevail with pay at time and one-half for overtime.

"(7) A plan to provide for non-charging of meals not taken in state institutions.

"(8) Civil Service status, rights and privileges and adequate salary adjustments for Armory employees.

"(9) Civil service status, rights and privileges and adequate salary scales for employees of State Colleges, Schools and Authorities and Commissions.

"(10) Demand for ridding public service of all communistic and subversive elements and for complete loyalty within each government unit."

Sound Principles Wanted

Pointing out that civil service systems suffered seriously under war conditions, Mr. McDonough said "the war has been over for three years. It is time to correct all shortcomings."

Predicting that delegates to the annual meeting will demand a return to the sound principles embodied in the Constitution and basic laws relating to public personnel administration and capable adherence to such laws, Mr. McDonough added:

"It is clear that the first hand information relating to what is best for the public service on the part of Association delegates and members, together with their intense loyalty to citizen interests, will impress the leaders of the State, County, City, Town, Village and each district government in New York and will result in a renaissance in public service."

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Probation Test Voided In Rochester

ROCHESTER, Sept. 27.—A Supreme Court ruling voiding the promotion exam for Director of Probation of Children's Court represented a victory for Mrs. Jennie E. Jacques, Assistant Director of Probation, who prompted the legal tussle over the appointment of Edward F. Geen as Probation Director to fill one vacancy left by the registration of Harry O. Argento.

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fficers of NYC Chapter nstalled by Powers

resident Michael L. Porta and other officers of the NYC pter of The Civil Service Em- yees Association were installed the Association's 2d vice-presi- t, John F. Powers, at a dinner eting held at Willy's restau- t on William street.

The other officers are William Hopkins, 1st vice-president; tor J. Paltsits, 2d vice-presi- t; William Teitelbaum, 3d e-president; Joseph J. Byrnes, asurer; Edith Fruchthendler, ording secretary; Mrs. Elvira rt, corresponding secretary, and s. Marie S. Lauro, financial sec- ary.

Mrs. Lauro was absent because the death of her father. A olution of condolence was adop- d.

t was the first meeting of the apter year and was well at- nded.

After the installation there were ef speeches by Mr. Paltsits, airman of the Metropolitan nference; Laurence J. Hollister, ld representative of the Associa- n, and H. J. Bernard, executive itor of The LEADER.

Gavel and Flags Presented

Mr. Porta was presented with a vel by the membership and the apter received from the Metropolitan Conference, through Mr. Paltsits, a table flag stand with an American flag and the State flag, to be kept at the chapter office and used at meetings as a symbol.

Employees of the State Insurance Fund asked approval of the formation of a separate chapter. A petition to that effect is before the State executive committee. There was a difference of opinion on immediate action and a voice vote decided that the chapter should request the State executive committee to defer approval, pending further study. The sense was that if the Insurance Fund members finally adhere to their present position that the request should be approved. The question was whether the employees of that Fund would benefit by having a separate chapter.

The petition will be up for consideration at the September 30 meeting of the State executive committee.

The chapter voted unanimous indorsement of the candidacies of Mr. Powers and Biagio Romeo. Mr. Powers is running for re-election as 2d vice-president. Mr. Romeo, president of the Psychiatric Institute chapter, is seeking write-in votes for the office of 5th vice-president in the Association election.

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Officers Emphasize Significance of Meeting of Assn.

ALBANY, Sept. 27.—Behind the preparations for the 28th annual meeting of The Civil Service Employees Association is a significant story.

It's the story of an association, organized in 1910 that is recognized today by Governors, members of the Legislature and county and municipal officials as a real representative of public employees.

When between 400 and 500 delegates assemble for the 38th convention, it will be the largest meeting of representatives of public employees in New York State history.

The decisions of the convention will be carried to subdivisions of the State and to every operating department of the State government as the representative attitude of 46,000 public employees who with their families number at least 160,000 citizens of this State.

The Association is an independent organization. In the words of Dr. Frank L. Tolman, president of the Association, "The founders of the Association believed firmly that public employees like employees in private industry needed vigorous representation as an organized group before the officials of government and with the people. They believed that the character of civil government as compared with private business called for direct, independent organization of State employees with representatives chosen from among employees themselves, rather than to be a part of industrial unions or other organized workers having allegiance and paying dues to leaders far distant from their employer—the State of New York."

Time Is Ripe for Gains

According to Association officers, the problems facing the 38th annual meeting are many, but "the time is propitious for substantial gains in employment practices."

These gains will be registered in the framework of the purpose and policy of the Association as outlined in Article II of the Association Constitution, which reads:

"This Association is organized to uphold and extend the principle of merit and fitness in public employment, to maintain and promote efficiency in public service and to advance the interests of all civil service employees. It is dedicated to the principle that Government is the servant and not the master of the people, that its objectives are to be attained by truly democratic methods, and, with the conviction that the people are entitled to uninterrupted governmental service, it renounces the use of the strike by public employees."

Membership Campaign Sets 100 Per Cent Goal

ALBANY, Sept. 27.—A two-pronged membership campaign by The Civil Service Employees Association will be launched next week at its 38th annual meeting here to obtain:

One hundred per cent organization of 60,000 State employees of whom over 40,000 are now members of the Association.

Fifty thousand members from county and municipal subdivisions of the State government.

Association officials set the membership goals for the fall drive in a special statement to The LEADER this week. The drive will be under the direction of Joseph D. Lochner, executive secretary of the Association, assisted by staff members and membership committees throughout the State.

Special membership campaign literature has been prepared and placed in the hands of some 135 association chapters.

The "campaign kickoff" will come at a meeting of all delegates and representatives to the 38th annual convention from 4 to 6 P.M., October 6, in the Crystal Ballroom of the DeWitt Clinton Hotel.

Strong Argument to Prospects

At this meeting, special appeals to State, county and municipal employees will be prepared in which past accomplishments of the Association will be stressed and the new goals of the Association 1949 program emphasized.

The drive, which is to strengthen the Association throughout the State, will be aided by an open letter to civil employees, written by Dr. Frank L. Tolman, Association president.

This letter is expected to be placed in the hands of public employees not already in the Association. It will stress that "alone you cannot solve serious employment problems, but united with your fellow employees in a progressive, intelligent, honest Association you can do much to promote your welfare and happiness."

Benefits Listed to Lochner

According to Mr. Lochner, the drive will emphasize the benefits State or employees of subdivisions of the State government receive as members of the Association.

He lists these benefits as including:

"Bulletins on legislation and other matters of importance.

"Expert legal and legislative service and advice.

"Personal service of field representatives.

"Protection and improvement of Retirement System, the Civil Service Law, and applicable Civil Service Rules.

"Representation in any just controversy about your rights and duties.

"Opportunity to buy group insurance at minimum rates.

"Service of an efficient headquarters staff and experienced officers of the Association.

"The Civil Service LEADER, the leading Civil Service weekly."

Parks Employees Seek Aid To Attain a 40-Hour Week

ALBANY, Sept. 27—Arrangements have been made by President Frank L. Tolman and Counsel John T. DeGraff, of The Civil Service Employees Association, to receive a delegation of two to help map a campaign to obtain a 40-hour week for employees of the Long Island State Parks, the Palisades Interstate Park Commission, the Niagara Frontier Park Commission and the Niagara Bridge Authority.

The uniformed employees are principally Patrolmen, Corporals and Sergeants. Other employees include Electricians, Maintenance Men and Toll Collectors.

William F. McDonough, Executive Representative of the Association, has been keeping in close contact with the parks employees in connection with their grievances and will participate in the conference. It will be held on October 5 or 6.

The employees are seeking a work week comparable to that of other State employees, whereby their pay would be predicated on 40 hours a week, and any hours worked beyond 40 would be compensated or offset as overtime. They now work 48 hours a week.

DOCKBUILDER EXAM

The open-competitive examination of Dockbuilder (5586) will remain open until Monday, October 4 for receipt of applications.

EXAMS FOR PUBLIC JOBS

NYC
Open-Competitive

The following NYC exams close for applications on Thursday, September 30:

5623. Investigator, (o.c.), $2,050 plus a cost-of-living adjustment of $660. This is an ungraded position. Fee $2. There are approximately 50 vacancies in the various City Departments. Additional vacancies may occur. Not less than two years of satisfactory experience required as an investigator for a railroad or other transportation corporation, insurance company, governmental agency or office, or; a satisfactory equivalent. Moreover, training or experience of a character relevant to the duties of this position which were acquired while on military duty or while engaged in a veterans' training or rehabilitation program recognized by the Federal Government will receive due credit. Data for the written test: weight 100, 70% required. Candidates may be rejected for any disease, injury or abnormality, which in the opinion of the medical examiner tends to impair health or usefulness, such as: hernia; defects of the heart or lungs; defective hearing; vision of less than 20/40 in both eyes (eye-glasses allowed); third degree or disabling varicose veins.

5541. Junior Civil Engineer (Sanitary) (o.c.), $2,160 to $3,120. Appointments are presently being made at $2,650 plus a cost-of-living adjustment of $650. Fee $2. Vacancies occur from time to time. Employees in the title are eligible for promotion to Assistant Civil Engineer (Sanitary), $3,120 to $4,260.

5420. Stationary Engineer (o.c.), at prevailing rate, now $11 a day. Fee 50 cents.

5568. Electrician (Automobile) (o.c.)., $4,000 for 250 days. Fee $3.

5618. Neuropathologist, Grade 4 (o.c.), $3,000 and over. Appointment is expected at $4,650 total. Fee $2.

5611. Director, Psychiatric Division, Grade 4 (o.c.), $3,000 and over. One appointment is expected at $7,500 bonus. Fee $2.

5548. Assistant Director of Laboratory (Bacteriology) (o.c. Candidates who filed applications in April, 1948, need not file again.

5567. Inspector of Blasting, Grade 3 (o.c.) $2,401 to $3,000 plus a cost-of-living adjustment of $650. Fee $2.

5300. Lineman's Helper (o.c.), prevailing rate now $9.20 a day. Fee 50 cents. Six vacancies in the

5573. Pharmacist (o.c.), $2,710 total. Fee $2.

5600. Junior Electrical Engineer (o.c.), $2,160 to $3,120. Appointments are presently being made at $2,650 plus a cost-of-living adjustment of $650. Fee $2.

5598. Assistant Medical Examiner, Grade 4 (o.c.), $3,000 and over. Appointments expected at $5,150 total. Fee $2.

5558. Welder (Electric) (o.c.), present prevailing rate $12.20 a day. Fee 50 cents.

5557. Auto Mechanic (Diesel) (o.c.), $4,000 for 250 days. Fee $3.

5601. Junior Civil Engineer (o.c.), $2,160 to $3,120. Appointments are presently being made at $2,650 per annum plus $650. Fee $2.

5603. Mechanical Engineering Draftsman (o.c.), $2,160 to but including $3,120. Appointments are presently being made at $2,650 per annum plus a cost-of-living adjustment of $650 per annum.

5599. Junior Mechanical Engineer (o.c.), $2,160 to $3,120. Appointments are presently being made at $2,650 per a cost-of-living adjustment of $650. Fee, $2.

5586. Dockbuilder (o.c.) Prevailing rate. Now $22 a day, for 230 days. Fee 50 cents. Fifteen vacancies at present in the Department of Marine and Aviation. Employees in the title of Dockbuilder are eligible for promotion to Foreman Dockbuilder. Five years' experience required, or a satisfactory equivalent. Open only to persons who shall not have passed their 55th birthday on the first date for the filing of applications. This position requires extraordinary physical effort; modified exception for veterans applies. (Closes Monday, October 4.)

NYC
Promotion

The following NYC exams close for applications on Thursday, September 30:

562. Examiner (Law Department), Grade 3 (Prom.), open only to employees of the Law Department; $2,491 to $3,000. Fee $2.

5413. Stationary Engineer (Prom.,), this examination is open only to employees of the following departments: Correction, Sanitation, Welfare, Public Works, Hospitals, Parks, Health, Board of Higher Education, the offices of the Borough Presidents of Manhattan, Bronx, Brooklyn, Queens and Richmond, Marine and Aviation, Water Supply, Gas and Electricity, and Markets.

5528. Chlorinator Operator (Prom.), open only to employees of the Department of Water Supply, Gas and Electricity; $1,800 to $2,160. Fee $1. One vacancy.

P. 96.44. Senior Storekeeper (Prom.). Open only to employees of the Department of Purchase, $3,000 to $5,000. Fee $2.

5587. Bridge and Tunnel Maintainer (Prom.). Open only to employees of the Triborough Bridge and Tunnel Authority.

P-95-44. Assistant Director of Stores (Prom.) Open only to employees of the Department of Purchase, $5,000.

5540. Inspector of Textiles, Grade 3 (Prom.), $2,401 to $3,000. Open only to employees of the Office of the Comptroller. Fee $2.

STATE
Open-Competitive

8263. Stenographer and 8264. Typist. To fill about 900 jobs in Albany, 600 in New York City and some 500 in 122 other cities and towns throughout the State, for a total of 2,000 permanent positions. About 20 per cent of the jobs available are for stenographer. Starting salary is$ 1,840, including a cost-of-living adjustment of $240. No experience or educational requirements. Candidates must be citizens and have been residents of the State for at least one year immediately preceding the date of the examination November 6. (Closes Monday, October 4.)

STATE
Promotion

7146. Principal Claims Engineer (Prom.), reissue, Department of Public Works, $8,538 total.

There are five annual salary increases of $300. Fee $5. A vacancy exists in the Albany Office of the Department of Public Works. Candidates must be physically able to perform the duties of the position at the time of appointment. Candidates who already filed, need not file another application. (Closes Monday, October 11).

7127. Associate A[illegible] (Prom.), reissue, Divi[illegible] Housing, Executive Dep[illegible] $6,700 total. There are five [illegible] salary increases of $275. [illegible] Eight vacancies exist in [illegible] Candidates must either be [illegible] to practice professional a[illegible]ture in the state of New [illegible] the date of filing applica[illegible] must be able to submit re[illegible] proof of their eligibility [illegible] a professional license w[illegible] months of the date of th[illegible]lishment of this eligible li[illegible]bles coming under the [illegible] category will not be certif[illegible] the license has been o[illegible] Exam date, October 23. [illegible] Wednesday, October 6).

7152. Senior Steno[illegible] (Medical), (prom.), Mount[illegible] Tuberculosis Hospital, Dep[illegible] of Health, $2,346 total. Th[illegible] five annual salary incre[illegible] $120. Candidates who have [illegible] filed for senior steno[illegible] (Medical) 5381 need not f[illegible] other application to be co[illegible] for this examination. Exam[illegible] October 23. (Closes Monday [illegible]ber 4).

7132. Associate Sanitar[illegible]neer, (Prom.), reissue, Div[illegible] Water Power and Contro[illegible] servation Department. $6,70[illegible] There are five annual sala[illegible]creases of $275. Fee $5. O[illegible]ancy exists in Albany.

7150. Senior File Clerk. [illegible] Division of Housing, Ex[illegible] Department, $2,346 total [illegible] are five annual salary incre[illegible] $120. Fee $2. One vacanc[illegible] in the Central Office and [illegible]graphic Bureau, NYC. [illegible] Friday, October 8).

7151. Principal File [illegible] (Prom.) Department of T[illegible]nance, $2,898 total. There [illegible]re annual salary increases [illegible]0. Fee $2. One vacancy [illegible] in the Albany Office of the [illegible]ation Tax Bureau. Pref[illegible] in appointment will be [illegible]o eligibles in the promotion [illegible] which the vacancy exists. [illegible] Friday, October 8).

Assistant Accountant, [illegible] reissued) Department of [illegible] (exclusive of the Division [illegible]oratories and Research and [illegible]nstitutions), $3,450 total. [illegible]are five annual salary in[illegible] of $132. Fee $2. One va[illegible] exists in Albany. Candi[illegible] who have already filed for [illegible]nt Accountant No. 5336 [illegible]ot file another application [illegible] considered for this exam[illegible]. Examination date, Oct[illegible]. (Closes Friday, October [illegible]).

[illegible] Associate State Accounts [illegible]. (Prom.), Bureau of Field [illegible] Department of Audit and [illegible]. $5,232 total. There are [illegible]nual salary increases of [illegible]ee $4. One vacancy exists [illegible] Albany Office. Candidates [illegible]ve already filed for No. [illegible] Associate State Accounts [illegible] need not file another ap[illegible]n but must submit a sup[illegible]tary statement bringing [illegible]pplications up-to-date, and [illegible]ditional fee of $1. Exam[illegible] date, October 23. (Closes [illegible] October 1).

[illegible] Associate Director of Men[illegible]pital, (Prom.) Department [illegible]ental Hygiene; (reissue) [illegible]otal. There are five annual [illegible]creases of $300. Fee $5. [illegible]acancies, one at Pilgrim [illegible] and one at Rockland [illegible] Hospital. Candidates who [illegible]efore need not file again. [illegible]andidate must possess a [illegible] to practice medicine in [illegible]rk State. Candidate must [illegible]manently employed in the [illegible]ment of Mental Hygiene. [illegible] Monday, October 4).

Senior Tax Collector, [illegible] Income Tax Bureau, Al[illegible]ffice, Department of Tax[illegible] and Finance, (reissue); $3,450 total. There are five annual salary increases of $132. Application fee $2. One vacancy exists in the Albany Office. Exam October 23. Candidates who have already filed for Senior Tax Collector No. 5109 need not file another application. (Closes Friday, October 1).

7146. Principal Claims Engineer, (Prom.), Department of Public Works, $8,538 total. In addition, there are five annual salary increases of $300. Fee $5. A vacancy exists in the Albany Office of the Department of Public Works. Candidates must be physically able to perform the duties of the position at the time of appointment. A physical and medical examination may be required. (Closes Thursday, October 1).

7145. Senior Clerk, (Prom.), Albany Office (which includes Ithaca, Elmira, Jamestown, Utica, Syracuse, Rochester and Buffalo), Department of Public Service, $2,346 total. There are five annual salary increases of $120. Fee $2. Three vacancies expected. (Closes Friday, October 1).

7144. Senior File Clerk, Department of Health, (Prom.) (exclusive of the Institutions and the Division of Laboratories and Research), $2,346 total. There are five annual salary increases of $120. Fee $2. One vacancy exists in the Division of Sanitation. (Closes Friday, October 1).

7147. Assistant Administrative Finance Officer, (Prom.) Bureau of Accounts, Department of Audit and Control, $5232, total. There are five annual salary increments of $220. Fee $4. One vacancy exists in the Administration Section, Albany office. (Closes Friday, October 1).

7148. Warden, (Prom), Department of Correction, $6,385 total, plus full maintenance. There are six annual increments of $570. Fee $5. Vacancies exist at Sing Sing, Auburn, Elmira and Woodbourne. The elibible list will also be used for superintendent in institutions other than Dannemora and Matteawan. Candidates must be permanently employed in the Department of Correction, exclusive of Dannemora and Matteawan Institutions, and must have served on a permanent basis in the competitive class preceding the date of the examination for either (a) one year as a Principal Keeper or Assistant Superintendent; or (b) three years as an Assistant Principal Keeper; or (c) five years as a Captain. Candidates must have a thorough knowledge of New York State laws concerning criminal procedures and penal institutions and of the modern principles and practices of penal administration. Candidates who pass the written examination will be given a medical examination in which they must meet the physical standards adopted for the position. (Closes Monday, October 11.)

COUNTY
Promotion

7140. Supervisor, Student Admissions, (Prom.) Edward J. Meyer Memorial Hospital, Erie County, $2,800. Fee $2. One vacancy exists, plus $200 cost-of-living adjustment Appointment expected at $2,800 exam date November 20. (Closes Friday, October 1.)

7141. Librarian III, (Prom.) Bronxville Public Library, Westchester County, $3,000 to $4,000, plus an emergency compensation of $400. Fee $2. One vacancy exists. Appointment expected at $3,200 plus $500 emergency compensation. Exam dates, Nov. 20. (Closes Friday, October 1.)

7139 Assistant Supervising Inspector (Food), (Prom), Department of Health, Erie County. Usual salary range $3,100 to $3,400. Fee $3. One vacancy exists. Appointment expected at $3,100 plus $200 cost of living adjustment. Exam date, Nov. 20. (Closes Friday, October 1.)

U. S.

Physicist, $3,727.00 to $6,235.20, for jobs in Federal agencies in New York and New Jersey. Requirements include a four-year college course leading to a Bachelor's degree in physics, or courses in Physics totaling at least 24 semester hours, plus additional appropriate experience or education which, when combined with the 24 semester hours in physics, will total four years of education and experience. Applicants must have had from one to four years of appropriate professional experience. Graduate study may be substituted for as much as two years of this experience. No written test. Get blanks from U. S. Civil Service Commission, 641 Washington Street, Ned York 4, N. Y. Send filled-in forms to the Executive Secretary, Board of U. S. Civil Service Examiners, Headquarters, Fort Monmouth, N. J. (No closing date.)

Engineer, $3,727.20 to $6,235.20 for jobs in Federal agencies in New York and New Jersey. Applicants must have completed either a standard professional engineering curriculum leading to a bachelor's degree in an accredited college or university, or must show that they have had at least four years of successful and progressive technical engineering experience of such a nature as to enable them to perform successfully at the professional level. Applicants must have had from one to four years of appropriate professional experience. Graduate study may be substituted for as much as two years of this experience. No written test. Get forms from U. S. Civil Service Commission, 641 Washington Street, New York 4, N. Y. Send filled-in forms to the Executive Secretary, Board of U. S. Civil Service Examiners, Headquarters, Fort Monmouth, New Jersey, until the needs of the service have been met, and applications will be rated and certification made as the needs of the service require.

Where to Apply

The following are the [illegible] to apply for Federal, State, County and NYC govern[illegible] otherwise directed:

U. S.—641 Washing[illegible] or at post offices outsid[illegible]ork 14, N. Y. (Manhattan) [illegible]. Y.

State—Room 2301 [illegible] State Office Building. A[illegible] New York 7, N. Y., or at [illegible]ame applies to exams for county jobs.

NYC—96 Duane Str[illegible] posite Civil Service LEA[illegible] N. Y. (Manhattan). Op-

NYC Education—1[illegible]et, Brooklyn 2, N. Y.

New Jersey—Civil [illegible]n, State House, Trenton; 1060 Broad Street, New[illegible]amden; personnel officers of State agencies.

Promotion exams ar[illegible]ose already in government employ, usually in parti[illegible], as specified.

NYC does not recei[illegible]tions by mail. New York State both issues and re[illegible] by mail and requires that all applications be post-[illegible]dnight of the closing date. The U. S. also issues an[illegible]tions by mail, but requires that applications be actu[illegible] closing date; a post-mark of that date is not suf[illegible] postage is required when applying for an applicati[illegible]S. Civil Service Commission but a 6-cent stamped, a[illegible]e, 3⅞x9 inches or larger, should be enclosed with [illegible]ing application blanks from the State.

The NYC and Stat[illegible]re open every day, except Sundays and holidays, fr[illegible].m. and on Saturdays from 9 a.m. to noon. The U[illegible] is open every day from 8:30 a.m. to 5 p.m., exc[illegible]Sundays and holidays.

Oct. 4 Last to Apply For State Steno

[illegible]ms for promotion to Sen[illegible]ographer, $2,346 to $3,036. [illegible]cants must be citizens by [illegible]r by naturalization, and [illegible] residents of the State for [illegible] than one year immedi[illegible]rior to date of examina[illegible]

[illegible]ations are obtainable at [illegible]301, 270 Broadway, corner [illegible]mbers street, Manhattan, [illegible] the State Department [illegible] Service, State Office Buil[illegible]Albany.

Dewey Appoints Eight To Athletic Medical Board

Special to The LEADER

ALBANY, Sept. 27 — Governor Dewey appointed Dr. Frank R. Ferlaino, of Brooklyn, as Chairman of the Medical Advisory Board of the State Athletic Commission. The Governor also appointed the eight other members of the Board.

The other members are: Dr. Eldridge Campbell, of Albany; Dr. George Winthrop Fish, of NYC; Dr. M. Ralph Kaufman, of NYC; Dr. Henry N. Kenwell of Buffalo; Dr. Robert L. Levy of NYC; Dr. Richard H. Lyons of Syracuse; Dr. John M. McLean of NYC, and Dr. Charles Muzzicato of NYC.

BUDGETS DISCUSSED

ALBANY, Sept. 27 — Problems involved in the budgets for 32 colleges owned and operated by New York State were discussed at a meeting of the trustees of the State University system.

More Improvements Of Buildings Draw Closer to Realization

Special to The LEADER

ALBANY, Sept. 27 — Calls for bids involving repairs and alterations to six State-owned facilities have been issued by the State as follows:

Ithaca — Separate heating and sanitary work on the proposed Poultry and Animal Isolation Building, State Veterinary College, Cornell University.

Buffalo—Replacement of boiler tubes, Power House, Buffalo State Hospital. Repairs to roof of kitchen and dining room wing and rebuilding parapet wall, Building No. 41, Buffalo State Hospital.

Albany—Installation of electric outlets, third and fourth floors, Department of Public Works Building, 353 Broadway.

Babylon—Alterations to machine shop, Department of Public Works, District 10 headquarters.

Brentwood — Electric work for installation of turbine generator set, Pilgrim State Hospital.

Grand Union Company Offers Furniture

Unusual furniture buying opportunities are presented by Grand Union Furniture Co., located at 691 Broadway, NYC. This company operates several retail outfits in addition to an extensive wholesale business in furniture and has been able to cut distribution costs to such an extent that most items sell for close to the wholesale price. Occasionally some item which is over-produced at the factory becomes available at less than the ordinary wholesale costs and such items are offered as special features.

In eight spacious floors of furniture, Grand Union stocks everything for the home. The items cover a wide range from luxurious living room suites to beddings and linens. There are model rooms completely furnished. Some are ultra-modern, others are done in period style. All of them are in the best of taste with the decorator touch.

Civil Service employees are offered a rare opportunity. Formerly Grand Union Furniture Company only catered to hotels and apartment hotels—they now offer the same discounts to all civil service employees. Time payments may be arranged.

Probation Officer On NYC List of 35 October Exams

The NYC Civil Service Commission will advertise two examinations for Probation Officers in its October series, unless Budget Director Thomas J. Patterson gives word that the pay will be increased shortly. If he does, the Commission will wait until the higher pay is official, so that it can be included in the examination notice as an extra inducement in recruitment.

The Commission decided that, since there are provisionals in the job, the examination must be held as soon as possible. The judges of the Domestic Relations Special Sessions and Magistrates' courts would like to have the test postponed until the $2,710 salary is raised, even if more than a short delay results, but the Commission does not see eye to eye with them on this aspect.

October Exam Openings

The tentative list of examinations to be opened for applications from Wednesday, October 14 to Thursday, October 29, follows:

OPEN COMPETITIVE

Alphabetic Key Punch Operator (IBM), Grade 2;
Alphabetic Key Punch Operator (Remington Rand), Grade 2;
Asphalt Steam Roller Engineer;
Bricklayer;
Civil Engineering Draftsman;
Clock Repairer;
Director of Bureau of Records and Statistics;
Electrician's Helper;
Gasoline Roller Engineer;
Junior Actuary;
Numeric Key Punch Operator (Remington Rrand), Grade 2;
Oiler;
Probation Officer Grade 1 (Domestic Relations Court);
Probation Officer, Grade 1 Special Sessions and City Magistrate's;
Sheet Metal Worker.

PROMOTION

Actuary, N.Y.C. Employees' Retirement System, Teachers' Retirement System, Transportation, Fire;
Blacksmith;
Bridge and Tunnel Lieutenant, Bridge and Tunnel Sergeant, Cable Splicer, Fire.
Electrical Inspector, Grade 4, Water Supply, and Electricity;
Foreman Asphalt Workers, Borough President's Offices.
Foreman Auto Mechanics, Parks Police, Presidents of Brooklyn, Bronx, Queens, Richmond;
Foreman Pavers;
Institutional Inspector, Grade 3, Hospitals, Public Works, Water Dept.;
Oiler (General), Sanitation, Higher Education, President of Manhattan and Brooklyn, Correction, Marine and Aviation, Markets;
Rammer;
Senior Actuary, NYC Employees' Retirement System, Teachers' Retirement System, Transportation;
Steamfitter (General), President of Queens, Public Works, Higher Education, Parks, Fire, Police, Sanitation Hospitals, Marine and Aviation, Water Dept.;
Inspector of Fuels and Supplies, Grade 4, Education.
Claim Examiner (Torts) Grade 3, Transportation.
Office Appliance Operator (Multilith) Grade 3, Public Works;
Telephone Operator, Grade 3, Welfare, Hospitals.

Free Parking Is Provided By Dime Bank of Brooklyn

Arrangements have been completed to provide free parking facilities for depositors and other patrons transacting business at the main office of The Dime Savings Bank of Brooklyn, Fulton Street and DeKalb Avenue.

A large parking area, capacity 180 cars, is located diagonally across from The Dime, on Albee Square. It will be open from 8:30 A.M. to 5 P.M. Mondays through Fridays except that on Thursdays, when the bank remains open until 7 P.M., the parking space will remain open until 7 P.M., too.

Those using the parking field will be given a ticket, bearing the bank's name and marked "Customer Parking Area." This ticket will be validated at the bank for one hour's free parking time. Should the business with the bank require a longer period, an authorized employee will approve this ticket for the extended time.

In making the announcement of the new parking area, George C. Johnon, president of The Dime, said:

"We hope our new parking service will be helpful to our many patrons and also relieve the inconvenience encountered with heavy traffic conditions in the downtown shopping district. We are going along with other organizations who are trying to provide adequate parking space for their customers."

Commission Won't Meet Again Until October 14

The NYC Civil Service Commission met today (Tuesday), and will not meet again until October 14, because of the Columbus Day holiday on October 12. The Commission does not hold meetings on the day following a holiday.

During the week of October 4 the Commission members will be attending the session of the Civil Service Assembly in Canada, and therefore it is expected that no action will be taken by the Commission on the eligible list for promotion to Police Lieutenant earlier than October 14.

The eligible list is in the final stages of scrutiny. Claims for special credits for awards are being made.

Medical Test Under Way For Auto-Enginemen

The Civil Service Commission on Thursday started the medical-examination for Auto Engineman. Examinations will continue until November 13 at the rate of about 400 a day.

The medical standards for Auto Engineman follow:

1. Vision—at least 20/40 vision, with or without eyeglasses. Blindness in one eye must reject.
2. Normal color vision.
3. Normal hearing in each ear.
4. The full use of both arms as demonstrated by the lifting of a 35 and 30 lb. dumbbell.
5. The full use of both legs as demonstrated by a broad jump of not less than four feet.
6. Normal heart; normal lungs. No hernia. No varicose veins. No unfavorable mental history and no other disease, injury, or abnormality which in the opinion of the medical examiner tends to impair health or usefulness.
7. Normal strength and agility. Candidates must be capable of raising a 35 lb. dumbbell a full arm's length above the head with one hand and a 30 lb. dumbbell with the other. They must broad jump at least 4 feet.

The eligible list containing 3,155 names was published by the Civil Service Commission the day before the medical-physicals began. Inclusion in the list is subject to passing the qualifying medical test. When that is completed, and the veteran preference claims are cleared, the list will be promulgated and ready for certification to jobs.

The eligible list may be inspected at The LEADER office, 96 Duane Street, two blocks north of City Hall, just west of Broadway. Ask for Envelope File No. 120.

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Specialized Training Will Help You to Succeed

Applications Expected to Open Soon!

MOTOR VEHICLE LICENSE EXAMINER

Liberal Age and Medical Requirements

Salary Range $58 to $70 a Week

DUTIES: Examine Applicants for Operators & Chauffeurs Licenses

Classes TUES. & THURS. at 1:15, 6 and 8 P.M.

Applications Open October 14th

PROBATION OFFICER

For New York City Courts

OPENING CLASS IN PREPARATION

WEDNESDAY, OCT. 6th at 8:15 P.M.

Those Interested Are Invited to Attend as Our Guests

Applications Now Open — Close Sept. 30 . . . MEN & WOMEN

INVESTIGATOR

NO AGE OR EDUCATION REQUIREMENTS SPECIFIED

2 Years of Satisfactory Investigating Work Required

$52 a Week Start — Promotion Opportunities

CLASSES WEDNESDAYS & FRIDAYS at 7:30 P. M.

POST OFFICE CLERK & CARRIER

(Examination Expected Before January)

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

Many Vacancies • 40 Hour Week • Promotion Opportunities

RAILWAY POSTAL CLERK

(Examination Expected Shortly After January 1st)

$53 A WEEK TO START | INCREASES TO $73 A WEEK MAXIMUM

No Educational or Experience Requirements
Liberal Age and Medical Standards

CLASSES MEET

WEDNESDAY & FRIDAY

at 1:15 and 7:30 P.M.

ATTENTION

VETERANS!

You Can Train for Post Office and Other Civil Service Positions

WITHOUT COST

Under G. I. Bill

Inquire for Details

FREE

MEDICAL EXAM.

By Our Staff Physicians for All Tests Having Medical Requirements.

EXAMINATION EXPECTED SOON!

FEDERAL CLERK

(CAF 5 and CAF 6)

ENTRANCE SALARIES $57.27 TO $64.44 A WEEK

Classes TUES. & FRI at 6:30 P. M.

• **CITY PLUMBER**

• **MASTER PLUMBER'S LICENSE**

Classes Meet TUES. and THURS. at 7:30 P.M.

Classes Starting — New Examination Expected in 1949

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Starting Salary $60.50 a wk. Annual Increases To $80 A Week At End Of 3 Yrs.

NO EDUCATIONAL REQUIREMENTS

CLASSES MONDAY and WEDNESDAY at 10:30 A.M., 1:15, 5:30 and 7:30 P.M.

FREE MEDICAL EXAMINATION

By Staff Physicians at Convenient Hours

CITY & STATE EXAMS

STENOGRAPHER and TYPIST

Classes MON. & FRI., 6:15 P.M.
Dictation TUES. & THURS., 6:15 P.M.

CITY LICENSE COURSES:

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Enrollment Now Open

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OFFICE HOURS—Mon. to Fri.: 9:30 a.m. to 9:30 p.m. Sat.: 9:30 a.m. to 1 p.m.

JOB NEWS

Mathematician Test to Fill 100 Positions

Special to The LEADER

WASHINGTON, Sept. 27—An examination for all types of mathematician positions located in the Washington, D. C., area with beginning salaries from $3,727 to $6,235 a year will be announced any day by the U.S. Civil Service Commission. Applications will be accepted from qualified persons throughout the country until June 30, 1949. However, persons who want to receive early consideration for appointment should mail their aplications within four weeks after the examination is announced. Do not attempt to apply until The LEADER announces the opening of the examination.

About 100 appointments are expected to be made. Mathematicians receiving these appointments will perform research in basic mathematical theory or mathematical work relating to investigative, developmental, and research activities in scientific fields, such as engineering, physics, and astronomy, or in actuarial mathematics. Most of the positions are in the National Bureau of Standards, Department of the Navy, and Department of the Army.

An examination for the several grades of mathematician positions was announced in June 1947, but the register of eligibles established from that examination is now depleted for most types and grades of the positions.

No written test will be held.

The Second Regional office of the Civil Service Commission, at 641 Washington Street, New York, N. Y., will have the application blanks later.

METEOROLOGIST TEST Oct. 4

WASHINGTON, Sept. 27—The approximately 800 applicants for the Meteorologist examination will be given the written test in variout cities throughout the country on October 4, the U. S. Civil Service Commission stated. The Meteorologist examination was announced last month for Weather Bureau positions located throughout the country with beginning salaries of $2,974.

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JOB NEWS

License Examiner Study Material

The following continues the consecutive installments of 100 sample questions and answers as preparation for the State Motor Vehicle License Examiner test, soon to be opened:

22. While driving you overtake a school bus which has stopped to discharge and pick up passengers. You should (A) swerve your car to avoid the bus, (B) slow down until you have passed the bus, (C) come to a complete stop until the bus moves ahead or the bus driver signals you to proceed, (D) blow your horn to warn the bus driver of your approach, (E) increase your speed to get ahead of the bus.

23. The Bill of Rights was written into the U. S. Constitution because (A) it reflected President George Washington's personal ideas on the subject, (B) the members of the first Congress favored it unanimously, (C) to keep the Communists in the government from getting the upper hand, (D) to guarantee personal freedom to all individuals, (E) to avoid a counter-revolution.

24. Higher education is valuable because it will (A) make you superior to those who have less schooling, (B) help you to earn more money, (C) teach you odd facts that may come in handy some day, (D) give you the opportunity to make life-long friends, (E) enable you to apply your knowledge toward solving everyday problems of life.

25. As a driver, you should keep equipment such as brakes, windshield wiper, etc., in good working order because (A) State Police are directed to by law to inspect equipment on vehicles using public highways, (B) it cuts down the possibility of accidents, (C) if you ever try to trade in your car for a new model you'll get more money if the equipment is in good condition, (D) it gives the car a neater appearance.

26. You should keep the windshield of your car free of unauthorized stickers because (A) pedestrians may stop to read them while you're waiting for the lights to change and hold up traffic, (B) they interfere with your view of the road and thus may be conducive to accidents, (C) a federal law was passed in 1900 prohibiting their use, (D) they constitute an illegal form of advertising, (E) they make smudges on the glass windshield.

27. Day dreaming while driving is a bad habit because (A) you don't see the scenery as you pass, (B) you may make a wrong turn and get lost, (C) it's an invitation to an accident, (D) it's a sign that you are neurotic, (E) you develop careless driving habits.

28. The majority of fatal auto accidents last year (1947) were caused by (A) driving on the wrong side of the road, (B) leaving the scene of the accident, (C) listening to the radio while driving, (D) exceeding the speed limit, (E) back seat driving, (F) falling asleep at the wheel.

29. Another war is not inevitable if (A) we use the atom bomb on Russia before she uses it on us, (B) Russia and the United States settle their differences, (C) all nations come to realize that they must give up some of their "sovereign rights" in order to create a strong world government, (D) the United States builds a strong army, navy and air force and becomes economically as well as militarily independent.

30. If A is twice B and B is twice C, then twice A times B is (A) greater than B by an indeterminable amount, (B) 100 per cent of B, (C) 250 per cent of C, (D) 150 per cent of C, (E) 200 per cent of C.

31. Factors that operate to decelerate a car are (A) oversized tires and large cross-sectional chassis area, (B) stepping on the gas and releasing the handbrake, (C) priming the carburetor and turning on the car radio, (D) wiping the windshield and opening the car windows, (E) having the wheels aligned and the brakes adjusted.

32. An applicant for a driver's license, when being given his road test, should not be permitted to drive where he pleases because (A) there's no telling how far or where he will go, (B) he might select the easiest route and thus minimize the value of the test, (C) an applicant for a license has no rights or authority, (D) the route must be predetermined by the Motor Vehicle Bureau so that all of the salient tests are included, such as driving in heavy traffic, making right and left turns and parking, (E) difference in cars would produce unequal results and therefore introduce discrimination in favor of those driving new cars.

33. The most significant statement about hand signals, in relation to safe driving is (A) that they aren't used in actual practice and may be ignored, (B) they tend to reduce accidents because they warn other drivers, and perhaps pedestrians, of what you're going to do, (C) they're no longer required by law, (E) they are supplanted by automatic warning signals on all cars.

34. The statement, "Man proposes, God disposes," means most nearly that (A) human beings have limitations, (B) man's attainment of his goals and desires is subject to God's willingness, (C) human power and superhuman power are separate, (D) A suitor proposes to a girl, but whether she accepts or not is decided in heaven, (E) man can only want to do a thing.

KEY ANSWERS

22,C; 23,D; 24,E; 25,B; 26,B; 27,C; 28,D; 29,C; 30,C; 31,A; 32,D; 33,B; 34,B.

Special Agent Jobs Offered In the South

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

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

Applicants must have had at least two years of experience for the jobs paying $3,727 and at least three years for the jobs paying $4,479. The experience must have been in positions which required the application and thorough knowledge of commercial accounting and auditing principles and practices. However, applicants may substitute study of accountancy, teaching of accounting, or the possession of a certificate as a Certified Public Accountant for a maximum of two years of the required experience.

In addition to meeting the experience requirements, applicants will be required to take a written examination.

Applications must be filed with the Executive Secretary, Board of U.S. Civil Service Examiners, Bureau of Internal Revenue, Room 8314, 1300 E Street, NW., Washington, D. C.

Additional information and application blanks may be obtained from the Executive Secretary of the Board; information office of the Fourth U. S. Civil Service Region, Temporary Building R, Third Street and Jefferson Drive, SW, Washington, and the Commission's information office, Seventh and F Streets, NW., Washington, D. C.

Clerk Jobs Offer Up to $64 Pay

(Continued from Page 1)

New Jersey in any of the optional fields, should apply for this examination if they do not have a competitive status and wish to qualify for permanent appointment.

How To Apply

File one application Card Form 5000-AB only. In the spaces on the card marked "Title of examination (Also give option . . .)", write only "Clerk". In the spaces marked "Announcement Number", write "2-62".

One card will admit applicants to the examination for all options and both grades. Other required forms will be forwarded with the notice of admission to the examination.

LENAHAN IN NEW JOB

The appointment of Thomas R. Lenahan as Public Information Representative for the Army-Navy Medical Procurement Office, 84 Sands St., Brooklyn, was announced by Colonel Stuart G. Smith, M.C., Commanding Officer.

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FEDERAL NEWS

More Overseas Jobs Offered To Civilians by the Army

The Army's September listing of overseas jobs for civilians contains numerous new titles and opportunities. Apply to Department of the Army, Overseas Affairs Branch, Room 1213, at 90 Church street, New York 7, N. Y. Hours are 9 A.M. to 4:30 P.M. Monday through Friday of each week.

The list, subject to change without notice, follows, with 25 per cent extra pay for overseas duty included for both annual and hourly rates:

GERMANY
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Clerk-Stenographer, $3,122.85
Info. & Editorial Spec. (Newspaper & Magazines-Editorial) $5,590,50.
Statistical Draftsman, $3,405.00.
Motor Transportation Officer, $5,599.50.
Financial Specialist, $6,540.00.
Editorial Clerk (Corres. & Pub.) $3,405.00.
Trial Attorney (JAG Exp.), $6,540.00.
Trial Attorney (JAG Exp.), $6,540.00.
Business Economist, $9,290.25.
Info. & Editorial Spec. (Illustrations - German Language) $5,599.50.
Info. & Editorial Spec. (News Reporter - German Language) $5,599.50.
Artist Illustrator, $3,718.50.
Adm. Officer (Public Safety-German Language) $7,794.00.
Statistical Clerk, $3,405.00.
Radio Control Officer (German Language) $6,540.00.
Education Spec. (Chief, Youth Act.) $9,290.25.
Group Activities Specialist, $6,540.00.
Education Spec. (University Level) $7,794.00.
Education Spec. (University Level) $7,794.00.
Education Spec. (University Level) $7,794.00.

JAPAN
Two-Year Employment Agreement

Regional Public Health Officer, $9,290.25.
Maj. Prefectural Public Health Officer, $7,794.00.
Industrial Engineer (Fisheries), $7,794.00.
Printing Plant Mgr., $6,540.00.
Webendorfer Pressman, $1.72.
Maintenance Mech. (Printing Press), $1.64.
Maintenance Foreman (Printing Plant), $1.59.
Civil Info. Off. (Mil. Gov. Exp.), $5,599.50.
Statistician (Public Opinion), $6,540.00.
Regional Pub. Welfare Off., $7,794.00.
Industrial Spec. (Med. Supplies), $6,540.00.
Radio Info. Spec., $7,794.00.
Public Health Nurse, $5,599.50.
Civil Information Officer, $6,540.00
Public Welfare Officer, $6,540.00.
Mechanical Eng. (Elevator) $7,794.00.
Aquatic Biologist, $7,794.00.
Wire Equipment Supv., $7,794.00.
Clerk-Typist, $2,855.00
Clerk-Typist $3,122.25.
Clerk-Stenographer, $3,122.25.
Fiscal Accountant, $7,794.00.

OKINAWA
(One-Year Employment Agreement)

Personnel Clerk, $3,405.00.
Gov. Analyst (General Affairs), $7,794.00.
Gov. Analyst (Political Affairs), $7,794.00.
Organization & Methods Examiner, $6,540.00.
Procurement Officer, $6,540.00.
Mechanical Engineer, $6,540.00.
Structural Engineer, $6,540.00.

MARIANNAS
(One-Year Employment Agreement)

Procurement Clerk, $3,405.00.
Cash Accounting Clerk, $3,122.85.
Architectural Engineer, $7,794.00.
Architect, $6,540.00.
Civil Engineer, $6540.00.

HAWAII
(Two-Year Employment Agreement)

Topographic Engineer $5,599.50.
Lithographer, $6,540.00.
Topographic Engineer, $6,540.00.
Engineering Aide, $4,659.00.

PHILIPPINES
(Two-Year Employment Agreement)

Geodetic Engineer, $5,599.50.
Topographic Engineer, $6,540.00.
Topographic Engineer, $4,659.00.

Strengthen Merit System, Convention Asks Congress

Special to The LEADER

MILWAUKEE, Wis., Sept. 27.—The biennial convention of the National Federation of Federal Employees passed resolutions calling for the further strengthening of the merit system in the Federal service and extension of that system to include all positions except those of a high policy-making nature.

The convention again decried the practice of doling out Collectorships of Customs and Internal Revenue on a partisan political basis.

Other resolutions urged repeal of the State-quota provision of the Civil Service law as being contrary to the merit system. Opposition was expressed to inclusion of that provision as part of the Federal government's dismissal policy.

Better Personnel Management

Essential to better personnel management, the convention declared, is setting up of a central personnel agency with the definite responsibility of formulating and supervising all Federal personnel policies. Expansion of the functions of the U. S. Civil Service Commission to include these duties was asked.

The NFFE recommended that in each Federal department and agency there should be a statutory position of Personnel Director with rank and prestige equal to that of a second ranking official, with full authority to deal with all personnel problems within the agency.

As other steps in better administration, the convention urged adoption of a thoroughgoing program of job instruction and training, and more adequate and uniform recognition to employees for constructive suggestions leading toward service improvements.

By unanimous action the delegates urged locals to arouse individual responsibility among all Federal employees for fullest compliance with both the spirit and letter of the leave regulations. The convention declared that leave rights of all Federal employees are being jeopardized by a few abuses.

Education of Public Needed

Emphasizing the many essential services rendered to the government and people of the United States by Federal employees, the convention acted to broaden and intensify its program of public education on this subject.

Much attention was given by the convention to the matter of improved supervision which, it was pointed out, is a fundamentally important key to better government. As a step in the direction of bettering the prevailing situation, the convention called for a continuing effort to raise the supervisory standard and urged increased emphasis on training for supervisory officials.

The need for establishment of a Civil Service Board of Appeals was stressed and resulted in reaffirmation of the federation's recommendation for an executive tribunal which would be charged with the duty of solving problems affecting positions.

Setting up of a basic pattern of procedure and action with respect to the wages of those Federal employees whose stipend is set by Wage Boards, which would result in standardization, was urged by the convention.

Income Tax Exemption of Pensions

Implementation of the legislation already passed by Congress to set up adequate health, first aid, and illness prevention programs in the Federal service was called for in another resolution adopted.

Exemption of Federal retirement annuities from income tax was declared by the convention to be necessary, since persons who have retired on these annuities are suffering real hardships. Recipients of military pensions, as well as those under other retirement systems administered by the Federal government, are exempt to the extent of the annuities or pensions received, the convention pointed out.

Mandatory payment of cash for all overtime worked instead of the present system of cash or compensatory time, also received strong convention support. The convention urged that all overtime work be compensated at the rate of time and a half for government employees in lower grades or basic salaries.

Steward Re-elected

The convention re-elected Luther C. Steward and Gertrude M. McNally as president and secretary-treasurer, respectively. D. Walter P. Taylor, of Stillwater, Okla., was elected 1st vice-president; George L. Evans, of Denver, 2nd vice-president; Vaux Owen, Atlanta, 3rd vice-president, and L. J. Wall, Springfield, Ill., 4th vice-president.

Many More Are Added to Payroll

Special to The LEADER

WASHINGTON, Sept. 27.—In the continental United States a majority of Federal agencies reported increases in the number of employees.

The largest increases were in the Post Office Department, Department of the Navy, Department of the Army, Department of the Air Force, Veterans Administration, and Department of Agriculture. The Department of the Treasury and the War Assets Administration reported sizable decreases.

Changes in the number of civilian employees outside the country were small.

There were 407,650 women employed full-time in continental United States at the end of July. This was an increase of 539, all in the Washington area.

Full-time employees in the entire United States totaled 1,243,284, an increase of 12,927.

Paid employment in the continental United States at the end of July totaled 1,877,200, a net increase of 17,393 during the month. A total of 223,312 employees were stationed outside the continental United States, a decrease of 7,613 over the 230,925 reported at the end of June. Thus, a grant total of 2,100,512 persons were employed on July 31, 1948, a net increase of 9,780 during the month.

The following table compares the total number of paid civilian employees both within and outside the United States at the end of this month and last month.

	July	June	Net Change
Total, all agencies	2,100,512	2,090,732	+9,7[illegible]
Department of the Army	401,540	401,972	— 4[illegible]
Department of the Navy	351,874	346,925	+4,9[illegible]
Department of the Air Force	123,181	121,103	+2,0[illegible]
Post Office Department	508,834	503,607	+5,2[illegible]
Veterans Administration	197,347	195,545	+1,8[illegible]
Other agencies	517,736	521,580	—3,8[illegible]

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Internal Revenue Agent and Special Agent, $3.727 for most, $4,479 for some. Jobs are for tax work in Maryland, Virginia, North Carolina, West Virginia and Delaware. Commercial accounting and auditing experience required. Apply to Executive Secretary, Board of U. S. Civil Service Examiners, Bureau of Internal Revenue, Room 8314, 1300 E Street, NW, Washington, D. C. (No closing date).

99. Social Worker, $2,974 to $4,479. The position of Family Welfare Worker in the Office of Indian Affairs, Department of the Interior, will be filled at $4,479, from this examination. (Closes Tuesday, October 5).

122. Metallurgist, $3,727 to $6,235. Optional branches: Physical, Process, etc. (Closes Wednesday, June 30).

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NEW YORK CITY NEWS

War Provisional Hiring Extended to Dec. 31, 1948

ALBANY, Sept. 27.—The State Civil Service Commission approved the resolution of the NYC Civil Service Commission for the extension of the deadline for retaining wartime provisionals to December 31 next.

The original authorization for wartime provisionals' retention expired on June 30 last and the NYC Commission sought a year's extension, but this was rejected by the State Commission and an intimation given that the December 31 date would be approved. A new resolution was adopted accordingly. The amendment is to Rule V, Section 9, Subdivision 2C, colloquially known as nine-five-nine-two C.

Other Resolutions Approved

Three other NYC resolutions were approved.

One of them permitted employees who have attained the maximum of their grade to accept the increased compensation as provided in the 1948-9 budget, usually a $250 addition to permanent pay. At present the money is included in the pay check on the signing of the waiver. Approval of the resolution dispenses with the necessity of the waivers hereafter.

A resolution to change the salary limits within grade in Group 2 Part 39 of the Rapid Transit Railroad Service was approved. This is Rule V Section 1 Paragraph 5 of the NYC rules.

Exempt Jobs Disapproved

The State Commission disapproved of a resolution authorizing exempt positions in the Office of the Mayor. These were to be Assistant Research Consultant, Consultant on Child Welfare, Consultant on Recreation and Group Work, Research Consultant and Secretary in the new Youth Board. The Commission found that except for the title of Secretary, similar positions were in the competitive class in the State service. It intimated that if a resolution were adopted by the NYC Commission to put the Secretary position in the exempt class it would be approved.

Also disapproved was a NYC resolution to add two Confidential Inspectors at $4,750 in the Department of Marine and Aviation.

The State Commission held over until its October meeting another resolution from NYC, which would have put in the non-competitive class two Consultant Examiners (Welfare) at $7,650 each. It is expected that consultations will be held on this resolution and possibly a public hearing.

500 More Patrolmen in Oct. To Be All for This Year

Police Commissioner Arthur W. Wallander hopes to be able to appoint a minimum of 500 Patrolmen (P.D.) during October, probably in one operation.

There is provision in the budget for 1,400 new Patrolmen. In July 500 were appointed. Next month the 500 additional ones are expected to be appointed. The remaining 400 would most likely be deferred until after the first of the year, and would be accomplished before the present budget expires on June 30 next.

The prospect of promotions to Police Lieutenant from the list which is to be published by Oct. 15 increased when it was learned that Commissioner Wallander hopes to be able to fill vacancies in this title. If he gets permission, there will be 25 vacancies in the Sergeant title, because of the promotion of that many Sergeants to Lieutenant, and it is expected that Commissioner Wallander will seek to make provisional promotions of eligibles on the published list, to serve as Acting Sergeant. There is ample precedent for promoting Patrolmen to Acting Sergeant, as 83 were so promoted several months ago. If the same practice is followed, it is expected that the eligibles will be appointed from the list as published, but whether all the promotions will stick will depend on the outcome of a second lawsuit involving the answers to the examination.

Question of Answers

In the first lawsuit, the Patrolman eligibles who protested multiple official key answers, when the examination paper asked for the best answer only, won in the Court of Appeals on the ground that there could be only one best answer when the examination paper itself imposes that requirement. The Commission answered the key but not to the satisfaction of the petitioners in the first proceeding.

The Police Lieutenant list is being held up because of 15 claims for service awards. It is expected to be published toward the end of next week.

Civilian Promotions

Commissioner Wallander is also trying to make some civilian promotions. Already he has requested Budget Director Thomas J. Patterson to issue a budget certification for the promotion of 15 Clerks, Grade 2, to Grade 3. In the last batch of such promotions, 69 eligibles benefited at once. The present list, promulgated on August 17, 1948, contains 48 names, and it is expected that during the four-year life of the list all 48 eligibles will be promoted.

The Clerk Grade 3 eligibles have an association of which Charles Vierling is president and Edward Conlon is treasurer.

McNamara Answers Criticism; Cites Record and Reveals Plans

Replying to a letter from the Civil Service Reform Association, in which it was suggested that the Civil Service Commission reduce the number of provisionals more aggressively and make a stricter scrutiny of temporary appointees, President Joseph A. McNamara of the Commission wrote that he could take "justifiable pride in the extraordinary activities of this Commission during the past two years."

In the letter Commissioner McNamara revealed that a study will be made of non-competitive positions in the Department of Hospitals.

McNamara's Letter

President McNamara's reply follows in part:

"Out of approximately 150,000 persons in the classified service of this City about 115,000 are in the competitive class and about 10,000 are in the Labor Class and these positions are filled by examinations, the conduct of which is in no way subject to any so-called political influence whatsoever. Thus the general implication and tenor of your letter to the effect that our supervision and administration of the Civil Service Laws here is not efficient has no foundation.

"I doubt also the validity of your conclusion that the public is justifiably alarmed concerning the qualifications of the 20,000 temporary employees. Other than your letter, I have heard or read of no expression of alarm from the public concerning the qualifications of these persons nor has any evidence been submitted to me that the services furnished by the City Government to its citizens has suffered in any way by the employment of these persons. As a matter of fact, a large percentage of this group is employed in the Board of Transportation where they have been giving, insofar as I am able to ascertain, satisfactory service. Certainly their dismissal without replacement from eligible lists would disrupt the entire transit system. We have been conducting examinations for these positions and hope to replace these persons from eligible lists as soon as possible.

Says Scrutiny Is Practical

"We do scrutinize the qualifications of those nominated for temporary appointment to make sure that they meet certain minimum requirements. Your statement that this is handled perfunctorily is incorrect. During the war and due to the manpower shortage the Commission, of which Mr. Marsh was then President, authorized the waiver of requirements by the Director of Examinations in his discretion in proper cases, provided that no statutory requirement was waived and provided further that the temporary incumbent was, in the opinion of the Director, competent to perform temporarily the duties of the position for which he was nominated. Inasmuch as this manpower shortage still exists due to economic and labor conditions, we have been compelled to continue this policy.

"We have expedited examinations for positions now held by provisionals. When I first came to the Commission in 1946 there was a backlog of about 20,000 provisionals and little or no effort had been made by the previous administration to plan an appropriate program of examinations in order to supplant these provisionals. After I became Commissioner, a plan of examinations was adopted and the program vigorously pursued, so much so that by the end of the year of 1948 we will have conducted far more examinations during that year than in any previous year in the history of this Commission, and will have made great strides in reducing the number of provisionals serving — a number which was inherited by us when we came into office.

Not Too Many Exempt

"I do not agree with you that there is a long list of Exempt and Non-competitive Class positions in the City service, and that the number of positions now excepted from competition is far too large. There are approximately 450 positions in the Exempt Class, which number represents approximately 3/10 of 1% of the total number of employees in the classified service. Surely this compares more than favorably with the record of any other Commission of comparable size in this country and can hardly be characterized as far too large.

"With respect to the Non-competitive Class, there are approximately 18,000 employees in this class, of whom 15,000 are in the Hospital Reclassification Hospital Department chiefly in the titles of Helper and Nurse and about 1,500 in the Board of Education in part-time work in the School Lunch Program.

"Insofar as the group in the Hospital Department is concerned, atempts to classify Helpers in the Labor Class have proved impracticable in the past, even during depression times, because of the large turnover in this category and due to the nature of the duties of these positions. With respect to Nurses, there is such a shortage of available nursing talent that this is hardly the time to impede the filling of positions in the Hospital Department by attempting to reclassify these positions now. The evidence of large turnover and the nature of the duties in both categories indicate that this is hardly a fruitful field for political patronage. However, you may rest assured that at the opportune time we shall recanvass the situation in the Hospital Department to see whether it is practicable to reclassify these positions. With respect to the 1,500 persons in the Non-competitive Class in the Education Department these are chiefly located in the School Lunch Service, and I do not believe that classified.

"This Commission has in no way been remiss in its administration of the Civil Service Law and in the filling of positions in the City service under its jurisdiction. On the contrary, I feel that I can take a justifiable pride in the extraordinary activities of this Commission during the past two years in the execution of its program in this connection."

Delehanty Offers Free Lecture In Accelerated Course in Business Administration at 6:15 P.M. on September 28

The opening lecture of a one-year accelerated course in business administration will be held this evening (Tuesday), at 6:15 at the Delehanty Business School, 115 East 15th Street, NYC.

In introducing this course, which is registered with the New York State Department of Education, the school is inviting everybody interested to attend as a guest without charge or obligation. Those present, in addition to listening to interesting talks on practical business principles by experienced business men on the faculty, will also have the opportunity to inspect the new and enlarged facilities of the school which was located for nearly 20 years at 120 West 42 Street before its recent removal to the main building at the 15th Street address.

The business administration course will include complete coverage of all of the fundamentals of successful modern business operations such as business organization and management, principles of accounting, advertising, salesmanship, business law and business correspondence.

Delehanty Explains Advantages

In announcing the opening class M. J. Delehanty, director of the school, said:

"Many young people, and particularly veterans, who are ambitious to attain executive standing as owners or managers of successful business will find this course ideal for their purpose. Each subject will be presented in a concise, easy to understand form that will give the student a thorough knowledge of basic principles while eliminating all extraneous details.

"The practical business men on our faculty have been selected not only for their educational and experience backgrounds but also for their demonstrated ability to impart their knowledge to others. All Delehanty business courses are approved for veterans and those attending our day sessions are also entitled to apply for full subsistence allowances."

Opportunities for Stenos

The Delehanty Business School has enjoyed success for many years in teaching secretarial training, stenography, typewriting, comptometer operation and bookkeeping. Special classes are also forming now in speed dictation and transcription in preparation for NYC and State civil service examinations. There are more than 2,000 existing vacancies in NYC now for stenograhers and typists with starting salaries of $35 to $40 a week and automatic annual increases up to $50 at the end of five years service. There are no age, educational or experience requirements for these positions but candidates will be required to pass both written and performance tests before appointment.

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NEW YORK CITY NEWS

Mullen Lauds Protection Courts Afford the Public

"The courts are a mighty instrument in upholding of the long arm of the law to protect the innocent from the frauds and machinations of the wily," said General Sessions Judge John A. Mullen, who as both a practicing lawyer and as a judge has been intimately connected with this protective branch of the legal system for many years. Now, at 58, he is the candidate of the Democratic Party for New York County Surrogate to fill the vacancy created by the retirement of Surrogate James A. Delehanty, whose term expires December 31.

Judge Mullen, in his nine years on the bench, has presided over many criminals trials involving business frauds, and in that way has gained an intimate insight into the deep-dyed schemes by which thousands of persons have been victimized.

Trained to Protect Public

His experience as a practicing lawyer and as an official referee of the State Supreme Court, in which capacity he served for ten years under annual appointment of the Presiding Justice of the Appellate Division, Democratic and Republican, and his work as attorney for litigants in the Surrogate's Court itself, involving hundreds of cases, have all made him keenly aware of what is necessary to protect the public from tricksters and flim-flammers, racketeers and roustabouts.

Schemes to get away with other people's money are uncovered in the Surrogate's Court, where decedent estates are administered, and Judge Mullen feels that his past experience enriches his opportunity for public service, if he is elected to the Surrogate's bench on November 2.

When he was referee, he supervised the accounts of committees that were charged with the administration of the estates of incompetents.

In the course of that work, he encountered a tremendous number of problems with which the Surrogate's Court was concerned, said Judge Mullen. He had to file reports with the presiding justice who was personally responsible under the law, and records of the Appellate Division show that Judge Mullen's reports were faultless over the entire period.

Associated Photo—Conway

JUDGE JOHN A. MULLEN

Reversed Only Twice

"If someone is to be a supervisor, the question arises, 'How much does he know?'" declared Judge Mullen.

For seven years he was Special Counsel to the Superintendent of Banks and liquidated six different banks in Manhattan. In that way he got the most intimate and instructive course on how to handle money, because it was lack of knowledge of how to handle money that caused the banks to fail. This tremendous insight was gained in a course that could not be obtained elsewhere.

On the bench he has presided over a great number of important and complicated cases. Of the many hundreds of decisions he has made on trials that have been held before him, he has been reversed only twice—once by the Appellate Division and once by the Court of Appeals.

His public offices also include his services as Assistant District Attorney under Joab H. Banton, and as Assistant Counsel to the Public Service Commission. His five years in the County Clerk's Office was to put him in touch with procedure problems, serving under County Clerk William H. Collins.

He was asked if he didn't hope to see a good deal more of his former boss in the future.

"I feel quite confident that I shall," he replied.

William H. Collins is one of the two Surrogates of New York county.

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The classes in the evening division at Royal School begin October 4 and are open to men and women and are held each Monday and Wednesday night from 6:15 to 8:45.

The Royal School will be open from 10 A.M. to 8 P.M. September 27 through October 4 for receipt of applications. A descriptive folder is sent on application to Royal School, 1595 Broadway, New York, N. Y.

Army-Navy Dance

The annual dance of the civilian employees of the Army-Navy Medical Procurement Office, 84 Sands St., Brooklyn, was held at the Long Island City Athletic Club, Astoria.

Sidney Finkel, president of the Employees Club, was committee chairman, assisted by Joseph Distasio, Morris Fierstein, Margaret Carney, Dorothy Mealey, Rocchina Philip and Mary Sewell.

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INSURANCE DEPARTMENT
Albany 1948

I, Robert E. Dineen, Supt. of Insurance of the State of New York, hereby certify pursuant to law, that the Pacific National Fire Insurance Company, of San Francisco, California, is duly licensed to transact the business of fire and marine insurance in this State and in its statements filed for the year ended Dec. 31, 1947, shows the following condition: Aggregate Amt. of admitted Assets, $18,677,235.70; Aggregate Amt. of Liab. (except Capital) $11,577,656.29; Amt. actual paid-up Capital, $1,250,000.00; Surplus over liabilities, $5,849,579.41; Amt. of income for 1947, $8,843,758.79; Amt. of Disbursements for 1947, $7,108,615.39.

NEW YORK CITY NEWS

Provisionals Dropped For Cause Get Job Back If They Are Eligibles

Requests from sources within the Department of Welfare that provisional Social Investigators dismissed because their work was slow or under par, or for similar reasons, should not be given probationary appointments, although they are on the eligible list, have been denied by the NYC Civil Service Commission.

The question was admittedly close. The Commission split 2 to 1. President Joseph A. McNamara pointed out that under the law, plus applying the policy of making straight-down-the-line appointments from the list as promulgated, the eligible is entitled to probationary appointment. Provisional service cannot count against an eligible any more than it can count for him, the President said. Commissioner Darwin W. Telesford agreed and added that while it is necessary to obey the law, it is not necessary to keep indefinitely any employee who was unfit or unable to perform his duties, for at the end of the probationary period he could be dropped for cause. It was also pointed out that while there were some instances of provisionals whose work was slow, they might snap out of it and prove their value as city employees during their probationary period.

Opposition by Mrs. Bromley

Mrs. Esther Bromley, the third Commissioner, opposed certifying the eligibles on the ground that they had already been given a trial and found wanting, and there was no reason to assume that any new trial would produce any different result. The two other Commissioners appreciated the argument as having considerable weight, but agreed that the legal requirement outweighed the minority argument.

Subversive Group Membership

Another contentious point that arose in the Social Investigator test was construed liberally. It had to do with membership of eligibles in socalled subversive organizations. The Commission majority ruled that such membership, which came up as a point in character investigation, was no barrier to appointment of an eligible, because the question of subversive activities is not related to character and also because the organizations were not proved to be subversive but merely were on the list of groups that the U. S. Attorney General deemed to be subversive.

Despite the lack of relationship between membership in organizations called subversive and fitness of character, the Commission did elicit information from eligibles relating to the manner in which they became members of such organizations and the extent of their participation. It was found generally that the membership resulted from solicitation by friends and without any careful investigation by the joiners of the nature of the organization, and also that participation in the affairs of the organizations had been passive or negligible. In the few instances of admitted active participation, the general rule was applied, nevertheless, that the question is not pertinent to character in this instance.

Question of Communism Different

On the question of whether membership in the Communist party should be a barrier to holding a city job, the Commissioners split along unusual lines. President McNamara and the minority Commissioner, Mrs. Esther Bromley, both felt that such membership is an inherent disqualification from holding a public position. President MacNamara argued that the Communist party has a policy of overthrowing our form of government, whether by violent means or otherwise, and that this is inconsistent with according its members the privilege of being an employee of government. Mrs. Bromley argued that anybody who is a Communist has the interests of Russia primarily at heart, and not those of the United States, and therefore should be disqualified from holding public office, whether federal, State or city, because of interests alien to those of his own country.

Commissioner Darwin W. Telesford, with President McNamara, constituted the majority. Both were appointed by Mayor William O'Dwyer. Commissioner Telesford holds that a person who is a Communist need not necessarily be hostile to our present form of government, and that any charge of disloyalty, subversiveness or advocacy of changing our form of government to the Communist type would have to be proved personally against any individual candidate or eligible.

Harold Fields to Talk On Examining Methods

Harold Fields, Examiner, Board of Education, will address the annual meeting of the Civil Service Assembly on "The Selection of Supervisors," in Ottawa, Canada, during the week of October 4.

Mr. Fields plans to speak on the nature of the tests given by the Board of Examiners for supervisory positions and to dwell particularly on the efforts made by the Board's Committee on Personality Tests, of which he is chairman, in endeavoring to establish scientific tests and norms for measuring personality traits.

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NEW YORK CITY NEWS

FIRE OFFICER HOURS DROP NOV. 1

112 New Lieutenants Then, Higher Rank Promotions to Be Made on Jan. 1

By H. J. BERNARD

The hours of Officers of the NYC Fire Department will be reduced as of November 1, when the promotion of 112 Firemen to Lieutenant is made, and when 112 eligibles will be appointed as Firemen to replace the promotees.

Fire Commissioner Frank J. Quayle today announced the official date for the promotions in an exclusive interview with The LEADER. He also announced that promotions in higher ranks will be made as of January 1 next. He did not indicate how many of these higher rank promotions would be made.

Higher Rank Promotions

The LEADER obtained from other sources an estimate of what these promotions would be:

One promotion to Deputy Chief.

Five to seven promotions to Battalion Chief.

25 promotions to Captain.

25 more promotions to Lieutenant would be included.

These total 56 minimum.

Concerning the higher rank promotions, Commissioner Quayle did say however, that on January 1 only those promotions to fill vacancies occurring after January 1 would be made, and that the present vacancies will not be filled until July 1, 1949. This idea had been misinterpreted by others and caused considerable turmoil.

The explanation of the Commissioner's statement, as obtained authoritatively by The LEADER, is that on January 1 there will be a large increase in the number of retirements because the extra $50 a year in the retirement benefit beyond 20 years of service accrues periodically on July 1 and January 1. The present number of official vacancies, which is 45, will be more than duplicated by retirement, death and resignation.

Hence, the allocation of promotions to vacancies is a bookkeeping operation that does not change the fact that the promotions will be made approximately as described.

The Commissioner's announcement laid to rest rumors that had been spread that the Fire Officers could approve the creation of the 112 new Fire Lieutenant jobs only at the expense of higher rank promotions for the rest of the budget year, which ends on July 30 next. The Commissioner's promise regarding the January 1 promotions was a complete answer to that misconception.

Quayle Appreciates UFOA Aid

The Commissioner was appreciative of the cooperation received from the Uniformed Fire Officers Association, which has been intent on improving officer hours, now about 10 hours a week more than those of Firemen.

He felt confident that the vast majority of the Fire Officers would be well satisfied with his plan which he described as one which would "accomplish the greatest good for the greatest number." He emphasized the difficulty of raising the $400,000 necessary to make the 112 Fire Lieutenant promotions and 112 Fireman replacements. He added that any other solution than the one adopted would have rendered impossible the improvement of the officers' hours, which was his chief objective.

The present quota of the Fire Department shows the following vacancies in the officers' ranks:

Deputy Chief, 1; Battalion Chief, 4; Captain, 17; Lieutenant, 23.

The Fireman list would be proshows an allowance of 8,747, while there are 8,795 firemen on the roster constituting a bookkeeping excess of 48. However, the number of firemen on the payroll is exactly the same as the budget allowance, 8,747, and the 48 that seem to be above quota represent firemen on educational or other leaves without pay.

Fireman Appointments

On January 1, besides the promotions, there will be Fireman appointments. Just how man could not be estmated by the d partment at this time. The mi imum will be 25, accounted for the number replacements of Fir men to be promoted then to Lie tenant.

"My chief desire has been reduce the working hours of th officers," Commissioner Quay told The LEADER. "My solutio is predicated on achieving th objective before all others.

"Counter-proposals that we made included reduction of th number of Fireman appointmen when promotions to Lieutena are made, to salvage enou money to promote higher office but such an attitude lacks a d partment-wide view and appre ation of the realities.

"I am glad to be able to redu the officers' hours from 56 45.8 a week," he continued. "T officers will work tours of du known as 'nines and fifteens', e cept for the Chief of Staff a Operations, the Assistant Chief Staff and Operations and t Chief of Department."

LEADER Drafts a Local Law For Uniformity of Bus Jobs

(Continued from Page 1)

One of the important considerations is the length of service in the private employer's business for transfer to City employ. The draft of the proposed legislation will bring up this question for argument by proposing that a six-months period be established. At public hearings before a committee of the Council both sides could thrash it out.

So far, the Commission has been following the pattern laid down in the Wicks law, which was passed in 1938 to allow employees of the BMT to become City employees under transit unification. The Wicks law established a one-year requirement, (and this is being followed now in other cases). Commission rulings permitted totalizing the period so that the whole equaled a year. Also certain citizens requirements were imposed under the Wicks law, but this phase is covered under the present City laws on citizenship and residence.

The City recently took over a bus line in Staten Island and also one in Queens, and only the other day two more lines in Manhattan. It is extremely anxious to prevent any loading of the employee lists by a private enterprise about to be acquired by the City, so that favored "employees" would gain status in City jobs. That is the reason for setting the minimum time limit of employment, and also confirms the validity of permitting accumulation of time.

Also the employees of private enterprise themselves are much concerned, as many of them may be on the border line. For instance, a year requirement might substantially reduce the number of employees who could be taken into the City service. President Joseph A. McNamara, of the NYC Civil Service Commission, feels that a year is too long.

The present practice is to put these employees into the non-competitive class, pending possible reclassification, with the idea that they will be later put into the competitive class. The requirements of the State constitution is that all positions must be competitive, so far as practicable. The Board of Transportation positions are nearly all in the competitive class.

"Count-the-Stars" Competition

The advertisement of Sidmor Fur Company which appeared on this page last week in connection with the "Count-the-Stars" Contest was not identical with the advertisemen which appeared he previous week.

The advertiser has announced that where letters in the competition are postmarked on or after September 21, 1948, the count from either advertisement will be accepted as correct.

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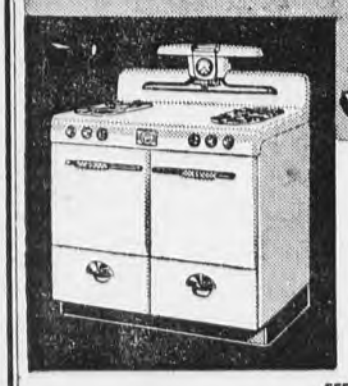

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