

APPLY NOW FOR U.S. JOBS AS RACKET-BUSTER AT \$58

SEE BELOW

'Income Tax on Pensions Must Go!' Employees Assn. Steps Up Campaign

Congressmen Polled, Favor Exemptions

By MAXWELL LEHMAN

ALBANY June 14—"Income tax on pensions must go!" Dr. Frank L. Tolman this week revealed that the Civil Service Employees Association, of which he is President, will accelerate its program to accomplish this aim.

NYC to Seek Truman's Aid to Speed Up Action on Claims of Veteran Disability

By MORTON YARMON

The NYC Civil Service Commission, all set to process claims for war veteran preference as fast as possible, but finding that it cannot move faster than the Veterans

Administration certifies veteran status, wants President Truman to issue a directive to the VA whereby a certificate clearance bureau would be established. The VA has the records of all

veterans, except officers, but was never set up to handle specially the clearances necessary for speedy results under the N. Y. State constitution. The Commission acknowledges the full co-

operation extended by the VA under its limited facilities but wants those facilities broadened. Eligible list and appointment delay have often resulted from overtaxing the VA with requests for disability reports.

20 Day Vacation is Granted To Employees of Armories

ALBANY, June 14—Armory employees of New York State will be allowed twenty days vacation.

This announcement represents a favorable conclusion to negotiations held between representatives of the Armory employees and the Division of Military and Naval Affairs.

The increased vacation schedule is in effect immediately—actually, as of the fiscal year beginning April 1, 1948. An order has gone out to all Officers in Control of Armories that these increased vacation allowances are to be granted, in accordance with work schedules.

The Civil Service Employees Association, following a previous announcement that the vacation of Armory employees would be 14 days, urged upon State officials that this time-limit be extended and brought into line with the vacation time enjoyed by other employees of the State.

Wants End of Dilemma VA has been unable to provide in all instances certificates based on physical and mental examinations given less than a year previous. The Court of Appeals decided that in veteran disability cases the disability must be in existence at the time of appointment and must have at least 10 per cent rating for primary preference. The Commission, bound by the VA finding, and itself required to establish recency, wants President Truman to act so that the dilemma will cease.

Nominations For Assn. Heads Soon to Open

ALBANY, June 14—A meeting of the Board of Directors of the Civil Service Employees Association is scheduled for Tuesday, June 29, in Albany.

In addition to regular business, the Board will appoint a nominating committee to consider nominations for the coming year's officers. Elections take place in the fall.

Legislators Are Swamped With Pleas for U.S. Raise

By CHARLES SULLIVAN Special to The LEADER

WASHINGTON, June 7—The short time left before adjournment, of Congress, which is expected to take place during the fourth week of this month, has prompted employee organizations to start campaigns to induce prompt and favorable action on the Federal pay raise bills. Assurances have been given all around that the bills will be passed, but the failure to move them quickly produced alarm among employees. Letter-writing and telegram campaigns are under way.

William Green, President of the American Federation of Labor, requested Presidents of locals to get the letters and telegrams going, and in quantity.

Senators and Representatives are being swamped with appeals from Federal employees and their friends to take favorable action on the pay bills.

Still Question of Amount The chief point of disagreement is still on the question of amount. Some of the economy-minded legislators insist on an equal, flat increase for all employees under the Classification Act and the postal employees, in one instance as low as \$350. Others favor \$350 for the Classification Act employees, \$400 for the postal workers, and still others higher amounts,

with the postal employees at \$100 a year more than the others.

It was reported that Senator Robert A. Taft (R. Ohio) and Representative Joseph W. Martin (R., Mass.), Speaker of the House,

in their recent conference discussed compromise on amount that would promise success. Both have openly announced their support of the principle of a pay increase now.

Loyalty Bill Hits at State Employees

WASHINGTON, June 7—Representative Keefe (R., Wis.) announced that he intends to broaden his rider, stopping the payment of salaries of U.S. employee members of unions whose officers refuse to sign non-Communist affidavits, to include employees of States, whose salaries are paid in part by the Federal government. State employees in employment and Social Security services would be the most numerous in the class he says he intends to include.

"I believe that the House of Representatives would support me on this overwhelmingly," he asserted.

U. S. Opens Exam. For Patrol Jobs

The U. S. examination for 500 positions as racket-busters waging constant warfare on smugglers of property and aliens is now open. The positions are in the Immigration and Naturalization Service of the Department of Justice and pay \$3,021 a year to start, or \$58.50 a week, at the CAF-6 level. After a year, advancement to the next grade, CAF-7, yields \$3,397, or \$65.30 a week, and periodic pay increases of \$125.40 a year bring this ultimately to \$4,149.60, or nearly \$80 a week.

The title of the position is Patrol Inspector (Trainee) and it represents the entrance level to a career service with excellent promotion possibilities. The first assignment is to training, probably

at the border patrol training school in El Paso, Tex.

After satisfactory completion of one year in the job, including both the study and the experience that follows, the appointee becomes permanent.

The examination (No. 101) is for men only and the closing date is Tuesday, June 22.

The positions in the field are located in various cities and towns in the vicinity of the land borders and in certain coastal areas of the United States. Appointees will occasionally be detailed away from their official stations for days or weeks at a time, and transfers may be frequent.

(Continued on Page 11)

Value of Pressure Dr. Tolman warns against excessive optimism that such legislation will pass this year. However, he points out, "several years of pressure are beginning to show results. The added exemption for those over 65 years of age, in this year's tax law, was a compromise showing the way the wind is blowing. But that compromise, of course, doesn't go far enough. The number of bills introduced at each session on this (Continued on Page 5)

STATE AND COUNTY NEWS

County Employees Favor \$1,200 Minimum Retirement Allowance

The \$1,200 minimum pension is the most popular single item of retirement legislation wanted by county employees.

This conclusion was reached by an assemblage of representatives from the County Division of The Civil Service Employees Association, who met in Albany on May 22.

After the \$1,200 minimum allowance, the consensus was that the following are the next most desirable: increased death benefits; 25 or 30-year-service-retirement with 55-year minimum retirement age.

The County Division delegates met with members of the Association's Pension Committee. J. Allyn Stearns of the Westchester chapter presided. Leonard Mecca, also

of the Westchester chapter, acted as secretary.

Charles Dubuar of the State Department, who heads the Association's Retirement Committee, explained the program of the Association for a liberalized retirement system. Mr. Stearns told the group that its purpose was to acquaint the Retirement Committee with the desires of the County Division "as to the direction in which the Committee's retirement activities should be pointed in order best to serve the needs of the county members."

Major Proposals

Other points of the Association's retirement program were outlined, and included permissive retirement at age 55, without exorbitant premiums, after 25 or 30 years of service; provision for op-

ditional increase in annuity through additional contributions; vested right to retirement benefits after 5 or 10 years' service and exemption of pensions from income taxes.

Research Needed

The meeting agreed on the need of an Association research expert to develop necessary data for the Retirement Committee. Mr. Dubuar pointed to the benefits of such research work to large private corporations.

Charles R. Culyer, Association Field Representative for the County Division, made the point that upstate pay levels are about one-third less than those of the State in consequence, as State pay is used to determine retirement standards, an adjustment should be provided to give a fair allowance to county workers.

Catherine Canny, of Steuben County, pointed out that the privilege of increasing annuity contributions would help.

A Matter of Tactics

It was the general agreement of the group that as a matter of tactics, it would be wiser to concentrate on the achievement of one or two items than to try to obtain all at once.

Those attending the meeting: Charles Dubuar, State Insurance Department, chairman, Retirement Committee.

Harry Dillon, Auburn Prison, Retirement Committee.

County Division Delegates
Sheldon G. Stratton—Jefferson
Philip L. White—St. Lawrence
Dolley J. Exelby—St. Lawrence
Eliz. P. Whalen—St. Lawrence
George Flach—Orange

Leander D. Keeney—Orange
Robert Baylor—Ulster
John J. Graves—Herkimer
Robt. K. Stilson—Schenectady
Clifford Irving—Schenectady
Wm. Dunn—Schenectady
Ivan S. Flood—Westchester
J. Allyn Stearns—Westchester
Vernon A. Tapper—Syracuse
Catherine Canny—Steuben
M. J. Cleary—Westchester
George E. Mullen—Westchester
Leonard Mecca—Westchester

State Division Guests

William J. Farrell—Brook
State Hospital; N. F. Shiel.

Roland Schoonmaker—Pu
Works (Orange County); John
Mullin.

Ralph Swalm—Public W
(Orange County); N. Horan

Association Staff
Charles R. Culyer—Field
representative.

NYC Armory Group To Elect Officers

The Armory Employees Chapter, Metropolitan District, of The Civil Service Employees Association, will hold an election of officers on Wednesday, June 16 at the 8th Regiment Armory, the Bronx. Frank M. Gonsalves is running for re-election as President. Other candidates for the post are David Krone and Jack DeLisi. Mr. Gonsalves is from the 71st Regiment Armory, Mr. Krone, 2nd Naval Militia, Brooklyn, and Mr. DeLisi, 8th Regiment.

The unopposed candidates for the other offices are Henry Clark, Vice-president; Frank Wallace, Executive Secretary; George Fisher, Treasurer, and Sidney Bateman, Recording Secretary. John K. Fisher and Arthur Cornell are running for Corresponding Secretary, while Harman A. Johnson and Henry J. Schmitz seek the Sergeant-at-arms post.

The nominating committee consists of Walter Rube, chairman; James Gardner and James Clifford.

Deuchar Gets Medallion

The Chapter sent a delegation to present to James A. Deuchar at his home the gold medallion he was unable to receive in person at a dinner the week before at which 49 awards were made to chapter members with 25 years or more of service in the armories. The delegation consisted of President Gonsalves, Chairman, and Messrs. DeLisi and George Fisher.

As a special recognition of Mr. Deuchar's notable services on behalf of armory employees, his medallion was adorned with a diamond chip. President Gonsalves made the presentation speech and Mr. Deuchar expressed his deep appreciation.

The visit and the special recognition were a complete surprise to Mr. Deuchar and he was stirred by the tribute.

Mr. Deuchar had been a patient at Veterans Administration Hospital 81, in the Bronx, but was feeling much improved, and expressed eagerness to return to work, which he expects to do in a couple of weeks.

The award of the medallions was a feature event at a dinner held at the Jacob Ruppert Brewery, 92nd Street and Third Avenue, in the spacious and attractive tap-room. The chapter adopted a resolution thanking the Ruppert Brewery for its hospitality and the cordial reception extended to the diners. At the dinner the master of ceremonies was Frank Wallace, Executive Secretary of the Chapter, while others who participated prominently included Superintendent Edward Cullen, of the 8th Regiment Armory, who made a stirring speech, and Luke Foster, of the NYC office of the Adjutant General's office, who assured the chapter members of full cooperation.

Vets Get Job Aid On Graduation

Hundreds of job offers, made to GI's who will finish college this month, are pouring into the New York State Employment Service headquarters and local offices throughout the State, Milton O. Loysen, Executive Director of the Division of Placement and Unemployment Insurance, revealed.

Hundreds of personal letters from the presidents of business and industrial concerns reached his office, Mr. Loysen said, in response to a form appeal he had issued the week before to selected employers. The letter was issued after Governor Thomas E. Dewey had urged employers to take ad-

vantage of the "unique opportunity to secure men and women having both the freshness of recent academic graduates and the maturity and seasoning of military and naval veterans."

Loysen Is Gratiated

Hundreds of other employers are listing their openings directly with local offices of the Employment Service, Mr. Loysen said.

"We are gratified and heartened by this prompt, warm response from the employers of the State," Mr. Loysen said. "The orders are being circulated to our offices throughout the State so that June graduates, by registering at the NYSES office in their own community, will know of opportunities statewide. At the same time this method will assure that cooperating employers will be put in direct touch and be able to arrange interviews with graduates who qualify best for their openings."

Mr. Loysen urged all employers who have not been able to send recruiters to the colleges of the State to participate in the program by listing their openings for June graduates with the nearest NYSES office.

'48 Oldsmobile In Search of Owner

ALBANY, June 7.—There's a brand new 1948 Oldsmobile hanging around waiting for an owner.

The owner won't come and get it, incredible, fantastic event! Moreover, the owner doesn't have to pay a penny for the car.

The owner is Bridie Mullen, of Brooklyn, who earned the Oldsmobile in the Building Fund Drive of The Civil Service Association.

Where are you, Bridie? Joe Lochner has sent her two telegrams, tried to reach her a dozen times by phone, forwarded two special delivery letters. Oh Bridie, Oldsmobile calling!

Frank White, of Brooklyn State Hospital, negotiated the donation out of which Bridie obtained the right to the car. But Frank hasn't been able to locate her.

It should happen to us!

Motor Vehicle Bureau Is on a 5-Day Week

ALBANY, June 7—Motor Vehicle Commissioner Clifford J. Fletcher announced that, under the State 5-day work week, State Motor Vehicle Bureau District Offices no longer issues learner permits or gives eye tests on Saturday mornings. The change was effective Saturday, June 5.

Commissioner Fletcher explained that skeleton staffs are maintained at each office on Saturday mornings only for the purpose of "emergency" transactions. The reduced Saturday staffs are not large enough to conduct a volume of routine business.

The Commissioner's order does not affect County Clerk offices. It applies only to the Motor Vehicle Bureau's own offices in Albany, NYC, Brooklyn, Jamaica, Buffalo, Rochester, Syracuse and Utica.

Operating schedules in the County Clerk issuing offices of the bureau vary from county to county.

Coast Guard Reserve (T) Barred from Vet Preference

ALBANY, June 7—The Appellate Division, Third Department, by a vote of 4 to 1, reversed Special Term of the State Supreme Court, and held that a member of the Coast Guard Reserve (Class T) was not entitled to veteran preference. The court held that preference is not intended by the State constitution for any except those who were active members of the War and Navy departments and devoted full-time.

The United States Supreme Court recently held that the Coast Guard Reservists (Class T) were not entitled to veteran preference under the Federal law, reversing the Court of Appeals of the District of Columbia.

Conditions Good In Westchester

WHITE PLAINS, June 7—Relations between employees and administration in Westchester County have reached an all-time high, and in many respects are a model of such relationships to be followed elsewhere. This is the opinion of competent observers who have witnessed the development of negotiations and conference in that county.

In a recent statement, County Executive Herbert G. Gerlach made this significant comment: "Will I be mistaken if I say that in my opinion the relationship between employer and employee has been greatly improved in county service?"

"I recall days of salary cuts, when employees still remained loyal to the county and continued to render loyal and faithful service. I remember the war years when many positions were not filled, and those who remained took over additional duties and responsibilities."

Extraordinary Service

"Even in normal times I could cite many instances called to my

attention by department heads where county employees have continued at their posts and rendered extraordinary service with expectation of reward except satisfaction of a job well done. This is true generally throughout county service. For example, Grasslands, during the war and the present time, in the Health Department, during the last polio epidemic and during the recent smallpox scare; at times of emergency in the Sewer Division, the Highway Division, in Park Maintenance."

The statement was made to members of the Westchester County Competitive Civil Service Association and of the Civil Service Employees Association. Mr. Gerlach continued:

Modern Pay System

"Westchester County has a modern system of personnel regulations. Its salary system is one of the most modern in the nation similar to that recently adopted by General Motors and the United Automobile Workers. It calls for a sliding scale based upon the cost-of-living index."

No-Limit Sick Leave Proposed

Employees of Coxsackie Vocational Institute would like to see a plan under which sick leave could be accumulated indefinitely. The local chapter of The Civil Service Employees Association reports that growing sentiment among the institution's workers is for removal of the present 150-day accumulated sick leave provision. The employees are not asking for more than the present 12 days a year, but they seek the privilege of accumulating it indefinitely.

Ray J. Marohn, a chapter official, reports the sentiment in this form: "There are many ways in which this accumulated sick leave could be used for example, toward retirement purposes. If an employee has 250 days sick leave accumulated to his credit, it might be used prior to retirement. In other words, he could retire nearly a year earlier."

Lump Sum Reimbursed

Marohn also offers the suggestion that employees might be reimbursed, at retirement, with a lump sum for accumulated sick leave.

"We firmly believe," he says, "that some incentive should be offered to the employees who are conscientious enough to stay on the job and accumulate a great number of sick days, as against the employee who takes a day off at the least provocation."

Hollister Makes Swing Around State

ALBANY, June 7—Larry Hollister is making a swing around a portion of the State again, and will be available for members of The Civil Service Employees Association who have problems to discuss.

Here's Larry's itinerary:

Tuesday and Wednesday, June 15, 16: Watertown Public Works; St. Lawrence State Hospital; Lawrence Public Works.

Thursday, June 17: State College, Canton; State College, Potsdam.

Friday, June 18: Dannemora State Hospital; Clinton Prison.

Saturday, June 19: Annual Dinner, Ray Brook.

June 21 through 26: All chapters in Long Island.

June 26: Metropolitan Conference, Jones Beach.
Last week, Larry, who is Field Representative of the Association, visited the Agricultural and Technical Institute at Cobleskill; the Syracuse chapter, and the State School Chapter, and a meeting of employees at Onondaga Sanatorium, with whom he talked of the possibilities of starting a new chapter. He visited, also, Utica State Hospital, Utica Public Works and the Sanatorium at Broadacres.

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STATE AND COUNTY NEWS

Staff Attendants to Be Picked From Dept.-Wide Exam

Special to The LEADER
 ALBANY, June 14—The State Civil Service Commission will conduct a department examination for Staff Attendant in Mental Hygiene institutions.
 In a number of institutions, the eligible lists for this post are exhausted. The Civil Service Commission feels that it will make for more efficient hiring of Staff Attendants if it can be done department-wide as well as from within the institutions.

What of Staff Attendant lists now existing? The decision is that these will last until June 23, 1949. After that they will be cancelled. This means that many of the lists will have less than the four-year life formerly allotted them. "All of them," however, says a spokesman for the Commission, will have been in existence at least two years.
Who Has Priority?
 The Commission advises all those who are on lists now to take

the new examination anyway. But no definite decisions has yet been made on the question whether the employee within the institution has priority over the employee on the department-wide list. But thinking within the Commission would seem to lead in that direction. In other words, it is probable that eligibles will be taken from the lists in this order: (a) those on existing lists; (b) those within the institution; (c) those on the department-wide list.

The Public Employee

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



THE WATCHDOG OF CIVIL SERVICE

THE Civil Service Reform Association is a small group of high-minded men and women devoted to the protection and the improvement of Civil Service administration. "It is little but O' My"—what a champion of a high principle and a practical plan for efficient public administration.

When things are well in the Civil Service, the Association is devoted chiefly to improvement and reform. (Unfortunately, things are seldom well in the total picture of civil service in the United States).

When things are bad in Civil Service, the Reform Association becomes active in the courts, in legislative halls and in Civil Service offices.

When things are very bad in Civil Service, the watchdog growls louder and becomes more concentrated on particular evils.

In its recent annual meeting, the Reform Association refers directly to the New York State Civil Service Commission and the New York City Civil Service Commission. Of the State Commission, it reports:

"The State Civil Service Commission still persists in extending exemptions of positions from competition and thus further limiting opportunities of those in the service to attain more responsible posts, discouraging many from continuing therein, and making it unattractive to those who might otherwise be persuaded to seek careers there.

"The pressure on it from prejudiced operating department heads, lacking confidence in the competitive system and without interest in resorting to its full potentialities, combined with urgent demands of patronage-minded political leaders for a share of public positions for their faithful partisan followers, have made the task of the commission more burdensome and trying than ever."

The paramount issue is plainly stated that any form of preference in Civil Service appointment and promotion is "in derogation of the merit system." The Reform Association would allow a limited and reasonable temporary percentage preference for veterans which would cancel out in a few years but beyond that point it is adamant in its stand for merit and fitness as the sole criteria for civil service jobs.

The Civil Service Employees Association has long enjoyed the respect and the cooperation of the Reform group. If we are to be judged by the company we keep and the friends we cherish, this high opinion of the Reform Association is a badge of merit we shall always cherish.

State Civil Service Lauded, Criticized for Recent Actions

The State Civil Service Commission has made improvements. But it still exempts too many positions from competition, and yields to "expediency." This is the essence of a critical report issued by the Civil Service Reform Association last week. In one instance, the Association bluntly states that the positions of 175 veteran counselors "have been filled without regard to the civil service law."

the public to appreciate the extent and significance of temporary employments in the State service at any given time.

"We regret, however, that the State Civil Service Commission still persists in extending exemptions of positions from competition and thus further limiting opportunities of those in the service to attain more responsible posts, discouraging many from continuing therein, and making it unattractive to those who might otherwise be persuaded to seek careers there. The pressure on it from prejudiced operating department heads, lacking confidence in the competitive system and without interest in resorting to its full potentialities, combined with urgent demands of patronage-minded political leaders for a share of public positions for their faithful partisan followers, have made the tasks of the Commission more burdensome and trying than ever."

Law Ignored

"The Commission has not fully met its responsibility of requiring the Constitutional test of practicability of examination, but has too often yielded to expediency. The result has been that the number of positions in the State service excepted from competition is now at the highest point in over twenty-five years. This is alarming in light of the long experience in this State where the competitive examination system was first established and opportunities for developing and improving testing techniques have been quite favor-

able.

"An illustration of the difficulties under which the public's business operates is afforded in the case of the State Veterans' Division in the Executive Department. Since creation of the Division in July, 1945, all of the 175-odd positions of veteran counselors have been filled without regard to the civil service law. Recommendations made by the Association to the Governor and the State Civil Service Commission for filling the places after competitive examination as required by law were persistently ignored on one pretext or another. Not until April, 1946, more than a year and a half after the positions had been filled mostly for political considerations, did the Commission undertake to hold competitive examinations for the places. The eligible lists were established as late as April, 1947, and appointments from the lists are still held up by litigation sponsored largely by incumbents intent on holding on to positions which they would otherwise lose to others on the lists legally entitled to them.

"Just how wasteful to taxpayers have been these manoeuvrings to retain most of these political appointees over so long a period is a matter of conjecture, but based on similar past experiences it must be considerable. The case of the State Veterans' Division is a typical story of what occurs when evasion of the merit system is condoned by a civil service commission only passively concerned in enforcing the civil service law.

Improvements

"Some improvements in the State Civil Service have been made during the past year. The pace of conducting examinations to displace temporary appointments carried over from the war period has been accelerated. Methods of recruiting for better talent for state positions have been initiated and new devices have been developed for attracting graduates of the colleges and universities to seek careers in the civil service.
 "The department has been supplied with considerably more funds to enable it to function more effectively. The professional and technical staff of the Commission has been strengthened, and it is broadening its activities beyond that of the traditional pattern of serving primarily as an examining agency for filling vacancies in operating departments. It is gradually taking on more of the responsibilities of a central personnel agency concerning itself with broader activities in that field, including a uniform plan of sick and vacation leaves, employee relationships, and in investigating claimed experience and qualifications of candidates in examinations and character records of prospective appointees, a responsibility long neglected.

Temporary Employees

"Commendable also is the action lately taken by the State Commission, upon recommendation of the Association, of discontinuing the long illegal practice of enlarging the period of temporary employment through misuse of the State civil service rule intended only for authorizing temporary appointments for occasional and exceptional service of a professional or technical nature. Heretofore thousands of positions have been carried beyond the legal limit for temporary employments under guise of the rule.

Too Many Exemptions

"Discontinuance of the practice, initiated long before the present Commission took office, will enable the Commission to keep more accurate check on temporary appointments, simplify handling of such employments, and enable

The Metropolitan Conference of the Civil Service Employees Association plans something new in conference meetings. It's a combination business meeting and picnic, to be held in swank, pleasant Jones Beach State Park. The date is Saturday, June 26.

Victor J. Paltsits, Chairman of the Metropolitan Conference, this week extended an invitation to all members of the Association, their families, and friends. Mr. Paltsits reports that a number of State officials are expected to be present. The world-famous beach has been selected because it offers unexcelled facilities for summer entertainment. There will be swimming, roller skating, dancing, and various games, at small cost. Golf, a softball league game under night lights are among other diversions

which will be offered to the guests and delegates.

The business meeting of chapter delegates will convene at 1:30 p.m. at the Boardwalk Cafe. Conference officers will be elected; other business will be transacted, and addresses will be broadcast through the beachwide system.

For information about bus permits, parking regulations, and directions, write to the host chapter:

- Mr. George H. Siems, President, Long Island Inter-County State Park Chapter, Wantagh, Long Island, N. Y.
- In addition to the Inter-County chapter, other chapters adhering to the Metropolitan Conference include:
 - Armory Employees, Metropolitan Area, Frank M. Gonsalves, President.
 - Brooklyn State Hospital, William J. Farrell, President.
 - Central Islep State Hospital, Mchale J. Murphy, President.
 - Creedmor State Hospital, John L. Murphy, President.
 - Manhattan State Hospital, John Wallace, President.
 - New York City Chapter, Michael L. Porta, President.
 - Pilgrim State Hospital, Francis H. Neitzel, President.
 - New York Psychiatric Institute, Biagio Romeo, President.

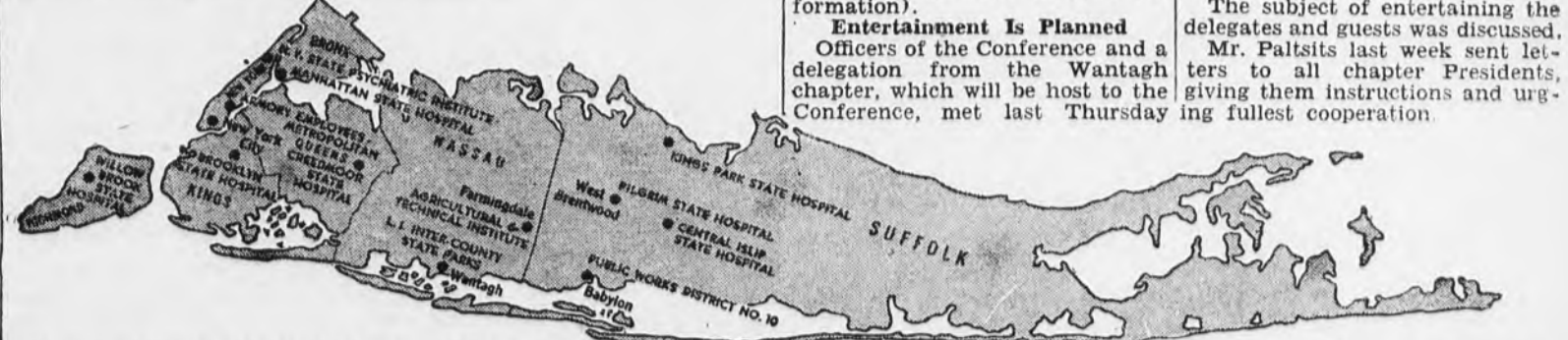
night to advance plans for the picnic. Mr. Paltsits presided.

- Acceptance of invitations was received from State Civil Service Commissioner Louise C. Gerry, Director James F. Evans, of the Conservation Department and Harry A. LeBurt, Director of Greedmoor State Hospital. Replies are awaited from other State officials, including Lieutenant Governor Joe R. Hanley and Chairman Mary Goode Krone, of the State Personnel Council.

The delegation from the Wantagh chapter consisted of George Siems, President, and Mrs. Amelia Bedell. The Conference officers present, besides Mr. Paltsits, were Marie S. Lauro, Secretary, and Clyde H. Morris, Treasurer.

Entertainment Is Planned

The subject of entertaining the delegates and guests was discussed. Mr. Paltsits last week sent letters to all chapter Presidents, giving them instructions and urging fullest cooperation.



The Metropolitan Conference has devised an unusually interesting letterhead. At the top appears a map of the area covered by the Conference and The Civil Service Employees Association chapters within it. Above is a reproduction of the map. Note: It's an idea other conference groups might emulate.

State and County Eligibles

- Radio Publicity Representative, Radio Bureau, Div. of State Publicity, (O.C.)—Theodore Allen, Curtis Hoxter, H. M. Grout, Jr.
- Radio Technician, Westchester County, (O.C.)—John A. Wasiewicz, Frank R. Holst, Anthony Strauss.
- Asst. General Labor Foreman, Highway Dept., Tompkins County, (O.C.)—Robert J. Stecum.

STATE AND COUNTY NEWS

NEWS OF STATE AND LOCAL EMPLOYEES

Coxsackie Institute

Guard James Maher, who was injured on duty, in 1942 and has been off duty since that time on a disability pension, has now been declared in good physical condition and has returned to duty as a full time guard . . .

A son was born recently to the wife of Guard Harold Hurley. Mrs. Hurley was formerly from Belgium. Sgt. Ed. Glasheen, formerly of Great Meadow Prison reports that Harold Hurley is attempting to catch up with his brother, Guard Ray Hurley, Great Meadow Prison. Ray is the father of ten children, at latest count.

New Employees:—Nurse Esther Anderson has returned to duty. Nurse Anderson had been formerly employed here and resigned Sept. 16, 1947. . . .

William Van Wie, steam fireman, has reported for duty. . . .

Guard William Rice has reported back for duty on May 19th after having had a serious shoulder operation. Willie is the authority on all Conservation matters in Greene County, and also a widely known radio commentator. . . .

Mrs. Audrey Long has returned to her position as stenographer after having had an operation at the Albany Hospital. . . .

The employees of this institution had a family picnic on May 27th at the clubhouse, hot-dogs, beans, salads, and other food was served. The picnic was a huge success and a monthly party is planned for the future summer months. Mrs. Joseph Conboy led the children in songs and games. Guests were Jack Slattery, Albany and Bill Phillips, Chief Probation Officer, Niagara Falls. . . .

Farm. Superintendents Bill Massie is seriously worried about the farming situation and the last eighteen days of rain. "Lake Willie" really is flooded this year. Keep smiling. Bill, better days are coming. . . .

Guards Harry Fritz and Ray Marohn attended The Civil Service Conference meeting in Albany on May 21-22. James Walsh attended Civil Service Meeting in Albany on May 22nd. . . .

Plutocrats Tom Cawley, George Roddy, Jack Hughes, Joe Grubar are all driving new cars. How do you do it, fellows? Sgt. John Cook also has a new car, although the sergeant really needs a new car, what with those trips to Buffalo to see his family, Cookie would very much like to get back to Attica, as he is now a brand-new grandfather—and so young. . . .

Pension Plan—Uniformed Personnel Department of Correction. For the past several years the officers of the department have put on an active campaign to secure a 25-year pension plan. To date, this plan has not gone through, but the officers have high hopes of having this bill passed in the near future. Says Ray Marohn: "We firmly believe that if we can secure a 25-year plan, it will be a firm stepping stone—for the entire State to secure it. We earnestly request all State employees to back the 25 year plan for uniformed personnel in our department. . . .

At present the State Police have both a 20-year and 25-year retirement plan. Many of our City police and fireman have both a 20 and 25-year retirement plan. At the present time the Federal workers are striving for a 20-year plan for all workers who investigate, apprehend and detain criminals such as: the Treasury department, post office, Customs and Immigration and Naturalization agencies, prison guards and White House police. This bill is called the Hagen bill and was okayed by the House Civil Service Committee."

Marcy

The Marcy Chapter held its first Annual May Frolic at the Assembly Hall on Wednesday, May 26. The affair was attended by 350 members of the staff and employees, and their guests. . . .

A buffet supper was served. Several novelty features enlivened the dance. A balloon dance in which the last couple on the floor, with balloons still intact, tied to

their ankles, was won by Francis Quinlan and his wife. . . .

Another balloon specialty was a row of balloons suspended from the ceiling, with slips of paper in all of them, ten of the slips were good for one dollar bills. During the dance, this row of balloons was cut down, and a mad scramble ensued for the recovery of the good slips of paper. . . .

During intermission, a call was sent out for the couple attending the dance, who had been married the longest period of time. A tie was the result, Dr. & Mrs. Nel D. Black and Mr. & Mrs. Everette Morris had been married thirty-one years. Suitable prizes were awarded both of these couples. . . .

The dance was held under the chairmanship of Stuart C. Martin and Thelma Petersen, with these committees:

Trimming and arrangements: Albert Cahill, Chairman, assisted by Del Capes, Leonard Jackson, Mr. Beers, Mr. Quinlan, Russell and Kenneth Finegan, Arthur Phillips, Madeline Cole, Carl Adsit, Morris Bailey, Ruth Morgan, Florence Truax, Carl Adsit. . . .

Entertainment: Martin and Miss Petersen. . . .

Refreshments: Coultrip. Buffet Supper: Ellis Truax, Mr. Owens, Sylvia Tanner, Helen Owens, Verna Bayer, Bill Bayer, Miss Stefanini, Fannie Abeid, Victoria Smolinsky. . . .

In the month of June, an outside dance and buffet supper will be held in the grove of the hospital grounds. . . .

Niagara

The May meeting of the Niagara Chapter was held in Lockport, President Howard L. Kayner, Niagara County Treasurers office, presided. About 100 members were present. Niagara Chapter has instituted a program of dinner meetings. It is felt by majority opinion that dinner meetings hold far greater appeal than ordinary routine business meetings. . . .

Niagara Chapter is expanding. Present at the meeting were a large group from the City of North Tonawanda headed by former supervisor Herbert Brown and Howard B. Selover. It is felt that shortly all city employees in Niagara County will be members of the Civil Service Employees Association. . . .

Paul Pils chairman of the Association drive, reported the Niagara Chapter had exceeded its quota in the Building Fund Drive. Ethel Redhead, Elizabeth Doyle and Madalyn Rodenbaugh received a special note of thanks for exceptional work in this respect. . . .

Albert Foote of the Treasurer's office led in community singing and dancing followed the meeting. . . .

Dances were set to conduct the June meeting in Niagara Falls. Niagara Chapter meetings are being rotated among the various cities of the county. It is felt that this gives encouragement to people who must travel great distances to attend meetings. Plans are to be formulated for a July picnic to which legislative representatives are to be invited. . . .

Reconstruction Hosp.

At the recent annual dinner of the Reconstruction Hospital chapter, held at the Venice Inn at Nyack, the chapter presented a State flag to the hospital. Dr. Austin J. Canning, Director of the hospital, accepted it with deep thanks. Mary Elizabeth Baker is president of the chapter. Mrs. Dorothy Kennedy was chairman of the dinner committee. The hospital is at West Haverstraw. . . .

STATE ELIGIBLES
Case Worker, Dept. Public Welfare, Essex County, (O.C.) — Thomas Rich.
Stenographer, Tompkins County, (O.C.)—Eileen M. Flynn, M. Sophie Abraham.
Chautauqua County, (O.C.)—Beverly Sahle, Charlotte Duchaine, Rose M. Tempio.

CLERK-5 CANDIDATES
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MERIT ENTERPRISES
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EDITORIAL

'Pooled' Promotions, Yes Less Protection, No!

THE plan of Thomas L. Bransford to "pool" promotional examinations in certain common titles is a good one. It would tend to increase somewhat the promotional opportunities available to competent employees. It would reduce the terrific work-load of the Civil Service Commission, by enabling the examiners to work on fewer tests for a title; and this would have an important secondary effect—speeding up other promotion exams which are far behind schedule. The essential sanity of the plan is evident when it is considered that the position of Senior Account Clerk, for example, exists in 207 separate promotion units; Senior Stenographer in 200 promotional units; and that 2,000 positions in the State service require the making and holding of examinations. Anything which can increase the efficiency of the examining staff is going to help the service. . . .

However, the plan won't work, nor will it be acceptable, if the personnel officers insist on using it as a vehicle for enlarging their own power of hiring and firing. The merit system is not strongly rooted in the by-passing lists, hiring of provisionals, and the releasing at will, within a trial period, of promoted employees. Yet in essence this is what the personnel officers seek. These are conditions which the employees and their Association cannot possibly accept—and the personnel officers should realize it. Moreover, protections should be assured for those on existing lists. . . .

The LEADER endorses the excellent basic machinery in the proposal. We should like to see the plan accepted and we are glad that the flame of originality is making itself visible in the precincts of the Civil Service Commission. . . .

But this endorsement does not include acceptance of conditions which reduce the existing protections for employees. . . .

Dongan Guild Ends Season at Dinner

The Dongan Guild of New York State Employees wound up its season with a First Friday dinner at Child's Restaurant, 196 Broadway, NYC. The 350 diners heard the Rev. William J. Kelley, Chairman of the State Labor Relations Board, advocate that the State establish a school for training men and women for government service. He said he would discuss the subject in detail at a future meeting. . . .

The other speakers were the Rev. James W. Asip, Assistant Director of the Propagation of the Faith; the Rev. Bernard J. Fleming, Spiritual Moderator of the Guild; Thomas J. Curran, Secretary of State and Honorary Chairman of the Guild, and Daniel Farnan, of the Social Welfare Department, Guild President. . . .

William J. Peterson, of the Labor Relations Board, was chairman of the dinner committee. He and the guest speakers sat at the dais with former Presidents Frances M. Smith, of the Banking Department; James L. Hanrahan, State Department; William A. Seidl, State Insurance Fund, and Laurence V. Cluen, Motor Vehicle Bureau. Mr. Peterson is also ex-President. . . .

Prayer Pledges Asked

One of the features of the evening was opening of a drive for Living Rosary Pledges, 10 prayers a day to be pledged by signers, that the United States shall "be spared from the dangers of totalitarianism." Signed pledges are to be returned to Rose Martin, Chairman, Room 500 at 205 East East 42nd Street, New York 17, N. Y. The signers are not restricted to State employees. . . .

The dinner meeting was the last of six monthly sessions, the theme of which was "The Catholic Faces the Threat of Totalitarianism." Mr. Curran dwelt especially on this topic, in his speech, and on the legal relationship between religion and public education. . . .

Mr. Curran introduced four guests to the audience—John F. O'Connell, Chairman of the State Liquor Authority; M. Joseph Tierney, Director, N. Y. State Employment Service; Herbert A. Howe, Assistant Director, and H. J. Bernard, Executive Editor of The LEADER. Mr. Curran said that Mr. Bernard had been regularly attending all Dongan Guild events for many years. . . .

The Labor Department, as usual, had the largest representation, be-

cause of DPUI and NYSES employees. Michael L. Porta, of Workmen's Compensation, President of the NYC chapter of The Civil Service Employees Association, was a guest. . . .

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- A low mark in the physical will pull down your general average.
- A high mark will improve your general average.
- You are actually competing against yourself.
- Every point made on the physical is worth that much gold.
- A half point in the final list may make the difference of a year in your appointment.
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STATE AND COUNTY NEWS

Sickness and Accident Insurance Benefits Cited

This is the third of a series of articles concerning the Group Plan of Accident and Sickness Insurance for all Public Employees in the State of New York who are eligible for membership in The Civil Service Employees Association. Another article next week.

By CHARLES A. CARLISLE, Jr.
Ter Bush & Powell, Inc.

Broad Coverage at Low Cost

There are many other types of protection on the market, Blue Cross hospitalization plans, surgical plans, etc.

If you are now a member of some worthy hospitalization or surgical plan, you still need this Group Plan protection, because this low-cost, broad-coverage plan pays whether you are in the hospital or not. This plan should be your basic protection. Cash to you when you need it most.

Only a small percentage of people are confined to a hospital, and even then only for a fraction of the time they are disabled. Most people are sick at home or are recuperating at home, and in these cases hospital and surgical plans are of no benefit to you at all. So, with your insurance money, buy this plan first and then, if you can afford it, buy a hospital coverage or a surgical plan, or both.

Remember, this is not a limited plan — but very broad in coverage

and very low in cost. This plan, you need if you are under 59 years of age and in good health. Apply for it NOW.

This Plan Basic and Complete

The Group Plan is considered by many State employees as basic and complete, for the following reasons:

1. Coverage under the hospitalization or surgical plan does not pay you a monthly indemnity. It only pays all or a part of your hospitalization bill. If you carry only hospitalization, your salary check might be lost entirely.
2. Your benefit check is paid by us whether you are in a hospital or not. (You do not even need to be house-confined.) For example, you may have a serious operation, with a medical expense of \$200. You will be in a hospital, let us say, about two weeks. When you go home, you are not covered during your convalescence by the hospitalization plan, and if you are slow regaining your strength, two or three months may pass before you return to work. Thus, at a salary of \$100 per month, you would lose possibly \$350 or more. Under the Group Plan you would not lose this money, because you would get a regular check each month during your disability.
3. Based on the protection dollar, the Group Plan is lower in cost.

Some Official Data

Illness Disability:

On an average day of the year, 4,000,000 or more persons in the United States are disabled by illness. Every year 70,000,000 sick persons lose more than a billion days from work or customary activities. The total cost of illness and premature death in this country is approximately 10 billion dollars annually. For every death, there are sixteen cases of illness lasting a week or longer. (U.S. Department of Labor statistics). In Hagerstown, Md., says the United States Public Health Service, 100 out of every 1,000 persons have some chronic ailment at age 45. Also, department's study shows that 25 per cent of all people, in good health at age 60, will develop some

chronic ailment in the next five years. So, if you are in good health investigate this plan now.

Accident Disability:

Reports show accidents in one year:

Killed	94,000
Non-fatally injured	8,900,000
Permanently Disabled...	330,000
Total direct costs of accidents	\$3,300,000

Combined Disabilities:

67 persons are disabled every minute: 17 by accident, 50 by sickness. (National Safety Council statistics).

Extent of Disability:

On an average day, one out of every 33 persons in the United States is disabled by illness. The average person from 25 to 59 is disabled 9.9 days every year (if a person has not been sick for ten years, then as an average person he or she should have a sickness which will last at least 99 days, or nearly one-fourth of a year, based on statistics of the National Institute of Health).

Sickness and Accident

The average disability resulting from accidents is 20 days, while the average duration of sickness disability is 28 days. Source — Metropolitan Life Insurance Co.

More wages are lost on account of accidents and sickness disability than through loss of work. It costs five times as much to be disabled as to be well. Disability has caused many people to withdraw as much from their savings in three weeks as could be replaced in three years.

Address questions to Charles A. Carlisle, Jr., 423 State Street, Schenectady, N. Y. They will receive his personal attention.

Bridge Men Ask Status as State Workers

POUGHKEEPSIE, June 7. — Employees of the State Bridge Authority would like to have their status definitely established as state workers. An "orphan" group of employees, they desire their status clarified once and for all.

Last week, the New York State Bridge Authority chapter of the Civil Service Employees Association met in Kingston to discuss a resolution asking a change in their status. Nicholas Glusko, an employee at the Mid-Hudson, and head of the chapter, presided.

A resolution was introduced seeking to show that Authority employees should be classified as state employees since the Authority is state-owned and state-operated. At present Authority employees are considered to be the same as employees of a municipality or a private corporation, it was said.

Meeting July 7

A special meeting will be held July 7 at Bear Mountain for the purpose of drawing a resolution for presentation to the Southern conference of the State Civil Service Employees' Association. The conference will then draw up a legislative program for the statewide meeting of the Association in October.

After the business meeting, members of the chapter gathered for a dinner at the Wharfage Inn. An entertainment program was presented by Douglas Hart, Highland; Arthur Rafferty, Kingston; Marty Brogan and the Bridge Authority Employees' quartet, comprising Herbert Cosgrove, Poughkeepsie; and Curt Otto, both of the Mid-Hudson bridge; Leo Lieb, Rip Van Winkle bridge, Catskill, and John Hennegan, Bear Mountain bridge.

Capt. William Tierney, of the Kingston-Rhinecliff ferry, welcomed the group to the ferryhouse for the business meeting.

Chapter Activities

In addition to the special meeting next month, the chapter also plans meetings in September at Catskill and December at Bear Mountain.

In addition to Mr. Glusko, other officers are William Gardiner, Bear Mountain, vice-president, and Aloysius Curran, Catskill, secretary-treasurer.

They Did Most In Assn. Building Drive

Special to The LEADER
ALBANY, June 7.—They've added up who have done the most work in the recent Building Fund Drive of The Civil Service Employees Association. The Association had already announced (The LEADER carried the news last week) that top performers were Stella V. Ozga, of the State Tax Department in Albany, and Al Pelella, of Matteawan State Hospital. And as a reward for their great efforts, Stella and Al each has been given the choice of a \$500 diamond ring or a vacation worth that much.

These are the others who did most work in collecting the greatest amount of donations for the drive:

Immediate runners-up among the women for the award were Muriel Dudley, State Agriculture & Markets Department, Albany and Darleen Downes, State Labor Department, Syracuse.

Close seconds among the men were John Schoonmaker, Nanoch State Institute and Vito Masi, State Training School for Boys, New Hampton.

Outstanding

The Association announced that in addition to its chapter officials and building fund committees throughout the State, the following members were outstanding in collecting contributions to the fund. Among the women were Mildred O'Connor, James E. Christian Memorial Health Department Albany chapter; Erma M. DeJong, Taxation and Finance Albany chapter; Edith Fruchthender and Anna Storms, New York City

Added Benefits Sought For Armory Employees

ALBANY, June 7.—The 20-day vacations granted to Armory employees is within the law that mentions 14 days, The Civil Service Employees Association revealed.

The other day John T. DeGraff, counsel for the Association, pointed out that the 14-day vacation time written into the law is not a maximum, and that the Division of Military and Navy Affairs has the right to extend it.

The Association is working toward the extension of other civil service benefits to Armory workers.

Albany Girl Wins Third Merit Award

Special to The LEADER

ALBANY, June 7. — Ida B. Greenstein, 26 Chestnut Street, Albany, an employee of the Division of Standards and Purchase, has just been granted her third award by the State Employees' Merit Award Board. She is the first woman in the State service to have gained this recognition.

Her suggestion that public drinking fountains be installed in the Capitol is most practical and will definitely improve service to the public. In advancing the idea, Miss Greenstein wrote:

"Having worked in the Capitol for several years, I know from experience that many people, especially the small children, have stopped at our office for a drink of water. As we walk through the Capitol, we see fine bottled Saratoga water on display, but there is not a drinking fountain in sight unless one goes into one of the offices."

Miss Greenstein received a cash award of \$25, and a Certificate of Merit for her thoughtfulness. Her previous two awards of \$10, each were for suggested procedures relative to requisitioning and procurement that will lead to increased efficiency in the Division of Standards & Purchase.

Veteran Counselling Decision Is Reserved

ALBANY, June 7 — Supreme Court Justice Roscoe V. Elsworth reserved decision in the case in which Samuel Resnicoff, Counsel for a group of about 40 Veteran Counselors and Senior Veteran Counselors sought to vacate the State eligible lists for the positions. The case is that of Fitzgerald versus Conway.

The lists were established on March 1. Two weeks later the lists were tied up by Mr. Resnicoff when he obtained a restraining order pending the determination of the proceeding.

During the course of his argument, Mr. Resnicoff contended that the State Civil Service Commission illegally delegated its function of preparing examination questions to an individual over whom it had no control.

"Regardless of prior rule, policy or precedent," argued Mr. Resnicoff, "the Civil Service Law in clear and unequivocal language did not permit the employment of a person who was not in the official service of the State or any of its civil divisions."

In addition, the lawyer urged that other irregularities voided the examination.

Thos. Indian School Staff Does Vital Job

Anybody who thinks that civil service employees consider their work as "just a job" should talk to Joella Clark or Michael F. Brennan of the Thomas Indian School in Iroquois, N. Y.

Away from everything, lost "out in the sticks," the employees at Thomas Indian School do more than teach and care for the Indian children under them. The employees take an interest in the youngsters that exceeds by far the requirements of the job. They spend lots of time with the children to give them individual attention; they hold affairs to raise money for the youngsters; they give them awards to increase their self-esteem.

Prizes and Awards

Prizes and awards are given to outstanding students at the June Commencement exercises. Each year two boys are sent to Scout camp with all expenses paid. The boys are chosen by their Scout Master, Norman Pullen, for outstanding work in Scouting and general behavior at all times.

Annual Bazaar

An annual bazaar is held in the Gymnasium and is one of the outstanding events in the life of the children. It comes next to Christmas in anticipation and in retrospect. The Bazaar is a two-day affair, it begins with an evening session during which there is a High School amateur program, with contestants from Erie, Cattaraugus and Chautauqua Counties. The next afternoon all Reservation and District Schools are invited free when the Junior Amateur Contest is held with more prizes given the young winners. Prices for games and refreshments are reduced, and everything is done to make the youngsters happy. That evening an outstanding vaudeville program is put on by a selection of artists from all over Western New York.

It's a Gay Party

The Gymnasium is gaily decorated and the walls are lined with booths. The Homemaking Department, the Craft and Manual Arts Departments have booths and all of the profits from the articles sold in these booths goes directly to the benefit of the students, part given to the child and part into a fund for more material.

"The Bazaar" is a favorite theme at the Institution for many weeks. The Employees Chapter Treasury (supplied largely by returns from the Bazaar) provides spending money for the younger children who have none. There have also been treats provided by the Chapter as roller skating trips for the older boys and girls and picnics for the younger fry.

In the 1930's an Employees' Store was started. Here the children had an opportunity to spend their allowances for ice cream, candy, pop and the like. It was operated by the employees on their own time, often at a loss but with benefit to the children uppermost always. The State has recently taken this over and runs it on the same principle.

Tax-Exempt Retirement

(Continued from Page 1)

subject also shows how effective the campaign is becoming.

Agreement Needed

"The main problem now is to get agreement on what the final bill should be. The Association feels that an exemption of \$2,000 is a moderate request that could join all interested groups in a unified program."

The other side of the program is State legislation to increase the amount of pensions. The campaign for a \$1,200 minimum will be pushed with high vigor at the next session of the Legislature. One ticklish problem that has always been brought up to counter the Association's push for the \$1,200 minimum is a section of the State Finance Law. This provision. It's Article 7, section 8 of the Constitution, prohibits the use of any money or credit of the State for the benefit of any individual.

An encouraging view of the matter, however, came in an informal letter to the Association from Dr. F. B. Holmes, former

head of the Retirement System. He wrote:

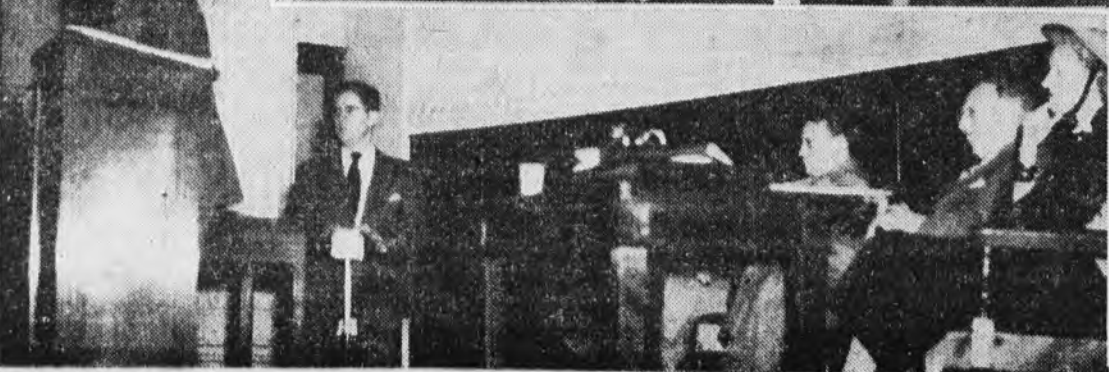
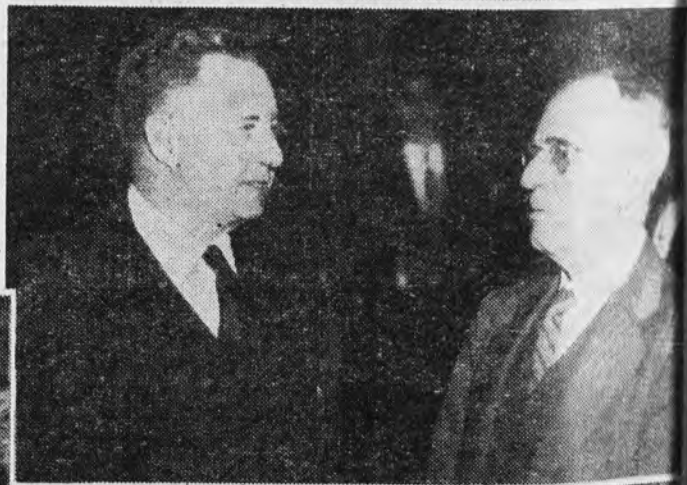
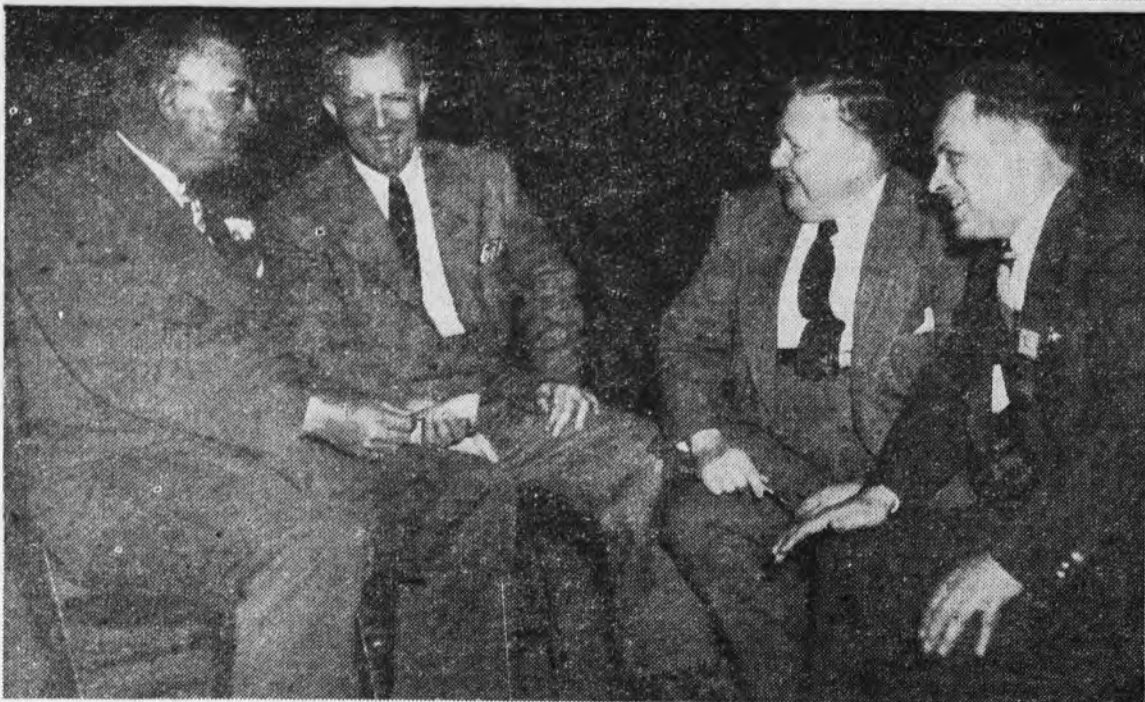
"Art. 7, sec. 8 of the Constitution is no more now than it ever was. The State has appropriated two hundred million dollars, more or less, for the payment of retirement allowances. Some have said the same is deferred salary. Bunk. If they can appropriate for such allowances, they can do the same to increase them. Try it."

Spendable Money

A recent article in the New York Public Accountant, journal of the the New York State Society of Public Accountants, had this to say on the subject of tax-free pensions:

"The Federal government recognized, in its handling of old age benefits, that such benefits should be made exempt from income taxes. In a similar way and for similar reasons, all retirement pay should be exempt from tax. For the benefit of our economy as a whole, our older population should have available for its use as much spendable money as possible."

STATE AND COUNTY NEWS



See opposite page for captions of photographs.

STATE AND COUNTY NEWS

3 of Every 4 College Grads Flunk Special Test

ALBANY, June 7.—The college grads didn't do so hot. Out of 5,000 exams they took in a special series of tests, only 1,300 squeaked through about 26 percent.

The exams were part of a group under the general optimistic head of "Opportunities for College Seniors." The exams were open to professional and technical assistants in the following fields: administration; bacteriology; chemistry; economics; education; engineering; journalism; law; library science; recreation; social service; and statistics.

Plan behind the exams was to get a good group of smart young people into the State service. Starting salaries of the jobs are from \$2,160 to \$2,640, plus cost of living bonus. For a post paying \$2,400 base, the cost of living bonus is \$360, making a total beginning salary of \$2,760.

They came and they flunked. And of those who did pass—well, alas, they don't want to work in Albany. At least, out of one group of 140 asked if they'd take positions in the State capital, only 30 said Yes.

Why did this happen? Were the tests bad? Were they just too tough for college graduates? Is Albany an undesirable town to work in? Standard Tests All evidence seems to indicate that the tests were "standard"—that is, they had been tried scientifically and found satisfactory. Yes, they were tough, but says Thomas L. Bransford, Director of Examinations for the Civil Service Commission: "They were designed to skim the cream off the college crop. We didn't want long lists of eligibles. We wanted small lists, but of people who would be sure of jobs and would capably fill them."

These weren't information tests; they were what is known as aptitude tests. Each candidate took a

battery of five tests, containing the following elements:

Special perception; abstract reasoning; verbal tests (knowledge of words); human relations and supervisory judgment; arithmetic reasoning.

Different parts of the tests were given different weights. Thus for those taking the recreation option, abstract reasoning counted less than it did for those taking statistics.

Working in Albany As for the lack of enthusiasm about working in Albany, the facts seem to be like this: the announcement's weren't over-clear about the place of work; most of the candidates come from New York City. And when they were finally faced with the necessity of taking a job in Albany, they thought they would rather stay in New York City—where prospects for college graduates aren't at all bad these days.

Is the Civil Service Commission satisfied with the results of the tests?

"Well," says Bransford, "it's a beginning. We have to learn. We think we've gotten some fine people from the tests. When we give them again, we'll do it differently. We were faced this time with the necessity of getting the college series under way with too great speed. We've learned where the bugs are, and it will run a lot more smoothly next time we announce these openings."

BARGE TRAFFIC INCREASES ALBANY, June 7.—Barge Canal Traffic for the week ending May 29 totaled 117,978 tons, a gain of 15 percent over the corresponding week a year ago, the State Department of Public Works announced.

HIGHWAY CONSTRUCTION UP ALBANY, June 7.—Department of Public Works Highway Condition Map for June shows 129 construction projects under way, compared with 83 a month ago.

Who's Who In the Photos On the Opposite Page

Captions follow photos from top down — Read left row of photos first.

1—Four Conference chairman caught by the camera in jovial mood. Left to right: Francis A. MacDonald, Southern Conference; Robert R. Hopkins, Western Conference; E. Kenneth Stahl, Capital District Conference; Clarence F. W. Stott, Central Conference. The fifth Conference chairman, Victor J. Paltsits, was away at the time the photo was taken.

2—Comptroller Frank C. Moore talks about retirement. Sitting at the dais are, on the left: Harry Fox, Association Treasurer, and Janet Macfarlane, Secretary; on the right, Louise C. Gerry, State Civil Service Commissioner, and John F. Powers, 2nd Vice-President of the Association.

3—A large group of employees from the Social Welfare Department. Front row: Mrs. William Bartholomew, Hudson; Mrs. Harold Johnson, Hudson; Mrs. Vincent Corcoran, Hudson; Mrs. Francis A. MacDonald, Warwick; Miss Jella Clark, Thomas Indian School; Mrs. B. C. Clark, Warwick; Mrs. Alfred Raponi, Middletown; Mrs. William Connally, Hudson; Mrs. Grace Ritchie, Hudson; Henry Thelman, also of Hudson; Mrs. Harry King, Hudson (sitting); Mrs. Raymond Beebe, Hudson; Mrs. Mary Duffy, Hudson; Arlene Beebe, Hudson. Third row: R. C. Clark, Warwick; Francis A. MacDonald, Warwick; Harold Johnson, Hudson; Joseph F. MacMahon, Industry; William Bartholomew, Hudson; Clifford B. Hall, Industry; Harry Kina, Hudson; Vincent J. Corcoran, Hudson; Raymond Beebe, Hudson. (Hope the names are right.)

4—A group of County Division representatives: Michael J. Cleary, Westchester; Catherine Carny, Steuben; Philip L. White, St. Lawrence; Dolly J. Excelby, St. Lawrence; Betty Whalen, St. Lawrence; Robert Baylor, Ulster; Mrs. Baylor; Vernin Tapper, Onondaga; Irene Kocher, Onondaga; Calla Dunadeo, Herkimer; Leonard Mecca, Westchester; J. Allyn Stearns, Westchester; John Graves, Herkimer.

5—Dr. Frank L. Tolman, Association President, makes a clever point at the business meeting. A stenotypist takes notes. Listening carefully are Joe Loanner, executive secretary; John T. DeGraff, counsel, who greatly appreciates the point made by Dr. Tolman, and Secretary Janet Macfarlane.

6—(At top, right): Bandleader Tony Pastor bestows building fund honors, as smiling Larry Hollister, Association Field Representatives (left) looks on. Back of the drum, just his head visible, is Charles R. Culyer, Field Representative for the County Division.

7—Much fun, eh kid! Standing is Cecelia Connor, Mt. Morris delegate, together with friends. At the DeWitt Clinton Hotel.

8—Dr. Charles Brind, past President of the Association, and Dr. Frank L. Tolman, current President at the gala Association ball in the Albany Armory.

9—A group from the Metropolitan District (left to right) consisted of Edith Fruchthender, Public Service; Sidney Alexander, Psychiatric Institute; Walter Nolan, Judiciary; Biagio Romeo, Psychiatric Institute; Al Corum, DPUI; Joseph J. Byrnes, Public Works; Victor J. Paltsits, Banking; Edwin C. Hart, Agriculture and Markets; Frank M. Gonsalves, Armory. Right to left, Mrs. Elvira Hart, Agriculture and Markets; fourth from right, Francis Neitzel, Mental Hygiene; fifth from right, Frank Wallace, Armories.

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Shopping Guide

LIQUIDATION SALE WOOD VENEER TABLE LAMPS Below Wholesale Prices Sale starts Mon., May 31, for 2 weeks. Open 10 a.m. to 5:30 p.m. Mon., Wed. until 7:00 p.m. Sat. until 3:00 p.m. at MERLIN STUDIOS 302 East 45th St. 3rd Floor

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Analysis of Comptroller's Views on Retirement

IF WE analyze correctly Comptroller Frank C. Moore's recent address on retirement, he holds that the financial conditions of municipalities retards any important improvements in the retirement system. He maintains that cities and towns have suffered from the inflation, and that State employees must wait until the financial condition of these governmental units improves, before any substantial advance in retirement can take place. "The speed of the convoy," he says, "is the speed of the slowest ship."

The concept, it appears to us, can postpone indefinitely—and perhaps forever—any forward movement in the matter of retirement. For the Comptroller is asking what appears nearly impossible—that all units of Government be financially flush before he will permit any further advance. A healthy financial structure for every community in the State is clearly a good that cannot be attained within the foreseeable future. And by this dictum—which outwardly sounds so reasonable—necessary retirement improvements are quelled quite as definitely as if the Comptroller had said a straight No to the State's employees.

We consider Comptroller Moore an enlightened, valuable public official. But has he thought through the consequences of his approach?

The Constellation

The Retirement System was set up originally for State employees, and only later extended to county and local units. The heart of the system is still the State employee. The question, then, is the validity of the constellation's fundamental cohesion, designed to limit the power and potency of the parent body through the slower activity of the satellites on its orbit.

It may be enormously difficult, and perhaps inadvisable, to make a separation. It may be far more feasible to approach the problem from the opposite aspect: that a liberalized retirement system will help local communities by giving them greater stability. Once liberalized, the system will include costs which will appear—properly so—as fundamental and necessary costs of local government. Moreover, the whole movement these days is toward liberalized retirement, as evidenced by the new retirement law for Federal employees. It is entirely possible to think that changes improving the condition of retired employees will meet with public approval, and that the local communities will be carried along with the force spiraling out of the central planet.

The Comptroller knows, of course, and almost implicitly admits in his speech, that the present system is unsatisfactory. He does not criticize any of the proposals of The Civil Service Employees Association on their merits, but only on the score of costs. And even here, he does not imply that the costs cannot be met; he argues only that certain local communities have not at this time arranged to meet them. Presumably those communities have arranged to meet the cost of sanitation, street repair, and public works. A strong movement from Albany would conceivably have the effect of making these communities think of retirement costs in the same category; and that is as it should be.

Still another point: A large part of municipal costs is now being met by the State. Would it be inconsistent, in line with the theory that the State should underwrite part of the cost of local government, for it to underwrite a portion of the retirement costs also?

The LEADER respectfully asks Comptroller Moore to review his basic approach.

Patrolman Jobs for 500 On July 1

By JEAN GROSSI

The names of 560 eligibles on the Patrolmen (P.D.) list have been certified by the NYC Civil Service Commission to Police Commissioner Arthur W. Wallander. The Commissioner has expressed a keen desire to increase the number of Patrolmen and wants to get the new additions on the force the same day that the 1948-9 budget goes into effect, on July 1.

The men will have to be passed medically by the Police Department surgeons, otherwise sent back for re-medical examination by the Commission doctors, and also will be checked as to veteran preference claims, under new regulations of the Commission.

Will Get \$3,150

There are 16,188 Patrolmen at present. Few resignations are expected this month, since the \$250 salary increase goes into effect on July 1, so there will be about 16,888 Patrolmen.

The new Patrolmen will be probationers until they complete their training successfully. They will be appointed at the increased pay, \$3,150. The same will be true of Firemen, when they are appointed, probably in August, for the first time under the new budget. But what will happen to new appointees in other titles, as to getting or not getting the raise, has not yet been decided. Budget Director Thomas J. Paterson reports it as an open question and he seems to think that the answer might be No.

Promotions in Abeyance

There are no uniformed police promotions in sight. They are being held up pending a decision by the Court of Appeals in the Sergeant examination case, in which the lower courts decided against multiple "best" answers. The case was argued last week in the Court of Appeals and a decision is expected before July 1.

The Clerk Grade 3 promotion list in the department was exhausted when eight promotions were made from Grade 2.

PBA Voting On Officers

The ballots in the election of officers, Patrolmen's Benevolent Association, must be received by midnight of Saturday, June 5. The votes are mailed to a post office box in NYC. The count will be made at Werdemann's Hall on June 7, and 8 and, if not completed, will continue through June 9. However, from past experience, it is expected that the results will be known by June 8.

The Chairman of the election committee is Patrolman Edward Gibbons, of Emergency Service 12.

Three Tickets in Field

There are three tickets in the field all headed by men with experience as PBA President. The incumbent President, John E. Carton, is being opposed by former Presidents Raymond A. Donovan and Patrick E. Harnedy. Each has a supporting slate for the other offices.

The candidates, particularly for the Presidency, gave talks in the various precincts, but ended the campaigning, once the ballots were distributed. All candidates waged their campaigns on a dignified level and combined their plans for the future with recitation of past record as the ground for support.

WHAT EMPLOYEES SHOULD KNOW

By THEODORE BECKER

Certification On Basis Of Judicial Districts

A reader who lives in New York County has inquired regarding the certification of a State eligible list. He indicates that he has heard rumors that appointments are made on the basis of judicial districts and wonders whether this is legal. What puzzles him is that as a resident of Manhattan he has been canvassed for possible appointments in Albany and NYC—two choices—whereas a Brooklyn resident (Kings County) was asked whether he would accept appointment in Albany, Brooklyn, other parts of the then Second Judicial District and New York county more than three choices.

Based on Law

Certification from a State list on the basis of residence within a judicial district is based on no less an authority than Section 14 of the Civil Service Law that provides that appointments to positions in the State service, the duties of which are confined to a locality outside of Albany county, shall, so far as practicable, be made from residents of the judicial district or districts including such locality.

Accordingly a resident of Erie County would be eligible for appointment in Albany and, if the duties of the job were confined to Erie County, he would be eligible to appointment in Buffalo, as would every other eligible in the Eighth Judicial District, whether or not he resided in Buffalo. Similarly, a resident of New York County (Manhattan) would be eligible for appointment in any county comprising the First Judicial District (consisting of New York and The Bronx). However, because the New York Offices of the State happen to be in Manhattan, to limit appointments to positions in those offices to New York county residents would deprive a large segment of our State's population of possibilities of appointment to State jobs.

The Regulations of the State

Civil Service Commission remedy this situation by providing that appointments to vacancies in State departments or institutions with offices in the borough of Manhattan, shall be made from among residents of the First and Second Judicial Districts. Accordingly, residents of Brooklyn (in the Second district) are eligible for appointment to a position in Manhattan (in the First district).

Effect of New District

The carving of the Tenth Judicial District (comprising Queens, Nassau and Suffolk counties) out of the Second Judicial District has not altered the certification rights of the residents of the three counties. Under a directive of the Civil Service Department, appointments to Manhattan, after April 1, 1948, were to be made from among residents of the Second and Tenth Judicial Districts.

Where a judicial district list is certified, residents of the district standing highest are certified first, but if there are no eligibles who are residents of the judicial district or districts involved, or if they decline appointment, the person or persons standing highest on the whole statewide eligible list are to be certified, unless it appears to the satisfaction of the State Civil Service Commission that it is not practicable to appoint from outside the judicial district or districts. Then the general eligible list will not be deemed appropriate.

For certification by judicial districts, the legal residence of an eligible is deemed the place stated by him in his application at the time it is filed, except that an eligible who changes his residence to a place outside the limits of such judicial district becomes ineligible for certification on a judicial district basis until he satisfactorily re-establishes his residence within the original judicial district.

Comment

Fire Lieutenant Promotion

Editor, The LEADER:

In an article on veteran disability cases in your May 18 issue, you stated that the NYC Civil Service Commission's plan is not to demote zero percent disabled Fire Lieutenant promotees, as they would have been reached by June 16. There have been approximately 52 promoted to date. There are known to be at least 235 men with disabilities of 10 percent or greater. Thus, more than 183 men will have to be promoted for zero disability cases for non-disabled veterans to be reached. This hardly seems possible, as only 52 have been promoted since last August.

While the statement is that no claims have been acted upon since the decision of the Supreme Court against zero preference in zero percent disability cases, nevertheless men were promoted while the case was in court and some were even promoted a few days after the decision was rendered.

The impression that the Commission is being reasonable and is taking a just stand is far from the truth.

ROBERT W. CAREY

State Trooper's Complaint

Editor, The LEADER:

I have just read the article on the morale of the State Troopers. I am a Trooper myself and have been bounced around this State.

The new raises and the added night of a week produced great enthusiasm but we still haven't given up the idea of making this a job where one is treated like a human being instead of like a pawn on a chessboard.

You state that the Troopers are allowed travel time on both ends of their four-day passes. This is not fully true in my troop, where a Trooper is granted only some allowance to catch a train or bus at the start of his pass, but the commanding officer has stated that there is enough time for a man to get back to his sta-

tion by 8 a.m. of the morning that he is due, even if it means traveling on the previous day and staying at the sub-station the night before. In some cases this means that the Trooper, even if he leaves a little early, doesn't get to his home until very late that night or possibly early the next morning. With no travel time allowed on returning, this means in most cases that the Trooper must leave his home during the preceding afternoon of the date that he is due.

Often Troopers are so far from home that 24 hours of their time off are spent in traveling. If a man is stationed where the connections are not too good, there is additional time lost.

In regards to our two nights off a week, most of the men live so far from the station they are assigned to, that it is impossible to get home and back in the time allotted. To get to see their families at least once a week they take what is considered a long night. This consists of being off from noon until 10 a.m. the next morning. By doing this the Trooper, however, loses his second night off for the week and also 12 hours, as two short nights would be 34 hours and the long one is only 22 hours.

We also were supposed to be placed closer to our homes, but I have yet to see where any of the men in my troop have been. Quite a few of the men live in the troop area and are stationed far enough from home so that the only time that they are able to get to their homes is on the two nights a week that they have off. There is no reason for this, as we have situations where the mere changing of two men between stations would place each of them many miles closer to home and in some cases in his home town.

This outfit was started in 1917 and as far as the brass goes they are still living in that day and age.

TROOPER



Fire Commissioner Frank J. Quayle presents a \$1,000 check, on behalf of the Fire Department Square Club, to the Masonic Rheumatic Fund. Left to right, Fire Marshal John Tiedemann; the Rev. Dr. Robert A. Brown, spiritual director of the St. George Society; Harvey Rosen, Secretary of the Department; Acting Battalion Chief Winford L. Beebe; Deputy Chief George Schulz; Fireman Ewald Mutat; Frank A. Totten, State Grand Master; Deputy Chief George W. Carlin; Commissioner Quayle; Captain Edward Huber (solitary ear showing); Deputy Chief Gebhardt Bryant and Firemen William Ross and John Middlestorb.

FEDERAL NEWS

Postal Clerks Confident of Raise

Special to The LEADER

WASHINGTON, June 7—While committees of both the House and Senate have taken favorable action on measures to increase postal salaries...

Expects Bill Before Recess
Senator Taft and Speaker Martin met in an effort to reach a solution...

legislation and have promised support.

E. C. Hallbeck, Legislative Representative of the Federation, expressed confidence that a bill would be enacted prior to the expected recess or adjournment of Congress on June 19...

Handbook Explains Law and Facts on Civil Service

"Handbook for Employees," published by Merit Enterprises, 177 Broadway, NYC., is a manual which includes sections on the Rules and Regulations of the NYC Civil Service Commission...

The manual carries a complete description of the NYC Employees Pension and Retirement System, the Municipal Credit Union, the Health Insurance Plan, the Associated Hospitalization Service and the Blue Cross Plan.

The "Handbook" also features an extensive section on opportuni-

ties for promotion for employees of NYC—those in the subway system, Police, Fire and Sanitation departments and also clerks, typists, social investigators, bookkeepers, accountants, and many others.

Among the other outstanding features are a personal time record chart which may be used to record absences, latenesses and vacations and an employment and educational record chart...

"How to pass a written test" is the subject of another section. The price of the manual is \$1.

Army Offers Civilians More Oversea Jobs

Opportunities for Clerk-Stenographers at \$2,710.35 to go to Germany, Japan or the Marianas are among many offered by the Overseas Affairs Branch of the Army, Room 1213 at 90 Church Street, New York 7, N.Y.

Interviews and testing for clerical positions are granted at the Clerical Division, N.Y. State Employment Service, 139 Centre St. Frances Stembaris is the interviewer.

Federal application form 57 has to be filled out and submitted by all applicants before interviews or consideration are given.

Duty tours are one to two-years, depending on overseas command regulations.

Ages are 21 to 40 for women, 21 to 50 for men; veterans, 18 to 50 (male only).

Pay as listed includes 25 percent overseas differential.

All listings are subject to change.

Positions in 8 Titles Open in VA Hospital; Pay Ranges to \$2,644

Positions offering immediate employment are open at the Veterans Administration Hospital at Northport, L.I., said H. Elsemper, Acting Personnel Director. The positions, with salary and requirements, are:

- Occupational Therapist, \$2,644-80 (40c hour week), male or female; graduation from school of occupational therapy approved by the American Medical Association. Laboratory Technician (Bacteriology), \$2,394 (40-hour week), male or female; two years of active technical clinical laboratory experience including bacteriology. Laboratory Technician (Chemistry), \$2,394 (40-hour week), male or female; two years of active technical clinical laboratory experience including chemistry.

POUGHKEEPSIE, June 7.— week; male (Veterans only); no experience required. Dietitian, \$2,644 (40-hour week); male or female; bachelor's degree plus one year dietetic internship.

Corrective Therapist, \$2,644.80 (40-hour week); male only; degree in physical education from an accredited college or university.

Physical Therapist, \$2,644.80 (40-hour week); male only; graduate of school of physical therapy approved by the Administrator of Veterans Affairs.

Laundry Workers, \$1,690 (40-hour week); male or female; six months experience in a modern power Laundry.

Senate Passes Bill Authorizing Discharges

WASHINGTON, June 7.—The House of Representatives has received a bill, passed by the Senate unanimously, authorizing the discharge of "disloyal or indiscreet" government employees in nine departments for reasons of national security. It also gives the President the right to extend such discharge authority to other departments "sensitive from a standpoint of national defense."

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FEDERAL NEWS

Dismissed Employee Gets \$1,770 in Back Pay

A decision emphasizing that federal civil service laws for protection of the civil service employee, the United States Court of Claims awarded Stanley H. Borak, former employee of the U. S. Naturalization Service, substantial allowances for wrongful dismissal.

WASHINGTON, June 7—The House has approved the Thye bill reported out by a conference committee to compel Federal agencies to grant back pay to employees illegally or unjustly dismissed and who win back their jobs either through appeal or proceeding.

Treasury Asks More Pay For Tax Posts

WASHINGTON, June 7. — A. M. Wiggins, Treasury Undersecretary, asked the Senate Appropriations Committee to provide funds to hire 10,000 more Internal Revenue employees. He also asked them to raise the salaries of Deputy Collectors and Revenue Agents an average of \$300.

U.S. Employees to Aid Overseas Relief Drive

WASHINGTON, June 7.—Federal employees will play an important role in the Washington Area's "Crusade for Children," beginning May 17, said H. R. Baukhage, campaign chairman, Washington Headquarters, American Overseas Aid-United Nations Appeal for Children, 1622 H Street N. W.

Limitation Is Proposed On Charitable Drives

WASHINGTON, June 7—Limitation of the solicitation of contributions in Federal offices is proposed by members of the Federal Personnel Council. A committee recommended that only the Red Cross and the Community Chest should receive official endorsement from the Federal government.

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NEW YORK CITY NEWS

FIRE LINES

By direction of Fire Commissioner Frank J. Quayle Rescue Co. 5 has been organized and located in the quarters of Hook & Ladder Co. 78, New Brighton, S. I. It has no regular assignments as it can be specially called to emergencies in Richmond. It had its first run to the two-story in a Brewery. The company is manned by an officer and men taken from the H & L company.

On Saturdays and Sundays from now until Labor Day, the pumper of Eng. Co. 42 shall be placed in service and respond to the second section of Engine Co. 70 to cover the City Island section. A similar arrangement, in previous years, will cover the Rockaway Peninsula, where Engine Co. 341 will be placed in service in the Broad Channel Fire association quarters, and Engine Co. 344 will be located in Riis park to cover all emergencies.

In accordance with the directive of Mayor O'Dwyer that all departments cooperate in an Accident Control Program, the Fire Dept. is organizing its part under the direction of Dr. Harry M. Archer, 2nd Deputy Fire Commissioner. Division Commanders have been instructed to detail one company officer from their division each morning and afternoon to report to quarters of Engine Co. 11, for instructions, starting on Monday June 7th. Battalion Chief Thomas M. J. Smith will be in charge of the detail.

Members of the Fire Dept. Holy Name Society, Brooklyn and Queens, were out in force to the Holy Name rally and parade on

Bedford avenue, Brooklyn, last Sunday afternoon.

The temporary quarters for 1st Battalion rig and that of H & L 10 is the only fire house on record that has a hack stand in front of its door.

Lieutenant Frank Soracco and Fireman Woodrow Somers injured their right hands at that "worker" in the New York Terminal Co. warehouse in Brooklyn.

Congressman Lynch has joined the list of prominent persons endeavoring to have Fire Chaplains Edward Russel's Church designated as a National Shrine.

H & L 22 trucks was clipped by a Broadway bus while parked in the street. No fireman was injured but the truck and bus both had to be repaired.

MEMORIAL SERVICES JUNE 14
 Congregation Voice of Jacob, 20 Reade Street, will hold Yiskor Memorial Services on Monday, June 14, beginning at 8 a.m. and every quarter hour between noon and 1:30 p.m. Rabbi Bienenfeld will deliver a five-minute sermon at each service. Scharcharis will begin at 7 a.m., and Minchah service will be held at 1:45 p.m.

SINGLE FOLKS (21-35)
 Glorious Weekends June 11 & 18
RESERVE NOW FOR JULY 4th
 FINEST HOTELS IN THE MOUNTAINS:
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ONLY 2,000 APPOINTMENTS ARE EXPECTED DURING THE 4-YEAR LIFE OF THE ELIGIBLE LIST!
 Unless You Make **AT LEAST 85%** in the Physical Test, Your Chance of Appointment Will Be Very Slight...
CONSIDER THESE FACTS—
 In the Last Fireman Examination, the man who was
 250th On the list had a Final Average of 88.50
 500th On the list had a Final Average of 86.66
 1,000th On the list had a Final Average of 84.16
 Figure for Yourself How High Your Mark in the Physical Will Have to Be to Rival These FINAL AVERAGES!

THE PHYSICAL EXAMINATION IS SEVERE!

You Must Complete All Six of These Tests As Specified Here To Achieve An **85%** Mark in the Physical Exam.

- 1. AGILITY**
 Lie on back, feet together hands by sides. On signal "Go," rise and run 5 yards to 6 ft. wall and scale it; run 5 yards to maze of obstacles and dodge through; run 2 yards to tunnel and proceed through; run 5 yards to 8 ft. wall and scale it; run 5 yards to vault box and scale it and sprint 40 yards back to starting line.
Must Be Done in 32 Seconds
- 2. STRENGTH (ABDOMINALS)**
 With feet held down, while lying on back, candidate must assume a sitting position, carrying up a barbell behind his neck.
Must Come Up With 55 Pounds
- 3. STRENGTH (PECTORALS)**
 Lying on back, feet together, one hand anchored to handle at right angles, other arm straight at right angles, candidate must lift a dumbbell to a vertical position. Operation repeated with hands reversed. Both hands combined.
Must Come Up With 70 Pounds
- 4. STRENGTH (DUMBBELLS)**
 By sheer muscular effort, one arm at a time, candidate must raise dumbbells from stop position at shoulder to full-arm vertical extension. Both hands combined.
135 POUNDS TOTAL
70 Pounds With One Hand and 65 Pounds With the Other
- 5. POWER (BROAD JUMP)**
 From a full squat position, weight forward, balanced on toes, and with finger tips under raised heels, candidates must jump forward.
7 Ft. 6 In. Distance
- 6. ENDURANCE (PACK RUN)**
 Candidate must carry on outside shoulder 70 Pound pack around 176-yard course.
Must Be Done in 31 Seconds

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NEW YORK CITY NEWS

Millions of Dollars for Thousands of Employees Hinge on Single Word

By H. J. BERNARD

The attempt of war veterans, who first entered NYC service after their military discharge, to get monetary advantages from retroactive seniority provisions of the State Military Law is coming to a head. More than 1,000 Patrolmen (P.D.) and Firemen (F.D.) have filed back-pay claims with Comptroller Joseph on the ground that increments were illegally denied. These two groups have been leading the fight, which to date has been unsuccessful.

The NYC administration holds that the retroactive seniority benefits were intended by the Legislature to apply only in promotion examinations, and as safeguards against layoffs, and not to afford monetary rewards to war veterans who were new entrants, on the same basis that NYC employees on military leave get increments that would have accrued had they not been in the armed forces.

The whole case pivots on one word.

The struggle of the appointees to reap the financial benefit is now before Comptroller Joseph. If he does not decide in their

favor, a court proceeding is promised by the claimants.

Corporation Counsel John P. McGrath received a request from Budget Director Thomas J. Patterson for an opinion on the subject.

A long conference was held in Comptroller Joseph's office on Thursday, after Deputy Comptroller Louis Lang had attended another long conference at City Hall.

Wide Application

There is no way of telling exactly how many veterans are involved in the uniformed departments, nor how much average back pay would be obtained if the efforts are successful. The Patrolmen are figuring on nearly \$1,000 average for nearly 1,500 men. About 800 Patrolmen have filed claims and about 350 Firemen. Men in all city departments would be affected and some women, too. In fact, State, county and all other local government employees could reap similar benefit if the courts hold that the retroactive seniority benefits include increments to new entrants for periods of non-government service, on a par with the retroactive increments granted to employees of

the State and its subdivisions, including NYC, who were on military leave.

NYC to date has been maintaining that the historical background has always been inconsistent with paying retroactive increments to those appointed to jobs, beginning with the defeat of the original proposed provision of the military law that included such benefit specifically, and culminating in the enactment of the military law as it now stands.

Section 146 of the Military Law provides:

"5. Rights upon restoration of position. A public employee restored to his position after the termination of his military duty or after the termination of his substitute appointment shall thereafter be entitled to the rate of compensation he would have received had he remained in his position continuously during such period of military duty or during such period of service as a substitute and shall be deemed to have rendered satisfactory and efficient service in such position during the period of his leave of absence and shall not be subject directly or indirectly to any loss of time serv-

ice, increment or any other right or privilege, or be prejudiced in any way with reference to promotion, transfer, reinstatement or continuance in office."

The foregoing quotation deals solely with public employees who were on military leave, NYC contends, and does not apply to those who were appointed after their discharge from military service.

The same section then goes on to define the rights of war veterans who were absent on military duty when a promotion examination, to which they were otherwise eligible, was held, providing that such employee shall be given a comparable examination, if he makes request within specified time. If he passes the promotion examination his name shall be entered on the regular promotion eligible list and shall remain thereon until such list is cancelled or expires.

The Word 'Appointed' Appears

The same section and subdivision then continues:

"If such list expires or is cancelled within two years after the name of such public employee has been placed thereon and if the name of such public employee would have been reached on certification while he was on military duty had his name appeared on the original eligible list with the rating ultimately received, his name shall be placed on a special eligible list for the remainder of the two-year period. Such special eligible list shall be certified before certification. A public employee, appointed from such special eligible list or from such promotion eligible list, after passing a comparable examination as herein provided, shall, for the purpose of computing seniority credit and training and experience credit upon promotion and seniority in the event of suspension or demotion, be deemed to have been appointed on the earliest date upon which any eligible, who was lower down on the regular promotion list, was appointed."

It is the immediately foregoing passage that gives the clue that any save public employees on military duty are meant or that anything except a promotion is affected. Only previously appointed employees are eligible for promo-

tion examinations, and then after a minimum length of service in the lower grade from which promotion is sought. Yet the passage uses the word "appointed" for the first time and the persons who are "appointed" those who are certified from a list for entrance into public service. All others are promoted. "Appointed" is therefore the one word on which the major claim hinges. Moreover, it does not appear more than once but is repeated.

What NYC Contends

The NYC administration maintains that the section applicable only to promotions, affects persons who were in city service from which they received a military leave, and that use of the word "appointed" where the correct word would be "promoted," was an inadvertence by the Legislature, and must be read together with the intention of the remainder of the section, which deals with persons who were public employees when they entered the armed forces.

However, the employees seek redress assert that the Legislature would have said "promoted" had it meant "promoted," that repetition of the word "appointed" was deliberate and meant to include new entrants into city service. Not only those who were in city service when they entered the armed forces but all war veterans were to be benefited, they say; that was legislative intent. The Legislature they are sure, wanted to make for what they otherwise would have lost in opportunity because of military service. In other words, the claim is that the benefit was to be for veterans generally, in recognition of their sacrifice, and not for any class of veterans.

Former Corporation Counsel Paul Windels is attorney for Patrolmen and some other claimants who press such interpretation of the Military Law in support of their demands for retroactive increments. Thousands of employees and millions of dollars within the possible effect of either an administrative determination or a court decision. And the whole question has now become hot.

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