

U. S. OFFERS TOP OFFICE JOBS; SALARY IS UP TO \$100 A WEEK

See Page 10

DON'T REPEAT THIS

Wrong Steer That Caused Serious Veto

GOVERNOR DEWEY'S veto of a bill to provide greater protection for employees facing disciplinary charges has raised serious and continuing discussion.

That veto was based on a recommendation made to the Governor by the Civil Service Reform Association. And the recommendation was defended in a letter from the Reform Association, signed by its assistant executive secretary, to this newspaper.

But that letter indicates amazing misinformation and inconsistency. (Continued on Page 8)

Capsule News

THE NYC DEPARTMENT of Sanitation Holy Name Society held its 19th annual communion breakfast at the Hotel Astor.

THE Patrolmen's Benevolent Association of NYC received nominations at its last meeting. There are four tickets.

JAMES S. WATSON, municipal court justice, is to be appointed a member of the NYC Civil Service Commission and be elected chairman. He is a leading Negro jurist.

THE FIRST CONFERENCE of members of the recently named Salary Appeals Board of the Civil Service Commission with the president and counsel of the State Civil Service Employees Association is scheduled to take place Friday, May 19, in Albany. President Frank L. Tolman and John E. Holt-Harris, of the CSEA, will discuss the mechanics, time limitations and method of presentation of appeals with the new board.

Employees Protest DPUI Wage Cuts; Labor Department Backs Appeal; Decision Is Expected in Two Weeks

By MAXWELL LEHMAN

"The proposed salary slashes in the Division of Placement and Unemployment Insurance will not stand."

This was the nearly unanimous opinion of spectators at two dramatic hearings, one held in Albany, the other in New York City, on Tuesday and Wednesday of last week.

A decision will come down in approximately two weeks.

The hearings were presided over by J. Earl Kelly, State Director of Classification and Compensation, who had authored the tentative downgradings in the pay of assistant claims examiners and senior claims examiners.

Opinion Is Optimistic

The optimistic opinion concerning the eventual outcome of the

DPUI Decision In Two Weeks

ALBANY, May 15—A decision in the protest of DPUI assistant examiners against proposed downgradings by the State Classification and Compensation Division will be rendered in two weeks, J. Earl Kelly, Director, told THE LEADER.

The voluminous testimony—all of it—is being transcribed for study.

The situation was based on three points.

1. The strength of the case presented by the employees,

and the unanimity of the Labor Department officials behind them.

2. The fact that the usefulness of the Classification and Compensation Division would be severely curtailed if the decision stands.

3. The un-dogmatic attitude of Mr. Kelly, who said, at one point: "We have made no recommendations to the Budget Director, nor shall we until the fairest and fullest consideration of the facts and arguments which you may now present has been had. If your proof shows us to be in error, we shall gladly and promptly concede it, and revise our proposals accordingly."

Range of Argument

The arguments presented at the hearings covered the gamut from technical economic data to an appeal for moral consideration of

(Continued on Page 3)

U. S. Offers Jobs to Food Specialists

By NAOMI SCOTT

An examination for probational (permanent) appointment to jobs as Food Specialist at \$4,600 to \$7,600 was announced by the Recorder, Board of U. S. Civil Service Examiners, U. S. Naval Supply Depot, Bayonne, N. J. The vacancies are at the U. S. Naval Supply Depot, Bayonne.

Applicants must have completed (Continued on Page 10)

State to Issue Sample Exams

ALBANY, May 15—The State Civil Service Commission's first sample test question booklet covering various types of exams for State employment, primarily directed to open-competitive positions, is expected to be off the presses within the next two months. Bids for the printing of the proposed 32-page publication will be awarded within the next

ten days. Whether distribution of this booklet will be free or for a nominal fee has not yet been decided.

Thomas L. Bransford, Director of Examinations declared that the booklet contained samples of both open-competitive and promotion exams.

"It has a little of each," he declared, "but is more representative of the open-competitive type."

Should State Stenos Be Denied Right to Sell Minutes?

ALBANY, May 15—Should State hearing stenographers be permitted to sell their minutes?

This question is involved in a request of the stenos, now before the Classification and Compensation Board, for higher grades.

J. Earl Kelly, Director of the Division, is known to feel that he cannot divide the stenos into two groups—those who may and those who may not sell their minutes. Nor does he feel that a decision of the Budget Office—that no stenos may sell their minutes—is the proper solution.

Here's the background: On December 21, 1948, the Classification Board recommended to the Director of the Budget that all of the positions in the State service requiring verbatim stenographic reporting should be reclassified. As a result of an extensive study made of those positions, the Board recommended that all positions which involve day-to-day hearing reporting work be classified under

the title hearing reporter, and that the positions which involve a substantial amount of verbatim reporting, but are not required to do that sort of work day in and day out, be classified under the title hearing stenographer.

At the present time, there are two titles involving hearing work: Principal Hearing Stenographer, Grade 15 (\$3,583-\$4,308), Senior Hearing Stenographer, Grade 10 (\$2,898-\$3,588).

New Title Suggested

The Salary Standardization Board in December, 1948, or January, 1949, recommended a new title, Hearing Reporter, for Grade 15, and the new title Hearing Stenographer, for Grade 10. Inasmuch as many of the Grade 10 employees, perhaps 130 or 140, were performing the same duties as those in Grade 15, the Classification Board recommended that they be changed from the lower to the higher title. The whole matter is now in abeyance.

NYC Civil Service Commission Replaced in Drastic Shakeup

The NYC Municipal Civil Service Commission lost its two Democratic members last week, by resignation, and will lose its Republican member on May 31, by failure of the Mayor to re-appoint.

Two new commissioners have received appointment from Mayor William O'Dwyer, one a Democrat, the other a Republican, to replace the two whose heads fell after charges of laxity, and after two probes. One of these probes was by a Grand Jury, the second by NYC Investigation Commissioner Sheils.

The newly appointed Commissioners are Paul P. Brennan, Democrat, of Brooklyn; and David M. Potts, Republican, of the Bronx.

Free Notary Service

Notary service is available free of charge at the office of the Civil Service Leader, 97 Duane Street, New York City (directly across the street from the Civil Service Commission).

Neither has had personnel experience. They replace Joseph A. McNamara, former President of the Commission, and Darwin W. Telesford.

Mrs. Bromley to Finish Term

The Mayor had wanted the resignation of Mrs. Esther Bromley, Republican member of the Commission, simultaneously with the other two. But the decision at City Hall is apparently to permit her to serve out her term, which concludes at the month's end. But Mayor O'Dwyer has already publicly announced that she will not be re-appointed.

Former Commission President McNamara immediately had another job—a changeover with Mr. Brennan, who had been confidential secretary to Supreme Court Justice Anthony J. DiGiovanna of Brooklyn. It appeared, on the surface, like a simple switch of jobs, but the political scuttlebutt held that it had not been planned that way.

Potts Was Congressman

Mr. Potts is a former Congress-

man who represented the 26th District from 1946 to 1948. Prior (Continued on Page 8)

Employees Fight Huge Cut In Jobs Voted by House

WASHINGTON, May 15—Two amendments to the \$29-billion appropriation bill voted by the House of Representatives would cause a staggering reduction in the number of Federal employees and are being strongly opposed by employee unions.

Under one of the voted amendments, jointly sponsored by Representatives Albert Thomas (D-Texas) and John Taber (R-N.Y.), a saving of \$600,000,000 is sought by reducing the President's budget for personnel by nearly 10 per cent. All agencies would have

to reduce their personnel expense by 10 per cent, excepting medical staffs in the Veterans Administration and the Public Health Ser-

vice, where there'd be no reduction, while the Department of Defense cut would be 2 per cent.

(Continued on Page 13)

Exam Study Books

Study books for Social Investigator, Employment Interviewer, Assistant Unemployment Insurance Claims Examiner, Practical Nurse, Motor Vehicle License Ex-

aminer and other popular exams are on sale at The LEADER Bookstore, 97 Duane Street, New York 7, N. Y. two blocks north of City Hall, just west of Broadway. See advertisement p. 15.

STATE AND COUNTY NEWS

Moore Encourages Full Acceptance Of New Age-55 Plan by ALL

ALBANY, May 15 — State Comptroller Frank C. Moore declared today that adoption of the new age-55 retirement plan can be termed the greatest single step taken for the benefit of members of the New York State Employees Retirement System since it was established in 1921.

The Comptroller, who is administrative head of the Retirement

System, said the System's actuaries cannot visualize any set of circumstances where enrollment in the new plan will not be to the advantage of the employee.

He called the new plan, in which the additional expense is shared by the employer, an impressive addition to a growing list of benefits available to members of the largest pension system for State and

municipal employees in the United States.

Opportunity for All

Members of the Retirement System, over or under age-55, are eligible to enroll in the new age-55 retirement plan. Applications now are being accepted. The deadline is December 31, 1950 for present members.

The plan enables employees to provide for retirement at age 55, or increase their benefits for retirement at age 60 or later. It requires that one-half the additional expense involved in providing for earlier retirement be borne by the State or other participating governments or agencies.

In the past the Civil Service Law has permitted members of the System to elect retirement at age 55, but the entire additional cost of retirement at age 55, instead of age 60, has been paid by the member. Employees who have been contributing under this plan may change to the new plan.

Employees' Contributions

The contribution of employees who elect the new age-55 plan will consist of three parts:

The normal retirement contribution; an additional contribution (equivalent to about one-half of the normal) to pay one-half the added cost of age-55 retirement, and at least a minimum contribution toward what is termed a deficiency in contributions during previous years of system membership.

This deficiency will be computed by the System's actuary and will be the difference between the contributions made and what the total contribution would have been if the member had been contributing on the new age-55 plan since he joined the System.

Employees will not be required to pay all of this deficiency, but they may pay it all if they desire to increase their own annuity by that amount. However, a minimum contribution of not more than one per cent of salary will be required in payment toward this deficiency. The em-

ployee will be permitted to contribute in higher installments if he desires.

Ruling on Applications

A pamphlet explaining the provisions and advantages of the new age-55 retirement plan now is being distributed to the 150,000 members of the New York State Employees Retirement System.

Applications filed by members are automatically processed as applications under the age-55 plan. The Retirement Division has ruled that the forms when so filed commit the members.

None of the members will be required to make up past service or arrears other than on a nominal basis—1/2 per cent for those who became members after 1943 and 1 per cent for those who became members in 1943 or earlier.

Westfield Employees Get Charter in Southern Conference

The Westfield State Farm's dinner-dance was held on Saturday, May 6, at Keller's Restaurant, in Mount Kisco. More than 200 attended.

The spirit of the affair was excellent, "like a gathering of a large and extremely congenial family," as one of the guests described it.

MacDonald Presents Charter

On the dais were Ford Hall, chapter president, and Mrs. Hall, State Assemblyman Theodore Hill, Jr., Harold L. Herzstein, regional counsel for the Civil Service Employees Association, and Mrs. Herzstein, Anna C. Miller, assistant superintendent of the institution, who acted as toastmistress with fine wit, Francis A. MacDonald, 2nd vice president of the Civil Service Employees Association, and Mrs. MacDonald, J. Allyn Stearns, 3rd vice president, Laurence J. Hollister, Association field representative, and Mrs. Hollister, Mary Goode Krone, chairman of the State Personnel Board, Thomas H. Williams Jr. and Kay Randolph, co-chairmen of the affair, Mrs. Kate Watterchief, and Henrietta Addison.

Mr. MacDonald, who is also

chairman of the Southern Regional Conference, presented the chapter with its Conference charter, and welcomed the new unit into the regional organization. Everett H. Quinn, a Westfield State Farm employee, is vice-chairman of the Conference.

Miss Krone and Mr. Stearns gave short talks expressing their pleasure at being guests of the group.

25-Year Plan

Mr. Herzstein spoke of the Association's legislative efforts on behalf of a 25-year retirement bill for institutional employees. He explained the impossibility of getting such a bill through in a year when the Association achieved enactment of the 55-year bill. He praised the work of the Association's legislative staff in Albany. He gave it as his opinion that the 25-year bill would be enacted into law within a few years.

Sing Sing chapter president Charles Scully and delegate Charles Lamb brought a large delegation over from Ossining.

After the meeting, there was dancing into the early hours of the morning.

WHAT EMPLOYEES SHOULD KNOW

Rights of Disability Pensioner Upheld by Court

By THEODORE BECKER

SHOULD AN EMPLOYEE who has recovered sufficiently from disabilities for which he is on disability retirement be denied reinstatement to his job merely because he has passed his minimum voluntary retirement age (e.g. 55 years)?

Suppose you have selected age 55 as the time when you expect to retire from your civil service job, but you suffer disabilities which incapacitate you from working and entitle you to disability benefits. If your System is like the State Employees Retirement System or the NYC Employees Retirement System, provision is made to check your condition regularly to determine whether

you are still so disabled as to be entitled to draw the full disability benefits. If the System, after medical examination, finds that your condition permits you to perform the duties of your old job you can obtain preferred eligible list status for re-appointment when a vacancy occurs.

The retirement laws do not require these Systems to make you take such medical examination. But the laws do allow you to demand such an examination so that you can have an opportunity for restoration to your job at full salary. In NYC, however, a disability pensioner was denied this medical examination recently because she had passed her selected minimum retirement age while on disability retirement.

Basis for Denial

This refusal was based on the language of the NYC law which provides that "once each year the board of estimate may, and upon his (the pensioner's) application shall, require any disability pensioner, under the minimum age for service retirement for the group from which he was retired to undergo medical examination." It was argued by the City, in the Supreme Court in New York County, where the employee brought suit, that the above-quoted provision is for the protection of the Retirement System and prohibits physical examination after the pensioner attains the selected age of retirement - in this case age 55.

The Court considered the City's contention illogical. It pointed out that the reference to "the minimum age for retirement" did not bar the pensioner's application for medical examination after reaching such age.

The section protects the pension system in that, up to the age of retirement, the employee cannot be compelled to retire but may be compelled to render service if

physically able (or to give up disability benefits). After the retirement age is reached, the system cannot insist on further service even if pensioner is physically able, because he is entitled to retire. However, even after the minimum retirement age, an employee cannot be compelled to retire. Hence, a pensioner cannot be barred from seeking restoration to his job on the basis of physical ability. Accordingly, the Court granted the request for a medical re-examination. (Lorber v. O'Dwyer, 5/5/50 N.Y. Law Journal 1606/4)

State Provisions

The provisions of the New York State Employees Retirement System dealing with such medical examination contains no reference to minimum age for retirement. Section 43 (a) of the Civil Service Law, as far as applicable, merely provides:

"Once each year following the retirement of a member on a disability allowance, the comptroller may, and, upon the beneficiary's application shall require, such disability beneficiary to undergo a medical examination."

From this it would appear that under the State system there is no question that a person on disability retirement could demand medical examination even if he has passed the voluntary retirement age (55 or 60) which he had previously selected.

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STATE AND COUNTY NEWS

DPUI Claims Examiners Win Powerful Support in Fight Against Proposed Wage Cut

(Continued from Page 1)
 the issues, from statements of the duties performed by the claims examiners to a comparison with similar positions in other states, from a barrage of tight-knot logical analysis of Mr. Kelly's decision to proofs of what the decision has meant in deteriorated employee morale.

Few matters ever coming up before the Division were so thoroughly covered. The material represented a month of research.

Among those appearing were representatives of the employees, headed by Dr. Frank L. Tolman, president of the Civil Service Employees Association, John E. Holt-Harris, counsel, and Irving Cohen, research consultant, and representatives of the State Labor Department, headed by Deputy Commissioner Thomas F. Moore and Milton O. Loysen, Executive Director of the DPUI. DPUI workers from many parts of the State, including Buffalo, spoke at the two hearings. In Albany, more than 100 spectators attended the hearing; in NYC, 300.

Tolman Sets Pace
 Dr. Tolman opened his argument by tracing the history of efforts by State employees to secure a proper system of classification and pay in State service. Dr. Tolman had himself been an integral part of that effort. He pointed out that the legislation, and the agencies set up to further the results of the legislation, had continually expanded the rights of employees, had added to security. Mr. Kelly's recommendation to downgrade workers was a sudden and significant contraction of those rights. The recommendation, he said, is "a backward step."

Turnabout
 Dr. Tolman pointed out that "it is manifestly unfair to turn upside down any or every argument for a higher salary for certain positions so as to make the argument appear to advocate a lower salary for other positions."

Dr. Tolman told Mr. Kelly that the entire value of the classification and compensation machinery was made dubious if the recommendation stands. Employees would hesitate to appeal to the Board if they knew that they would thus perhaps jeopardize the pay of their fellow employees.

Wide Concern
 "The general question of policy and procedure involved in this hearing has caused more concern in State employee circles than any in recent years. This hearing hits at the vitals of the state employee career law.

"That law contains provisions for appeal. Here, for the first time, in presenting such an appeal, an entirely different question has been interjected. That is the question of a demotion about which no evidence has been submitted or no hearing held.

Could Destroy Career Plan
 "This is a 'Dred Scott' decision, one which State employees must take exception to, and one which must not recur. It might easily destroy the Feld-Hamilton plan and use of its procedures by State employees.

"Under normal procedures we would not be present at this hearing to protest the downward allocation of a position but instead be engaged in procedures to raise a salary to a higher adequate level."

In discussing the record and character of the DPUI, Dr. Tolman commented at length on the importance of its work.

"The work of the DPUI has always attracted persons concerned with the social implications of their jobs and the desire to do something about the major social problems of unemployment and human misery," he said. "This work is of major importance in any democracy. The duties of the division have been volatile and exacting due to changing world conditions ever since it was organized. Its workers have held the line."

In paying tribute to the service rendered by the employees of the DPUI in the performance of their duties, Dr. Tolman added: "It is most inconceivable the amount of concentrated effort, overtime,

insults and injuries they accept as part of their jobs."

No Justification
 In summarizing the case of the CSEA, John E. Holt-Harris declared the major premise upon which Mr. Kelly's decision had been made contained no justification whatever for downgrading the position.

"Mr. Kelly is on the horns of a dilemma," he said. "He has already found that parity exists between the duties of the interviewers and the claims examiners."

"That being a correct fact, he has to raise interviewers to 12 and 18, and examiners to the same level instead of enforcing a reduction.

"He has set up a dangerous precedent. In this procedure the appeal of one group has brought comparison with another group of workers and jeopardizes the rights of the group compared."

Commissioner Thomas F. Moore, Jr., First Deputy Industrial Commissioner, stated that the department is "officially opposed to claims examiners receiving a reduction in pay." He added, "In 1948, \$58,000,000 was paid out by the Workmen's Compensation Board, last year \$392,000,000 was paid out in unemployment insurance. Each unemployment official pays out on the average of \$3,000,000 a year and yet he will be receiving a reduction in his salary."

"Most of the senior examiners are at the top of their pay ranges," he added. "It's poor for morale. They figure it is a slapdown."

To this Mr. Milton O. Loysen added. "We can never hope to accomplish the kind of employment service the people of the State need unless we give them a good income. There is nothing gained by saving \$275,000, the estimated amount needed to grant the increases. I think you should decide to go forward with pay increases for interviewers, and at the same time do nothing to retard claims examiners."

Speaking in New York City, Harry Smith, DPUI personnel director, backed up the other officials by describing the difficult nature of the tasks performed by the claims examiners, the increasing complexity of the job, and the deleterious effect of the downgrading on morale.

This strong departmental support was buttressed by a lengthy brief presented to the Board by Irving Cohen, research consultant for the Civil Service Employees Association. Mr. Cohen marshalled the Association's roster of speakers at both the Albany and NYC hearings. Among the points made by Mr. Cohen were these:

"The Classification and Compensation Division has confused the procedure whereby it entertains appeals to upgrade one particular position or groups of positions with its own separate and distinct procedure of downgrading other positions. Even though employees in the affected positions have the right to appeal, this confusion endangers the very right of appeal by aggrieved employees seeking adequate pay for their services."

He discussed this point in three phases:

"1. An argument for a higher salary for one position may be turned around and made to appear to advocate a lower salary for other positions.

"2. The aggrieved employee thus may feel he has no moral or legal right to endanger the pay of other employees. Since an aggrieved employee must compare his position with other positions of comparable

complexity in State service, he must of necessity comment on the salary of others. By doing so, however, he may endanger the salary of fellow employees.

"3. There is also a question about injecting into a hearing positions not directly related to the appeal and definitely not included in the notice of the hearing."

He stated that the essential position of the Civil Service Employees Association is for a higher salary for claims examiners and senior claims examiners, not a lower one.

New York Ranks Low

Mr. Cohen brought together a host of facts concerning the duties performed by claims examiners, compared pay for the positions in New York State with similar positions in other states, proving that New York ranked seventh, behind a number of much less affluent states. He described, on the basis of a huge research survey, the changing nature of the duties performed in the DPUI.

Mr. Cohen's presentation was incisively illustrated by Robert R. Hopkins, a senior claims examiner from Buffalo, who told how year by year the range of his work had increased, taking in more and more areas not contemplated in the original job announcement. "On our salaries," he said, "I find it hard enough to make a living. And now, at the very pinnacle of our responsibilities, you propose to cut our pay? Preposterous!"

Interesting sidelights about the job of claims examiner came to light at the two hearings. David Sanders, of the NYC office, told of the terrific mental strain, of the careful decisions that had to be made at top speed. "Sometimes there are 50 or 60 claimants waiting an hour. Often they come with a chip on their shoulders." He stated that, working under trying conditions, the claims examiners save the taxpayers \$45,000,000 a year.

James Brooks, representing the U. I. Managers Association, backed up the appeal of the examiners for higher salary. "We live from climax to climax," he said.

'Pay Should Go Up'

Bernard McGovern, of the Association of U. I. Claims Examiners, presented a lengthy brief giving statistical evidence that the salaries of the claims workers should go up, not down. He made a strong issue of the point that the Classification recommendation "takes one group of people, and uses them as a lever to downgrade others. Hostility and tension between the two groups has already taken place."

Wouldn't Use Services

Harold Herzstein, regional counsel for the Civil Service Employees Association, speaking at the NYC meeting, told Mr. Kelly:

"If a group's application for upgrading may result in the downgrading of a non-participating colleague group, that will serve as a deterrent to the use of your procedures. I know that I, as an attorney, would make no applications for civil service groups because, if in making these applications I succeeded by having other groups downgraded, I would soon hurt my reputation."

Mr. Herzstein also contended that the downgrading procedure is undemocratic, in that it hits employees not represented in a proceeding. He contended, too, that with the small differences between the grades, "with the many intangibles involved, there must be some doubt in the mind of a man when he thinks of reducing employees one grade. If there is the slightest doubt in your mind about the justification of the downgrading, and there must be because you called this hearing, then you should resolve it in favor of the employees."

Mr. Herzstein contended that the State administration could not have been consulted, because it would not support the downgrading policy.

Representatives of the American Federation of State, County and Municipal Employees, AFL, United Public Workers, and American Civil Employees Union, CIO, also appeared to protest the proposed downgrading.



The Public Employee

By Dr. Frank L. Tolman

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

Thoughts from the Experience of the Association

I have been refreshing my memory by looking over some of the early records of the Association. These called to mind many of the very able State employees who have led the Association in the past, men and women whom I have been proud to call my friends. Many are dead. Just last week brought news of the death of Dr. Horatio Pollock, past president, author of the first Association pamphlets on salaries, chairman of innumerable important committees and the person beyond all others who was, I think, responsible for establishing the policy of working within the framework of civil service law and procedures for the continued betterment of the employee rather than always assuming an antagonistic attitude and taking pot shots at whatever was new and unorthodox.

Some Illustrious Memories

I remember, for instance, that when service ratings were first proposed the Association was so deeply split that only the establishment of a strong committee under Dr. Pollock to work with the civil service authorities was able to preserve the Association and to work out a generally satisfactory plan. We are today doing that same thing.

I shall always cherish Dr. Pollock's novel of Dr. Marshall and the early days of Schoharie County which he deeply loved. It is not in my opinion a book for the many, but for the few it reveals the simple but profound character of the author.

Lack of space prevents even the naming of the past leaders of our Association. I wish, however, to refer to Bill Hannan, Legislative Reference Librarian of the State Library, as illustrating the invaluable contribution of a member who never was an officer, who seldom was a chairman of a committee, but who always was ready to do the hard work of digging up the facts about any important project of the Association. Bill, of course, was close to the legislators. Perhaps for that reason he kept his association candle or better his searchlight under a bushel, but he always came up with the goods.

Blessed with Unusual Leadership

If we have had great leadership, as I think we have had to an unusual degree, we have also had great fellowship from our members. The Association had its growing pains. It began as a small group of competitive employees who thought the number of members was relatively unimportant. It was the Governors of the State, from Al Smith down, who again and again told the leaders the Association must have the majority of the employees as members to carry weight in the Legislature and elsewhere.

Equally important with numbers is unity. There is little difficulty in creating and keeping a good measure of unity in an association where only the few leaders meet and control things. That is the easy road to unity in a dictatorship. Democratic unity is an entirely different thing. Our Association has grown away from the rule of the few toward a real democratic plan of control of the Association by all the members.

The Unselfish Goal

We still have our problems. We still have a few members who would improve their own status at the expense of other members. They would revise the policy of "Each for all and all for each" to read "All for me, the rest, if any, for the rest."

There are those who look on the Association as a store where they buy benefits at bargain rates. They fail to see the Association in its true character as a great crusade for justice and a better way of living for the public employees and for all the citizens of the State. My appeal for a greater measure of devotion to the public service and to your Association is based not so much on what the Association has accomplished, important as that is, as on the greater things we can do if we really pool our efforts for the common good of all our members.

These Are the Issues In DPUI Wage Case

ALBANY, May 15 — These are the issues in the hearings held before the State Division of Classification and Compensation last week:

On August 16, 1949, employment interviewers and senior employment interviewers in the Division of Placement and Unemployment Insurance filed an application for salary increases with the Director of Classification and Compensation.

The employment interviewers asked for an increase from Grade 9 (\$2,760-\$3,450) to Grade 12 (\$3,174-\$3,864) to place them in the same bracket as assistant unemployment insurance examiners.

The senior employment interviewers applied for an increase from Grade 14 (\$3,451-\$4,176) to Grade 18 (\$3,978-\$4,803) to place them in the same bracket with senior unemployment insurance examiners.

(Continued on Page 7)

Fireman Exam Open For Jobs in Garden City

Nassau County will hold an exam for Fireman jobs in the village of Garden City, with a salary range from \$2,800 to \$3,500. Candidates must have five years of experience as a paid or volunteer fireman and be between 21 and 29 years of age. Apply until Thursday, May 25 to the Nassau County Civil Service Commission, 1527 Franklin Avenue, Mineola, N. Y.

STATE AND COUNTY NEWS

Court Stenographer Test for Westchesterites Open Until June 12

Applications for Court Stenographer jobs will be accepted by the Mount Vernon Civil Service Commission until noon, Monday, June 12. The list will have a two-year life. The exam will be held at the A. B. Davis High School on Saturday, June 24.

Pay is \$3,500 to \$4,100 total. Application fee is \$2. This must be paid when turning in the filled-out application.

Candidates must have been legal residents of Westchester County for at least one year immediately preceding the examination date.

Candidates must meet the requirements of one of the following groups:

Either (a) two years of stenographic experience of which one year shall have involved taking and transcribing verbatim records and completion of a standard high school course; or (b) a satisfactory equivalent combination of the foregoing training and experience.

Candidates must be able to take verbatim dictation at an average rate of 150 words a minute.

If applying by mail enclose 6-cent, self-addressed large envelope.

Justice Ellsworth Addresses Meeting

Faith as the answer to the menacing and ever-growing threat of communism provided the theme for an address by State Supreme Court Justice Roscoe V. Ellsworth of Kingstown to the officers and employees of the Napanosh Institution at their third annual inter-faith breakfast at the Wayside Inn in Ellenville.

Highly praising the motives of the breakfast, the fostering of better understanding among all Americans, Justice Ellsworth declared that education was a potent force in eliminating group tensions.

The program was opened by Rabbi Herbert Bloom of Kingstown. Sergeant George Winsman acted as toastmaster and Major Thomas J. Hanlon, Superintendent of the Institution, introduced Justice Ellsworth. The Rev. Frances McGuire, Protestant Chaplain, offered the closing prayer after the entire assemblage was led by Art Kahn in the singing of "God Bless America". Uniformed personnel of the institution attended services in their respective churches prior to the breakfast.

The program was arranged by Harry Shapiro, James Morrow and Sergeant Winsman.

Activities of Assn. Chapters

THE CIVIL SERVICE EMPLOYEES ASSOCIATION

Coxsackie

THE Gates annual bowling handicap tournament was run off by elimination. Jim Malloy won the tournament with a total score of 613. Malloy won last year. Dave Osterhoudt came in second with a score of 611 and high single of 223. Ray Marohn was a close third with a 609 total.

Mrs. Sarah Conboy, mother of Assistant Superintendent Joseph P. Conboy, died. She was buried at Dannemora. Employees from NY SVI attending the funeral were Messrs. Massie, DeFrate and their wives; Father Thompson, who assisted at the funeral mass, and Guards Raymond Marohn, John Longthorn, Paul Ready, Gilbert Ringwood, Hugh MacNamara, Howard Pillsworth and William Rice.

Alma Roller, stenographer in Torchy McLintock's office, will say I do in June with lucky guy Charles Cavallino of Climax.

Guard Gus Diller has just had his champion softball team outfitted with new uniforms, bought by the local chapter of The Association. He expects his team will repeat last year's performance in winning the championship. His team has been bolstered with a few new men.

All employees were glad to see Guards Christensen and Gunderman back at their old post after a siege in the hospital.

Guards enjoying additions to their families are Walter Murphy, Bill Oakley and Frank Gavin. Gavin saw to it that little Miss Patty was born on St. Patrick's day.

The annual communion breakfast was held at the New York State Vocational Institute. A large delegation of employees attended. Joseph P. Conboy was speaker.

Motor Vehicle

Albany

THE MOTOR Vehicle chapter elected the following officers to serve for the coming year: President, Michael Lester; vice-president, Gladys Martin; secretary, Mildred Bernardi; treasurer, Mary DeVine; delegates, Monroe Walsh, Anna Preska and Harold Winckless.

Nassau County

ON TUESDAY, May 16, the Nassau chapter, Civil Service Employees Association, is having its first annual dinner at South Shore Terrace, Sunrise Highway, Merrick. It will begin at 8 P.M.

Wallkill

THE employees of Wallkill State Prison held their annual corporate communion at the Prison Chapel of Our Lady of Refuge. This service is held in conjunction with the main office of the Department of Correction at Albany.

Following mass, a breakfast was served at the Ireland Corners Hotel, Gardner, for the officers, guards and their families.

The main speaker at the breakfast was James Rooney, president of the Bronx Holy Name Society and Captain of the Archbishop Hughes General Assembly Fourth degree Knights of Columbus.

Mr. Rooney congratulated the employees on the splendid showing of family groups at the alter rail and discussed the Barden Bill.

Guests included Edward J. Donovan, Commissioner of State Board of Parole and his family; Walter M. Wallack, Warden of Wallkill State Prison and his family; Dr. and James C. Donovan, Prison surgeon and his wife, and Colonel and Mrs. Wilson Dunn.

William Ahearn, Institutional Steward, was chairman of the committee in charge.

Father George McKinney, Wallkill Prison Chaplain, said the mass and acted as toastmaster at the breakfast.

Correction Dept.

Capital District

THE annual chapter meeting elected the following officers and delegates: President, Ruth Wagar; vice-president, Joseph F. David, Jr.; secretary, Helen T. David; treasurer, Helen R. Varden; delegates, Genevieve Donahue and Price Chenault; alternate delegates, Edith Caravatta and Mildred McLean.

Syracuse State School

THE MEN'S Bowling Team at Syracuse State School finished the season with a steak dinner at the Camillus Hotel. The Farm and Junior Colonies team had their steak dinner on May 3. The women ate steak, too, on May 10, at Lemoyne Manor.

The chapter will hold a May Party at Coff Hall, Fairmont, on Thursday, May 18. The chapter members are planning also to attend the 40th anniversary dinner at the Onondaga Hotel, on Saturday, May 20.

Public Service, Albany

THE DEPARTMENT of Public Service, Albany chapter members, will hold their annual dinner dance tonight (Tues., May 16) at the Aurania Club, Albany. More than 200 members attending will hear as guest speakers the chairman of the Public Service Commission, Benjamin F. Feinberg, and John E. Holt-Harris, counsel to the Civil Service Employees Association.

Eligible List

MOTOR CARRIER INVESTIGATOR (Prom.), Public Service Commission
1. Neville, J., Staten Isl ... 83755
2. Kampf, H., L I City ... 83860

Fort Stanwix

THE RECENTLY elected delegates and alternates to the executive council of the Fort Stanwix chapter (Rome State School) include (delegates named first) B Building, Mrs. Pardee; E Building, Mr. Seibert, and Earl Hyatt; F & G Buildings, Mrs. Kreitzer and Miss Civiok; H Building, Mr. Fearon and Mrs. Gere; I Building, E. Thomas and Mr. Van Benschoten; J & D Buildings, William Reynolds; O Building, Mrs. Stooks; Q Building, Mrs. Renders and Miss Burns; R Building, Miss Murphy; X Building, Marian Van Tassel and Marian Shelton; Colonies, Mrs. Henry and Mr. Brown; Doctors and Dentists, Dr. Panfiloff; Farm, L. Brown and Leo F. Burke; Food Service, Mrs. Irma German and Mrs. J. Bogart; Garage & Transportation, Mr. Bandrosky; Greenhouse and Grounds, R. Sroka and Mr. Bush; Laundry, Mrs. Regner; Maintennace Department, Carl Butts and Mr. French; Main Office, Nellie Wojnas; Powerhouse, William Ryon; School Department, Freida Rickrich and Agnes Lyons; Social Service, Mildred Leitz and Dorothy Cobb; Storehouse, Mr. Regner; Supervisors and Housekeepers, Mr. Kunes.

The committees of the chapter include:

Legislative: Owen Jones, chairman; Mr. Fearon and Mrs. Renders.

Grievance: Carl Butts, chairman; William Reynolds and Marian Van Tassel.

Refreshment: Mrs. German, chairman; Mrs. Bogart and Mr. Sroka.

Membership: Mrs. Stedman, chairman; Members of Executive Council, Supervisors Mr. McLaughlin of B Building; Mr. Schonbacher of Maintenance & Paint Shop, Mrs. Benn of X Building, Mr. LeDuke of E Building, Mr. Kunes of H Building, Mr. Peters of School Department, Mrs. Kunes of R Building, Mrs. Simser of O & G Buildings, Mrs. Jennison of Q & F Buildings, Miss Brown of Social Service, Mr. Sprague of Laundry, Mrs. Patterson of J & F Buildings, Mr. Parker of I Building, Mr. Van Scoy of Farm, Mr. Johnston of Powerhouse, Mr. Arnold of Greenhouse and Grounds, Mr. Fifield of Food Service, Miss Swanson of Colonies, Dr. Panfiloff of Doctors & Dentists, Mr. McGinn of Storehouse, Mr. Jennison of Garage & Transportation.

The delegates of the chapter are Mrs. Stedman, Owen Jones and F. H. Earwaker. The sergeant-at-arms is Mr. Fearon.

Labor Dept. Course

The more than 10,000 employees of the New York State Department of Labor are becoming better acquainted with the many functions of the department through a lecture-training series for which they will receive civil service credit.

The lectures, called "Know Your Own Department," which have been broken down into four sessions to cover all phases of Department activity, are being given by the top personnel of the department, from Commissioner Edward Corsi down. NYC, Albany, Utica, Syracuse, Rochester, Buffalo and Binghamton, where the Department of Labor has district offices; are the cities where the series is being given.

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STATE AND COUNTY NEWS

Chapter Activities

THE CIVIL SERVICE EMPLOYEES ASSOCIATION

NYC

THE NYC CHAPTER will hold its annual election meeting on Thursday, May 18 at Willy's restaurant, 166 William Street, NYC.

Armory Employees

Harlem Valley
THE FOURTH ANNUAL banquet and installation of officers for the Harlem Valley Armory Employees took place on Thursday, May 10.

The new officers, installed by 26 vice-president Francis A. MacDonald, of the Civil Service Employees Association, were:

Alfred W. Aldrich, President, Poughkeepsie Armory; Burton S. Giles, vice-president, Kingston Armory; Arthur W. McDonald, treasurer, Mt. Vernon Armory; Louis M. Greene, executive secretary, Newburgh Armory; Michael S. Galvin, recording secretary; Benjamin F. Alulis, delegate, Poughkeepsie Armory.

The outgoing president was Robert E. Minerly.

In addition to Mr. MacDonald, guests included Harold Herzstein, regional attorney for the Association; Conrad E. Heizelman, confidential secretary to Senator Wicks; Joseph Middlebrooks, of the Adjutant General's office, Albany; Robert Middlebrooks, of the Conservation Department; Col. Harkins, commanding officer of the 156 Field Artillery; Clifford G. Asmuth, of Rochester, chairman of the Armory Employees Conference; James H. Pigott, Association field representative.

25-year service pins were presented to 12 men who had service ranging from 23 to 43 years.

The assemblage was so great that it soon became clear all were present except those actually on duty.

The chapter has 100% membership in the Civil Service Employees Association.

Rochester

AT A RECENT meeting of the Rochester chapter the following were chosen to serve for the coming year: President, Melba R. Binn, Division of Vocational Rehabilitation; 1st vice-president, Hugh J. Lee, Division of Placement and Unemployment Insurance; 2d vice-president, Lillian M. Wilson, State Employment Service; secretary, Caroline R. Polizee, State Employment Service; treasurer, Newell A. Ferris, Parole; delegate, Lawrence L. Culliano, Workmen's Compensation Board.

Ray Brook

PRESIDENT EMMETT J. DURR presided over the annual business meeting of the Ray Brook chapter, held in the hospital.

After all committee reports were made, President Durr noted there were 260 current members, and urged that new employees be encouraged to join.

Chairman Walter Babbie of the nominating committee reported the following candidates for the May 25 and 26 elections:

President, Emmett J. Durr, Arthur MacMullen, and William

Wigger. Vice-President, Herbert Neale, Albert Bersch, and John Bala. Treasurer, Ernest Brusso, and Anthony Hansen.

Secretary, Eunice J. Cross, Vera Feddick, and Elsie Patterson.

The election tellers will be Elizabeth Miller, Delia Marouski and Leonard Martin.

President Durr stated that a month after the election the executive council will be elected. He stressed the importance of the council and said that much

thought should be given to its selection, since it carries and solves many chapter problems.

The installation of officers will take place at the annual dinner-dance on Saturday, June 10 in the St. Moritz Hotel at Lake Placid.

Chapter meetings will be discontinued until the second Wednesday of September.

President Durr spoke about the new age-55 retirement plan. He recommended that all employees give it consideration, and cited its many advantages.

Westchester County to Hold Dinner Dance on June 6

Westchester County's 2,500 employees will hold a gala dinner-dance at Schmidt's Farm, Scarsdale, on Tuesday, June 6, Michael J. Cleary, president of the Westchester County Competitive Civil Service Association, announced.

The affair will be attended by a large number of prominent Federal, State and County legislators and officials, the judiciary, and officers of the 48,000 member Civil Service Employees Association, said J. Allyn Stearns, chairman of the board of directors of the Westchester County Competitive Civil Service Association.

At a special meeting held at the Roger Smith Hotel Margaret W. Trout was named as general chair-

man. Other committee chairmen appointed were Vivian O. Wills, arrangements; Frederick W. Usher, publicity; Aileen L. Losey, reception; John L. Beers, reservations; Eileen Kelleher, seating.

Mr. Cleary said that the dinner will honor employees having 25 years or more of county service and will also celebrate the 40th anniversary of the Civil Service Employees Association.

John J. Breen and Richard G. Gould were appointed to the arrangements committee; Eugene F. Ash, Mary E. Brichter, Mary K. Corbalis, Ralph F. Delfino and F. Edwin Potter to the reservation committee, and James L. Josephs to the seating committee.

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Applications Now Open! N. Y. State Exam. to be Held July 15th

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Applications Must Be Filed Not Later Than Fri., May 19th

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Time Is Short, N. Y. City Examination June 17th!

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Candidates who have filed applications for this examination are cordially invited to attend a class lecture on
MONDAY, TUESDAY or THURSDAY at 7 P.M.

ELECTRICAL INSPECTOR - Class TUES. at 7:30 P.M.

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OFFICE HOURS—Mon. to Fri.: 9:30 a.m. to 9:30 p.m. Sat.: 9:30 a.m. to 3 p.m.

7 Units in Westchester Vote Merger

Members of seven units of the Westchester chapter voted unanimously to consolidate into a single group—the Northern Westchester unit. Representatives from units in Mt. Kisco, Newcastle, Ossining, Mt. Pleasant, Peekskill, North Tarrytown and Bedford were present.

J. Allyn Stearns, 3rd vice-president of The Civil Service Employees Association, discussed the advantages of consolidation and outlined the procedure to be followed. Organizational steps are being begun at Westchester chapter headquarters in White Plains and the proposal will be acted upon by the Assembly of the chapter at its next quarterly meeting. The Westchester chapter president, Ivan S. Flood, occupied the chair.

STATE AND COUNTY NEWS

6 Titles Upgraded; 13 Pleas Denied

ALBANY, May 15—Fifteen titles have been added by the State, six have been reallocated upward and 13 requests for upgrading have been denied.

The following titles have been added to the State title structure, effective on the dates indicated:

Table with 3 columns: Title, Salary Grade, Effective. Lists various administrative and technical positions with their respective grades and start dates.

Upward Reallocations

The following titles have been reallocated:

Table with 3 columns: Title, Salary Grade, Effective. Lists titles being reallocated to higher grades.

Requests Denied

The requests for higher salary allocation for the following titles have been denied:

Table with 3 columns: Title, Present Allocation, Effective. Lists titles for which salary upgrade requests were denied.

Whole Titles Dropped

The following titles have been eliminated from the State title structure since they are no longer in use.

Table with 2 columns: Title, Present Allocation. Lists titles being eliminated from the structure.

Specialties Dropped

The titles listed below have also been eliminated because of the deletion of the parts shown in parenthesis. The remaining basic titles, however, are continued.

Table with 2 columns: Title, Present Allocation. Lists titles being eliminated due to part deletions.

CANDIDATES WHO APPLIED FOR TESTS

ALBANY, May 15—The number of applications for each of the State exams has been announced by Harry G. Fox, director of Office Administration, the State Civil Service Department.

Section 1

Administrative, Business and Clerical Section

Table with 2 columns: Title, Number of Applicants. Lists candidates for Section 1 exams.

Section 2

Engineering, Mechanical and Agricultural Section

Table with 2 columns: Title, Number of Applicants. Lists candidates for Section 2 exams.

Table with 2 columns: Title, Number of Applicants. Lists candidates for Terminal and Grain Elevator Supervisor, Sr. Sanitary Chemist, and Senior Industrial Codes Engineer.

Section 3

Health, Education and Welfare Section

Table with 2 columns: Title, Number of Applicants. Lists candidates for various health, education, and welfare positions.

Section 4

Law Enforcement, Investigations and Physicals Section

Table with 2 columns: Title, Number of Applicants. Lists candidates for law enforcement and physicals positions.

Section 5

Civil Service Unit

Table with 2 columns: Title, Number of Applicants. Lists candidates for Civil Service Unit positions.

Section 6

Local Examination Section

Table with 2 columns: Title, Number of Applicants. Lists candidates for local examination positions.

LEGAL NOTICE

CITATION. — The People of the State of New York, By the Grace of God, Free and Independent. To Attorney General of the State of New York; and to "Mary Doe" the name "Mary Doe" being fictitious, the alleged widow of George Kupranitz, deceased, if living, or if dead, to the executor, administrators and next of kin of said "Mary Doe", deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, and the next of kin of George Kupranitz, deceased, whose names and Post Office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein, being the persons interested as creditors, next of kin or otherwise in the estate of GEORGE KUPRANITZ, deceased, who at the time of his death was a resident of 1873 Second Avenue, New York City. Send GREETING: Upon the petition of The Public Administrator of the County of New York, having his office at Hall of Records, Room 308, Borough of Manhattan, City and County of New York, as administrator of the goods, chattels and credits of said deceased: You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, held at the Hall of Records, in the County of New York, on the 23rd day of June, 1950, at half-past ten o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled. IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, Honorable William T. Collins a Surrogate of our said County, at the County of New York, the 5th day of May in the year of our Lord one thousand nine hundred and fifty. PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

Eligible List Promotion

ASSISTANT SPECIAL DEPUTY CLERK (Prom.)

Supreme Court, First Department Held 6-18-49, Est. 5-8-50

Table with 2 columns: Name, Number. Lists eligible candidates for Assistant Special Deputy Clerk promotion.

Non-Disabled Veterans

Table with 2 columns: Name, Number. Lists eligible candidates who are non-disabled veterans.

Non-Disabled Veterans

Table with 2 columns: Name, Number. Lists eligible candidates who are non-disabled veterans.

CITATION. — The People of the State of New York, By the Grace of God, Free and Independent. To EMIL BURGIN, HEDWIG SCHIESS, ELLA BURGIN, ELIZABETH SAUTTER, JAMES BURGIN, the next of kin and heirs at law of KATHERINE T. SKINNER, deceased, send greeting: Whereas CHARLES S. SKINNER, who resides at Hudson View Gardens, West 183rd Street, Borough of Manhattan, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date July 16, 1948 relating to both real and personal property, duly proved as the last will and testament of KATHERINE T. SKINNER, deceased, who was at the time of her death a resident of Hudson View Gardens, West 183rd Street, Borough of Manhattan, City and County of New York. Therefore, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records, in the County of New York, on the 19th day of June, one thousand nine hundred and fifty, at half past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property. In testimony whereof we have caused the seal of the Surrogate's Court of said County of New York to be hereunto affixed. Witness, Honorable William T. Collins, Surrogate of our said County of New York, at said county the 5th day of May in the year of our Lord one thousand nine hundred and fifty. PHILIP A. DONAHUE, Clerk of the Surrogate's Court.

Dongan Mass Communion To Be Received on Oct. 29

Dongan Guild members will receive mass communion at St. Patrick's Cathedral at the 9 A.M. mass on Sunday, October 29. Breakfast at the Hotel Commodore will follow.

The Dongan Guild consists of State employees of the Catholic faith.

The officers of the Dongan Guild are Daniel Farnam of Social Welfare, president; Carl Muller of DPUI, vice-president; Ann Dolan of the Division of Housing, secretary, and Amalia King of the Public Service Commission, secretary. The Rev. Benjamin Fleming is the spiritual director.

LEGAL NOTICE

REPAIRS TO ARMORY STATE ARMORY TOMPKINSVILLE, N. Y. NOTICE TO BIDDERS Sealed proposal covering Construction Work for Repairs to State Naval Militia Armory, Tompkinsville, Staten Island, N.Y. in accordance with Specification No. 15744 and accompanying drawing will be received by Henry A. Cohen, Director, Bureau of Contracts and Accounts, Department of Public Works, The Governor Alfred E. Smith State Office Building, Albany, N. Y. on behalf of the Executive Department, Division of Military and Naval Affairs, until 2:00 o'clock P.M., Advanced Standard Time, which is 1:00 o'clock P.M., Eastern Standard Time, on Wednesday, June 7, 1950, when they will be publicly opened and read.

Each proposal must be made upon the form and submitted in the envelope provided therefor and shall be accompanied by a certified check made payable to the State of New York, Commissioner of Taxation and Finance, of 5% of the amount of the bid as a guaranty that the bidder will enter into the contract if it be awarded to him. The specification number must be written on the front of the envelope. The blank spaces in the proposal must be filled in, and no change shall be made in the phrasing of the proposal. Proposals that carry any omissions, erasures, alterations or additions may be rejected as informal. Successful bidder will be required to give a bond conditioned for the faithful performance of the contract and a separate bond for the payment of laborers and materialmen, each bond in the sum of 100% of the amount of the contract. Corporations submitting proposals shall be authorized to do business in the State of New York. Drawing and specification may be examined free of charge at the following offices:

- List of offices where drawings and specifications can be examined: State Architect, 270 Broadway, New York City; State Architect, The Gov. A. E. Smith State Office Bldg., Albany, N. Y.; District Engineer, 353 Broadway, Albany, N. Y.; District Engineer, 169 No. Genesee St., Utica, N. Y.; District Engineer, 301 E. Water St., Syracuse, N. Y.; District Engineer, Barge Canal Terminal, Rochester, N. Y.; District Engineer, 65 Court St., Buffalo, N. Y.; District Engineer, 30 West Main St., Hornell, N. Y.; District Engineer, 444 Van Duzee St., Watertown, N. Y.; District Engineer, Pleasant Valley Road, Poughkeepsie, N. Y.; District Engineer, 71 Frederick St., Binghamton, N. Y.; District Engineer, Babylon, Long Island, N. Y.; State Naval Militia Armory, Tompkinsville, Staten Island, N. Y.

Drawings and specifications may be obtained by calling at the office of the State Architect, The Gov. Alfred E. Smith State Office Bldg., Albany, N. Y., and making deposit of \$5.00 for each set or by mailing such deposit to the Bureau of Contracts and Accounts, Department of Public Works, The Governor Alfred E. Smith State Office Building, Albany, N. Y. Checks shall be made payable to the Department of Public Works. Proposal blanks and envelopes will be furnished without charge. DATED: 5/3/50 MFM/JHJ

WILSON, MARY E.—CITATION.—P. 138, 1950.—The People of the State of New York, By the Grace of God Free and Independent. To EDWARD WILSON, the alleged husband of Mary E. Wilson, deceased, if living, and if dead to his next of kin, heirs at law and distributees, whose names and places of residence are unknown, and if he died subsequent to the decedent herein, to his executors, administrators, legatees, devisees, assignees, and successors in interest, whose names and places of residence are unknown and cannot be ascertained by the petitioner herein, the next of kin and heirs at law of MARY E. WILSON, deceased, send greeting: WHEREAS, PHILIP GIORDANO, who resides at 274 West 19th Street, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing dated November 26, 1949, relating to both real and personal property, duly proved as the last will and testament of MARY E. WILSON, deceased, who was at the time of her death a resident of 274 West 19th Street, the County of New York.

THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 25th day of May, one thousand nine hundred and fifty, at half past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property.

IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, Honorable George Frankenthaler, Surrogate of our said County of New York, at said county the 19th day of April in the year of our Lord one thousand nine hundred and fifty. PHILIP A. DONAHUE, Clerk of the Surrogate's Court.



Civil Service LEADER

ELEVENTH YEAR

America's Largest Weekly for Public Employees

Member, Audit Bureau of Circulations
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N. H. Mager, Business Manager

TUESDAY, MAY 16, 1950

An Instrument for The Employee's Voice

TO be noted about the hearings last week in Albany and New York before the Classification and Compensation Division, dealing with the proposal to downgrade certain DPUI employees.

The hearings were conducted with admirable skill and fairness. They were an example of democracy in public employment at its best. They demonstrated the value of strong employee organization, and the value of machinery whereby the views of employees can be effectively and formally advocated.

It would be a pity if this procedure were to lose its effectiveness. Yet that surely would happen if the downgrading of the assistant claims examiners and senior claims examiners were allowed to stand. Those appearing before J. Earl Kelly, Director of Classification, made it amply clear that they could not afford to submit appeals before his agency if in so doing they would jeopardize the salaries of fellow employees.

Chapters in Onondaga To Hold Unity Meeting

Onondaga county will be the second one to hold a joint meeting of all the State Division and County Division chapters of The Civil Service Employees Association.

The first such unity meeting was

held recently by the St. Lawrence county chapters of both divisions.

The Onondaga county groups will meet at the Onondaga Hotel, on Saturday, May 20. Jesse McFarland will be one of the Association officials present.

Planning Board to Give Prizes for Ideas



Jerry Finkelstein, Chairman of the NYC Planning Commission and former publisher of The LEADER, has introduced a merit award plan for employees in his department. Mr. Finkelstein is shown addressing a conference of the Association of State Planning and Development Agencies last week. Seated (from left) are Francis A. Pitkin, president of the Association, and Commissioner Harold Keller of the State Department of Commerce.

A "merit award" contest among the employees of the Department of City Planning has been announced by Jerry Finkelstein, Chairman of the New York City Planning Commission.

Employees have been asked to submit suggestions for increasing the efficiency and usefulness of the Department of City Planning. Winners of the contest, which began May 15th and closes July 15th, will receive four prizes: a first prize of a \$100 U. S. Savings Bond, and three prizes of a \$25 bond each, all of which were privately donated.

"No one knows better than the department's employees how best to develop ideas for improving our service to the public," Chairman Finkelstein said. "Employee ideas and suggestions have saved mil-

lions of dollars for both industry and government. I'm certain that the employees of this department will be able to develop many new methods and techniques to save the City money and improve service to the public."

The Categories

Entries from the employees have been asked in the following categories: money saving operations; improved efficiency of work and working conditions; stimulating and expediting the work of the Department's respective divisions; improving the contact with the public, particularly in keeping interested civic groups in closer touch with the Department's activities, and general improvement of employee morale.

Contest judges are Deputy

Mayor William Reid and Commissioners Cleveland Rodgers, Goodhue Livingston Jr. and Lawrence M. Orton.

Shake-Up in Civil Service Commission

(Continued from Page 1)

to his election he practiced law with the firm of Davis, Poik, Wardwell, Sunderland and Kiendl.

In announcing his appointment, the Mayor's office took the unusual step of listing a number of endorsements for Mr. Potts. Among the names of the endorsers were John W. Davis, one-time Democratic candidate for President; Otis T. Bradley, president of the New York State Bar Association; Justice Eugene L. Brisach of the Supreme Court; and Lawrence Gerosa, of the Bronx Chamber of Commerce; and a number of business and banking firms.

Brennan Starts at Once

Mr. Brennan, who entered upon his new duties last week, plunged immediately into his tasks. There were "quite a few cases on civil service law," he commented concerning his work as secretary to Supreme Court Justice DiGiovanna and the late Supreme Court Justice John H. McCooey. "It isn't correct to say that I have no knowledge of civil service and government."

Telesford Bitter

Mr. Telesford, it is reported, would not immediately hand in his resignation when it was requested. The letter, which finally did come through, was a bitter one. He called "unwarranted" the statements "concerning alleged laxity in the Commission." He added that Commission practices now under condemnation "were in existence since 1930 and were followed by whatever administration was in power. Only during 1940, and for a period of approximately one year, was any attempt made to change them. . . ."

"I have no apologies to offer for my conduct as a Civil Service Commissioner. On every point, I have acted in accordance with the dictates of my conscience.

"It would appear that long established policy in dealing with frauds and cheats is at variance with your concept of what should be appropriate policy in dealing with such offenders."

Then, the resigning Commissioner added this filip to the Mayor:

"In order to relieve both of us of embarrassment, I am offering my resignation."

No Decision on President

There was some question as to who would be the new Commission president. One City Hall source said that it would not be Mr. Brennan. A third appointment is still awaited, when Mrs. Bromley's term runs out. If the practice of recent years is followed, that appointment will be of a Negro Democrat.

DON'T REPEAT THIS

(Continued from Page 1)

ency. Because of the influence exerted by the Civil Service Reform Association upon the merit system and public employee practices, this column proposes to dissect the Reform Association's statement.

The letter states that the Reform Association asked the Governor to veto the Foy bill "not because it would have granted a hearing before a removal could be made, but because it would have given the right to a court trial on both the law and the facts under what used to be called a 'writ of certiorari.'"

From the foregoing statement it is apparent that the Reform Association does not object to the hearing which the Foy bill granted to employees. The objection is made upon the mistaken belief that it requires a "court trial on both the law and the facts." The fact is that the bill does not require a court trial. It provides only for a court review of the hearing based solely on the evidence produced at the hearing before the removing officer.

Difference Is Basic

The difference between a court review and a court trial is basic. In a court trial both parties have the opportunity to produce witnesses and their evidence before the court, and the decision is made by a court or a jury. This could not happen under the Foy bill. A court review means that the court will read the testimony and the evidence produced at the hearing before the removing officer, and has the power to reverse or modify his decision if it is arbitrary or capricious or contrary to law. Such reviews are required by law when "hearings" are held by public officers.

The Reform Association letter claims that the court trial is such a deterrent that a "department head will hesitate to file charges if he knows he has to justify his action before a court." The fact is that the department head's burdens end as soon as he has completed his hearing. If the employee

seeks a court review of the decision, the department head has no further burdens. He simply turns the record over to the Attorney General, the Corporation Counsel or the County Attorney, depending on what unit of government is involved. The department head does not have to testify; he does not have to appear in court, and the only issue before the court on such a review is whether his action was illegal, arbitrary or capricious.

Contrary Conclusions

The Reform Association opposes a court trial because, the letter says, (1) the courts usually side with the department and (2) "few employees can afford to fight a removal case through the courts." On the basis that the employee can't win and would not benefit from a court trial, the letter then jumps to the contrary conclusion that the bill imposes an unreasonable burden upon a department head and deters him from making charges. What the Reform Association overlooks is the fact that the basic purpose of the Foy bill is to give the civil service employee a right which he does not now possess, viz.—a right to an administrative hearing when removal charges are brought against him. The limited court review is of secondary importance. The Reform group apparently agrees that such employees are entitled to a hearing—the letter expressly points out that the Reform Association has no objection on that ground—and then goes on to oppose the bill on the wholly mistaken premise that it authorizes a court trial when the bill contains no such provisions.

The Federal Picture

The letter further declares that the National Federation of Federal Employees has refused to encourage the "hedging-about of removals with more restrictions." It fails to point out that the Federal employees have the protection of a hearing which is denied to all civil service employees of New York State except volunteer firemen, veterans and a few other

groups given this protection by special statute. It is the right to a hearing, now enjoyed by all Federal employees, that the civil service employees of New York State sought under the Foy bill—a right to which they are entitled by the most elementary concepts of justice.

Civil service employees of New York State would welcome the protection now accorded to Federal employees, who are entitled to a hearing at which witnesses and evidence must be produced before their administrative agency, plus a completely separate independent hearing before a grievance committee, plus a review of both hearings before the Regional Civil Service Staff, plus a final review before the Federal Civil Service Commission. No wonder the National Federation of Federal Employees does not seek more protection in removal proceedings. It is strange that the Reform Association letter does not mention those facts when eulogizing the Federal procedure relating to removals.

What Happens Today

What happens in New York State today when an employee is charged with misconduct? If a department head suspects that John Jones has misappropriated \$10 from the petty cash account all he has to do is to serve upon John Jones a charge to that effect in writing. John Jones has the privilege of making a written answer. The department head who makes the accusation then acts as prosecutor, judge and jury. He is not required to call any witnesses or talk to any witnesses produced by John Jones. He does not have to produce a scintilla of evidence to support his charge. All he has to do is make a written decision that John Jones is dismissed.

John Jones then has a choice of two ineffectual remedies. He can proceed in court by asking the court to review the record which contains nothing but the written charge, the written answer and the written decision. The courts in such cases have held that if the

charge on its face is sufficient, the dismissal must be upheld. Since such a court review is wholly illusory and ineffective, because there are no facts for the court to review, John Jones can select his other option, an appeal to the Civil Service Commission. In such cases, the Civil Service Commission can make an investigation and can even hold an informal hearing, but John Jones' faith in the effectiveness of this review is destroyed when he learns that the Civil Service Commission, if it finds that the charges were groundless and that John Jones was completely innocent, is powerless to direct his reinstatement. All it can do, if it is convinced of his absolute innocence, is (1) put his name on a preferred list, which is seldom if ever used, or (2) authorize his transfer to another department. This is usually ineffectual because such a transfer requires the consent of the heads of both departments, and few departments will accept an employee who has been dismissed by another department.

No Protection

Under present circumstances the civil service employee has no protection whatever against unjustifiable or framed charges. He has no right to a hearing, where the truth might be ascertained, and there is no tribunal which can effectively review the decision dismissing him from the service. It is the injustice of the present procedure which brought about the support of the Bar Associations, which wrote to the Governor endorsing the Foy bill.

It is evident that the reasoning set forth in the letter should have induced the Reform Association to support rather than oppose the Foy bill. The organization apparently supports the employees' desire for a hearing, now enjoyed by Federal employees, and opposed the Foy bill on the mistaken assumption that it requires a further "court trial" when no such requirement is contained in the bill.

* A writ of certiorari was never used in Civil Service cases. It was used only in tax and criminal cases. The writer of the Reform Association's letter apparently refers to an "Order of Certiorari to Review" which has been superseded by what is now called a proceeding under Article 78, C.P.A. See Carmody's N. Y. Practice, Vol. 10, pp. 209.

Latest Eligible Lists Issued by State

STATE PROM. ELIGIBLES JR. COMPENSATION CLAIMS AUDITOR (Prom.), State Insurance Fund Held 2-18-50; Est. 5-4-50 Non-Veterans

1. Flynn, E., Rensselaer ... 85552
2. Hoffman, R., Bklyn ... 83802
3. Gannon, J., NYC ... 81960
4. Dee, W., NYC ... 79695

SENIOR PURCHASING AGENT (Prom.), Division of Standards and Purchase, Executive Dept. Held 3-4-50; Est. 4-28-50 Non-Disabled Veterans

1. Pickett, G., Mechanicville ... 83514
2. Young, P., Cohoes ... 89747

3. Oschuetz, C., Albany ... 92614
4. Murphy, E., Albany ... 90794
5. Tessier, A., Albany ... 90074
6. Luby, E., Albany ... 88741

ASSOC. EDUCATION SUPERVISOR (PHYSICAL EDUCATION AND RECREATION) (Prom.), Bureau of Physical Education, Division of Health and Physical Education, Education Department Held 2-8-50; Est. 5-4-50

1. Muller, A., Voorheesvl ... 88736

COURT CLERK, GRADE G Prom., County Court, Kings County Held 10-22-49; Est. 5-4-50 Disabled Veteran

1. Fisher, H., Bklyn ... 90474

2. Brenner, L., Bklyn ... 88224
3. Portnoy, L., Bklyn ... 87961

4. Koenig, G., Bklyn ... 93175
5. Ginsberg, D., Bklyn ... 92114
6. Liroff, J., Bklyn ... 91272
7. Meek, G., Bklyn ... 91225

SR. ACCOUNTANT (Prom.), Public Service, and Contract Utility Accountant, Grade IV,

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9 (High Mass), 10, 10.30, 11,
11.30, 12, 12.30 and 1 P.M.
in Church
12.15 and 12.40
in Auditorium

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10, 10.30, 11, 11.30, 12, 12.15,
12.30, 12.45 and 1 P.M.

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thew's Rectory, 216 West 68th St., N.Y. Phone ENDICOTT 2-6053
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Department of Public Service Held 6-18-49; Est. 5-4-50 Non-Disabled Veterans

1. Sewek, M., Albany ... 87139
2. Powers, R., Yonkers ... 85222

3. Purcell, E., Utica ... 93419
4. O'Sullivan, J., Yonkers ... 90455
5. Hertgen, S., Bklyn ... 87858
6. Spieler, O., NYC ... 87846
7. Jackson, M., Bklyn ... 86068
8. McKee, D., Syracuse ... 85912
9. Akerstrom, A., Albany ... 85124

Promotion Exams Now Open

Applications for the following
State promotion exams will be re-
ceived until Friday, May 19. The
date of the written test is Sat-
urday, June 24.

1127. Principal Personnel Tech-
nician (Examinations) (Prom.),
Legal and Law Enforcement Sec-
tion, Examinations Division, De-
partment of Civil Service, \$6,700.
There are five annual increases to
\$8,145. Fee, \$5.

1128. Associate Personnel Tech-
nician (Examinations) (Prom.),
Examinations Division, Depart-
ment of Civil Service, \$5,232.
There are five annual increases to
\$6,407. Fee, \$5.

1129. Senior Personnel Techni-
cian (Examinations) (Prom.), Ex-
aminations Division, Department
of Civil Service, \$4,242. There are
five annual increases to \$5,232.
Fee, \$4.

1130. Personnel Technician (Ex-
aminations) (Prom.), Examinations
Division, Department of Civil
Service, \$3,451. Five annual in-
creases to \$4,176. Fee, \$3.

The closing date for the fol-
lowing State promotion exams is
Friday, May 23, and the date of
the written test, Saturday, June
24.

1123. Associate Underwriter,
(Prom.), State Insurance Fund,
New York Office, \$4,638. Five an-
nual increases to \$5,628. Two va-
cancies in the New York Office.
Fee, \$4.

1124. Assistant Underwriter,
(Prom.), State Insurance Fund,
Upstate Offices, \$3,174. Five an-
nual increases to \$3,864. A vacancy
exists in the Albany Office. Fee, \$3.

1125. Chief Clerk (Prom.), Main
Office and all District Offices, De-
partment of Public Works, \$4,638.
Five annual increases to \$5,628.
Two vacancies: one in the Con-
tract Unit of the Bureau of Con-
tracts and Accounts, Division of
Administration, and one in the
State Architect's Office, Division
of Construction (buildings and
grounds). Preference will be given
to employees in the promotion
unit in which the vacancy exists.
Fee, \$4.

1126. Head Clerk (Prom.), Main
Office and all District Offices, De-
partment of Public Works, \$3,715.
Five annual increases to \$4,440.
Two vacancies, one in the Bureau
of Contracts and Accounts, Ad-
ministrative Division, and one an-
ticipated in the State Architect's
Office, Division of Construction,
(buildings and grounds). Prefer-
ence will be given to employees in
the promotion unit in which the
vacancy exists. Candidates who
filed for 5047, Head Clerk, Depart-
ment of Public Works need not
file another application to be con-
sidered for this examination. Can-
didates who previously filed should
submit a supplementary statement
bringing their applications up-to-
date. Fee, \$3.

1131. Assistant District Tax Su-
pervisor and Deputy Appraiser
(Prom.), Department of Taxation
and Finance, \$6,490. Five annual
increases to \$7,935. One vacancy
in Brooklyn District Office. Fee, \$5.

ASSOC. ACCOUNTANT AND CONTRACT UTILITY ACCOUNT- ANT, (GRADE V (Prom.), Department of Public Service Held 6-18-49; Est. 5-4-50 Non-Disabled Veteran

1. Hyland, T., NYC ... 84084

2. Purcell, E., Utica ... 90477
3. Liebrader, S., LI City ... 86638
4. O'Sullivan, J., Yonkers ... 86283
5. Spieler, O., NYC ... 84510
6. McKee, D., Syracuse ... 82474

SUPERVISING LICENSE INSPECTOR (Prom.), New York Office, Department of State

1. Brady, B., Mineola ... 93031

2. Nussbaum, L., Bklyn ... 91322

SENIOR OFFICE MACHINE (OPERATOR) (Prom.), (Printing) II-B, Albany Office, Administration Bureau, Law Bureau, and Research Bureau, Dept. of Taxation and Finance

1. McConvell, W., Albany ... 83934



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1. Schwadron, M., Albany ... 81765

SR. ENGINEERING AIDE (O.C.) Town of Tonawanda, Erie County Non-Disabled Veterans

1. Scholl, J., Tonawanda ... 91570
2. Hicks, H., Kenmore ... 85355
3. Ware, R., Kenmore ... 81500

CHIEF SUPERVISING ATTENDANT (Prom.), Department of Mental Hygiene Letchworth Village Non-Veterans

1. Kent, L., ... 84536
2. Novak, S., ... 82361

Wassaic State School Non-Veterans

1. McCrystal, A., Amenia ... 83261
2. Kinch, A., Amenia ... 82922
3. Tripp, A., Amenia ... 82661
4. Johnson, C., Amenia ... 82250
5. Scalli, A., Amenia ... 79061

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FEDERAL NEWS

Administrative Office Jobs To \$5,400 Offered by U.S.

An examination for permanent appointments as Administrative Assistant and Administrative Officer is open now to fill vacancies in Federal Government agencies in New York and New Jersey.

All competitors must take a general-abilities test of verbal abilities and of quantitative abilities, and a test involving supervisory and administrative problems.

Appropriate study successfully completed in a resident institution above the high school level may be substituted for part of the required experience.

- The five options are: 1. Combination Staff services. 2. Office Services. 3. Correspondence. 4. Mail, File, and Records. 5. Non-technical Supervisory and Liaison Positions.

positions to be filled as follows: These positions bear a wide variety of titles including Administrative Officer, Administrative Assistant, Executive Assistant, Chief Clerk, Business Manager, Unit Chief, Section Chief, and Chief of Administrative Services.

Duties and Options

Administrative Officers are responsible for a wide variety of functions. The options listed indicate the general categories into which these positions fall.

Options 1 through 4 apply to positions of Administrative Officers who provide certain services which are common to all types of large-scale organizations.

Option 1, Combination Staff Services, covers positions which involve a combination of two or more service functions such as Personnel Administration, Organization and Methods Examining, Budget Administration, Fiscal Administration, Supply Administration, or Traffic Management.

Option 2, Office Services, covers positions which involve the furnishing of messenger and electrical communications services, the procurement and control of office space and equipment, or a combination of one or both of these functions with records administration or correspondence control.

Option 3, Correspondence, covers positions of Correspondence Officers who review and control correspondence systems, dealing with the non-technical aspects of the correspondence of an agency or one of its sub-divisions.

Option 4, Mail, File, and Records, covers the positions of Records Officers and Mail, File, and Records Officer who are concerned with all or a part of the mail, file, and record system of an agency or one of its sub-divisions.

Option 5, Non-Technical Supervisory and Liaison Positions, includes positions that involve directing operating programs and executing policy.

Option 5 also includes positions, which involve a combination of service and operating functions such as are found primarily in small offices where a high degree of specialization is not practicable.

Experience Requirements

General: All the applicants must have had three years of progressively responsible experience of difficulty and responsibility sufficient to demonstrate the ability to undertake the kind of administrative assignments described in one or more of the paragraphs under "Description of Duties" above.

Specialized: In addition, applicants must show: for Grade GS-7, one year; for Grade GS-9, two years; and for Grade GS-11, three years of administrative experience comparable to one or more of the kinds of work described in the "Description of Duties" paragraph above.

The determination of whether or not experience is qualifying will be based on duties performed and responsibilities carried, and not on the title of a position. The titles used in the following types of positions apply, but positions with similar or identical titles with different duties and responsibilities may not be qualifying.

- 1. Administrative Officer, Staff Assistant, or Manager responsible for two or more service functions such as personnel administration, management or organizational analysis, budget or fiscal administration, or similar activities. 2. Office Manager, Chief Clerk, or Chief of Office Services responsible for the procurement and control of office supplies, space, and communications, and filing facilities. 3. Mail and Files Supervisor responsible for the direction and control of large mail and file systems, including messenger service, and responsible for the custody and disposition of large volumes of records. 4. Chief of Correspondence or Correspondence Officer responsible for the direction, planning, and supervision of the non-technical correspondence of a large organization. 5. Manager, Executive Officer, Director, or Section Chief responsible for the assignment and control of work, liaison with offices both inside and outside the organization, public contacts, and liaison with staff service facilities of the organization.

The following list is not all-inclusive, but indicates some of the more common programs in which some experience may have been gained: airport management, education, food management and processing, insurance, recreation and entertainment, social and physical sci-

ence research, and medical and hospital programs.

6. Experience as a specialist in a single function such as personnel administration, organization and methods analysis, or budget or fiscal administration may be accepted as qualifying, provided it is supplemented by experience or appropriate responsibility in another staff function or provided the applicant clearly shows that his experience has required understanding of the problems and techniques of at least one other service function.

Substitution of Education

Applicants may substitute successfully completed education in a resident institution above the high school level for general experience at the rate of one year of education for nine months of experience up to a maximum of four years of education for three years of experience.

Only experience or training acquired prior to the closing date for receipt of applications will be considered for this examination.

Time and Place of Exam

Applicants will be notified of the exact time and place to report for the written examination. Examinations will be held in the cities listed below:

New Jersey

Asbury Park, Atlantic City, Camden, Elizabeth, Lakewood, Long Branch, Newark, New Brunswick, Paterson, Red Bank, and Trenton.

New York

Albany, Batavia, Binghamton, Brooklyn, Buffalo, Dunkirk, Elmira, Flushing, Glens Falls, Hempstead, Hornell, Ithaca, Jamaica, Jamestown, Kingstown, Long Island City, Middletown, Malone, Newburgh, New York, Ogdensburg, Olean, Oneonta, Oswego, Poughkeepsie, Peekskill, Plattsburgh, Poughkeepsie, Riverhead, Rochester, Saranac Lake, Schenectady, Syracuse, Troy, Utica, Watertown, and Yonkers.

Food Specialist Jobs Pay to \$7,600 Apply Until May 25

(Continued from Page 1)

either: (a) a full four-year course leading to a bachelor's degree in technology, chemistry, engineering, physics, or other physical science; or (b) four years of successful, progressive, technical experience of such a nature as to enable one to perform successfully at the professional level; or (c) any time equivalent combination of (a) and (b).

In addition to this experience, dependent upon the grade, applicants must have two to four years of progressive, professional experience of a scientific or technical nature including important work in the field of food technology or associated fields of specialization. For any grade, the required amount of experience will not in itself be accepted as proof of qualification for a position.

Applications may be obtained from first and second class post offices in New Jersey and New York; from the Director, Second U. S. Civil Service Region, 641 Washington Street, New York 14, N. Y.; or from the Recorder (address on P. 1).

GONZALES A DELEGATE Rafael Ernesto Gonzales, a nurse at Craig Colony Hospital, Sonyea, was elected unanimously as a delegate to represent the Association of Practical Nurses of the Western Division, of Rochester, N. Y., at the annual convention of Federated Practical Nurses and Licensed Practical Nurses of New York held last week in NYC.

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FEDERAL NEWS

Attack on Postal Slash Gets Strong Support in Congress

WASHINGTON, May 15 — The campaign by postal unions resulted in a Senate Post Office Committee vote of 9 to 0 to direct Postmaster General Jesse M. Donaldson to cancel the cuts in mail service and attendant elimination of 10,000 jobs of "temporaries" throughout the country.

The legislative action recommended by the committee would have to be approved by both the Senate and the House before becoming effective.

The cutback order was issued by Mr. Donaldson on April 18 with instructions for completion of the economy program by July 1.

The postal unions appreciated greatly the vote by the Senate committee but, realizing that the fight against the cutback has not yet been won, went ahead with their plans to get the departmental order rescinded. The National Federation of Post Office Clerks met here at the Hotel Statler this week, while the National Letter Carriers Association will meet at the same place tomorrow. Both are AFL affiliates.

Patrick J. Fitzgerald, president of the New York Federation of Post Office Clerks, was active on behalf of the rescission move, visiting Senators and Representatives from New York State. He reported that Senators Herbert H. Lehman and Irving M. Ives had promised full support of bills to prevent the cutbacks and that all save one of the Representatives was enthusiastically in favor of the postal men's campaign.

Senator Lehman was reported to be ready to go to President Truman directly, if necessary, to prevent the reductions in service and staff.

The postal delegates, numbering 500, visited legislators from all the States and reported that there was a practically unanimous opposition in Congress to the curtailment.

In the House alone 30 bills were introduced opposing the curtailment. The quantity of mail descending on Congress, protesting the curtailment, exceeded anything else in history, the postal union reported. The mail was the spontaneous result of public opposition, commented Mr. Fitzgerald.

Localized Pay Plan Favored at Hearing

WASHINGTON, May 15 — A Senate subcommittee is hearing pleas from the Hoover Commission for salary determinations by Local Wage Boards, which is the yardstick by which the salaries of 500,000 per diem workers in Government are measured.

One witness, Matthews Devine, said that the tendency is to raise the Federal wage level to that of the high-cost communities, which disturbs the established order in the lower-level areas. He added that in many cases there are different Federal wage rates for similar jobs in one locality because the Federal salary set-ups are not uniform.

Frances Perkins Finds Appeals Method Defective

WASHINGTON, May 15—Civil Service Commissioner Frances Perkins testified before the House Civil Service Committee that the present appeals procedure, whereby employees may take their disciplinary cases before the Commission, isn't working very well. She thought that too many appeals were "frivolous" and involved a great deal of work and expense. She felt that the agency itself could give the employee a fairer and quicker trial.

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Payless Pay Days Threaten U.S. Jobs

WASHINGTON, May 15 — Payless pay days loom for employees in a dozen or so U. S. departments and agencies. The expected Congressional deficiency appropriation hasn't been made. The House has been debating the omnibus appro-

priation bill and has decided not to vote any other appropriation until that measure is cleared.

The appropriations previously made would have sufficed, officials said, except that the salary increases were expected to be absorbed through economies. This hasn't proved practicable, so agencies have requested permission to spend money they haven't got, with the idea that Congress was bound to vote the deficiency appropriation. However, word from the White House on this score was anything but encouraging.

An order is expected to be issued to freeze the personnel in the agencies, meaning that there would be no additional hiring or increments. Also employees would be warned of the possibility of payless pay days.

Intern Program Nominees Sought

The U. S. Civil Service Commission will hold its second Junior Management Intern program to train young government workers for future management positions with the U. S. Federal agencies will nominate candidates for the program by July 14, following which about 30 interns will be selected after a series of tests to begin to train in the fall. The training period will end in January, 1951.

Only permanent U. S. workers who are in Grade GS-7 or below are eligible for nomination. Candidates must also have graduated from college or had two years of Federal service, or a combination of both, or have received eligibility in the Junior Management Assistant exam. Further details may be obtained at Federal agency personnel offices.

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FEDERAL NEWS

Compromise Is Reached On Exams by Agencies

WASHINGTON, May 15—The U. S. Civil Service Commission, which at first didn't take kindly to the recommendation of the Hoover Commission that exams be conducted by agencies as a matter of general policy, has approved the experiment with certain safeguards, and the White House is willing to accept the proposed modification.

The compromise wouldn't have been reached had not the White House failed to respond to the Commission's original position.

Under the new plan the rule of three is to go by the boards. By that rule the appointing officer must select one of the top three on the list. A wider choice would be afforded.

Proposed Preference Changes Veteran preference benefits would be modified by inserting the requirement that the competing

veteran must pass the test before he'd be entitled to premium points. These added points are 10 for those entitled to disabled veteran preference, 5 for non-disabled veteran preference.

Veteran preference in retention would be limited to displacement of those non-veteran employees who had 10 or fewer years of service in the Government.

The Administration favors an enlarged training program, better to equip employees to take over more responsible duties. Mere service in a next lower grade is not considered, of itself, sufficient to equip personnel for many of the important jobs that are filled by promotion.

Why Fear Is Expressed

The main consideration in the streamlining process concerns the

agencies doing the examining and hiring. Although the Commission has been decentralizing its examining for years, setting up local boards of civil service examiners and has maintained a close check, it has run into trouble even on this modified experimental scale. Agencies and departments are sometimes interested in individuals attaining permanent status and attempts to make civil service exams serve as a camouflage for covering in favorites, rather than really inviting open competition, have been experienced. But drastic measures followed and the practice is now virtually stopped. On a nationwide scale, traversing all departments and agencies, the difficulty of the Commission policing the tests was admitted to be great.

CONGRESS VOTES HUGE SLASH IN JOBS

(Continued from Page 1)

Representative Taber hails from Corning, N. Y. and represents the 38th Congressional District.

The other amendment, introduced by Representative Jensen (R-Iowa) would require agencies to fill no more than 10 per cent of their vacancies. The national U. S. job turnover, he reported, was 2 per cent a month.

No definite figures could be obtained from official sources as to how many jobs would be affected. Application of the percentages to the known numbers of employees

would result in 120,000 fewer jobs in the departments other than Defense and 15,000 fewer in Defense, with an additional elimination of 135,000 jobs a year because of the freezing of 90 per cent of the vacancies created by deaths, resignations, retirement and the like. These figures total 270,000.

The Thomas-Taber amendment was carried 274 to 112, while the Jensen amendment vote was 201 to 185.

A rider adopted would require Federal employees to use next year their annual leave earned this year, otherwise lose it.

The Secretaries of the State and Commerce Departments were voted authority in another rider to discharge employees summarily when the department head believes such action to be in the best interests of the nation.

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The LEADER would like to continue its past practice of rendering this direct service to all, but because of its increased news coverage, and new features, its staff must limit the letter and telephone information service to annual subscribers.

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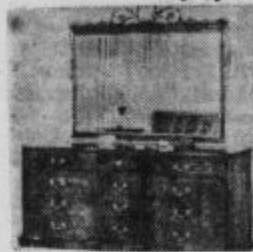
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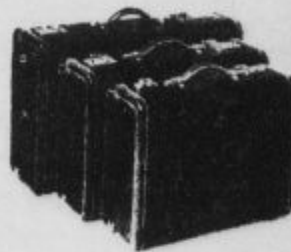
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NEW YORK CITY NEWS

Labor Relations Plan Instituted by Wagner

A labor relations plan hailed by union leaders has been instituted by Manhattan Borough President Robert P. Wagner Jr. The plan provides impartial grievance machinery, right of negotiation and the appointment of a Labor Relations official. That post went to Stanley H. Lowell.

How Plan Works

The plan resulted from conferences with James V. Barry, business manager of the Pavers and Road Builders District Council, AFL; Patrick J. Brady, international representative, Government

and Civic Employees Union, CIO; Robert Brady, president of the Civil Service Forum; Henry Feinstein, president of District Council 37, American Federation of State, County and Municipal Employees, AFL, and Simon Ryder, president of the Borough President of Manhattan Local of the Civil Service Technical Guild, and other labor leaders.

The first step in grievance adjustment is presentation of the complaint to the employee's supervisor. The second sends it before a grievance unit consisting

of a person from within the department chosen by the employee, a person from within the department chosen by the Labor Relations Officer, and one other person from within the department chosen by the first two. The grievance unit then schedules a hearing at which it hears from witnesses and may examine records. The third step sends the matter on appeal to the Labor Relations Officer, and the fourth to the Borough President himself. The employee may be represented by someone of his own choosing.

Gulick to Tackle Job Study First

Reclassification is the first order of business of Mayor William O'Dwyer's Management Survey Committee, Dr. Luther Gulick, its executive director, told the Municipal Personnel Society at its monthly meeting at 63 Park Row.

Dr. Gulick said that a private firm would be hired soon to aid in the NYC reclassification work. Various offers are being considered.

The preliminary survey, in connection with the salary and career plan, would leave out the teachers, the uniformed forces and the Board of Transportation, he revealed. Thus instead of more than 200,000 employees' jobs being studied, the figure would be around 96,000. He hoped that the whole task would be finished in a year and a half and allowed half a year additional for appeals.

"No reclassification can suc-

ceed," he said, "unless it has the co-operation of the employees, no matter how good it looks on paper."

Transportation Board To Promote Examiners

With the legal approval of Corporation Counsel John P. McGrath, the Board of Transportation will promote on July 1 all the eligibles on the promotion list for Claim Examiner, Grade 3 (Torts), at \$3,421, and also promote all the eligibles on the promotion list for Claim Examiner, Grade 4 (Torts) at \$4,021.

The list for Claim Examiner, Grade 3 (Torts) was promulgated on February 15 last with 58 names, of which 30 have military veterans' preference. The list for Claim Examiner, Grade 4 (Torts) was promulgated November 22, 1949 with 12 names; two eligibles have already been promoted to Assistant Counsel.

The Grade 4 eligibles average 26 years of service with the Board and predecessor transit companies. The 68 promotions will cost an additional \$24,154, against which is a saving of \$9,000 through reorganization of the Torts Department of the Board.

Battalion Chief Test Will Open on June 6

Tuesday, June 6, to Wednesday, June 21 will be the period for receipt of applications in the exam for promotion from Captain (F. D.) to Battalion Chief (F. D.) The written test will be held in the fall.

Six months in the title is the new requirement. Formerly it was a year. The Fire Department approved the change on the ground that captains are often appointed as acting battalion chiefs soon after promotion to captain.

STUDY COURSE

A training course will be given by the Government and Civic Employees Organizing Committee's Welfare Local 371.

The classes will meet Thursday, May 18, at 7 P.M. and will continue each succeeding Thursday for six weeks at 154 Nassau Street.

Registration will take place tonight (Tuesday) from 7 to 9 and Saturday, May 13, from 10 A.M. to 1 P.M.

NYC to Fill Jobs from Relief Rolls

NYC will try to fill temporary jobs, as well as permanent non-competitive jobs, with persons now on home relief rolls. The Department of Hospitals will offer hospital attendant jobs; the Department of Sanitation seeks 2,000 men to help on the lot cleanup campaign; the Richmond Borough President's office wants men for the mosquito cleanup campaign. Guards for unoccupied city waterfront property will be sought by the Department of Marine and Aviation. The Parks Department will seek attendants.

Welfare Commissioner Raymond M. Hillard is spearheading the project, which follows the enactment of a State law allowing the hiring on city projects of persons who are on home relief.

Borough Presidents and NYC Commissioners met yesterday in a closed session at 125 Worth Street under Commissioner Hillard's chairmanship, to tell their personnel needs and discuss how best to effectuate the program.

Commissioner Hillard said that the new plan will be a boon to persons on relief as it will give them work habits and experience that may lead many to steady jobs in private industry. The pay earned will be deducted from the relief checks but no work of more than eight hours a day or 40 hours a week will be permitted.

Education Employees Want Pay Twice Monthly

More than 1,000 Administrative employees of the NYC Board of Education signed a petition asking that they be paid on a semi-monthly basis in conformity with other city departments. A vote on the petition by the Budget Committee is scheduled for Thursday, May 25.

PROMOTION EXAMS OPEN

The following promotion exams will be held by NYC: (Apply until Friday, May 19.)

6137. Stationary Engineer, Dep't. of Correction, Sanitation, Public Works, Welfare, Hospitals, Board of Higher Education, the Offices of the Borough Presidents of Brooklyn, Bronx and Queens, \$14.16 a day. Fee, \$50.

6116. Architect, Dep't. of Health, NYC Housing Authority, Dep't. of Marine and Aviation, \$4,260 to \$6,000. Fee, \$4.

12 Exams On List for June Opening

Eight open-competitive and four promotion exams are on the NYC Civil Service Commission's tentative and incomplete list for opening next month. They are:

OPEN-COMPETITIVE

- Alphabetic Key Punch Operator, IBM, Grade 2.
- Auto Machinist.
- Deputy Medical Superintendent.
- Dockmaster.
- Inspector of Supplies, Grade 4.
- Instructor (Farming).
- Instructor (Tailoring).
- Information Assistant.

PROMOTION

- Battalion Chief.
- Garage Foreman (Borough President of Richmond).
- Inspector of Fuel, Grade 4.
- Warden (Sheriff's Office).

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NEW YORK CITY NEWS

LEADER Men, Senator Lecture College Class On Getting Jobs

Undergraduate and graduate students in the public administration and government classes at the School of Business and Civic Administration, College of the City of New York, last Wednesday heard a discussion of public job opportunities by Maxwell Lehman, editor and publisher of the LEADER; H. J. Bernard, executive editor; and State Senator Seymour Halpern. Messrs. Lehman and Bernard discussed jobs filled by competitive examination. Senator Halpern talked about "political" jobs.

Conditions Superior

Mr. Lehman described the State service. He told the students that conditions of work are generally superior in the State service, that machinery exists to help rectify inequities, that vacations and leave time are good, that State employees enjoy cash merit awards for good ideas. He described the working of vet preference. He told of many specific job opportunities in the 19 State departments, and of the types of work, often little known, performed by State employees. He mentioned as examples such jobs as cancer research in Roswell Park Institute, labor mediation, foreign trade consultant work. There are more than 1,900 separate job titles in the State service. The LEADER editor stated.

He described in detail the public administration internship program, calling it potentially an important arm of government. There might be as many as 400 job opportunities next fall for college seniors and graduates in 12 specific titles, he stated.

He told also of the positions presently open as employment interviewer and claims examiner. He used these jobs to explain how the State's Classification and Compensation Board operates, since these positions are now under scrutiny before that agency. He praised the State's promotion system.

Among other positions described by Mr. Lehman were personnel technician, assistant in test development, social worker, jr. economist, jr. statistician, librarian, industrial investigator, publicity aide, institution teacher.

Mr. Lehman told the class how "political influence" works in the filling of provisional jobs and how its impact is felt even on the movement of eligible lists.

U. S., NYC Jobs

Mr. Bernard said that the Federal Government had started earliest and still led the way in seeking college graduates, that the State had made a good start in the same direction, but that NYC had never made any effort to recruit college graduates and there was no sign of it making any in the foreseeable future.

He cited the Junior Professional Assistant exam, given annually by the Federal Government, as offering opportunities to college graduates. Courses taught at the school of Business and Civic Administration fitted candidates for passing five options in this test, he said: Economist, Legal Assistant, Social Science Analyst, Statistician and Textile Technologist. Also, the Junior Management Assistant test, to be opened at the same time, had three options, all of which invited competition from the school's students or graduates: Budget Assistant, General Administrative Assistant and Personnel Assistant. Last year the test was opened in December and the lists were established rapidly. This year, he said, the tests are expected to be opened at about the same time.

Apply for All Tests

Mr. Bernard advised his listeners to apply for all exams—Federal, State or City—to which they are admissible. He pointed out that once you're hired in the Federal Government as the result of a competitive examination and attain status after a year's satisfactory probation, you may be transferred or promoted to any other job for which you're qualified, without having to pass another competitive exam. In the State and City, competitive promotion exams for the next higher job in the same line are almost the only way to rise. An exception would

be to take an open-competitive exam for a higher position.

Demand for Social Workers

He mentioned the demand for social workers in all three branches of government and called attention to the NYC Social Investigator test, for which applications are now being received. A college degree is not required but substitutes for all experience requirements. The last day to apply at 96 Duane Street, two blocks north of City Hall, just west of Broadway, is Friday, May 19. The written test will be held in the fall.

The social science students would find opportunities in the Bureau of Old Age and Survivors Insurance of the Federal Security Agency as Claims Assistant and Field Assistant, he said. These jobs, as well as statistician jobs, are in an expanding agency and filled from registers of applicants from the Second Region of the U. S. Civil Service Commission (New York and New Jersey). As for Federal jobs generally, if applicants are willing to accept work out of town, opportunities are at least doubled, he observed.

Job Applicant Increase

The number of job applicants in the Junior Professional Assistant test has increased sharply, he declared. Nationwide, in the written test held this year, 30,000 applied, compared to 13,000 last year, while in the Junior Management Assistant exam the figures were 20,000 and 7,000. Jobs were fewer than expected, but he announced that the U. S. Civil Service Commission has taken steps to use the list for filling jobs in other titles.

Reduction in Force

Reductions in force have curtailed job opportunities, he said, but not to a discouraging extent for those seeking to enter Federal employ who have degrees in closely specialized studies.

The correlation of college scores with those in a Federal exam was tested in the Physicist, Grade 5 exam, he recalled, and showed that those standing among the top 10 per cent of their college graduating class averaged 81 per cent in the test. The next 15 per cent in order of standing at graduation averaged 61 per cent in the test.

He quoted a message from Chairman Harry Mitchell, of the U. S. Civil Service Commission:

"The opportunities for college graduates in the Federal service, once they are appointed, appear to be excellent. About one-fourth of today's Federal employees earning between \$10,000 and \$11,000 entered the civil service between the ages of 25 and 29. About 10 per cent are now less than 40 years old and 90 per cent of those in the top pay brackets are college graduates."

The Political Job

Senator Halpern took his own case as an example of how to attain politically appointive or elective jobs. Those with any such ambitions should join a political club, he counselled, and help generously with many of the chores that go with running a political organization. Appointments and nominations result from recommendations of Assembly District leaders to county leaders and the action of county and other political committees, he said. A Republican, he ran for Assemblyman in Queens in a hopelessly Democratic district and, as he expected, was badly beaten. Next he ran for the State Senate, with no greater expectations, but this time was successful, has been elected ever since and last week was recommended by the Queens County committee for renomination. He said his own story was typical—and that any student who wants to "go places" in politics will have to work hard at it.

Jerry Finkelstein, Chairman of the NYC Planning Commission, was to have been the principal speaker but was unable to attend because he was presiding at a hearing.

The meeting was held at 17 Lexington Avenue under the auspices of the Public Administration Society, a student organization of which Gail Ratner is president. The listeners were a cross-section of the school's students. Dr.

Samuel Thomas, an instructor in government, presided. Dr. Wallace S. Sayre is head of the Department of Government at the 23d Street school.

Celebrating the 30th anniversary of its founding as well as charter week, the school held annual student career meetings.

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