

If You're Getting Potting Dollars, You Can Grab a Steady Racetrack Job
See Page 7

America's Largest Weekly for Public Employees
Vol. X—No. 14 Tuesday, December 14, 1948 Price Five Cents

1,000 JOBS FOR CLERKS! NO EXPERIENCE REQUIRED

Civil Service Groups Act To Combine Efforts on Vet Preference Legislation

A call will go out this week to every civil service organization in New York State, to discuss action with respect to veteran preference legislation.

Issued by the Uniformed Fire-

DON'T REPEAT THIS GOP Vexed, Not O'Dwyer, Over Fusion

PARADOXICALLY, THE GOP high command in New York—not Mayor O'Dwyer—is sore over Gabriel Kaplan and his Committee of Five Million. They fell he's trying to get in on something that could ultimately be a big thing, and he wants to do it his own way—which isn't the way they'd like it.

A fusion movement is the only way the Republicans can possibly win the Mayorality in New York City. Yet here comes along this fellow, says the GOP bigwigs, who doesn't consult any important people, without any issue big enough to mean something to the voters, and at the worst possible time from the political standpoint. And by using the word "fusion" for his setup, he makes it tough for the GOP to make use of a solid fusion setup at what they consider the right time.

They're mumbling too that there's nothing substantial about the Committee of Five Million. Oren Root, who made headlines in the first announcement, doesn't appear in later announcements. Another functionary is Gabe Kaplan's sister-in-law. Still others, like Henry Poore, are not really ardent about it. Barent Ten Eyck is not considered a sufficiently important force in a fusion movement, although an able lawyer. The only significant name in the movement is intelligent, gentle Genevieve Earle.

The practical political boys claim that a fusion group should start after a loud public scandal. That way, the group could build on existing public indignation. Example: If D. A. Frank Hogan, instead of Mayor O'Dwyer, had spearheaded the probe of NYC's

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men's Association of NYC, a letter to these organizations will call a meeting at Room 103, Hotel Commodore, on Friday, December 17, at 6 P.M.

Plan of Education
The Uniformed Firemen's Association, together with The Civil Service Employees Association, has been spearheading the drive to educate public employees as to the meaning of pending vet preference legislation to them. John Crane, UFA president, has been unequivocal in his statements that the wrong kind of preference legislation would be disastrous to public workers. The NYC firemen have conducted a poll of all their members which resulted in an overwhelming 13-to-1 victory for the Mitchell over the Condon amendments. The Civil Service Employees Association, with 46,000 members, is also solidly on record in favor of the Mitchell bill. So is every other civil service group in which a vote on the matter has been taken.

Expects Large Turnout
Gerard W. Purcell, financial and recording secretary of the UFA, told The LEADER he expects a huge turnout of civil service representatives at the Commodore meeting. "While the firemen have taken the lead in calling this meeting," he says, "we want to see the efforts of all civil service groups combined in this important matter."

Citizens Committee
Backing up the civil service workers is the Citizens Committee on Veteran Preference. Nineteen civic organizations,

among them some of the most substantial in the State, are co-operating on this committee. This

Fehling Wins UFO Election

Henry J. Fehling, H & L 127, was elected to the Lieutenant vacancy on the Executive Committee of the Uniformed Fire Officers Association in a four-cornered contest. In the only other contest, involving only the length of term as there were two vacancies, Gilbert X. Byrne, E. 270, was elected for three years and Frederick Bahr, E. 57, for two years (unexpired term) to represent captains. George David, 4th Battalion, was unopposed for the Battalion Chief vacancy.

The tally:
Captain—Byrne, 112; Bahr, 69.
Lieutenant—Fehling, 350; Patrick J. Keating, E. 18, 160; Edward T. Heeg, H & L 12, 148; Francis J. McCall, E. 15, 39.

THE UFO committee that conducted the reception honoring Fire Commissioner Frank J. Quayle was highly complimented all around for the perfection of all aspects of the event. At a meeting of the NYC chapter of The Civil Service Employees Association, John F. Powers, Association vice-president, cited the event as a model for other employee groups.

committee has written every legislator of the State, speaking impartially as a group interested in the maintenance of good government. The group maintained in the latter that the Mitchell bill will get the approval of all who are "interested not only in justice to veterans but in an efficient public service." Legislators were urged to support the measure.

Organizations comprising the Citizens Committee include:

- State Charities Aid Association.
- American Association of University Women.
- American Association of Social Workers, New York City and Fort Orange Chapters.
- City Club of New York.
- Public Education Association.
- Citizen's Union.
- New York Academy of Medicine.
- National Probation and Parole Association.
- Brooklyn Bureau of Social Service.
- Women's City Club of New York.
- Civil Service Employees Association, Inc.
- American Federation of State, County and Municipal Employees (AFL).
- New York Counties Registered Nurses Association.
- Prison Association of New York.
- New York Tuberculosis and Health Association.
- Civil Service Reform Association.
- National Child Labor Committee.
- New York State Nurses' Association.
- Legislative Clearing House, Volunteer Firemen of New York State.

The State's largest examination series, known as the Bix Six, is now open for receipt of applications from candidates for clerical, stenographic and typing jobs. The six titles are Clerk, Statistics, Clerk, File Clerk, Account Clerk, Stenographer and Typist. The present starting pay is \$1,840, including \$240 cost-of-living adjustment. The last day to apply is Saturday, January 22. First public announcement of the tests appeared in last week's LEADER.

Applicants may apply for any two of the three specialty examinations—Statistics, File and Account Clerk—as well as for the Clerk examination, in the clerical series. If one applied for Stenographer and Typist it would be

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Capsule News

NYC EMPLOYEE groups are preparing to submit pay requests for consideration in connection with the 1949-50 budget. Some groups favor an increase in base pay, others prefer inclusion of present bonus as part of base pay. Mayor O'Dwyer says all requests will be given consideration; and then an effort will be made to establish uniform sick leave and vacation rules.

LEGALITY of the check-off system instituted by the NYC Board of Transportation is to be decided by Supreme Court Justice Hecht. The Civil Service Forum attacked the system as a waste of city funds and as contrary to public policy. The Transport Workers Union is the big gainer under the system.

THE NIAGARA COUNTY chapter of the Civil Service Employees Association has won a \$180 cost-of-living bonus for all county employees.

THE STATE CIVIL SERVICE Commission, in answer to a letter from the Civil Service Employees Association, says it will try to bring more people into the competitive class. Let's watch and see what happens about the case of attendants in Matteawan, Danemora, Westfield, and Albion.

A MODIFIED version of the Westchester flexible cost-of-living wage plan has been adopted in two other counties—Chemung and Steuben. Under this plan, salaries are tied to the cost-of-living index.

INTEREST in much-needed reclassification of NYC employees is rising, particularly among men close to Mayor O'Dwyer. Don't be surprised if important move is made in this direction in the near future.

5-pt. Program for Mental Hygiene Employees Debated in Albany

ALBANY, Dec. 13 — The Civil Service Employees Association has laid its "cards on the table" regarding five problems affecting personnel in the State Department of Mental Hygiene at a recent conference with department officials.

The LEADER learned this week that a full discussion of special department matters was held Dec. 9 between Dr. Arthur W.

Pense, deputy commissioner of Mental Hygiene and members of the department's personnel division and Association representatives, including John E. Holt-Harris, assistant counsel, and William F. McDonough, executive representative.

The Problems
The problems discussed included:
The present policy of charging of employees for meals taken in the institution, meals which may not be desired by the employee. The Association recommended substitution of a meal ticket or cafeteria plan.

Abolition of the split shift of work where such condition now exists.

Leave credit for holidays which fall on Saturdays of the year.

Overtime leave credit for transfer agents covering the period required to complete the transfer of patients and return to the institution.

Opportunities
Matters relating to the classification of positions, salary reallocation of positions, and working out of title, overtime and adoption of aids to opportunities for employees to advance in efficiency and remuneration through study courses.

As reported in The LEADER, the department is making a careful study in several institutions to determine the full facts regarding the meal situation. A final determination is expected at the conclusion of the survey.

It was reported, following the meeting, that the department feels its present rules as to holidays and overtime credit for transfer are fair.

Better Job Prospects For NYC Eligibles

By ANNA LEE KRAM
Samuel H. Galston, director of examinations, NYC Civil Service Commission, has ordered a study made of all eligible lists that may properly be used for filling vacancies in titles other than the ones for which the tests were held, where the duties or skills are substantially equivalent. This is one of the additional steps being taken to reduce the number of provisionals.
One of the lists being studied

by Commission examiners is that of Auto Engineman, for possible use when all the eligibles have been canvassed on the Surface Line Operator list. The Board of Transportation has been getting a high percentage of declinations from eligibles on the SLO list. There are about 4,000 on the other list, which would make possible the filling of all vacancies with permanent appointees. Also, it would dispense with the need

(Continued on Page 11)

More Pay in Bag; Amount Discussed

WASHINGTON, Dec. 13—Senator William Langer (R., N. Dak.) is one of many members of Congress sympathetic to another pay increase for Federal employees, a poll by The LEADER disclosed.
Senator Langer is chairman of the Senate Post Office and Civil Service Committee, but will be replaced, because of the Democratic majority. He will remain

a member of the committee. In the House, too, it was felt that the "atmosphere" of the 81st Congress would be more favorable than the 80th, which voted the last increase.

Though President Truman signed the bill, he said that the raises were inadequate. During his recent campaign, he favored another raise.

STATE AND COUNTY NEWS

To Help Understand About Vet Preference

Because many persons are still confused concerning veteran preference, and the bills before the Legislature now, The LEADER will run articles to help you understand what the present situation is, what the Mitchell bill does, what the Condon bill does.

THE FIRST THING to remember is this: Veteran preference in New York State affects you not only if you are a State employee, but if you work for a county, city, village, or any other unit of government within the State. It affects you, too, if you are seeking a civil service job.

THE SECOND THING to remember is this: the present veteran preference law hasn't worked out well. Everybody wants to change it. The question is: How?

THE THIRD POINT: Two measures are under consideration: the Mitchell bill and the Condon bill. They are proposed amendments to the State Constitution. Therefore the Legislature must act on them twice—in two successive years; then, the bill which passes (if either), is voted upon by the people of the State in a referendum.

The situation now: The Legislature, at its 1948 session, passed BOTH bills—the Mitchell and the Condon. At the next session, the Legislature must act a second time.

Next week's LEADER will compare the present vet preference bill, the Mitchell bill, and the Condon bill.

Engineers Seek Better Pay Scales

ALBANY, Dec. 13—An application for salary adjustments in behalf of 1,700 State engineers, now before the State Salary Standardization Board, is expected to be acted upon in February.

The Board is reported to have scheduled a hearing for early that month. Representatives of the State Association of Highway Engineers and The Civil Service Employees Association will ask salary reallocations to bring present pay scales in line with salaries paid engineers in other government jurisdictions and private employment.

As reported in The LEADER, the Department of Public Works is seeking to fill some 500 vacan-

cies, many of them in engineering titles, which will have a direct bearing on the success of the State's 1949 highway construction program. Substantial salary adjustments for engineering titles will enable recruitment of necessary personnel, it is pointed out.

Moon Gives Figures

Since 1942, Arthur W. Moon, chairman of the salary committee of the State Association of Highway Engineers, points out the increase in salaries for nine engineering titles has ranged from 9 to 45 per cent. This percentage rise, it is contended, is far below the increase shown in Consumers' Price Index as computed by the U. S. Bureau of Labor Statistics.

Workers Lose Permanent DPUI Jobs

Industrial Commissioner Edward Corsi will have to drop 225 employees in the Division of Placement and Unemployment Insurance, because of another cut in funds by the U. S. government. The job loss will include about 20 employees who have permanent status.

Memo by Loysen

Milton O. Loysen, executive director of the DPUI, Labor Department, in a memorandum to division employees, explained means that were adopted to reduce the effect on permanent employees. Mr. Loysen said:

"Notices of terminations are being issued currently. Separation of temporary employees is effective immediately, after liquidating their leave accruals January 1, 1949.

"As before, wherever possible, permanent employees whose positions are eliminated will be transferred, without loss of grade or salary, to items now filled by temporary status, and adjustments will be made with the organization to preserve seniority rights. There will be a number of inter-bureau transfer," and a number of demotions, to their regular titles, of employees who have had higher titles on a temporary basis.

"Permanent employees whose positions are being eliminated, and who are not in titles which permit their transfer to replace temporary employees, will go on preferred lists for reinstatement or for appointment, in title, in positions in other State departments which are now vacant, now filled by temporary or provisional personnel, or which may be created in the future.

Breakdown of Separations

"In the hope that some additional funds will be forthcoming, the Division has determined to limit its reduction in force for the present to 314 items, including 57 which have become vacant in the past few weeks and have not been refilled, and 32 items in related agencies financed by Title III funds. This means that actual terminations in the Division will number about 225. This will save about half of the \$880,000 deficit.

"In the Division headquarters, 122 positions will be eliminated; in the Claims Bureau headquarters, 20; in Employment Service headquarters, 28; in Local Placement offices, 100; and in related agencies where the Division furnished personnel, 32."

NYC CHAPTER MEETS

The NYC chapter of The Civil Service Employees Association held a well-attended dinner meeting at Willy's restaurant on William street. President Michael L. Porta occupied the chair. Membership, DPUI dismissals and salaries were discussed. A full report will appear in next week's LEADER.

Officials Advise Employees To Join Civil Service Assn.

A meeting for the formation of a Local unit among employees of

the Town of Eastchester and the Villages of Bronxville and Tuckahoe was held in the Eastchester high School on December 7, it is announced by Ivan S. Flood, President of Westchester Chapter of The Civil Service Employees Association. Employees were welcomed by Mayor Dalton of Tuckahoe, who expressed approval of the Association and recommended affiliation of the local employees.

The principal talk was given by J. Allyn Stearns, Vice President of the State-wide organization and a director of the County Chapter.

Exams For Public Jobs

STATE Promotion

7189. Labor Elections Assistant, (Prom.), \$2,622 plus five annual increases of \$120. One vacancy in Labor Relations Board. Written test. Open to those employed in Labor Relations Board, Dept. of Labor. Requirements are graduation from high school plus three years office experience. Fee \$2. (Closes Friday, December 24).

7188. Payroll Auditor, (Prom.), \$3,036 plus five annual increases of \$120. Vacancies in New York and upstate cities. Written test January 15. Requirements: College degree plus 24 credits of accounting, or high school degree plus courses in bookkeeping plus three years experience, or, college degree plus one year's experience, or, satisfactory combination of foregoing training and experience. (Closes Friday, January 17).

Open-Competitive

8344. Associate Education Supervisor (Guidance), — Education Department. Three vacancies in Albany. Permanent certificate, present or prospective, for guidance service in N. Y. State public schools, college graduation with at least 30 hours' graduate work in guidance and personnel, and 5 years' counseling experience in public schools and supervision of counselors; or satisfactory equivalent with appropriate industrial or commercial experience. Pay \$5,232 total. Five annual salary increases of \$220. Fee \$4. (Closes Monday, December 27).

8345. Associate Education Supervisor (Merchandising), Bureau of Business Education, Education Department. One vacancy in Albany. Present or prospective certificate to teach distributive education subjects in New York State; college graduation with specialization in business education; 7 years' teaching experience. Pay, \$5,232 total. Five annual salary increases of \$220. Fee \$4. (Closes Monday, December 27).

8346. Senior Education Supervisor (Guidance), Bureau of Guidance, Education Department. Five vacancies in Albany. Present or prospective permanent certificate for guidance service in New York State public schools, college graduation plus 30 hours' graduate work in educational and vocational guidance, and 3 years' experience in personnel work or vocational counseling, one year of which must have been in New York State public schools; or satisfactory equivalent. Pay \$4,242 total. Five annual salary increases of \$180. Fee \$3. (Closes Monday, December 27).

8347. Assistant Examiner (English), Division of Examinations and Testing, Education Department. One vacancy in Albany. Present or prospective certificate to teach English in New York State public high schools, college graduation with specialization in English and 24 credit hours' graduate work in English or 20 credit hours' graduate work in English plus 4 credit hours' in educational or mental tests and measurements; and 3 years' experience teaching high school English; or satisfactory equivalent. Pay, \$3,450 total. Five annual salary increases of \$132. Fee \$2. (Closes Monday, December 27).

8359. Senior Marketing Specialist, Bureau of Markets, Depart-

ment of Agriculture and Markets. One vacancy in Albany. Requires college graduation with specialization in Agriculture and 4 years' experience in agricultural cooperative services, of which one year must be in supervisory capacity or satisfactory equivalent. Experience may be substituted for education, year for year. Pay \$4,242 total. Five annual salary increases of \$180. Fee \$3. (Closes Monday, December 27).

8360. Assistant Game Research Investigator, Conservation Department. Five vacancies, one each in Albany, Delmar, Ithaca, Oneonta and Rochester. Requires high school graduation and 5 years' experience in wildlife conservation, of which one year must have been in natural game research or related field; college graduation with courses in natural sciences and game management and one year of the above-named experience; or satisfactory equivalent. Pay \$3,036 total. Five annual salary increases of \$120. Fee \$4. (Closes Monday, December 27).

8349. Senior Pathologist, Department of Health. One vacancy in the Division of Laboratories and Research at Albany. Present or prospective license to practice medicine in New York State and 4 years' training and experience in pathology, chemistry, bacteriology and related fields; or satisfactory equivalent. Salary \$5,600 total. Five annual salary increases of \$240. Application fee \$4. (Closes Monday, December 27).

8331. Principal Public Health Educator, Department of Health, Erie County. One vacancy. Requires a master's degree in Public Health, one year of approved supervised field training relative to the training of public health educators, 4 years' health education experience in the full time paid employ of a voluntary health organization, the Army or Navy Medical Corps, a national, state, county or city health department, an insurance company, or a school or college. Salary \$6,000. Fee \$4. (Closes Monday, December 27).

8354. Dental Hygienist, State Departments and Institutions. Vacancies at Central Islip, Hudson River, Kings Park, and Middletown State Hospitals and at Wassaucott State School. Requires a license to practice as Dental Hygienist in New York State. Salary \$2,484 total. Five annual salary increases of \$120. Fee \$2. No written test. (Closes Monday, December 27).

Prison Guards Plug 25-Year Retirement

ALBANY, Dec. 13—Representatives of employees in State Correction institutions met last week to map a campaign for a 25-year retirement plan for prison guards, they conferred with State Correction Commissioner Lyons and with representatives of The Civil Service Employees Association. Support was also voiced for the reclassification of employees in Albany, Westfield, Dannemore and Matteawan.

Those Attending

Attending the meeting were Harry Dillon, president of Auburn prison; William Meehan, vice-president, of Clinton prison; Ray Marohn, secretary, Coxsackie. Others were Walter Smith, Sing Sing; Lawrence Law, Attica;

Edward Melville, Walkill; Raymond Johnson, Woodbourne; G. E. Thomas, Elmira; Albert Foster, Dannemora; Mrs. Alice Wagner, Albion; Rord Hall, Westfield; R. L. Stark, Clinton; Frank B. Egan, Comstock; Theresa Masters, Albion; Carmen Calella, Auburn; William McCarroll, Matteawan; Harry Fritz, Coxsackie.

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STATE AND COUNTY NEWS

State Says "No" to Nurses; They'll Continue to Fight

ALBANY, Dec. 13—Further appeals are planned to obtain salary adjustments for nurses in state service despite action by the State Salary Standardization Board in rejecting pay boosts for seven nursing titles.

As soon as the State Salary Board announced its decision, The Civil Service Employees Association informed The LEADER it will continue to press for salary reallocations.

mine whether the Salary Board decision will adversely affect the state's recruiting efforts.

The Salary Board was warned at the hearing, however, the reason for the shortage of nurses is "people are reluctant to invest in three years of extensive training if the final remuneration is to be inadequate."

Increases were sought for the following nurse titles: staff nurse,

head nurse, supervisor, chief supervisor, instructor, assistant principal and principal.

In turning down the appeal, the Board stated that present salary grades for nurses, supplemented by the emergency compensation now in effect, compare favorably with other positions in state service and "bear proper relationship to salaries paid by other employers for similar work."

Civil Service Body To Aid VD Victims

ALBANY, Dec. 13—The State Civil Service Commission has decided to help the job-candidate who has venereal disease.

As reported in The LEADER for November 30, a positive reaction to the Wasserman tests is no longer a bar to a State job.

Now the Commission reveals what it will do when it has a candidate who is suffering from VD.

At its November meeting, the Commission adopted a policy in keeping with advanced medical findings and thinking on the subject. Hereafter when a candidate's medical examination shows a positive Wasserman, the State Commission will treat the candidate "as disqualified with a remedial defect." Such a positive test result will raise a presumption of venereal disease. Thereafter, the candidate may submit proof that he has had treatment that has been adequate (adequacy standards are set by the Bureau of Venereal Disease Control, State Health Department), that he is free of any major complications and that the disease is in an arrested state. When, and only when, such proof has been submitted to our Medical examiner will such candidate be certified to appointing authorities.

Procedure

Standard office procedure in handling these cases will be as follows:

1. Medical examination of candidates will be handled exactly as in the past.
2. When positive Wasserman reports show on the medical examination, the Physical-Medical Unit will inform the candidate that his defect is remedial and, if requested, will outline the procedure necessary to produce conclusive proof that he is free from any

major complications and that the disease is in an arrested state.

3. In the event the candidate indicates to the Physical-Medical Unit that he wishes to produce such proof, then the case will be taken up with the Bureau of Venereal Disease Control, 39 Columbia Street, Albany 7, New York, and arrangements made for the candidate to appear before a full-time Public Health Officer.

4. The Bureau of Venereal Disease Control will contact the appropriate Public Health Doctor as to the required proof that the candidate's treatment has been adequate, that the candidate is free from any major complications and that the disease is in an arrested state.

5. The Physical-Medical Unit will notify the candidate where to appear and before what Public Health Officer.

6. When proof has been submitted to the Public Health Officer, the Public Health Officer will transmit to the Physical-Medical Unit of the State Civil Service Department his conclusions as to whether or not the candidate's treatment has been adequate, whether or not he is free from any major complications of the disease and whether or not the disease is in an arrested state.

7. If the certificate of the Public Health Officer indicates that the candidate meets the requirements of the State Commission, then his temporary bar will be removed.

Adds the Civil Service Commission:

"It is not our business to give medical advice, suggest doctors for treatment, or urge candidates to have physical or medical defects corrected. The Public Health Officer (above) is not going to give treatment — he is going to examine the candidate after treatment for proof that it has corrected the difficulty."

How Culyer Gets Around!

ALBANY, Dec. 13—Charles R. Culyer, field representative of the Civil Service Employees Association, does a fabulous amount of travelling, sees lots of people, makes enormous quantities of speeches, and expects to have more than 10,000 county and local employees on the Association roster before next spring.

Here's a typical week's schedule which Charlie put in, as representative for the organization's County Division:

Friday, December 3: Meeting at Kenmore Junior High School, for all employees of Tonowanda and village of eKnmore employees. Chairman was Charles H. Caparella, Erie chapter member and a member of the County Executive Committee.

Culyer spoke and so did Arthur Markquardt, Deputy Commissioner, Erie County Department of Social Welfare, Nicholas J. Giannelli, president, Erie Chapter.

The meeting was called to increase membership in town and village. Non-teaching school employees of Tonowanda School are now members of Erie Chapter.

Monday, December 6: Culyer was at a meeting of the Niagara Chapter in the Court House at Lockport, N. Y.

Chairman was Howard Kayner, president of the Niagara Chapter. Reports were heard from membership committees, and the As-

sociation insurance plan was described. Speaker: Culyer.

Wednesday, December 8: City of Tonowanda, Civil Service Employees Association, a unit of Erie chapter. Chairman Edward Smith, president of the local association. Reports were heard concerning the membership drive, and the Association group insurance plans. Speaker: Culyer.

Charlie also visited the Chautauqua Chapter which includes the following places: Mayville, Falconer, Jamestown, Dunkirk, Fredonia, Brockton.

At the Erie County chapter he met with employees of the following establishments: Erie County Home & Infirmary, Meyer Memorial Hospital, Erie County Welfare Department, Erie County Highway & Park Department, Tonowanda, Lackawanna, Kenmore, Amherst, Erie County Penitentiary.

Friday, December 10: Meeting of town of Amherst employees at Amherst Central High School at Snyder, N. Y. Chairman was Archie H. Sickler, town of Amherst. Speakers: Nicholas J. Giannelli, president of the Erie County chapter; and Culyer.

During this week, Culyer was engaged on the organizing end of several additional counties in the western part of the State.

Charlie seems to thrive on this kind of a regime!

The Public Employee

By Dr. Frank L. Tolman

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



WELCOME TO ALBANY, ELIOT!

A DISTINGUISHED civic leader and civil service authority, H. Eliot Kaplan, has taken up his new duties as head of the Retirement System. This recent appointment by Comptroller Frank C. Moore is one of the most heartening and best-appreciated happenings of the official year. It is a real Christmas present to every member of the Retirement System.

Mr. Kaplan has already taken up his new and highly important job.

It has been the good fortune of The Civil Service Employees Association to know Mr. Kaplan well and to work closely with him and his Civil Service Reform Association for many years. Indeed, there has always been close and active cooperation between the two organizations—one, a citizen group concerned with good and efficient government, and the other, our public employee group equally concerned with the welfare of the citizen and the welfare of ourselves through fair employment practices by our employers, who together are by far the biggest business in the State.

It is interesting to note that there has always been nearly complete agreement among the leaders of both associations about civil service methods and ideals.

For More Than a Quarter-Century

Eliot Kaplan lived in Westchester. He had his offices in New York City, but he made Washington and the capitols of all the States his real concern. For nearly a quarter century he has done more than any other man I know of to protect and to advance the merit system as a moral, an administrative and a democratic "must" in our free society.

Recently it was my good fortune to be one of a group of public officials and Association officers breaking bread together with Mr. Kaplan. The talk turned, as it is sure to turn whenever and wherever Mr. Kaplan has a part in it, on the present health, vigor, minor ills and temperature of government and the digt, remedies and procedure patterns needed to make it more nearly adequate to its high calling.

Not Standing Still

Mr. Kaplan assured us that Government and administration is not standing still, or going back. There are, he indicated, no insoluble problems although there are many immediate and important ones. The best and speediest solution would, he thought, be found through the working together of all public servants—high and low—to increase the prestige of the government.

Equally important it seemed to him, is the need of placing the State in a bargaining position for brains—unusual ability and merit equal to the highest in private business.

Must Be Paid For

I took away from that conversation a feeling that fine ideals and fine phrases and fine unselfish and devoted service, freely given, are not the whole answer to the problems of public employment. Speaking for myself alone, experience teaches that these must be properly paid for in hard cash.

Assn. 'HQ' Plans Get Approval

ALBANY, Dec. 13—The Special Building Committee of The Civil Service Employees Association has placed its stamp of approval on plans for what will soon be the new "HQ" for all public employees of the State.

At a recent meeting of the committee, Harry G. Fox, chairman, led a room-by-room inspection of the new building. Plans for alterations were discussed and a blueprint tentatively drawn up for the work still to be done before the Association sets up "housekeeping."

Work on improvements for the building has already gotten underway with the committee setting its sights for early occupancy. Much of the Association office equipment is expected to be moved into the building during the first two weeks in January.

Survey of Jobs In Franklin County Asked

ALBANY, Dec. 13—The Civil Service Employees Association is seeking a reclassification survey of all positions in Franklin County.

Charles R. Culyer, field representative, informed The LEADER this week a request for the survey has been made to Neilson C. Brush, secretary of the Franklin County Civil Service Commission.

The survey, expected to get underway shortly, is being supported by the Franklin Chapter of the Association, headed by Alvin J. McKee, president.

State Commission To Hold Meeting

ALBANY, Dec. 13—The State Civil Service Commission will hold its final meeting of 1948 from December 14 to 16.

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STATE AND COUNTY NEWS

Awards Announced By State Board

ALBANY, Dec. 13 — "There's gold in them thar hills" for State employees, according to a report by the State Merit Award Board. Cash awards have been presented to 117 State employees for meritorious suggestions.

A total of 1,600 suggestions have been received by the three-man board, headed by Henry A. Cohen, of which 1,093 have been considered.

Top award went to J. P. Larsen, assistant engineer with the Utica district of the Department of Public Works who received \$500 for proposing that original construction plans on building property include quantities of materials needed.

\$145,000 Saved

Garson Zausmer, board secretary, reports an estimated \$145,000 has been saved by the State as a result of the program, which got underway in 1946.

In addition to the cash awards, the board has issued 61 Certificates of Merit. The board members are: Mr. Cohen, Dr. Frank L. Tolman, president of The Civil Service Employees Association, and Edward D. Igoe.

Other Winners

Chairman Cohen announced the granting of \$50 in cash and a Certificate of Meritorious Service to William N. Kolen, employed in one of the metropolitan offices of the Division of Placement and Unemployment Insurance.

The award was granted in recognition of initiative and ingenuity displayed in designing signs which permitted daily interchange of numerals for use in the local offices of the DPUI.

"The signs have proved to be a real help to the unemployed in aiding them to present their claims for benefits with a minimum of waiting in line," said Mr. Cohen. "Mr. Kolen's design has been adopted generally throughout the DPUI and has resulted in greater convenience to the public and increased efficiency in processing claims."

Through Edward D. Igoe, member, the Board announced a cash award of \$25 and Certificate of Merit to Edward P. Kirwin, employed in the Albany office of the Department of Taxation and Finance.

During the rush of mailing of Veterans' Bonus checks, Mr. Kirwin proposed a procedure which

significantly increased clerical output and aided materially in speeding up issuance of the checks. Although not responsible for establishing work methods, Mr. Kirwin's interest in his work and his alert on-the-job thinking helped to process promptly thousands of checks for veterans, the Board reported.

An award of \$50 in cash and a Certificate of Merit has been granted to Sidney Frost, employed in the NYC office of the Workmen's Compensation Board.

Mr. Frost, through the Employees' Suggestion Program, proposed revisions in a form in use in his agency that will not only considerably improve the utility of the subject form, but will render unnecessary a second one heretofore required.

Implementation of the suggestion will result in increased operating efficiency and its adoption is endorsed by the Departmental Committee.

Murray H. Stevens, \$20. Div. of Placement & Unemployment Insurance, Mt. Vernon. Recommended that the claimant's signature be required on all requests for the transfer of records between offices of the Div. of Placement & Unemployment Insurance as deterrent to fraud.

Stearns, Cleary Urge Advances In Westchester

An open hearing on the proposed Westchester County budget for 1949, on December 7 was attended by a delegation from the Westchester County Competitive Civil Service Association, headed by President Michael J. Cleary and J. Allyn Stearns, chairman, board of directors. The meeting was held in the County Court House and presided over by Supervisor Richard H. Levett.

Mr. Cleary spoke for the County employees, urging in detail the program introduced by the Association in September. Some parts of that program have been achieved since the Association espoused, including the extension of the basic maximum 40-hour week to all departments and the promise of elimination of an unjust method of figuring interim increments.

Orange County Adopts Health Insurance Plan

Frank J. Welsh, president of the Orange County Chapter, Civil Service Employees Association, announces the installation of the Association's group accident and sickness insurance plan in Orange County. Representing the chapter, Charles R. Culyer, field representative of the Association, and Eugene Vanderbilt, representing Ter Bush & Powell, Inc., agents of the Association, appeared before the Board of Supervisors, requesting approval of the group health and accident insurance plan. The Board passed a resolution approving the plan. The program applies not only to Orange County employees, but to the cities of Newburgh, Middletown, Port Jervis and towns and villages. School district employees are also eligible.

City Employee Needn't Live in Locality, Unless Law States Otherwise

ALBANY, Dec. 13 — Joseph Schechter, counsel to the State Civil Service Commission, has informed an inquirer that, in the absence of local law to the contrary, a municipal employee does not have to live in the city where he works.

"It is my understanding that under the civil service rules of the Lockport Civil Service Commission, a person must be a resident of the City of Lockport for a specified period in order to be eligible to compete in civil service examinations," wrote Mr. Schechter. Therefore, an employee of your city who establishes legal residence outside the city will lose his eligibility to participate in examinations conducted by the Lockport Civil Service Commission.

"There is no provision in the Civil Service Law which requires an employee to continue his residence after he receives an appointment. However, Section 3 of the Public Officers Law requires a public officer holding a local office to be a resident of the political subdivision in which he holds office.

"It is my opinion that in the absence of any local law to the contrary, an employee of an agency of your city, other than a public officer, cannot be removed from his position if he moves his place of residence outside the city."

Important Book Deals With Public Employee Relations

The history of public employee organization is a history of repression, gag rule, denial of civil rights, attempts to control. Only in recent years is a mature relationship beginning to emerge between employee groups and government units. And in some parts of the country, even today a public worker joins together with his fellow only at the risk of his job.

On the other hand, the accomplishments of employee organizations are enormous, not only in improving the condition of public workers, but in adding to the efficiency of government.

A book of imposing quality has been written by Sterling D. Spero, professor in the Graduate Division of Public Service, New York University. Entitled "Government as Employer," the volume is "must" reading for everyone who has an interest in good government, in labor relations, and in civil service. The book is published by the Remsen Press, New York. Trade edition of the book is \$5.65; text book edition is \$4.50, and the 497 fact-filled pages are well worth it.

Tremendous Research

The amount of research which Dr. Spero has put into the gathering of his material is fantastic. He has been at it for years, and he brings his material right up to date, including a discussion of the Condon-Wadlin anti-strike act in New York State, the relations between postal unions and their employers at the present time, the Federal loyalty probes. And the book has the saving grace of light writing; the facts are presented in readable manner. Some of the historical pages, like those dealing with the early struggles of the postal organizations against domination by their department, read almost like good fiction.

Dr. Spero has not limited himself, however, to history. He has dealt with all phases of the public employee relationship—the legal right to organize and strike, perspective. And perspective is what

political activity, facts and figures on public employment, the white collar workers, the police and firefighters unions, the teachers' organizations, the developments in organizing State and county workers, collective bargaining in public service, the place of the public worker in the labor movement.

An interesting contribution to the literature of labor relations is Dr. Spero's lucid discussion of the growth of collective bargaining in public service. An excellent chapter head reveals his approach to this subject: "Collective Bargaining: Appearances and Realities." He sets the record straight, pointing out that despite horrified cries to the contrary, there is a long tradition of collective bargaining and even signed contracts between government agencies and trade unions. There have even been exclusive bargaining and closed shop agreements. Dr. Spero will perhaps have an additional chapter to add to his book's next edition, if present efforts in the State of New York are successful. These efforts call for a public employees labor relations program, setting up a procedure for settling grievances by a system of arbitration all the way up the line.

The general division of the book is into three sections: one deals with the public employment relationship, including such questions as the right to strike, engage in political activity, affiliate with outside organizations; a second section deals with the rise of employee organization in the public service; and the third considers public employment problems such as collective bargaining, arbitration, wage fixing, agreements, etc.

The book goes beyond the facts to reach the real source of struggle or of cooperation. In a field where so much is transient, so much in flux, and so much changing, Dr. Spero performs a notable public service in providing many public officials dealing with employees need.

Remarkable Showing by Delehanty Students In the Examination for Promotion To Clerk, Grade 5

- Our Students Headed the List in 40 Departments
- Our Students Were Second in 34 Departments
- Our Students Were Third in 26 Departments
- Our Students Were Fourth in 28 Departments
- Our Students were Fifth in 24 Departments

THE HONOR STUDENT IN EACH DEPARTMENT IS:

- ROBERT FRY—Borough President, Bronx
- JAMES J. MCGEE—Borough President, Brooklyn
- WILLIAM DOCTOR—Bureau of Budget
- THERESA M. LAMBERT—City Clerk and City Council
- JAMES N. J. FURLONG—City Court, Commissioner of Records
- HENRY G. McCORMICK—Office of Comptroller, Bureau of Audit
- CHARLES C. GROPE—Department of Correction
- FRANCES E. LYON—Domestic Relations Court
- HAROLD A. TORMEY—Board of Estimate, Bureau of Franchises
- VIRGINIA A. BRITTON—Board of Estimate, Bureau of Real Estate
- DOROTHY M. MONK—Board of Estimate, Bureau of Retirement & Pensions
- JOHN R. LAWRENCE—Department of Finance
- LILLIAN MELTZER—Department of Health
- ELSIE M. FUGETT—Board of Higher Education
- PATRICK V. COLLINS—New York City Housing Authority
- MARIE M. ANZOLONE—Department of Housing and Buildings
- ROSE MARIANS—Law Department
- BERNARD FRANK—Department of Licenses
- ROSELLE J. COUGHLIN—Borough President, Manhattan
- HARRY L. KUPERMAN—Chief Medical Examiner
- VIRGINIA C. JACOBI—Department of Parks
- ESTHER HARELICK—City Planning Commission
- JOHN H. QUNLAN—Police Department
- ELIZABETH O'DONNELL—Department of Public Works
- JULIA W. DONOHUE—Borough President, Queens
- NATHAN KLEINMAN—Department of Sanitation
- JOSEPH L. CALAMARI—Court of Special Sessions
- NORA P. CASEY—Tax Department
- NATHAN RAUCHWAY—Board of Transportation, Power
- NICHOLAS J. DEFAZIO—Board of Transportation, Car Maintenance
- JOHN A. WILDE—Board of Transportation, Maintenance of Way
- MIRIAM JACOBSON—Board of Transportation, Construction
- JOHN F. MITCHELL—Board of Transportation, Gen. Administration
- EDWARD F. LEDDY—Board of Transportation, Transportation
- HUGH C. FNNERTY—Board of Transportation, Bus Maintenance
- MANUEL MOLDOFSKY—Triboro Bridge & Tunnel Authority
- JOHN H. COYLE—Board of Water Supply, Bureau of Engineering, Headquarters Department
- ANNA G. KILDERRY—Board of Water Supply, Bureau of Adm.
- EDWARD J. STEWART—Department of Water Supply, Gas & Elec.
- HARRY LEMPERT—Department of Welfare

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STATE AND COUNTY NEWS

McDonough Tells How Group 'Ticks'

Speaking as the guest of the Rhode Island Civil Service Employees Association at Providence, R. I., William F. McDonough, executive representative of The Civil Service Employees Association, of N. Y. State, urged complete organization of public employees.

"To assure unity in good public service, public workers not only have the right to organize but the duty to organize in strong, effective associations to upbuild public service and to maintain the dignity of all workers and the promotion of their welfare.

Speaking directly on the subject of "Making an Employees Association Click," the speaker cited these requirements:

1. Service to membership.
2. Definite goals and a definite program.
3. Faith in the ideals and purposes on the part of membership.
4. Democratic action in establishing the program and selection of leadership.
5. Intelligent and progressive leadership.
6. Subsistence of personal or group advantages to complete unity in backing up the total program.
7. Enthusiasm vs. indifference on the part of membership.
8. Unpaid officers with efficient, paid headquarters staff.
9. Research — Information for public and membership and in treating with management.
10. Publicity — Letting the people know the employees program for improvement of public service.
11. Chapter or other local organization which will bring the membership together frequently.

Hearing Stenos Get New Titles

ALBANY, Dec. 13.—A new series of titles will go to State Hearing Stenographers.

Where the work is predominantly that of acting as hearing reporter, the new titles will be: Head Hearing Reporter and Chief Hearing Reporter.

For those who combine hearing and steno-work, the new title will be simply Hearing Stenographer.

The new titles replace the former Senior, Principal, Head and Chief Hearing Stenographer.

The new titles have been granted by the Classification Board. No salaries have as yet been allocated, however.

Higher Pay Sought For Traffic Man

ALBANY, Dec. 13.—The State Department of Taxation and Finance wants more pay for the Director of the State Traffic Commission.

In a hearing before the State Salary Standardization Board last Friday, department spokesmen urged the Board to increase the present scale of \$6,700 - \$8,144 to \$8,538 - \$10,113.

The present director of the traffic commission is Robert C. Georger.

Decision was reserved.

Assn. Adds Proof For Upward Adjustment of State Pay

ALBANY, Dec. 13 — The Civil Service Employees Association added another chapter in its "salary story" this week, outlining further "concrete reasons" for an upward pay adjustment in 1949 for State employees.

The Association reports that State salary adjustments for the "great bulk of employees" range between 25 and 53 percent from April, 1940 to April, 1948, as compared to an increase in the cost of living of 73.6 percent up to October 1948.

"Only in the substandard minimum salary levels have State salary adjustments approximated increases in the cost of living," a spokesman pointed out.

The Association released to The LEADER the accompanying salary table showing emergency and conversion adjustment of selected State minimum salaries for 1940-48. Sources for the figures are the third, fifth, eighth and tenth reports of the State Salary Standardization Board.

The Association research staff reports New York State pay scales have lagged behind similar salary levels in California. It supported

this revelation with two statistical tables.

A comparison of selected clerical,

crafts and labor, subprofessional engineering and teaching salaries for the two States shows:

Emergency and Conversion Adjustment of Selected State Minimum Salaries, 1940 - 1948

Salary Grade 1947-1948	Minimum Salary April 1940	Minimum Salary April 1947*	Percent Increase April 1940 - April 1947	Minimum Salary April 1948	Percent Increase in minimum salaries Apr. 1940 - 1948
1	1200	1600	33.3	1840	53.3
5	1500	1920	28.0	2208	47.2
6	1600	2040	27.1	2346	46.6
8	1800	2280	26.7	2622	45.7
10	2000	2560	28.0	2898	44.9
12	2200	2760	25.5	3174	44.3
16	2600	3240	24.6	3714	42.8
19	3000	3600	20.0	4110	37.0
22	3500	4080	16.5	4638	34.3
25	4000	4620	15.5	5232	30.8
28	4500	5200	15.5	5860	30.2
31	5000	5800	16.0	6490	29.8
36	6000	7000	16.7	7750	29.2
40	7000	8000	14.3	8800	25.7
44	8000	9000	12.5	9850	23.1
46	8500	9500	11.8	10375	22.1

* BLS Consumers Price Index (1935-39 equals 100) on April 15, 1947 was United States 156.2; New York City 156.8; and Buffalo 155.3

** BLS Consumers Price Index (1935-39 equals 100) on April 15, 1948 was United States 169.3; New York City 167.0; and Buffalo 167.2; on October 15, 1948 was United States 173.6; New York City 171.7; and Buffalo 172.7

Stearns Sees Strong Local Organizations

HERKIMER, Dec. 13—J. Allyn Stearns, vice-president of The Civil Service Employees Association, visiting Herkimer County on a tour of newly-organized chapters, complimented the Herkimer County Chapter on its rapid growth.

The local chapter, headed by John J. Graves, now takes in county and municipal workers from all parts of Herkimer County. It was organized less than a year ago.

Stearns said there are now 24 county chapters in New York State, compared to six in 1947. He predicted the number would reach 48 by the end of 1949.

The goal of the association, Stearns said, is to place all county, municipal and town civil service employees on the same wage and working condition level as those of the state. New York State, he said, has the highest employees standards of any in the nation.

"The association believes in a give and take which will benefit the employer as well as the employee," he stated. "We are seeking not only higher wages for civil service employees but to provide better service to the public through the improved training and more careful selection of public personnel."

Activities of Employees

Westchester

The Westchester County Competitive Civil Service Association, Inc., through its president, Michael J. Cleary of Grasslands Hospital, announces that plans for its gala Christmas party and dance on December 20, are progressing famously. The affair, which is always a bright social event, will be held in the Little Theatre of the County Center, and there will be dancing all evening, holiday refreshments, and all the usual Christmas trimmings, including distribution for valuable gifts. Arrangements for the affair are being made by Francis J. McNulty, Deputy County Clerk, chairman of the entertainment committee, assisted by Theresa Smith of the County Home, John J. Breen, of the Park Commission, and Gerald A. Moore, Penitentiary.

Taxation and Finance, Albany

Seven lively contests mark the election of officers for the Department of Taxation and Finance Chapter of The Civil Service Employees Association.

The chapter, one of the most active in the Capital District, will hold its annual election of officers in February. A report by its nominations committee this past weekend shows the following slate:

President, Donald McCullough and Joseph Feily; first vice-president, Rita Lemieux and Irma Philpot; second vice-president, Edgar Conroy and Aaron Wing; third vice-president, Margaret Hussey and Gerald Ryan; secretary, Mary Costello and Anne Schelde; treasurer, Louis Vella and Henry LaBarba.

The chapter will also elect two delegates and two alternates. Candidates are John Haggerty, James Decker, Francis Kelliher, Vincent Campbell.

At a recent chapter meeting, presided over by George Hayes, president, plans were discussed for the coming annual chapter dinner



Paul O. Becker, of Harlem Valley State Hospital, is a strong advocate of keeping physically fit, so one can do his work at top efficiency and live a happier life. He was an outstanding basketball and football player. Former president of the Harlem Valley chapter of The Civil Service Employees Association, he continues to be very active in striving to achieve Association objectives.

tentatively scheduled for Feb. 15 at Circle Inn, Latham.

Of the candidates for chapter offices, only two hold current posts. They are Anne Schelde, secretary, and Louis Vella, treasurer, who has sparked the chapter's vigorous membership drive in past weeks.

Portchester

The Portchester Civil Service Employees Association, a Unit of Westchester Chapter, The Civil Service Employees Association, announces the following new officers as a result of their annual elections:

Mrs. Marion Wilson, President; Walter T. Geronimo, 1st vice president; Franklin Drought, 2nd vice president; Herbert Gussello, Treasurer; Mrs. Marion Geronimo, Secretary; Joseph Storino, Delegate to the Chapter Assembly.

The unit meets on the second Thursday of each month at Moose Hall, Main-Street, Portchester. The former President is Francis I. McGrath, Village Engineer.

Middletown

Dr. William E. Kelly, pathologist of the Middletown State Homeopathic Hospital, died last week. He had been a faithful State employee since December, 1910, was a member of the masonic fraternities, past commander of the Middletown Club, a diplo-

mat of the American Board of Pathology, and a member of the American Psychiatric, American Public Health and New York State Pathologists Societies. For many years Dr. Kelly was an active member of the Middletown State Hospital Club, serving as an officer. He was member of the Civil Service Employees Association, and constantly showed his personal interest in the affairs of the employees.

A fine State employee died in harness and to the members of his family, all employees offer their deep expressions of sympathy.

Salary Board Promotes And Appoints One

ALBANY, Dec. 13—Mary Parker Salary Standardization Division now includes 11 technical jobs, nine clerical jobs and two supervisory positions.

A new appointee to the division staff is James S. Quigley of Yonkers, as Junior Personnel Technician.

A former temporary employee, Vernon B. Santen of Albany, has attained a permanent appointment as Personnel Technician.

The Salary Standardization Board, under the chairmanship of Dr. Newton J. T. Bigelow, also lists the following recent staff promotions:

C. Randolph Lukens to Personnel Technician and William G. Riley, Robert A. Quinn and John J. Burrell to Senior Personnel Technician.

Mary Parker Succeeds Marion W. Sheehan

ALBANY, Dec. 13—Mary Parker of Albany, succeeds Marion W. Sheehan as director of the Bureau of Public Health Nursing, State Health Department. Miss Sheehan has had 28 years of State service. Miss Parker joined the Health Department staff in 1941, and has held the position of assistant director in the Bureau. She enters the higher title as a provisional. The pay is \$6,000.

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Colleges Have Until April To Recommend Interns

The State is seeking interns for its paid training program, from among college students, to be recommended by the colleges themselves. There is no definite closing date yet, but recommendations should be made by April.

Candidates working toward a master's degree are preferred. Only college graduates are admissible.

Interns are encouraged to take open-competitive examinations during the internship period to qualify them for permanent positions in the State service. The knowledge and experience they have gained as interns help them to attain high standing on eligible lists, says the Commission.

Most interns take the annual examination for Professional and Technical Assistant which qualifies them for positions in such fields as administration, accounting, economics, statistics, psychology, journalism, science, law, education, engineering and library work.

Among other State civil service examinations for which interns may be eligible are those for Junior Personnel Technician, Junior Administrative Assistant, Junior Examiner of Methods and Procedures, Junior Research Aide, Junior Budget Analyst, Junior Planning Technician.

The appointments are for one year.

Commerce Dept. Seeks Travel Data Aide

ALBANY, Dec. 13—The Department of Commerce has requested that the State Civil Service Department authorize an open-competitive examination for Travel Information Aide, \$2,040 - \$2,640. A vacancy exists in NYC.

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A THOUGHT FOR THE WEEK

Strange, how many people helped Truman to get elected—after the election.



Civil Service LEADER

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

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TUESDAY, DECEMBER 14, 1948

Something Wrong With Salary Board?

SOMETHING is seriously wrong with the mental climate of the State Salary Standardization Board.

That Board turned down an appeal of the State's institutional nurses for higher salary allocations — at the very time the State is making a desperate effort to recruit nurses. The State recruitment isn't succeeding—and in this circumstance can't succeed. Economics are against it. First, the nurses maintain, with an imposing array of facts, that salaries paid by the State are too low to attract competent nurses. Second, the total supply of nurses is limited, and if the State wants them, it will have to compete to get them—and that means higher pay.

Now another thought: The LEADER doesn't know how much the Budget Director has had to do with this matter. We do know that the Salary Board waited an unusually long time before issuing its decision denying the nurses' appeal. It is not unreasonable to suppose that it may have gone to the Budget Director's office first. This has happened many times in the past. Many times, too, the Budget Director has overturned the Salary Board's decisions—thus actually taking over the Board's functions. If the Salary Board is to be a truly effective body, it must be independent. Perhaps it is time to consider legislation enlarging its range of independence. The LEADER will have more to say about this in subsequent issues.

P. S. Why doesn't the Salary Board permit press coverage of ALL its hearings? Does it prefer that the information be gathered at second hand? Or is the information perhaps in the Top Restricted Confidential Secret category?

Don't Repeat This!

(Continued from Page 1)

dirty dock situation, a fusion movement could have fed on screaming neglect or worse in the highest places. (Incidentally, O'Dwyer certainly got the jump on that one. O'Dwyer knows this political axiom: If you investigate your own house, the heat doesn't burn you too much.)

Moreover, they say, the movement should have started later—close to election time. Who ever won an election in December? And it should have started with the big name fusionists, like Seaburgs, the Burlinghams, and the clergy.

Reason the GOP is so disturbed is that the boys were thinking of pulling a fusion committee out of the hat. If the Committee of Five Million bogs down, it will be hard to get a second fusion group going.

Gabriel Kaplan used to head the GOP Law Committee under boss Kenneth Simpson. He preceded able Louis Lefkowitz in that job, and is said to be trying a comeback. Recently he worked hard in the Frankenthaler Campaign.

After announcement of the committee's formation, the Citizens Union gave Mayor O'Dwyer a left-handed endorsement by denying any part in the Committee's formation.

NEWBOLD MORRIS is working overtime mending his fences with certain elements of the Republican party, after his flirtation with the Liberal party, and is quietly trying to accomplish Fusion with himself as candidate for NYC Mayor. The former Council

president and expert ice-skater counts on his recent spade-work as having entitled him to Liberal party endorsement, and counts as his biggest task the convincing of his fellow Republicans that he's the man. But he probably is unaware that Alex Rose, State mogul in the Liberal Party, is a regular Gracie Mansion guest of Mayor William O'Dwyer.

INFORMAL TALKS with Liberal Party elements convince the Democrats they can, with a little horse-trading, get the Liberal endorsement for all their important candidates except one...

IF GOVERNOR DEWEY didn't need Charlie Breitell so much, he would appoint him to the Court of Appeals to succeed Judge Tom Thatcher. The racial situation, so important in politics, wouldn't matter. There is the precedent by Judges Cardoza and Irving Lehman, who served together. This is the second time Breitell loses out on a Court of Appeals judgeship. He might have had it when Stanley Fuld was appointed—but Dewey needed him then, too.

You can lay a bet on one of the following to succeed Thatcher: former Secretary of War Robert Patterson, Charles Evans Hughes, Jr., New York Times attorney Louis Loeb, Paxton Blair.

TOM DEWEY is still the strongest power in the GOP State setup. He's not telling many what his plans are. One close confidant states that if GOP fortunes take an upward turn — if Truman and the Democratic Congress do badly

(Continued on Page 16)

STATE AND COUNTY NEWS

Inflation Hits Pay Roll Of Pensioners Hardest

Getting to the core of the problem, Mr. DeGraff argues that the State accept its moral responsibility to pay a living retirement annuity. He also urges a change in the law which now prohibits pensioners from taking part-time public jobs. Mr. DeGraff's case was stated last week before the New York State Joint Committee on Problems of the Aging.

By JOHN T. DE GRAFF Counsel for The Civil Service Employees Association

OF all the groups affected by inflation, it is generally agreed that those who have retired on fixed pensions are the hardest hit. The pensions paid by the State and State agencies consist partly of dollars contributed by the employees and partly of dollars contributed by the State. The State, however, does not return the dollars contributed by the employees in dollars or dimes of equal value. It accepted from the employees dollars worth 100 cents and pays off in dollars worth 57 cents.

Govt. Welching?

Mark Sullivan, in his column of November 10, claims that the government is welching on its promise to pay back what the worker contributes to Social Security funds. This characterization is even more apt in its application to our public pension systems. Survey of our State Retirement System in 1944 showed that the average length of service of retired employees was 25 years, and the average age at retirement was about 66 years. The pensions received by these employees are pitifully small, despite their long service. The pension payroll as of March 31, 1947, showed that the average pension paid by the New York State Employees Retirement System for service retirement was only \$909.66.

Low Pensions

These figures include pensions paid to those who retired before inflation arrived. It might be assumed that recent retirements would be higher, but the latest figures covering service retirements during the seven months period from April 1, 1948 to October 31, 1948 show that the average pension paid during that period was only \$948.86.

Up-to-date figures furnished by the State Employees Retirement System only two weeks ago show that approximately two-thirds of the employees placed on service retirement during the seven month period in 1948 received pensions of less than \$1,000 per annum. Approximately one-third of those retired during this period received pensions of less than \$500 per annum.

The inadequacy of these figures is so apparent that it is unnecessary to dwell upon the distressing plight of those who are wholly dependent upon such meager incomes. It is likewise unnecessary to emphasize the moral obligations of the State to pay pensions which are equal in purchasing power to the contributions paid by these workers to the Retirement System. I shall, therefore, confine my remarks to two specific suggestions designed to remedy, in part, the existing distress.

1. THE LAW WHICH PROHIBITS PENSIONERS FROM ACCEPTING PART-TIME PUBLIC EMPLOYMENT SHOULD BE REPEALED.

Many of our retired pensioners are physically incapable of augmenting their meager pensions by part-time employment. Some, however, are capable of holding part-time jobs which do not require too much physical stamina. But, strange as it may seem, the law of this State prohibits public pensioners from increasing their pathetically inadequate incomes by accepting public employment.

My attention was called, only the other day, to an elderly pensioner who attempted to augment his pension by working during the summer months as a watchman at a municipal beach. Astounding as it may seem, every cent of the money he earned in this employment was deducted from his pension. This ridiculous state of affairs is created by Section 32 of the Civil Service Law.

This statute not only suspends the pension paid from State contributions, but also suspends the annuity that is supposed to be paid to a retired employee from his own contributions.

The statute was enacted in



JOHN T. DE GRAFF

1932, at the depth of the depression. Its apparent purpose was to spread all available work among the unemployed. In its application to present day conditions this statute is now manifestly obsolete and unfair. With respect to its suspension of the annuity payable from the employee's own funds it is, in my opinion, unconstitutional.

There are many part-time and seasonal jobs in local government throughout the State that can be filled by retired employees who are unable to live on the inadequate pensions they now receive. These jobs, low paid for the most part, can be filled adequately and efficiently, by retired pensioners with resulting benefits to both the pensioner and the local government unit.

2. THE PENSIONS OF RETIRED EMPLOYEES SHOULD BE PAID IN DOLLARS EQUAL IN PURCHASING POWER TO DOLLARS CONTRIBUTED BY THE WORKER.

There has been no serious objection to the merits of the proposal to increase the pensions of retired employees in recognition of the decline in purchasing power caused by inflation. The distressing plight of these pensioners and the moral obligation of the State to remedy their condition is generally acknowledged. The failure to act has been justified on only one ground, namely, the assertion that the constitution prohibits increasing the pensions of employees who have heretofore retired.

Let us briefly analyze the basis of this assertion. It is founded upon two decisions of the Court of Appeals which have construed Art. 9, Sec. 10 of the Constitution which reads as follows:

§10. Extra compensation prohibited.

The legislature shall not, nor shall the common council, of any city, nor any board of supervisors, grant any extra compensation to any public officer, servant, agent or contractor.

The application of this constitutional provision to the payment of salaries or wages to public employees is well understood. The Courts have uniformly held that neither the State nor any local governmental unit can increase salaries after the services have been rendered by giving extra compensation in the form of a bonus.

Following this line of reasoning, it has been held that an increase in the retirement allowance of a pensioner who has heretofore retired is a gratuity which falls within the foregoing prohibition

of the constitution. This doctrine has its foundation in two decisions of the Court of Appeals.

Let's Examine the Facts. It will be helpful, I think, to examine the exact facts presented to the Court of Appeals for determination, because an analysis of these two decisions will demonstrate that, while the conclusion of the Court was doubtless sound on the cases presented to it for determination, the facts in those cases bear no resemblance to the situation which today confronts retired employees.

The doctrine was first laid down in Mahon vs. Board of Education, 171 N.Y. 263, decided by the Court of Appeals in 1902. It appears from the opinion that the Legislature, in 1894, had enacted a law to provide for the retirement of teachers in the City of New York—one of our earliest pension systems. The system was pretty primitive for, as the Court points out, "the fund for the payment of these pensions was to consist of fines and deductions from teachers' wages made for any cause and from donations or legacies that might be made to it."

Apparently, the fund so created was insufficient to meet the requirement that male teachers who had served for 35 years were to be pensioned at half pay, and female teachers 30 years. In any event, in 1898, the fund was supplemented by a provision adding to it 5 per cent of the excise money or license fee belonging to the City of New York.

Unconstitutional

The issue before the court for construction was an act, passed in 1900, which directed the payment of the stipulated pension to some 33 teachers who had retired prior to 1894 when the retirement system was adopted. The Court of Appeals held that the provision for the payment of pensions to employees who had retired before the retirement system was created was unconstitutional because it granted extra compensation "over and above that fixed by contract or by law when the services were rendered."

Another Case

The second decision of the Court of Appeals, handed down in 1931, declared unconstitutional a local law of the City of Rochester which increased the pensions of retired policemen and firemen. This was at a time when the cost of living was going down. Neither the Court of Appeals nor the Appellate Division wrote an opinion in this case, but the statement of the reporter indicated that the decision was based upon the foregoing provision of the Constitution.

Entirely Different

An examination of the particular facts before the Court in these two cases conclusively demonstrates that they are in no way comparable to the facts which confront retired public employees today. The differences are clearly apparent when we reflect upon the social concepts of 1900 as compared to today, the primitive nature of the retirement system created for New York City Teachers in 1894 and the following statement from the opinion of the court in the Mahon case:

"Most of the servants of the state and most of the teachers in public schools enjoy no right to be pensioned for services."

Today, the moral obligation of the State to relieve the distress occasioned by the facts that pen-

(Continued on Page 7)

Comment

Anniversary Congratulations Sincere and hearty congratulations to The LEADER on its 10th year of rendering public service information to many readers.

As a Veteran Reader I am quite cognizant of the cooperation extended by The LEADER to veteran groups in their endeavor to

secure placement for disabled veterans and for ex-servicemen in general. Best wishes and regards

ROBERT I. QUEEN

Bronx County Commander, Disabled American Veterans; chairman, Public Relations, Army-Navy Union, USA, Dept. of N. Y.

STATE AND COUNTY NEWS

Membership Committees

The following continues the publication of chapter membership committees of The Civil Service Employees Association.

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Two New Chapters Added by Assn.

ALBANY, Dec. 13—Two new chapters are being added to the roll of The Civil Service Employees Association. The new chapters, whose charters were approved recently by the Association's executive board, are Warren Chapter, covering all public employees in Warren County, and a State Insurance Fund chapter in NYC. [The Insurance Fund officers' names will be published next week.—Ed.]

State Officials Attend Social Work Parley

The 4th annual meeting of the New York State Conference on Social Work was held recently at the Hotel St. George in Brooklyn. Hundreds of delegates from various government departments were present at the meeting. Among State figures at conference meetings and panel discussions were:

Commissioner Robert T. Lansdale, State Department of Social Welfare; Eleanor Gochanour, Health; Miss Marion Rickert, Social Welfare; Hildegard Wagner, State Hospital Survey and Planning Commission; Commissioner Frederick MacCurdy, Mental Hygiene; Dr. Hollis S. Ingraham, Deputy Commissioner, Health; Grace D. Reeder, director of bureau of child welfare, Social Welfare.

Others were: Miss Mary Donlon, chairman of Workmen's Compensation Board; Herbert Brown, director of vocational rehabilitation for the blind, Social Welfare; Commissioner Frederick A. Moran, director, State Parole Board; Felix Infausto, counsel, Social Welfare.

Motor Vehicle License Examiner Study Aid

Herewith are two questions in a sample test in preparation for the State Motor Vehicle License Examiner tests which is expected to be opened in the spring:

1. The proverb "Virtue is its own reward" means (A) being good will bring you material success, (B) evil-doers are always discovered, (C) good people go to heaven, (D) the knowledge that you have done a good deed is your reward for a virtuous action, (E) those who do good enrich their own lives; those who do evil end by destroying themselves.

2. When driver Joe is trying to pass driver Jim, Jim should (A) pull over to the left and let him pass, (B) pull over to the right and let him pass, (C) speed up so he can't pass, (D) come to a full stop, (E) slow down until Joe has passed.

KEY ANSWERS
1. E; 2. B.

MacCURDY'S ILLNESS DEPLORED

State employees expressed regrets over the illness of Dr. Frederick MacCurdy, Commissioner of Mental Hygiene who was stricken in his office and removed to a hospital. His condition was reported improving.

4 Clerical Tests Offer 1,000 Jobs

(Continued from Page 1)
possible to enter five of the six examinations.

A separate filing fee of \$2 must be paid for each examination one enters.

Where to Apply

Applications may be obtained in NYC at the east entrance of the State Office Building, at 155 Worth Street. If applying in person, do not use the Center street entrance. Also, applications may be obtained at the N. Y. State Employment Service, but only at the office at 139 Center Street and the one on Staten Island. Do not apply in person at the NYC office of the State Civil Service Department, 270 Broadway, although mail applications may be obtained there.

Outside of NYC applications may be obtained in Albany at the Civil Service Commission's office.

Filled-out applications, with fee, should be sent only to the Civil Service Department's offices, in Albany, NYC or Buffalo. No fee is required to obtain the blanks, only to file the completed applications.

No Education or Experience Needed

There are no experience or educational requirements for any of the six examinations, nor any age limits, except those that are imposed by law. Candidates, to be appointed, must be at least 18 years old, and must not have reached their 70th birthday, excepting that possessors of a senior high school diploma, even if less than 18, may be appointed. Applications from those lacking a high school diploma will be accepted if they are at least 17 years old.

The lists would have a maximum legal life of four years, but in practice the six titles are exhausted long before they would expire by operation of law. For instance, clerical tests were given last June and now new exams are under way, because eligible lists will be used up before the new lists, resulting from the tests now open, are established. While the Civil Service Department is hoping that the new lists can be issued by next June, it isn't promising.

The written tests will be held on Saturday, February 19, while the practical tests for Stenographer and Typist will be given on Saturday, March 26.

State Stenographer and Typist practical tests were given last week in exams announced earlier. All who attain the eligible list will receive job offers. There is a great shortage of stenographers and typists. The candidates in the new exams in these titles therefore will not be in competition with eligibles on the preceding list, nor will the eligibles on a prior list find that their rosters have been "killed" by the promulgation of new lists in the titles.

Reason for the Rush
The generally large demand for eligibles in all six titles was a factor in inducing the State to make a "rush announcement" and

by-pass its traditional recruitment methods. The State Civil Service Commission announced scheduling of the Big Six examination series before the official notices of examination had been completed.

30,000 Applications Expected

The State is anxious to produce employment lists and is encouraging high school and business college student to enter State service. Those who expect to be graduated from senior high school in June may claim such graduation conditionally, a benefit only to those under 17.

The Commission hopes to attract at least 30,000 candidates for the series to fill an estimated minimum 1,000 vacancies for stenographers and typists and 1,000 minimum for clerks, account clerks, file clerks and statistics clerks.

Since the last Big Six series was held in 1947, the State has conducted two other exams for stenographers and typists during this fiscal year. Practical tests in the last examination were conducted last Friday.

After the State's first examination in the spring, the Commission reduced speed requirements for typists from 40 to 35 words a minute. It lowered the dictation rate for stenographers from 100 to 80 standard words a minute. The same reduced standards are expected to apply in the March 26 tests.

State employees receive sick benefits, a month's vacation with pay a year and job security after serving a three-month probationary period. All six titles are for permanent positions in the competitive class and all carry five \$120 annual increments.

Title of Eligible Lists Recently Established By State Commission

STATE ELIGIBLE LISTS OPEN-COMPETITIVE

- 8005. Inspector of Weights and Measures, Dept. of Agriculture and Markets.
- 8019. Record Clerk, County Clerk's Office, Erie County.
- 8145. Supervising Dietician, Institutions, Dept. of Mental Hygiene.
- 8187. General Clerk, County Clerk's Office, Erie County.
- 8215. Sr. Account Clerk, Chautauqua County.
- 8216. Sr. Account Clerk, Village of Westfield, Chautauqua County.
- 8217. Sr. Account Clerk and Stenographer, Chautauqua County.

PROMOTION

- 5402. Sr. Account Clerk, County Treasurer's Office, Chautauqua County.
- 7048. Supervising Dietician, Dept. of Mental Hygiene.
- 5135. Jr. Personnel Assistant, Dept. of Public Works.
- 5185. Supervising Industrial Investigator, Dept. of Labor, (exclusive of Board of Labor Relations, Workmen's Compensation Board, DPUI and State Insurance Fund.
- 7060. Principal, School of Nursing, Institutions, Dept. of Mental Hygiene.
- 7110. School Physician, Dept. of Health, Erie County.

DeGraff on Pensions

(Continued from Page 6)

One dollar is worth only 57 cents as compared to the 100 cents contributed by the employee is well recognized. The courts have uniformly held that the legislature may take appropriate action in recognition of a legal or moral obligation of the State.

U. S. Has Acted
The Federal government has already taken the first step to recognize its obligation to its pensioners under the identical circumstances. Through Public Law 26, approved by the President February 28, 1948, the pensions of retired Federal employees were increased "by 25 per cent or \$300, whichever is the lesser." The Federal act also contains provisions liberalizing the pension payable to surviving spouse.

If the legislature of this state will enact a similar statute for the benefit of retired public employees, designed to equalize the purchasing power of the contributions they have made to our public retirement systems, I am confident that the Attorney General will have no difficulty in upholding its constitutionality.

College Point, L. I.
Semi-detached 3 family, 12 rooms, bath, steam, gas, corner plot 45 x 100. Occupancy, 4 room apartment. \$15,500

EGBERT at WHITESTONE
Flushing 3-7707

NEED AN APARTMENT?
\$50 will get you one at the NATIONAL Room Service, Inc.
65 W. 42nd St., N. Y. C. BR. 9-3914

Here's Lowdown on Those State Race-Track Positions

ALBANY, Dec. 13—The Pari-Mutuel Examiner test for jobs in the State Department of Taxation and Finance offer opportunities to men good at mental arithmetic. Applications are now open and will remain so until Monday December 27. (Where to apply, see P. 14). Here are highlights:
Entrance salary \$3,450 total. There are five annual salary-increases of \$132. Application fee

\$2. At present, 9 vacancies exist in the NYC area. Appointments may also be made from the eligible list resulting from this examination to per diem positions @ \$11.50 per day, at harness tracks.

During the racing season from April 1 to November 15, Pari-Mutuel Examiners are required to work every day on which there is racing, including Saturdays and holidays. Overtime credit (not pay) is allowed for work beyond 37½ hours a week. During the season, the working hours are:
1) Flat racing meetings; 10:15 a.m. to 6:15 p.m.
2) Harness racing meetings; 4:00 p.m. to 12:30 a.m.

In addition, overtime may be required on any day to complete the work on that day's racing. Examiners are required to work in Saratoga during the season

and may also be required to work at harness racing meetings elsewhere.

During the off-season, Pari-Mutuel examiners are required to work 7½ hours a day; five days a week in NYC. They are permitted to take vacations and to liquidate accumulated overtime credit between January 1 and March 31.

The examiner does auditing, accounting and investigation at the tracks. Examples: Recording and tabulating race track admissions; inspecting pari-mutuel ticket sales and auditing receipts; checking sub-totals and totals of totalizers; auditing calculations of preliminary and pay off odds; listing outstanding winning tickets and paying same during meetings; making final examinations of track records.

Candidates will be required to

demonstrate by examination,

- (1) their ability to do fairly complex problems in multiplication and long division accurately and at high speed under conditions of tension and strain;
 - (2) general intelligence and ability to reason and to understand complicated instructions;
 - (3) a general familiarity with the New York State Pari-Mutuel Revenue Law, and the rules and regulations of the Racing Commission and the Harness Racing Commission as they apply to Pari-Mutuel betting.
- You can get application forms from the State Civil Service Department, Albany; or 270 Broadway, Room 2301; or 302 State Office Building, Buffalo. Blanks are also available at offices of the New York State Employment Service.

TREAT CRISPS
GOLDEN BROWN POTATO CHIPS
ALWAYS FRESH AT YOUR DELICATESSEN

NEW YORK CITY NEWS

PROMOTIONS HIT NEW HIGH

Campaign Pledge Kept, Says O'Dwyer

By H. J. BERNARD

For nearly 30 years the lot of the NYC employees became progressively worse, compared to the pay of workers in private industry, but the downward trend has been reversed, Mayor William O'Dwyer said, addressing 137 men and women promoted in Comptroller Lazarus Joseph's office.

"I wish that the whole city could look on this one unit of civil service," said the Mayor, referring to the Comptroller's employees. "I'd like them to know the conditions the people are in that worked for the City as professional people back in 1946. Of course, they'll raise their eyebrows when you tell them that this administration has dug up \$120,000,000 devoted solely to raises of salaries for the City workers exclusive of Transportation. And some of them might get the idea that you're rich, but we who are handling it know that you have tough sledding on city payrolls, that it was worse at one time, and that outside workers have come along so much more quickly and realistically and are paid to meet the cost of living, that the civil service worker has been all along, in recent years, at a great disadvantage."

"Now, I remember when I went on the Cops in 1917, we got \$1,000 a year to start, and frankly, the outside worker wasn't getting much more in the same type of work. Well, working for the city then was good, the pay was a little better perhaps than outside, and the conditions were even better. But from that time to this, they have become progressively worse for the civil service worker, by comparison with outside work, and this fact the public should know, that despite the hardships that you had to go through, and in many cases you still are enduring, that the business of the city has never been neglected by you or by civil service generally. You have really worked at your jobs, stuck to your posts, and just as this boy with the big heart here (Joseph) understands that and thinks in those terms, I tell you that we all do—the administration—and if we haven't done better, it's because we didn't have it with which to do it."

He said that his campaign promise to better the conditions of NYC employees had been fulfilled,



Mayor William O'Dwyer addresses the promotees in the Comptroller's office. At the Mayor's right sits Comptroller Lazarus Joseph.

up to the present, so far as practicable.

The Mayor praised Mr. Joseph for his efficient administration of the Comptroller's office.

Mr. Joseph, who spoke first, discussed pay increases, promotions and loyalty as follows:

"I authorized the advancement of the highest possible number within our present budget allowance. We have eliminated a few vacant positions and have reduced others to the minimum entrance salary. We are very, very proud of the conscientious efforts and the loyalty of every man and woman in the Comptroller's Office who have made service to their fellow-citizens their lifetime assignment."

"I realize that many of these people could earn more money in outside ventures, but they have made it their life's work to be associated with the City of New York, and I know that you, Mr. Mayor, and all the members of the Board of Estimate appreciate the efforts expended by these people towards making the City of New York what it is today—I think the finest city in the entire world."

"I know that the folks here would appreciate the honor of having the oath administered by our wonderful Mayor. I hope you will stay with us for many, many more years to come."

The Mayor later administered the oath and the 137 piled into another office to pay their six-cent filing fee for the oaths to which they had subscribed.

Robert W. Brady, president of the Civil Service Forum, responded on behalf of the promotees. He praised the Mayor and the Comptroller for their recognition of the work of career employees of the city.

"We are indeed privileged to have His Honor the Mayor with us on this auspicious occasion," he said, "marking as it does an historic departure, a rare treat, a real privilege to have the Office of the Mayor represented at the

Comptroller's Office in the person of the Mayor, to have him with us to administer to us the oath of office. We are really speechless in attempting to find words of appreciation for this distinction."

"You're doing all right," the Mayor commented and, as Mr. Brady had been very vocative, the crowd laughed.

"There are some gathered here who for 30 years have served faithfully the City of New York," added Mr. Brady. "Other's, because of the accelerated policy on promotions initiated by this administration, have been with us for the minimum of two years."

"We appreciate what has been done, and we realize that this afternoon is the fulfillment of a promise made in 1946, as has been said by the Mayor and yourself, Mr. Comptroller, when you found us in a pitiful condition and pledged then to do all within your power to help us reach the height that all civil service employees in the City of New York richly deserve."

The promotions in the Comptroller's office, plus those in other departments, and with others about to be approved in time for the January 1 payroll, made NYC promotions hit a new high.

Those promoted in the Office of the Comptroller were:

- To Clerk, Grade 4: Executive Division: James J. Byrnes, Mary E. Crowley, Catherine E. McLoughlin. Chief Clerk's Office: Robert W. Brady, Grace McNally, Robert R. Schwend, Joseph Venditto, Michael Tinghitella, Paul Seigerman. Law & Adjustment: Alfred J. Candalino, Paul E. Burke, Vincent J. Bradley, Richard G. McLaughlin, John F. Lynch, Stephen J. Puglisi, Theresa L. Annunziata. Municipal Investigations: Joseph Spetkar, Sidney H. Groll. Audit—Administration: Paul F. O'Brien, Joseph R. Geraghty, Warren E. Downing, Jerry R. Masi. Audit—Public Works: Charles J. Warren, John T. Hughes. Audit—Auditors & Examiners: Joseph J. Stetz, Harry Rosenberg. Audit—Inspections: Samuel H. Roemer, Ralph Hoffman, John McMullen, Thomas A. Cahill. Audit—Central Payroll: Samuel Epstein, Herbert U. Torre, Milton Greenbaum, Louis E. Slater, Arthur C. Huber, James F. McManus. Audit—Charitable Institutions: John A. Park, David Rosenberg, Edwin A. Ferredy, David V. O'Connell, Agnes M. Daly.

- Audit—Refunda: George H. Turck, Salvatore A. Faccani. Accountancy—Central: Philip A. Coyle, George T. Cassidy. Accountancy—Receipts: Daniel E. Hopping, Edward J. Horwitz, Arthur M. Morelli. Accountancy—Disbursements: Gabriel G. Tahan, Harold J. Peterson, Edwin Wilkins. Accountancy—Stock & Bond: Christopher J. Duff, Matthew P. Carey, Raymond C. Stenger. Accountancy—Pensions: Joseph V. Mehler. Bureau of Excise Taxes: Rachel Osofsky, William Brown, Margaret Dwyer, George Cooper, Maurice E. Igel, James P. Redmond, Celia Pickelny, Fred Ingber.

- To Clerk, Grade 3: Executive Division: Maria A. Struglia. Chief Clerk's Office: Amelia R. Cunningham, Rose S. Schwartz, Arthur A. Vidockler, Antoinette Carozzi. Law & Adjustment: Philip W. Moss, Arton G. Roebuck, Thomas W. J. Smith, Helen C. Kirsman, Esther E. Lichter, John J. Trowse. Municipal Investigations: Raymond I. Waldman. Engineering Bureau: James J. O'Connor, Nathaniel T. Schwartz. Audit—Administration: Daniel J. Berkery, Katherine Grossman. Audit—Auditors & Examiners: Bennie S. Lofaro, Peter J. Simonelli, Joseph E. Murray, Mario Grasso. Audit—Inspection: Charles Scheckner, Anthony G. Simonelli. Audit—Central Payroll: David Goodman, Hyman Cohen, Philip Zuckerbrod, Julius Cohen, William J. Huber, Victor R. Morovek, Edward Schiffbauer, Joseph M. Pettinato, Anthony Valente, James C. Rothery, Peter F. Berlinghoff, George Johannsen, Milton Trencher, Edward W. Tobin, Walter G. Darbin, William H. Clifford, Sam Mevorach. Audit—Charitable Institutions: William J. Gallagher. Audit—Refunds: Mary M. Corney, Harold Senack. Accountancy—Receipts: Samuel Weinstein. Accountancy—Disbursements: William V. Quigley, Svelyn Speiser, Anna W. Kruse, Dora K. Moss. Accountancy—Withholding: Irving Zimmerman. Accountancy—Stock & Bond: Frank P. Collins. Accountancy—Pensions: Oscar Goldfarb. Bureau of Excise Taxes: Cucci. Garnishee Division: Frank Joseph C. Glueckert, Annabelle Lazaroff, William Rosenblum.

- Biagio R. Esposito, Vivian P. Klingsberg, Sidney Abel, Robert Casoria, Mack Horowitz, James A. Gilroy, Isaac F. Norman, Eleanor E. Pollack, Helen Weiss, Michael T. Beglin, Leonard R. Weidman, Harold Warshawsky, Daniel Gluck, Cecile M. Shepard, Catherine T. O'Neill, Miriam Harris, Pauline Schlosberg, Ruth Feinstein, Agnes Flynn. 500 More Promotions

The Board of Estimate, at its meeting on Thursday, December 16, will vote on recommendations from Budget Director Thomas J. Patterson for around 500 more promotions. The promotions that Mr. Patterson is now ready to recommend are for 313 to Clerk, Grade 3, and 116 to Clerk, Grade 4. Other promotions are expected to be recommended.

The promotions become possible only after Board approval, but Mr. Patterson's promotion recommendations rarely miscarry.

429 OK'd by Patterson The Director's recommendations for promotions in 11 departments follow. Any additional promotions would most likely be in other departments.

Table with 3 columns: Dept., NYC Employees Retirement, and To G 3 To G 4. Rows include Board of Assessors, Purchase, Civil Service, Teachers' Retirement, Higher Education, Medical Examiner, Health, Welfare, Correction, and Water, Gas & Elec.

Board Votes Funds The Board of Estimate adopted resolutions for the transfer of funds to permit the following promotions: Manhattan President—4 to Assistant Civil Engineer. Brooklyn President—12 to Assistant Engineer. Bronx President—5 to Assistant Civil Engineer. Richmond President—4 to Foreman, Grade 3; 3 to Assistant Civil Engineer; 4 to Clerk, Grade 3; 2 to Clerk, Grade 4.

Law Dept.—1 to Clerk, Grade 3. The following have been promoted in other departments (promotion titles given): Manhattan President—Asst. Civil Engineer: Louis Golom, Arthur Martin, Herman Roloff, Vincent Morano, Irving Last, Paul Robin. Richmond President—Assistant Civil Engineer: Charles Casey, John Christiansen, Michael Murray. Foreman, Grade 2: Thomas Pericone, Anthony Mondello, John Ellis, Raoul De Lile, Clerk, Grade 4: Eleanor Steinhauer, Louise Baumann, Clerk, Grade 3; Bernard Dunningan, James Simmons, Rocco Parisi, Barbara Moore. Law—Clerk, Grade 3: Alfred De Blasio. Borough President—Assistant Civil Engineer: Joseph Libell, Jack Kirshen, Santo Miano, Mario Antelucci, George Gubersky, C. Charles Martin, William Stampe, C. A. Mulrean, Frank Fochrenbach, Abraham Pekarsky, Abraham Rosenbaum, John Bridgroom.

20 MCSC Promotions The Municipal Civil Service Commission will receive budget certificates to promote seven to clerk, grade 3; nine to clerk, grade 4, and possibly five to clerk, grade 5. Expected Dept. Prospect Expected January 1 Fire Dept. promotions are: Battalion Chiefs: 15 Captains; 2 Marine Engineers.

Sidelights The O'Dwyer administration in NYC will seek legislation at the session opening in Albany in January to enable it to set up a reserve fund, on the ground that the U. S. and State governments have reserves, no business can be run scientifically without a reserve, and that the City needs a reserve like nobody's business.

Maybe the forthcoming NYC eligible list for Trackman can be used for public improvement in a new way. Trackmen on horse-race newspapers who pick two, one or no winners out of eight races a day in doing their admittedly hard stint, must expect competition.

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Eligible Lists Issued

The NYC Civil Service Commission has published the following lists and promulgated those started:

- OPEN-COMPETITIVE 5519. Photographer. 5502. Fingerprint Technician, Grade 1. 5461. Chemist. 5460. Radio Operator, Grade 1. 6272. Paver. 5408. Occupational Aide*. 5505. Dental Hygienist*. 5534. Jr. Landscape Architect*. 8161. Jr. Heating and Ventilating, Department of Public Works. 8162. Asst. Heating and Ventilating Engineer, Division of Construction, (Buildings' Grounds), Department of Public Works. PROMOTIONAL 5487. Supervisor (Mechanical Power)*. 5247. Auto Machinist, Depart-

ment of Hospitals, Department of Water Supply, Gas and Electricity, Office of the President of the Borough of Manhattan, Department of Sanitation".

- The State has promulgated the following eligible lists. 5356. Principal Stenographer, Rockland Hospital, Department of Mental Hygiene. 7092. Sr. Stenographer, Newark State School, Department of Mental Hygiene. 7111. Director of Public Health Nursing, Department of Health, Tompkins County. 7038. Sr. Clerk (Medical Records) Brooklyn State Hospital, Department of Mental Hygiene. 7073. Sr. Stenographer, Division of Housing, Executive Department. 5141. Director of Hospital, Department of Mental Hygiene and Department of Correction

NEW YORK CITY NEWS

Decision Awaited on Appeal Sergeant Exam Case

Decision is expected this week on the appeal taken by the case of eligibles in the promotion (P.D.) promotion sergeant from the Supreme Court, to strike out a disqualification. Assistant Corporation Counsel Frank H. Crabtree argued the appeal; Patrolman Blumenthal, himself a sergeant, appeared in opposition. An opinion written by Supreme Justice Bernard Botein in the case of Patrolmen in the Police Department, who protested for promotion to Sergeant which protest he upheld

all occupants of the automobile on the charge of illegal possession of a dangerous weapon. In the absence of a license for the particular revolver found in the car, the statutory presumption that all persons in the car were guilty of illegal possession of the revolver would require the booking of all the occupants of the automobile, which is the answer given by those who selected Answer A as the best answer.

Motives Questioned

"The defendants' brief states that they 'seriously question the petitioners' motives in instituting the present proceedings.' It must be observed that the petitioners' pattern of piece-meal attack upon the examination would appear to clothe the defendants' doubts with some validity. No reason is apparent as to why the objection raised upon this application could not have been incorporated in the second proceeding brought on before Mr. Justice Steuer. The court gives full credence to the statement made by petitioners' counsel during argument that this proceeding presents the only remaining objection to the conduct of the examination in question.

"The motion to direct the defendants to withdraw Answer D as the best answer and select Answer A in its stead and for incidental relief is granted." A decision on the application of a similar group of petitioners for leave to appeal to the Court of Appeals from a unanimous adverse finding of the Appellate Division on the protest over two other questions, is also awaited. Supreme Court Justice Aron Steuer's decision that the Commission had authority to drop the two questions had been affirmed.

Television Growth Seen

Pointing to the great production strides of the television industry, Michael M. Platzman, president of Video Corporation of America, stated that the number of television sets in operation will increase from 750,000, the present number, to more than 1,000,000 by next year.

An issue of 300,000 shares of Video Corporation of America common stock, at \$1 a share, has been announced by Henry P. Rosenfeld Co., 37 Wall street, NYC.

Bus Maintainer Exam to Be Opened Next Month

Leading the list of NYC examinations to be opened in January, which the general public may expect, will be the popular one of Bus Maintainer (Group B), Department of Transportation. Men with experience at automobile repair, including mechanical and electrical, will be qualified to enter the examination. The pay is \$1.58 an hour. Appointments are usually made at the minimum rate.

Non-competitive exams for maintenance jobs are frequently held. The fact that there are 330 openings now in the title proves job opportunities abound. It was originally intended to open examination in February, but NYC Civil Service Commission suddenly initiated it at its meeting and made arrangements for having it included in the very next group of exams to be opened, following the December series.

Reason for Speed
At the same time there will be promotion examination for positions in the title at the rate of pay. It is not expected that the promotion eligibles will come anywhere near the vacancies; besides, the nature of the Board's indications that, with more private bus lines being operated by the city, the day is far off when the city will own all the intra-city bus lines. Therefore the Bus Maintainer (Group B) jobs will be more numerous and the opportunities for promotion from it supervisory titles will increase. There have been any likelihood of the promotion eligibles filling all the Bus Maintainer (B) jobs permanently, the open-

competitive examination would not have been considered, much less rushed.

Three more promotion examinations will be on the January list: Bus Maintainer (B), Telephone Maintainer, Assistant Maintenance Engineer (Structures and Track) and Power Maintainer (C).

All these examinations are for Board of Transportation jobs. In addition, the examinations for jobs in other departments will be included in the January series. Watch The LEADER for the advance details of the requirements, eligible titles in promotion tests, and opening and closing dates, announced in these columns as soon as decided by the Commission.

Other January Openings

Besides the Board of Transportation exams, the following will be included in the January list, and possibly others:

PROMOTION

- Assistant Civil Engineer (Building and Construction) NYC Housing Authority.
- Assistant Electrician (Board of Education).

OPEN-COMPETITIVE

- Accountant.
- Assistant Civil Engineer (Building and Construction (NYC Housing Authority).
- Mechanical Engineer (Building Construction).
- Inspector of Boilers, Grade 3.
- Marine Sounder.
- Battery Man (skilled trades).
- Payroll Operator (office Machine Operator, NCR 2000).
- Nurse (continuously open).
- Stenographer (continuously open).
- Typist (continuously open).
- Washer (to be open for three days near the end of January).

Committee of 5,000,000 Wants Probe of NYC Civil Service

By MAXWELL LEHMAN

A sweeping probe of New York City's civil service setup will be demanded by the newly-formed Committee of Five Million.

The Committee, which will seek the election of a "non-partisan" Mayor in next year's elections, maintains that the City's civil service is "overcast with inefficiency, bungling, stumbling, and stupidity." Acting chairman of the group is Dennis Fitzgerald, a member of the law-firm of Spence, Hotchkiss, Parker and Duryea. One of the organizers, Attorney Gabriel Kaplan, will endeavor to put the committee on record with a public demand for investigation of the Municipal Civil Service Commission and related City agencies dealing with personnel matters.

Political Motivation?

Since the Committee of Five Million is frankly a political body, its motives will of course be suspect to any agency before whom it may demand a probe. And its adversaries will undoubtedly point to "political motivation" behind any act in which the Committee may indulge.

Bill of Particulars

Mr. Kaplan issues "this tentative bill of particulars":

1. The total number of exempt jobs in the City, the names of all who hold those jobs, and how much the jobs pay, is a dark secret. This should be public information.
2. The total of provisional and non-competitive jobs is completely out-of-bounds. The City is doing nothing substantial to clean up this situation.
3. The Civil Service Commission has shown itself unfit to conduct an adequate recruiting program. Yet recruiting is one of its most important functions.
4. The creation of six new exempt jobs in the Department of Welfare and one such job in the Department of Marine and Aviation "indicates that politics suffuses the present administration." The Committee's spokesman particularly condemned the creation of the administrative assistant position in the Department of Marine and Aviation, on the ground that it was set up as a payoff for a Brooklyn political worker. "If there were need for such a job," he continued, there are available promotion lists from which to fill it."
5. An attempt has been made, both in Albany and New York City, to take the position of Chief of the Fire Department out of the competitive class, and put it into the exempt class, thus opening the position to political influence.
6. The rules of the Municipal Civil Service Commission are in chaotic state, and need proper codification to improve that department's effectiveness.
7. The Commission's examining

techniques are primitive. The exams are so poor that the appointment of police sergeants has been held up for months while the courts are trying to find out the meaning of certain questions and answers on the recent Police Sergeant exam.

8. A proper classification of City jobs is long overdue.

Secret Reports

In addition, the Committee of Five Million will charge that waste in City departments has taken money which should be used for increased employee salaries. The Committee claims to have in its possession secret reports detailing waste in one department after another.

The Committee spokesmen deny that they have made a deal with the Republican or any other political party. No names for Mayor-

al candidates whom the Committee will support have yet been officially discussed. The attitude of the Committee is this: First it will create a platform; then it will circulate the platform to possible candidates; and then it will choose among those prospective candidates who accept its program. The Committee, a fusion body, will of course try to have its candidates nominated by the GOP and by one of the smaller parties.

Impressed by the way Truman built up votes with a single issue which he hammered relentlessly—the record of the 80th Congress—the Committee of Five Million plans to concentrate on a single issue also—waste in the City government. "The people aren't getting their money's worth" will be the kind of banner slogan the Committee will try to impress on the public mind.

Public Nurse Positions Will Be Reclassified

Thirty-five Public Health Nurses in the Health Department were promoted to Supervising Public Health Nurse.

In this connection it was learned by The LEADER that the promotions were made in recognition of the need of having employees in the promotion title, to maintain the ratio of supervisors to supervised, pending a reclassification of the Nursing Service. This is the second concrete declaration to come from city officials that some service or department is to be reclassified, the other having been the Parks Department, concerning which a tentative reclassification has been devised by Mr. Patterson. Titles and salaries are in the Park's report, but need of further study by the Budget Director's office of two controversial aspects is holding up publication.

Mayor's Plan Moves Ahead

Meanwhile plans are going right ahead for a general citywide reclassification project, to which Mr. Patterson and President Joseph A. McNamara, of the Commission, are committed. This is expected to be launched soon after the first of the year with the blessing of Mayor William O'Dwyer and possibly the co-operation of the Citizens Budget Commission and the Civil Service Reform Association.

"The maintenance of the proper ratio of supervisors to staff nurses warrants the promotions," Mr. Patterson said in a report to the Board of Estimate on the Health Department request. "The request that the various budget lines be changed to Supervising

Public Health Nurse or Assistant Supervising Public Health Nurse is the result of conferences with representatives of the Health Department, the Civil Service Commission and the Budget Director's office.

Reason for Request

"Until the proposed reclassification of the Public Health Nursing Service is effectuated, the title Supervising Public Health Nurse must be maintained. In order that the promotion list to Assistant Supervising Public Health Nurse may be used, the request for change to the alternate title is necessary."

The breakdown of the 35 cases follows:

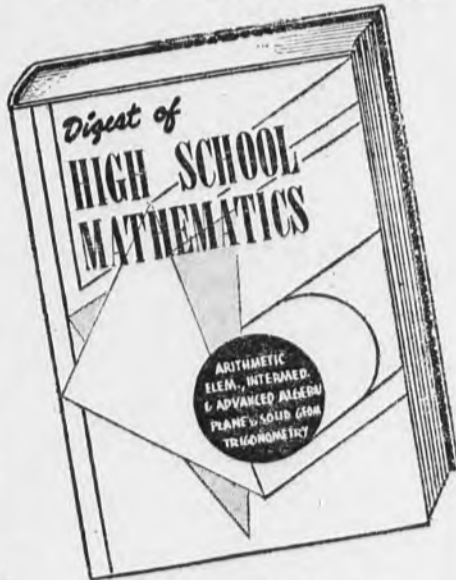
- 29 at \$3,420, which includes a \$60-a-year increase for May J. Wagner and Grace McFadden.
- 6 at \$3,300, representing raises for all: Sherman Cartwright, \$650; Ruth E. Gramm and Helen Ambrose, \$530 each; three unidentified in report, but covered in budget certificate, \$410.
- All others get the \$1 a year minimum increase.

Court Officers Press For Action on Pay

Efforts are being made by the Uniformed Court Officers Association to obtain favorable action on a Council bill to raise the pay of uniformed officers in Domestic Relations, Special Sessions, Magistrates and Municipal Courts. A three-year period to attain maximum pay, instead of nine, is being sought.

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NEW YORK CITY NEWS

More Jobs Soon for Present Eligibles

(Continued from Page 1)
of holding another examination for SLO.

Expect to Find Likely Lists
The Railroad Clerk list, also a Board of Transportation title, is being studied for possible use for filling other jobs.

It is expected that about a dozen lists will be favorably reported as suitable for use in filling equivalent jobs. The Commission has legal authority to declare a list "appropriate" for use in filling jobs in another title, if the test for one was for skills or duties that are related.

One of the drawbacks to the application of any such plan is the objection of department heads to the use of "appropriate" lists, especially when those officials want to retain provisionals they appointed, who passed no examination. However, the provisionals

will remain very substantial in number, the Commission expects, unless remedies are applied even beyond the expediting or issuance of lists from which appointments can be made in quantity to the exact titles in which provisionals abound. The Commission's idea is that an eligible on a list that bears a title for duties reasonably related, is better entitled to permanent appointment than any provisional is entitled to indefinite retention.

'Nobody Would Be Hurt'
President Joseph A. McNamara,

of the Commission, is weighing the whole idea carefully and tends to favor the use of "appropriate" list. It is expected that safeguarding regulations would be applied, if the plan is adopted, as now it seems likely to be. If it is adopted, the eligibles on such lists where the number who passed far exceeds the probable number of appointments will benefit greatly.

"Nobody would be hurt," commented President McNamara.

Pace Institute Opens Register for Spring Courses

Pace Institute, 225 Broadway, Manhattan, opposite City Hall Park, is accepting registrations now for spring courses, for both men and women, and in both day and evening schools. Classes will begin the week of Tuesday, February 1.

Courses are given in accountancy, business administration, accountancy practice (C.P.A.), marketing, advertising and selling and for executive secretarial posts. A booklet is supplied on request to the Institute's Department R.

\$350,000 Back Wages Paid And \$100,000 More to Come

A special meeting of the Maintenance Men's Association, Department of Hospitals, was held on Thursday, December 9, at Werdemann's Hall, Manhattan, at 8:00 P. M.

The meeting was told of the payment of \$350,000 in back wages within the last month to the Maintenance Men of the department under their prevailing rate-of-wage claims and that an additional \$100,000 will be paid within the next two weeks.

A special report will be made by a committee appointed to take up affiliation with the American Federation of Labor. The attorney for the association, David A. Savage, explained the method by which each Maintenance Man will be able to obtain a refund of part of the taxes deducted from the back wages paid by the city.

Requirements Changed for Vet Aspirants Social Investigator

The Social Investigator examination which NYC will hold next year the required three years experience in related work have been gained within the 10 years, instead of six. This is expected to be the only major change from the requirements in the exam. No college degree is necessary. None was last year.

10-year clause benefits veterans as actual experience is required, and military service is not counted for it. Men and women in the armed forces during war, especially any with long military service, such as 1941 to 1946, despite prior three years experience, would be ruled unless the change were made. Would others with far shorter periods of military service.

change would increase the number of men candidates. The Department of Welfare has a greater shortage of eligibles than female eligibles. President Joseph A. McNamara, Civil Service Commission, Welfare Commission Raymond M. Hilliard very receptive to idea of broadening veteran eligibility.

NYC Progress Report

Mayor—Will promulgate the time for December 15 appointments, but departments have ways in which to use certification.

Transit Patrolman, Correction Officer, Bridge and Tunnel Officer expected next month.

Fireman—List to be out after Transit Patrolman, probably in January. No appointments expected before March 1.

Assistant (Male)—List expected this month.

Investigator—Written test December 18; 1,153 candidates.

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Jim Chambers Retires From Post with UFA

John P. Crane, president of the Uniformed Firemen's Association of Greater New York, announced the retirement of James F. Chambers, business secretary of the organization, was on his own request, after more than 20 years' service. The executive board of the UFA voted Mr. Chambers a half pay pension of \$3,250.

Entering the service of the organization as a civilian representative on April 19, 1928, Mr. Chambers has served under ten administrations of the association. Handling phases of the organization's public relations, Mr. Chambers became a well-known figure both in NYC and in Albany.

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5345. Foreman of Sewer Repairs, Grade 3, \$3,060 to \$3,660. One vacancy in the Office of the President of the Borough of Manhattan. Five years' experience required. Written test. Fee \$2.

5373. Clock Repairer, \$12 a day. One vacancy in the Department of Education. Five years' experience required. Written test. Fee 50 cents.

5549. Marine Stoker, \$3,200 for 313 days. Twenty-three vacancies in the Department of Marine and

Aviation. Three years' experience required. Fee \$3. Written test.

5664. Housing Assistant, \$2,710. About 50 vacancies in the NYC Housing Authority. Written test. College degree, or high school degree plus appropriate experience, required. Fee \$2.

5656. Supervising Tabulating Machine Operator (IBM Equipment) Grade 3, \$2,461. One vacancy in the Department of Health, others occur from time to time. Two years experience required. Written test. Fee \$1.

5764. Typist, Grade 2, \$1,980. Vacancies in various city departments. Performance test. No experience required. (No closing date).

5736. Junior Chemical Engineer, \$3,300. Seventeen vacancies in the Fire Department. Written test. Fee \$2. College degree in engineering required.

5763. Stenographer, Grade 2, \$2,100. No written test. No experience required. Fee \$1. (No closing date).

5665. Assistant Physicist, \$2,821. One vacancy in the Department of Hospitals. College degree in physics, chemistry or electrical engineering plus six months' experience required. Graduate study may be substituted for experience. Fee \$2. Written test.

\$4,260. Eleven vacancies. Open only to those employed in Board of Transportation. Written test January 12. Fee \$3.

5691. Foreman (Cars and Shops), NYC Transit System, \$3,421 to \$4,500. Fourteen vacancies. Written test January 22. Fee \$3.

5666. Junior Chemist, \$1,681 to \$2,160. Open only to employees of Board of Transportation, Department of Hospitals and Department of Water Supply, Gas and Electricity. Six vacancies. Written test February 5. Fee \$1.

5667. Assistant Chemist, \$2,161 to \$2,700. Open only to employees of Board of Transportation, Department of Hospitals and Department of Water Supply, Gas and Electricity. One vacancy. Written test February 5. Fee \$2.

5723. Assistant Superintendent (Line Equipment) NYC Transit System, \$7,081 to \$8,000. One vacancy. Written test June 16. Fee \$5.

5297. Supervising Tabulating Machine Operator (IBM Equipment), Grade 3, \$1,801 to \$2,400. One vacancy in each of following departments: Public Works, Purchase, Health, NYC Housing Authority. Written test February 26. Fee \$1.

5720. Towerman, NYC Transit System \$1.44 to \$1.49 an hour. Thirty-two vacancies. Written test July 9.

5674. Assistant Counsel, Grade 4, \$3,000. Open only to employees of the Office of the Sheriff of NYC. Vacancies occur from time to time. Written test February 26. Fee \$2.

5635. Bacteriologist, \$2,700 to \$3,300. Three vacancies in Department of Health, two in Department of Hospitals, one in Department of Water Supply, Gas and Electricity. Written test March 2. Fee \$2.

5453. Senior Stationary Engineer (Electric), \$15.08 a day. Two

vacancies in the Department of Water Supply, Gas and Electricity and the Department of Public Works. Written test March 9. Fee 50 cents.

5632. Foreman of Bridgemen and Riveters, \$19 a day. One vacancy in Department of Public Works. Written test March 28. Fee 50 cents.

5550. Institutional Inspector, Grade 3, \$2,401 to \$3,000. Vacancies occur from time to time. Open only to employees of Department of Hospitals and the Department of Welfare, now employed as Institutional Inspector, Grade 2. Written test January 13. Fee \$2.

5689. Power Maintainer, Group B, NYC Transit System, \$1.34 to \$1.64 an hour. Fifty-two vacancies. Written test May 21. Fee \$3.

5633. Elevator Mechanic, \$13.20 a day. Open only to employees of Departments of Public Works, Hospitals and NYC Housing Authority. Fourteen vacancies. Performance test will begin March 28. Fee 50 cents.

5630. Foreman of Boilermakers, Department of Marine and Aviation, \$12 a day. One vacancy. Written test March 23. Open to those employed in the Department as Boilermaker.

5724. Signal Maintainer, Group B, NYC Transit System, \$1.39 to \$1.59 an hour. Fifty-one vacancies. Written test February 26. Fee \$3.

5694. Supervisor (Lighting), NYC Transit System, \$5,141 to \$7,080. One vacancy. Written test May 26. Fee \$5.

5725. Signal Maintainer, Group A, NYC Transit System \$1.39 to \$1.59 an hour. Seventeen vacancies. Performance test to begin March 28. Fee \$3.

5711. Car Inspector, NYC Transit System, \$1.34 to \$1.59 an hour. One hundred-thirty vacancies. Written test July 23. Fee \$3.

5686. Light Maintainer, NYC Transit System, \$1.34 to \$1.59 an

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U. S.—641 Washington St., New York 14, N. Y. (Manhattan) or at post offices other than New York, N. Y.

State—Room 2301 at 270 Broadway, New York 7, N. Y., State Office Building, Albany, N. Y. Same applies to examination jobs.

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

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FEDERAL NEWS

Railway Mail Clerk Exam Open This Month for Filling 4,800 Jobs in Year

WASHINGTON, Dec. 13.—The Civil Service Commission will open this month the examination for substitute railway clerk positions. Advance of the test was given in last LEADER. Pay will be \$1.39 per hour.

Competition in the examination is limited to persons who are veterans or who have served in the military or navy in substitute railway clerk positions under war-time or temporary indefinite appointments since August 28, 1945. The restriction on competition is based on the provisions of Executive Order issued last year.

The examination will be used in all States and Territory of Alaska and in Puerto Rico. The duties of the positions involve the separation, routing and routing of mail on railroads, airplanes and ships. A similar examination was announced last year for filling positions in the same areas, with the exception of those in the State of New York, but this State is included.

Over 61,000 persons applied for the previous examination. Those who made eligible ratings but have not been appointed need not re-examine. They may do so, however, and would benefit if they receive a higher rating than before. Lists of eligibles for a few positions have been completely examined, eligibles are still awaiting appointment to positions in other States.

Test Early Next Year

For the next examination is scheduled, applications will be accepted during a period of approximately three weeks. A written test, requiring about four hours, will be given early next month. The names of successful applicants will then be placed on lists of eligibles set up by the Civil Service Commission according to the residence of the eligibles. When a vacancy occurs, certification will be made from the list for the State in which the vacancy occurs. Since no separate list is set up for eligible District of Columbia applicants, they will be given a choice of having their names placed on the State list for either Maryland or Virginia.

It is estimated that about 4,800 appointments will be made to these positions during the next year. Many of these appointments will be made to replace temporary and war-service employees who do not qualify for permanent appointments.

After the examination is announced, complete information and application blanks may be obtained from the information office, Civil Service Commission, Seventh and F Streets, NW., Washington; from the Second Regional Office of the Commission, at 641 Washington Street, New York 14, N. Y., and from post offices, excepting New York, N. Y.

Pay Rises Annually

Age limits, waived for veterans, are expected to be 18 to 35. Other requirements may be: minimum height, 5'6"; minimum weight 130 lbs; minimum vision 20/30 Snellen, glasses allowed. There will be no educational or experience requirements.

The present pay rate for the appointees, who are given jobs as substitutes, is \$1.39 an hour. The pay rises 5 cents an hour each year. However, if the substitute appointee is given a regular appointment, he gets \$2,750 a year the first year in the 1st Grade and annual increases of \$100 until he reaches the G-9 grade, at \$3,550, and, on top-ranking assignments, usually train jobs obtained through selection of employees on basis of seniority, \$4,050. A regular employee also gets time and a half for overtime, which the substitute does not, and has the benefit of being a permanent member of the postal service.

As soon as the examination is open The LEADER will publish the fact. Do not attempt to apply before then.

The Second Division of the Railway Mail Service comprises New York, New Jersey, Delaware and sections of Virginia and Maryland. The division's general Superintendent is William J. Carey.

Jewish Postal Employees Give \$75,000 to U. J. A.

At a special meeting of the campaign committee of the United Jewish Appeal Drive in the New York Post Office, held at the Hotel New Yorker, a check for \$75,000 was presented to the United Jewish Appeal.

Abraham J. Grotker, chairman of the drive, expressed his deepest gratitude to Postmaster Albert Goldman, Honorary Chairman; Albert D. Udelson, Secretary-Treasurer and to all the other members of the committee for their cooperation in this year's successful drive.

Postmaster Goldman paid special tribute to Mr. Grotker for his fine leadership. He praised Louis Blumberg, president of the Jewish Postal Workers Welfare League.

Woman Is Suspended On Suspicion of Disloyalty

WASHINGTON, Dec. 13.—After 10 years in federal service, Mrs. Dorothy Bailey was suspended from her \$8,000 U. S. Employment Service job, charged with possible disloyalty. She is a member of the international executive board of the United Public Workers of America, CIO.

The fourth regional board of the U. S. Civil Service Commission preferred the charge.

Mrs. Bailey's attorney, Milton Freeman, announced that an appeal would be taken to the Loyalty Review Board.

Paid Nursing Course to Stress Psychiatric Work; U.S. Test Opens This Month

WASHINGTON, Dec. 13.—An examination for appointments to the School of Nursing at St. Elizabeth's Hospital, Washington, D. C., will be announced later this month by the U. S. Civil Service Commission. This examination will offer men and women throughout the country an opportunity to compete for a three-year nursing course to begin in October, 1949.

The course offers training in basic nursing and preparation in the field of psychiatric nursing. Expanding programs in the field of mental health will require many more graduate nurses in the psychiatric field, says the commission. After the successful completion of the course, students will be eligible to take an examination for registration as graduate professional nurses.

After the examination is announced, applications will be accepted during a period of approximately six weeks. About 60 competitors will be selected for the course. Students will receive allowances of \$752 during the three-year course in addition to quarters, subsistence, laundry and medical attention.

Applicants will be required to pass a written test. They must also be graduates of an accredited four-year high school with credit in courses to be specified in the announcement of the examination or be a senior student in such a high school.

After the examination is opened, complete information and application blanks may be obtained from the information office, Civil Service Commission, Seventh and F Streets, N. W., Washington, D. C.; the second Regional office of the Commission, 641 Washington Street, New York 14, N. Y.; and most first- and second-class post offices excepting New York, N. Y. Do not attempt to apply before the opening date is announced. Watch The LEADER.

U. S. Messenger Test Still Open to Veterans

WASHINGTON, Dec. 13.—The 397 veterans who were rated eligible in the U. S. Messenger examination held October 18 have been notified of their ratings and their names have been added to the list of eligibles set up for these positions through previous tests, the Civil Service Commission announced. A total of 245 veterans failed.

The Messenger examination, for positions located in the Washington area, with beginning salaries of \$2,020, is still open and has been open continuously since July, 1947, for persons entitled to veteran preference. Under the terms of the Veterans' Preference Act of 1944, messenger positions are restricted to preference eligibles as long as such persons are available for appointment.

Exam for Mediator Jobs Paying to \$6,235 Is Open

Applications are now being received and will be until Wednesday, January 5, for U. S. exam No. 141, mediator, \$5,232 to \$6,235 (CAF-11 and CAF-12). The jobs are in Washington, D. C., with the National Mediation Board. Most of the time is spent on travel assignments.

There are no age limits. No written test will be given. Candidates will be rated on experience.

Mediators adjust controversies arising between employers and employees in the railroad and airline industries, and conduct investigations and elections among such employees to determine their desires for representation under the provisions of the Railway Labor Act.

Experience Requirements

All applicants must have had six years of progressively responsible experience in making or interpreting labor agreements covering a large number of employees or a number of different crafts, on such matters as wages, hours of work, and working conditions; or in mediating between management and employees in the ap-

plication of labor agreements. This experience must show that the applicant has gained a broad knowledge of the specialized problems of labor relations in the railroad or air transportation industries.

Applicants' experience must have demonstrated their ability to deal effectively with people of varying personality, temperament, prejudices, and personal attitudes; to command the respect and confidence of such people as to their impartiality, judgment, integrity, and discretion; to prepare detailed comprehensive reports without direct supervision, and to present concise and clear digests of oral and written briefs submitted by contending parties in railroad or airline labor disputes.

Pertinent types of unpaid experience are acceptable.

Applications may be obtained in person or by mail at the Second Regional office, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y., or at post offices, except New York, N. Y. Send filled in blanks to U. S. Civil Service Commission, Washington 25, D. C.

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Don't Repeat This

(Continued from Page 6)

in the next 20 months — and it looks as though Dewey could easily walk into the Governorship again, he'll likely walk in. He'll think of 1952 when he might still be a sufficiently important figure to become a cabinet officer under a Republican president.

After the hectic kind of life that Dewey has led, it will be hard to settle down into the ordinary life of an attorney or businessman.

People are saying, What will he do for money? The luxuries of the Governorship, with the sumptuous home, cars and host of aides, the Governor of New York State certainly winds up with as much as the wealthiest of businessmen.

GOP NABOBS rate U. S. Senator Irving Ives as the party's strongest vote-getter in the State, at the moment, with Wild Bill Donovan runner-up . . . W. Kingsland Macy has staged a grand political comeback. His Suffolk county was 'way out front in the last election, without any fights within the ranks . . . Paul Lockwood, secretary to Governor Dewey, has so far turned down a huge offer from Schenley Corporation.

As further proof of the statement in this column last week that Mayor O'Dwyer's health is tip-top comes the report of his physician that he's in splendid general physical condition, no trace of murmur or any other trouble with his heart, but coupled with the warning he's still hitting too hard a pace and should slow down.

FORMER SENATOR Jim Mead, who didn't get the political breaks — he ran in the wrong year against Dewey — will shortly undertake a nation-wide lecture tour. Not a lawyer, he never built up a huge income. He's planning the tour for income, and also to keep in touch with the public . . . Don't count him out of the political picture. During his years in public office, Mead built up a residue of good will, especially with labor, that may yet pay off . . .

FOR SECRETARY of State, why not a newspaperman — a man like Drew Pearson? The State Department career boys have floundered and bungled long enough. Pearson may be a rough and tumble kind of guy, but he knows the score. He's called the turn on international events time and again, and he's hit hard where necessary. Pearson hates hypocrisy, weaselling, and double-talk. His idea of the Friendship Train, and the careful planning and carrying out of that idea, shows he knows how to appeal to foreign peoples with a real sense of public relations. Pearson has a heart as well as a brain. He would get the facts he needs—and, like a good newspaperman, get them straighter than some of the close-brained State Department aristocrats who will talk to nobody but their social equals and God. Pearson will be close to the American people—and probably would get closer to the people abroad than anybody now on the scene as a prospective successor to General Marshall. Give it a try, President Truman! It may turn out the most interesting appointment you've ever made.

MAGISTRATE Charlie Rams-gate, of Brooklyn, appointee of the late Mayor LaGuardia, but a Democrat who's been seen a lot

at Joe Madden's clubhouse during the last year, is seeking appointment from Mayor William O'Dwyer to Special Sessions. Anthony DiGiovanna will vacate his seat on that bench when he becomes Supreme Court Justice on January 1. But there are scores of aspirants, and the Mayor hasn't given any indication yet. More conferences with Borough President John Cashmore will be held before the selection is made . . . Another judicial post for His Honor to fill is the Magistracy vacated by Frank Giaccone, appointed Supreme Court Justice by Governor Thomas E. Dewey . . . The job of Presiding Justice of the Municipal Court will become vacant on January 1. Keyes Winter occupies it, but will revert to a sitting judge. In fact, the 1949 court assignments have been published, with bench work for him. All Municipal Court Justices, more or less, would like to succeed him. The Mayor will decide.

JURORS in NYC and State courts can join in the coming drive for more pay. They get \$3 a day. Federal courts pay \$5. Why not equal pay for equal work, even for jurors who are successful business men (including some millionaires)?

THANKS, BOYS! Don't Repeat This is fast becoming a fact-source for the columnists on daily NYC sheets. Eddie Zeltner's popular Over the River on December 3 ran two items which had appeared in this column the preceding Tuesday — the item about Paul Fitzpatrick grooming himself for governor, and the item about the Mayor ordering his commissioners to list the achievements of his regime in their annual reports . . . John Crosson, able political columnist of the NY Daily News, also carried the O'Dwyer squib on Sunday . . . As a result of the Fitzpatrick piece, the NY State Democratic leader was asked down in Washington how about it? He denied he was thinking about running for Governor — but his denial was carefully couched in the present, not the future, tense . . .

Read the Don't Repeat This column every week! Watch for next week's column!

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